

This is the Council's fourth year of operation under our new rules. The Health Professions Council (HPC) has grown in size by around 20% in the last financial year, which reflects the wider range of the departments, functions and responsibilities we now have. This financial year has seen the culmination of many years of work when twelve of our thirteen professions closed their titles in July 2005. This has meant that finally our registrants have legally protected titles and we have the power to prosecute those individuals who are falsely claiming to be a registered health professional. July 9<sup>th</sup> also saw the end of the two year grandparenting window, and I would like to thank the International Department and our Partners for their hard work and dedication in making the process such a success.

This has been a busy year for the Approvals Committee; they have overseen the development of a monitoring process which will ensure all approved programmes meet the Standards of Educations and Training. Annual monitoring began in early 2006 and, at the time of writing, HPC had carried out 33 visits to UK education providers. The Committee also agreed further refinements to procedures for approval of programmes including those of a part-time mode.

The Education & Training Committee set up a Professional Liaison Group (PLG) to draft further information about Continuing Professional Development (CPD) following the publication of the key decisions document in August 2005. I would like to thank the PLG and the Committee for all their hard work and dedication and I would like to take this opportunity to extend my thanks to the professional bodies who took the time to send us sample profiles and share their expertise. As I write, two CPD publications are being finalised and will be available on the HPC website by the beginning of May 2006. These documents will hopefully prove to be useful and informative to registrants, prospective registrants and employers.

Unfortunately, last year dealt an unexpected blow to HPC. I hope that while you may share the shock and anger that we have felt over Paul Baker's theft from the HPC, you feel reassured that everything that can be done has and is being done to ensure that a theft like this cannot and will not happen again. He abused his position of trust by deliberately setting out to deceive HPC. Thankfully, the theft has not damaged the overall financial wellbeing of HPC and I can assure you that the organisation has continued to operate fully during this difficult period.

On a more positive note, this year has seen an improvement in the way in which we listen to registrants' feedback and, therefore the quality of service we offer. We commissioned the research company, Mori, to carry out an extensive piece of research with both registrants and members of the public. The registrant's focus groups highlighted a number of issues that we are including into our future strategies. The key issue arising from the research was a lack of knowledge amongst the public. Whilst this is to be expected for such a young organisation, we are committed to raising our profile through advertisements, public relations campaigns, promotional material and increasing awareness amongst the referrer's network such as doctors and Citizen's Advice Bureaus.

Health regulation is changing and evolving at a rapid pace and the HPC is at the forefront of these changes. Two Government reviews of regulation due out later this year; Andrew Foster's review of non-medical regulation and Liam Donaldson's review of medical regulation are likely to have far reaching consequences for the HPC.

We are perceived to be a flexible organisation with modern legislation, for this reason we continue to be approached by a number of organisations operating voluntary registers and we anticipate HPC will be taking on at least three more professions by 2008 including applied psychologists. This is a testament to the HPC's success.

Finally, I will conclude by saying what an honour and joy it has been working so closely with a both the Council and Executive. Unfortunately, this will be my last foreword in the HPC annual report as I will be stepping down as President in July this year. I would like to take this opportunity to say a heart-felt thank you to everyone who has worked so hard to make the HPC the success it is today including our Partners, Council members, HPC employees and professional bodies, I sincerely hope the organisation continues to go from strength-to-strength and I shall look forward to seeing HPC continue to grow and develop over the coming years.

**Norma Brook**  
**President, Health Professions Council**

## Chief Executive and Registrar's report April 2005 – March 2006

The 2005-2006 financial year has been one of rapid growth and change. July 9<sup>th</sup> 2005 saw the closure of title for twelve of the thirteen professions regulated by the Health Professions Council (HPC). The Council have been at the forefront of our development as an organisation with each Committee playing a vital role in constructing and delivering a regulator that can protect the public and maintain standards among the professions.

