

**Health Professions Council**  
**Conduct and Competence Committee – 20<sup>th</sup> April 2006**

**Review of the standards of conduct, performance and ethics**

**Executive Summary and Recommendations**

**Introduction**

Article 21 (1) of the Health Professions Order 2001 (“the order”) provides that:

*The Council shall—*

*(a) establish and keep under review the standards of conduct, performance and ethics expected of registrants and prospective registrants and give them such guidance on these matters as it sees fit*

Article 27 of the order further provides that the Conduct and competence Committee shall—

*(a) having consulted the other Practice Committees as it thinks appropriate advise the Council (whether on the Council’s request or otherwise) on—*

*(i) the performance of the Council’s functions in relation to standards of conduct, performance and ethics expected of registrants and prospective registrants*

The attached work plan sets out the proposed timetable of activities to review the existing standards of conduct, performance and ethics.

**Decision**

The Committee is invited to discuss the attached work plan and recommend its approval by Council.

**Background information**

The work plan was considered by the meeting of the fitness to practise chairmen and deputy-chairman on 3<sup>rd</sup> March 2006. Their comments have been incorporated into the workplan.

**Resource implications**

- Research and writing of committee papers
- Consultation on new standards (if appropriate)
- Co-ordinating and reviewing responses

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Final	Confidential
DD: None	RD: None

- Type-setting and publication of new standards (if appropriate) online and in hard-copy.

### **Financial implications**

- Editing of new standards (if required) by the Plain English campaign
- Publication of new standards (if required)

### **Background papers**

None

### **Appendices**

None

### **Date of paper**

29<sup>th</sup> March 2006

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## **Review of the standards of conduct, performance and ethics**

### **1. Terms of Reference**

To review the Standards of conduct, performance and ethics to make sure that they:

- (i) assist in HPC's primary role to protect the public;
- (ii) conform to public expectations of health professionals;
- (iii) are suitably generic so as to be relevant to registrants of all 13 professions;
- (iv) are appropriate to the situations faced by registrants; and
- (v) are easily understood by registrants, members of the public and other stakeholders.

The standards are used in fitness to practise proceedings and in making admission decisions about good health and character and the review will ensure that the standards continue to be fit for these purposes.

### **2. Lead**

The Conduct and Competence Committee should lead the review, taking into account the views of the Health Committee and Investigating Committee and members of the Education and Training Committee. They should make recommendations to the Council.

### **3. Plan**

The review should take into account the views of all relevant stakeholder groups.

There should be an initial online consultation period during which feedback about the standards is invited from HPCs stakeholders. This will be an online form which asks a small number of questions about the existing standards and invites any comments or suggestions about whether or how they should be amended. The form will be available via a link from the front page of the HPC website and will be publicised via:

- a press release;
- an article in the news letter;
- a letter to all key stakeholders

The review should also consider and take into account:

- the standards and codes of practice of other organisations;
- any changes in legislation since the original standards were produced;
- information from fitness to practise panellists and a review of the cases heard to date;
- information from the professional bodies;
- information from groups who have a patient/ public involvement perspective.

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The above approach is suggested as a thorough way of reviewing the standards. The initial consultation will allow the Council to reach a potentially wide range of stakeholders who have an interest in the standards. This will inform the progress of the subsequent review process.

#### **4. Plan of Activities**

The following is a suggested plan of activities for the review:

##### **April 2006**

Workplan presented at Conduct and Competence Committee – 20<sup>th</sup> April 2006 for discussion / approval.

Health, Investigating and Education and Training Committees asked for comments and ideas (electronic).

##### **July/August 2006**

Workplan presented at Council meeting- 6<sup>th</sup> July 2006 for discussion/ approval.

Initial Online Consultation – approximately 6 weeks (views invited from fitness to practise panellists).

##### **September 2006**

Meetings of the Health Committee (7<sup>th</sup> September 2006), Investigating Committee (14<sup>th</sup> September 2006), Conduct and Competence Committee (19<sup>th</sup> September 2006).

Discussion forums – Patient / Public Involvement Groups and Professional Bodies (There should be participation of members of the Health, Investigating and Conduct and Competence Committees) – week beginning 25<sup>th</sup> September 2006.

##### **October 2006**

Discussion at Council away day – 4<sup>th</sup> and 5<sup>th</sup> October 2006 (pending the approval / opinion of the new President)

##### **November 2006**

Draft produced and presented at meetings of Health Committee (7<sup>th</sup> November 2006), Investigating Committee (16<sup>th</sup> November 2006) and Conduct and Competence Committee (22<sup>nd</sup> November 2006). Views sought from members of the Education and Training Committee (electronic).

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## **December 2006**

Recommendations of Conduct and Competence Committee made to Council for discussion/approval at meeting – 14<sup>th</sup> December 2006.

## **January to March 2007**

Public consultation

## **April 2007**

Conduct and Competence Committee – 23<sup>rd</sup> April 2007. Committee considers draft consultation responses document and makes decisions regarding final draft of the SCPE.

## **July 2007**

Council meeting 5<sup>th</sup> July 2007 – new standards ratified (subject to plain english editing).

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