

FEEDBACK FROM COUNCIL AWAY DAY DISCUSSIONS ON THE STRUCTURE OF THE REGISTER HELD ON THURSDAY 7 OCTOBER 2004

Venue: The Seamill Hydro, Seamill, Ayrshire, Scotland, KA23 6NB

Group One - Feedback from Tony Hazell

- Looked at the Geographical Model
- Could not support this
- Looked at Cohort Model
- Go back to basic principles

HPC Council

Registrants Congress

- Importance and centrality of Council as a decision making body would be upheld
- Accountable for its decisions
- Chosen word congress as it is clearer than assembly
- Important principle uncouple the Council and the Register
- Council numbers unchanged
- Registrant and lay numbers unchanged

Geographical element

- 2 from Wales, 2 from Scotland, 2 from Northern Ireland, 4 from England
- All new professions are automatically congress members
- Cost element
- Congress would meet twice a year
- Council would meet 4 times a year
- The President of Council would always be a registrant

- The Vice-President would be lay and would chair congress
- Council members elected by congress
- Role of congress would be to discuss profession specific matters and advise Council

Advantages

- Congress would encourage networking. Special interest groups would get together

Principles

- Essential that all professions have a say. That would be at congress
- Cohort idea is artificial – forcing groups together
- Would seem that original members of Council are first class members
- Members of Council are addressing corporate issues not profession specific issues
- Congress in its totality will be at least 3 times the size of Council. Congress will be augmented by new groups coming in
- Not totally wedded to any specific number on Council. Could argue for a bigger Council. The number on Council should be what would effectively manage the business
- There would be an election to congress on a profession specific basis and a country basis and then an election to Council
- Congress would elect registrant and alternate Council members. Ideally congress should exist for 12 months before electing Council
- No requirement that there should be an alternate for each profession
- Need for discussions with Department of Health regarding home country representation on Council. Unlikely that the Government would accept a Council without home country representation. Home country representation could be maintained by correct structuring and maintenance of the register
- Wanted to get away from profession specific representation on Council but strengthen profession specific representation on Congress
- Only members of Congress would be elected to Council
- Further details still to be worked out

Group 2 - Feedback from Keith Ross

COHORTS

Advantages:

- Easy to understand
- Less radical: stays within HPC Order
- Each profession to have same opportunity
- Supported by public consultation
- Each aspirant profession would be clear about where it sits before application is complete
e.g. Dance Therapists
- Satisfy public's concern
- New professions on equal footing

Disadvantages:

- Potentially divisive
- Existing places on Council could be changed
- Artificial groupings
- Doesn't address geographical issue

ASSEMBLY

Advantages:

- Good presence from all professions
- Less likely to disenfranchise each profession
- Easier to manage geographical issues

Disadvantages:

- Corporate governance unclear
 - Encourage infinite sub-division
 - Costly – administration etc.
 - Difficult for the public to identify with
 - Powerless group
- Or
- If powerful it challenges role of Council
- Registrants may not want to go through 2 tier election system
 - Privy Council may not accept!

GEOGRAPHICAL

Advantages:

- Addresses geographical issue

Disadvantages:

- Does not satisfy professions
- Manipulation

CONCLUSION

- Nothing will be perfect
- No point “flogging dead horses” If this would not be politically acceptable no point exploring it any further
- Protecting public must be PARAMOUNT
- Cohorts best realistic option



gives opportunity to strengthen

Consultation)	
Communication)	Must do's
Involvement)	

Group Three – Feedback from Christine Farrell

Discussed almost the same issues as group one and came to the same conclusions.

1. Elections to Congress – would be an overarching body



→ Elected by registrant groups on HPC register

2. Congress

Main functions

- Major issues
- Elect representatives to Council
- (Reassure registrant interest)

Regional representatives elected also (how?)

Number: a meaningful minimum!



3. Council

Elected x 4 years

Main Functions

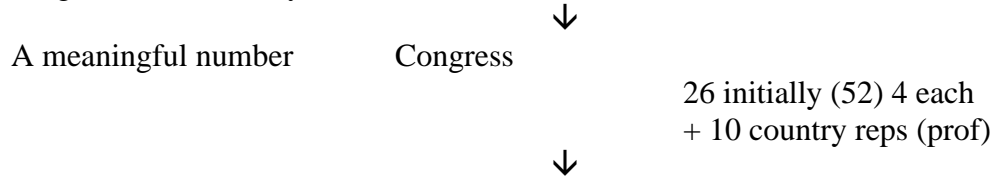
Decision making/strategy

No: initially 24(5): 12 lay, 12 reg.

- Regional/country representation to be discussed. There could be one congress for each country but this would need to be discussed.

- Elections to Congress

Managed by HPC based on 100% registrants, 4 from each current grouping/proportionately on register (each new group would elect 2/3 member of congress (over 10/15 years)



Council elected every four years by the Congress (24); 12 lay, 12 reg. New Groups.

Solves problem of register – no need to change

Comments from the Chief Executive - Marc Seale

- It is less likely that the Department of Health will agree to a radical solution to the restructuring of the register
- It is advisable to go for a semi-radical solution
- Small geographical areas will still be dominated by large professions
- Cohort will have to squash unequal groups together
- A major issue about the assembly will be its role. A single role of electing the Council is likely to be acceptable to the Department of Health but as soon as it is given other roles there is likely to be conflict. It should be an electoral body with no other functions

Timetable

- There will be an amendment to the Health Professions Order 2001 to bring the Applied Psychologists into regulation
- The HPC still has powers to set up professional advisory committees however this option was rejected by Council as it was felt that there was a danger of setting up bodies which could advise Council whether or not Council sought that advice. It is likely that the Department of Health will question why the Council wishes to set up another body when it ready has powers in the Health Professions Order to set up professional advisory committees
- Issues raised in general discussion
- Concerns raised that about a member of congress' role – what is their role?

- The congress members' role of electing members to Council would not be seen as very attractive
- Concern that Council will not have the expertise or authority to start regrouping professions into cohorts. A number of professions would cross cohort boundaries
- No support for small national assemblies
- Reiteration of the role of the HPC which is to protect the public. Council members are not representatives of the professions. There should be a range of people on Council whose role should be meaningful to the public
- The creation of a congress would help Council move away from unprofessional representation on Council. Congress would be a multiprofessional professional advisory group
- We need to look at the role of Council which is not to promote multiprofessional working. Council has to consider developments within the professions and how this impacts on regulation
- Details on the periods of office of members of congress and members of Council would have to be thought through
- Costs would have to be given consideration
- Agreed that the Executive would prepare a paper on each option to be considered at the December meeting of Council
- Agreed that a draft paper would be sent out to Council by email for comment
- Agreed that discussions would be held with the Department of Health regarding the viability of the options being put forward

Summary from the President - Norma Brook

- Very interesting discussions during the two days

Corporate Governance

- Much work has been done on developing guidelines for the role of Council members. The Executive will amend the documents under consideration and will circulate to members for comment. The final version will be considered at the December meeting of Council and when agreed will be added to the Council members handbook

Structure of the Register

- It would appear that the geographical model is least preferred
- The cohort model was least preferred of the top two
- The assembly or congress model was the most preferred
- The Executive will prepare a paper for circulation which will be considered at a future Council meeting
- In the meantime further discussions would be held with the Department of Health

(List of those who took part in each break-out group is attached at appendix one)