Our three practice committees; Investigating, Health and Conduct and Competence have seen the number of allegations received rise to over three hundred in the last year. This year has seen the first performance and development appraisal system developed for panel members, ensuring consistent, impartial and robust decisions are reached at every hearing. Another significant change is that Council members no longer sit on fitness to practise panels; allowing a clear separation between policy making and its implementation.

The Communications Committee have overseen the second successful phase of our public advertising campaign. Following the success of the 2004-2005 campaign, advertisements were placed on the London underground network and on buses in various parts of the UK. A month long campaign also aired on Classic FM. Market research conducted by Mori in September 2005 on behalf of HPC revealed a relatively low awareness of HPC, although this was not unexpected, it allows the Committee to continue their work in raising our profile. The Committee also oversaw the launch of a new microsite aimed solely at members of the public – [www.HPCheck.org](http://www.HPCheck.org) with the focus on encouraging the public to check their health professional is registered.

HPC also launched a new website in May 2005. The previous website was inherited from CPSM; it was slow, had limited capability and wasn't very accessible. The new website was developed following research with registrants and members of the public. It is compliant with the Web Accessibility Initiative. The feedback we have received has been extremely positive and we continue to welcome your comments.

Another key focus of this year has been our customer service delivery, improving our operations functions and processes. This includes the development of online renewals, change of address and application functions to be implemented early in the next financial year. Communication with registrants has been improved by continuing to gather feedback at our listening events and through market research. The figures to date indicate that the renewals process is now resulting in only 4% of each profession lapsing unintentionally, last year this figure stood at around 16%.

It has been a busy and productive year for the Education and Training Committee, who have overseen the analysis of the 2004 consultation on Continuing Professional Development (CPD). The Committee supervised the publication of the key decisions document and later produced two information publications and worked collaboratively with professional bodies to produce sample profiles. The documents were produced by a Professional Liaison Group (PLG) who formed to focus specifically on CPD.

HPC also created a Policy and Standards department whose remit is to focus on Standards, guidance, PLGs, consultations and policy development. The department will work closely with Council and relevant committees to set clear policies and standards for registrants and potential registrants. As well as CPD, the department consulted on a revised, more flexible approach to our return to practise requirements that will be implemented from July 2006.

With the rapid growth in our remit and functions, HPC has now exceeded the capacity at Park House. The number of employees has risen from 40 in March 2004 to 90 in March 2006. For this

reason we have purchased the building adjacent Park House that will be developed into a registration centre and Fitness to Practise hearing suites over the coming years.

HPC is an organisation that has achieved a lot in a relatively short space of time. We continue to remain open to and welcome opinions, comments, praise and criticism. We use this where we can to improve our services and deliver modern regulation in the most efficient manner possible. Your interaction is a key part of this and we would be interested in any feedback you have about the content of these accounts or any other aspect of the organisation. Thank you for reading this document and I hope you find it of interest.

**Marc Seale**

Chief Executive and Registrar

## Statutory Committee Reports

1 April 2005 to 31 March 2006

### Education and Training Committee

#### Principles

The Education and Training Committee is one of the Council's four statutory committees. Article 14 of the Health Professions Order, 2001 states that the purpose of the Committee is to advise the Council in relation to the 'establishing of standards of proficiency.....(and) the establishing of standards and requirements in respect of education and training or continuing professional development.

#### Objectives

The Education and Training Committee is comprised of 20 members and has met four times during the year.

For the year from April 2005 to April 2006 the Committee delivered a number of key objectives:

- Analysis and publication of the responses to the consultation on continuing professional development (CPD), which was undertaken in late 2004, and recommendation to Council regarding the key decisions from the consultation;
- Setting up a Professional Liaison Group (PLG) to draft further information relating to CPD;
- Setting up of a Professional Liaison Group (PLG) to review the Standards of Proficiency (SOPs); and
- Setting up a PLG to draft guidance on the Standards of Education and Training which were agreed by Council in 2004.

#### Achievements

In 2002 the Health Professions Council agreed in principle to link CPD to renewal of registration. A consultation on the Council's proposals for CPD was undertaken in autumn 2004. The responses to the consultation were analysed in early 2005 and the Education and Training Committee agreed a key decisions document for ratification by Council. 'Continuing Professional Development – Key Decisions Document' was published in August 2005.

The Council is committed to publishing more information about how CPD will be linked to registration and in particular to provide more information about the audit process. In September 2005 a PLG was established to draft two documents, a very short guide to CPD, suitable for distribution to all registrants, and a longer document which is aimed at those registrants who are the subject of an audit and also for other parties with a particular interest in CPD. The Group has worked collaboratively with the professional bodies towards producing some example profiles. The PLG has completed its work and at the time of writing the documents were awaiting ratification by Council. Both publications and the example profiles will be available on the HPC website from April 2006. The short guide 'Your guide to CPD Standards' will be sent to all registrants.

The PLG for Standards of Proficiency has met 3 times since its first meeting in October 2005. At the time of writing the PLG was on schedule to report to Council in July 2006. It is envisaged that a consultation on the revised Standards will be held over the autumn of 2006. The results of the consultation will be analysed, and the decisions and the revised Standards (if required) will be published, later in the year.

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The PLG for Standards of Education and Training Guidance for Education Providers has met 3 times and has completed its work in drafting a consultation document. At the time of writing a consultation was being undertaken with a reply date of end of April 2006. It is envisaged that the results will be analysed and the decisions and the guidance will be published later in the year.

### **On-going work**

#### **Approval of Supplementary Prescribing Courses**

In February 2005 the Committee agreed criteria for the approval of Supplementary Prescribing courses.

Over the past year 5 supplementary prescribing courses have been approved by the Education and Training Committee and 5 further courses are awaiting final approval.

#### **Self Referrals of Health and Character by Registrants**

In February 2005 the Committee agreed in principle to establish appropriate procedures by which a panel of the Education and Training Committee can consider and report upon self referrals of health or character by registrants. In June 2005 the process by which self-referrals would be considered by the Committee was agreed. At the time of writing 354 declarations on renewal, readmission or self-referral have been received.

#### **Eileen Thornton**

Chairman

#### **Niamh O'Sullivan**

Secretary

**1 April 2005 to 31 March 2006  
Investigating Committee**

**Principles**

**The Investigating Committee is a statutory committee of Council and with the Conduct and Competence and Health Committees is one of the three practice committees.**

**Objectives**

The Committee's main function is to set the strategy and policy which determine how Council deals with complaints and/or fraudulent or incorrect entry onto the Register. If the HPC receives a complaint about a registrant, the Investigating Committee will assemble a panel to determine whether there is a case to answer. If the complaint is about fraudulent or incorrect entry onto the Register, this may be considered at a hearing by a panel of the Investigating Committee.

**Achievements**

The Investigating Committee has nine members and met five times during this year. A registered medical practitioner was appointed to the Committee following a public recruitment process.

The Committee has considered and approved a number of guidance documents and procedural processes for the effective functioning of operations within the fitness to practise department. These documents included guidance on 'Making a Complaint' and 'Reporting a Concern'; guidance on the role of panel Chairmen and panel members, the implementation of a case management strategy and standardised directions for the effective management of caseloads..

The Committee approved an appraisal system for panel Chairmen and panel members and agreed that the system was a good way in which to define standards. It also provided the opportunity to clarify procedures whilst encouraging open communication between peers.

The Committee was happy to note that a mutual protocol had been established between the HPC and the NHS Counter Fraud and Security Management Service. This was designed to ensure the effective and timely deployment of information between both organisations.

The Investigating Committee looks forward to the continuation of its work in the setting of policy and strategy for the fitness to practice processes.

**Miss Morag MacKellar**

*Chairman*

**Miss Sophie Butcher**

*Secretary to Committee*

**1 April 2005 to 31 March 2006  
Conduct & Competence Committee**

**Principles**

**The Conduct and Competence Committee is a statutory committee of the Council and with the Investigating and Health Committees is one of the three practice committees.**

**Objectives**

The Committee's main function is to advise the Council on what constitutes appropriate conduct, performance and ethics of all registrants. If HPC receives a complaint about a registrants' conduct, or their competence, then the Committee may assemble a panel to hear the evidence at a hearing. The Committee sets the strategy and policy which determine how these panels are run, and assesses their performance.

**Achievements**

The Conduct & Competence Committee is comprised of nine members and has met four times during this past year. A registered medical practitioner was appointed to the Committee following a public recruitment process.

The Committee has considered and approved a number of guidance documents and procedural processes for the effective functioning of operations within the fitness to practice department. Such documents included guidance on 'Making a Complaint' and 'Reporting a Concern'; guidance on the role of panel Chairmen and panel members', the implementation of a case management strategy; and standard directions for the effective functioning of caseloads as a whole.

The Committee agreed to recommend to Council that Council members should no longer chair Fitness to Practise panels so that there was a clear separation between policy making and its implementation. Council approved this recommendation and a team of panel Chairmen for fitness to practise cases was recruited. Additionally, a performance and development appraisal system for panel members and Chairmen was approved by the Committee. This will provide the opportunity for feedback by all involved and assist in the progression of process and development of expertise in fundamental roles.

One case heard by HPC had been referred to the High Courts by the Council for Healthcare Regulatory Excellence (CHRE).

The Committee has considered and kept under review, the number, type, complexity and costs, of fitness to practise cases. This is an ongoing process and is becoming increasingly necessary with the expansion of the organisation and the fitness to practise cases as a whole. As the number of cases dealt with by the HPC have increased, costs in turn are anticipated to escalate.

The Committee is committed to ensuring the implementation of an equality and diversity scheme which has been initiated and will be undertaken in the long term.

The Committee has begun to analyse fitness to practise trends which has been initiated via the introduction of a fitness to practise tracking system.

The Committee has also commissioned a review of the 'Standards of Conduct, Performance and Ethics' (SCPE) which will be undertaken in the next financial year.

The Committee would like to commend the fitness to practise department for all of their hard work and look forward to the year ahead.

**Mr Keith Ross**

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2006-04-27

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*Chairman*

**Miss Sophie Butcher**  
Secretary

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**1 April 2005 to 31 March 2006**  
**Health Committee**

### **Principles**

**The Health Committee is a statutory committee of the Council and with the Conduct and Competence and Investigating Committees is one of the three practice committees.**

### **Objectives**

The Committee's main function is to set the strategy and policy which determine how Council will deal with allegations of ill health. If the HPC receives a complaint where the registrant's health appears to be relevant, the Committee may assemble a panel to hear the evidence at a hearing. The panels are made up of registered health professionals and members of the public. Members of the Health Committee do not sit on Panels.

### **Achievements**

The Health Committee is comprised of nine members and has met four times during this year. A registered medical practitioner was appointed to the Committee following a public recruitment process.

One of the Committee's main considerations has been related to the effective operation of 'fitness to practice' procedures relating to health matters. This has assisted in the implementation of a successful case management strategy.

A key achievement for the Committee has been the consideration of the work of a Professional Liaison Group on Health, Disability and Registration. The Group produced guidance on health, disability and registration. Membership of the PLG comprised of members of Council together with a wide range of other stakeholders, including academic institutions and representatives of national bodies concerned with issues of health and disability. Following the work of the Group, two documents were produced; 'A disabled person's guide to becoming a health professional' and 'Information about the health reference' which were submitted for consultation in the autumn of 2005. The consultation has now concluded and both documents are available via the HPC website.

Members of the Committee were very much aware of the continuing public debate concerning issues relating to sex offenders and employment within public services. Reports were received on this complex issue from the Director of Fitness to Practise, in particular on the work of the Richard Committee, which is addressing the sharing and dissemination of information regarding registered sex offenders.

The Health Committee looks forward to the continuation of its work and, together with the other practice committees, to making a contribution to the setting of policy and strategy for fitness to practice processes.

**Professor Tony Hazell**  
*Chairman*

**Miss Sophie Butcher**  
*Secretary to Committee*

1 April 2005 to 31 March 2006

## **Registration Committee**

### **Principles**

**The Registration Committee is a non-statutory sub-committee of the Education and Training Committee. The Committee reports to Council via the Education and Training Committee.**

### **Objectives**

The Committee's primary function is to have oversight of the operation of the registration and grandparenting processes. The Committee receives regular reports from the Registration departments.

### **Achievements**

The Registration Committee comprises eleven members and met four times during this year.

The Committee was kept abreast of developments regarding the return to practice consultation which was held from 1<sup>st</sup> July – 9<sup>th</sup> September 2005. This was undertaken following Council's recommendation that a review was required of the Return to Practice process. Council have approved the revised process and agreed to its implementation as of July 2006.

The Committee initiated the implementation of a review of the registration renewal process for the renewal cycle in 2005-06. This was devised following the feedback from a range of sources in relation to the issues arising during this process, including a significant increase in workload experienced in the last six months of grandparenting in 2004-05. This included an analysis of the reasons for registrants lapsing from the register. An interim report arising from this review, which will be concluded on the completion of the current renewal cycle, has been received by the committee.

The electronic processing of pass lists is being considered for the future.

The Committee considered an appraisal system for registration assessors' performance. The system was designed to incorporate aspects of self-assessment, peer assessment and HPC assessment of the performance of each partner. The Committee agreed that it was a 360 degree process that would provide the opportunity for feedback from both parties and welcomed the benefits that such a process would afford for all involved. The process is due to be implemented in April 2006.

The committee recognises the continued need to address issues arising around the registration process. The Committee would like to recognise the significant work that has been undertaken in the improvement and continued refinement of the registration and renewal processes.

**Mrs Annie Turner**

*Chairman*

**Miss Sophie Butcher**

*Secretary*

1 April 2005 to 31 March 2006  
**Communications Committee**

### **Principles**

**The Communications Committee is a non-statutory committee of the Council. The Committee advises the Council on all aspects of its work that relate to communications. This includes how the Council communicates with registrants, the public and employers. The Committee also develops the Communications strategy.**

### **Objectives**

One of the key objectives of the Committee is to set the communications strategy so that it meets the needs of HPC's stakeholders.

### **Achievements**

The Communications Committee has seven members and has met four times during the year.

The Committee endorsed the implementation of several aspects of the strategy aimed at the short term and long-term promotion of HPC's activities.

One of the key achievements of the Committee in the last two to three years has been the successful promotion of what HPC is and what the organisation does. This has been achieved through the hosting of Listening Events in each of the four home countries. Throughout each year the communications team run a number of these events which are designed to give registrants and the public the opportunity to learn more about the HPC and to provide feedback to the organisation. One of the innovations in communication this year was the first HPC video-conference Listening Event in Scotland in November 2005. This extended our reach to people living and working in remote parts of the UK. The event was broadcast live from Inverness and linked with three smaller venues in Orkney, Shetland and the Outer Hebrides.

A second achievement has been the development of the HPC microsite [www.HPCcheck.org](http://www.HPCcheck.org) which enables people to check that their health professional is registered and genuine. This campaign has also involved developing a variety of promotional activities such as the production of car stickers, advertisements placed on buses and trains and also via the provision of posters in General Practitioner surgeries and hospitals.

The Committee agreed to the utilisation of the services of a company called 'Language Line' who now provide interpretation of over 120 languages, specifically catering for stakeholders whose first language was not English.

The Committee have also recently considered the results of a research campaign conducted by MORI on behalf of HPC. This campaign explored the public experience of health professionals and the services which they offered and their understanding of the HPC. Professionals' views of the HPC, and regulation in general, were also explored. Some of the findings from this work have been incorporated into the wider communications strategy.

The Committee have also been involved in developing the communications campaign on the new rules and standards on continuing professional development (CPD).

The Committee are currently in discussion over the work plan to be implemented for the public patient involvement strategy and will work towards putting in place a systematic approach to public and patient involvement across the whole organisation over the coming year.

The Committee worked closely with the Executive on ensuring that the communications regarding the criminal proceedings against Paul Baker, former Director of Finance at HPC, were dealt with in a timely and transparent way, ensuring that stakeholders were informed on this issue.

**Dr Anna van der Gaag**

*Chairman*

**Miss Sophie Butcher**

Secretary

## **Non-Statutory committee reports**

1 April 2005 to 31 March 2006

### **Finance and Resources Committee**

#### **Principles**

**The Finance and Resources Committee is a non-statutory Committee of the Council. It has been set up to make recommendations to the Council regarding the budget, and other issues relating to the finances of the Council.**

#### **Objectives**

The primary function of the Committee is to monitor the finances of the organisation on behalf of the Council but its remit also covers Human Resources, Partner Management and Corporate Services. The Committee is responsible for ensuring that appropriate and robust financial and accounting systems are in place.

#### **Achievements**

The Finance and Resources Committee is comprised of twelve members, including an accountant member who was appointed to the Committee following a public recruitment process. The Committee met seven times during the year. The Committee also sat once as the Remuneration Committee.

During the year, the Committee:

- reviewed the draft financial statements for the year ending 31<sup>st</sup> March 2005 and regular management accounts which reported performance against budget;
- considered the prospective budget for the year 2006/7;
- received a report on the performance of HPC's investments from our investment manager at Carr Sheppard Crosthwaite Limited;
- agreed a revised investment policy and a revised reserves policy and received an updated version of the HPC's risk assessment strategy;
- received progress reports on the review of management controls by Baker Tilly and monitored action to implement the recommendations of the review;
- approved an Equality and Diversity Scheme and recommended this to the Council for approval;
- reviewed payroll recommendations when it sat as the Remuneration Committee in March;
- oversaw the purchase of adjacent premises to accommodate the expansion of the HPC's activities; and
- approved expenditure to complete the development of systems for on-line applications for registration and renewal.

The financial results for the year and comments thereon are shown elsewhere in this Annual Report. The Finance and Resources Committee has had a busy and challenging year and looks forward to continuing its work.

**Robert Clegg**

*Chairman*

**Colin Bendall**

*Secretary*

1 April 2005 to 31 March 2006

## **Audit Committee**

### **Principles:**

**The Audit Committee is a non-statutory committee of the Council. Its aims are to ensure that all the financial and operating systems of HPC are properly audited and that risks are identified and controlled.**

### **Objectives**

The Committee has been set up to act as the primary link between the HPC, the internal auditors and the joint external auditors, Baker Tilly and the National Audit Office. It will review the work plans and reports from the external and internal auditors and institutes internal reviews with the view to ensuring that financial, operating and risk management systems are effective. It supports the drive for continuous improvement in the way HPC operates.

### **Achievements:**

During the year the Council agreed that the Audit Committee should report directly to it rather than being a sub-committee of the Finance and Resources Committee. The new Committee has been reconstituted with a separate membership from the Finance and Resources Committee, to ensure a clear distinction of membership and function between the two committees.

The Committee comprises five members, including an accountant member who was appointed to the Committee following a public recruitment process. None of the members of the new Committee served on the previous Committee. The new Committee met for the first time in January 2006 and met a second time in March. A schedule of four meetings has been planned for the 2006-2007 financial year.

The two meetings of the new Committee were attended by representatives of the HPC's joint external auditors. Committee members interviewed candidate firms for the role of internal auditor in March and have made a recommendation for consideration by the Council. The new Committee will work with both the external and internal auditors to prepare an internal audit plan driven by recent audit findings and risk management processes.

The new Committee has received an updated version of the HPC's risk assessment strategy and considered the timetable for the audit of the accounts for the year ended March 2006.

### **Paul Acres**

*Chairman*

### **Colin Bendall**

*Secretary*

1 April 2005 to 31 March 2006

## **Approvals Committee**

### **Principles**

**The Approvals Committee is a non-statutory sub-committee of the Education and Training Committee. It deals with aspects of programme approvals, including considering Visitors' reports.**

### **Objectives**

The primary purpose of the Committee is to oversee the development, implementation and ongoing review of the Council's procedures for the approval and monitoring of programmes and providers.

### **Achievements**

The Approvals Committee is comprised of eleven members and met four times during the year.

During the year the Committee oversaw the development of a monitoring process which will ensure that programmes continue to meet the Standards of Education and Training (and therefore ensuring that students qualifying from those programmes meet the Standards of Proficiency). The Committee also approved a process for identifying and considering major and minor changes to programmes. Detailed information on these processes was published during the year. Annual monitoring began in early 2006.

The Committee agreed in November 2005 to hold monthly meetings to consider Visitors' reports, monitoring reports and major and minor changes to programmes. Monthly meetings were held from January 2006. The Committee will continue to meet to consider policy and procedural issues four times a year.

The Committee agreed further refinements to procedures for approval of programmes. These included a procedure for considering part-time programmes and a procedure for considering requests for deferral of approvals visits.

The Committee also approved a questionnaire for use by education providers, as one of our stakeholder groups, to give feedback on their experiences of visits.

The Committee would like to recognise the large number of visits which have been successfully completed to date and the substantial number already arranged for 2006-7.

### **Professor John Harper**

*Chairman*

### **Colin Bendall**

*Secretary*



## Communicating with the Public

As part of our communications strategy to increase awareness amongst the public, and to keep registrants informed, we have mailed out to 2500 NHS hospitals across England, Northern Ireland, Scotland and Wales. The campaign included posters targeted at registrants to encourage them to 'stay in touch' as well as posters aimed at the public to ensure they check their health professional is genuine.

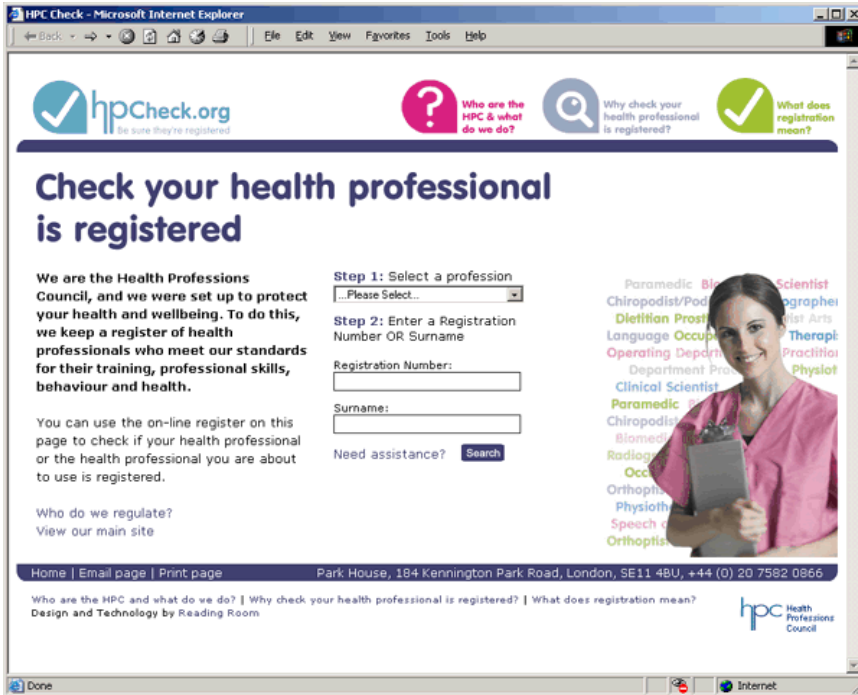
The campaign was started as a direct result of some market research we did with Mori with both registrants and the public. The findings from the research amongst the public were that over 8 in 10 people did not check their health professional was qualified, and only 2% had checked their health professional's relevant regulatory organisation. From this feedback it was decided that a mail out to hospitals was the best way of targeting a large number of people in an environment where they were likely to take on board information about a health regulator. With this in mind, it was also felt that a mail out to Doctor's surgeries would be an equally good way of targeting user groups. Using 'representatives to restock public information leaflets, and to put the posters up in the surgeries, we can ensure that the surgery staff are briefed about the information, and that the message is clear – check your health professional is registered.

The main message from registrants was that 'communications' should be the key focus of the HPC. Specifically better communications with the general public about the importance of going to a registered health professional. Another finding that came out of the research was that registrants felt that the HPC should concentrate its efforts on making the public aware of the difference between health professional's operating under titles that are HPC-regulated and those using titles that are not, in certain cases to avoid registration. It was also felt that the HPC should establish better credibility and meaning to the phrase 'HPC Registered' in the general public's consciousness.

By mailing out to such a large number of NHS hospitals, we hope to on one hand increase awareness of the HPC and the titles we protect; but also to encourage the public to think more carefully about the health professionals they visit, and check whether they are in fact genuine and registered.

With regards to registrants, we hope this campaign will encourage them to 'stay in touch' so that we can always contact them if necessary, and more importantly, so that they will receive any important documentation that we send out regarding registration.

Another aspect of our communications strategy is the 'HPCheck' campaign. This involved setting up a new microsite aimed solely at the public as a way of encouraging them to check their health professional is registered. The microsite contains information about who we are, what we do and who we regulate; as well as information on why you should check your health professional is registered and what registration means.



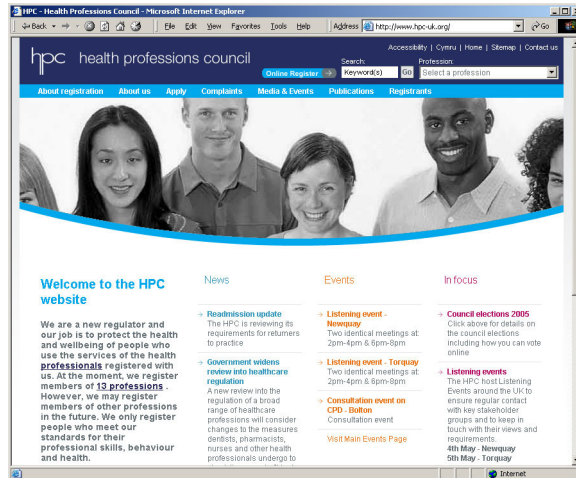
The 'www.HPCheck.org' address is now being used in our various advertisements as the site has relevant information for the public, however if anyone wishes to find out more about the HPC, the site has a direct link to our main website.

Our website [www.hpc-uk.org](http://www.hpc-uk.org)

Over the past twelve months the Communications department has been involved in further developing HPC's web presence. The main website has been completely redesigned, and a microsite specifically aimed at the public has been launched.

The website remains the most cost-effective and efficient way of making large amounts of information available to large numbers of people, and we have consistently utilised the website as a tool to communicate news quickly and effectively to our registrants and stakeholders. The website is the best way of keeping up to date with our work, and what we are doing.

## New website



The new website has been designed based on feedback received during market research conducted with registrants and members of the public. The new site is more user friendly, contains more information and is easier to maintain through a new content management system.

We have also ensured that the new design is fully compliant with external measures of accessibility, including accessibility for people with disabilities.

- **Design**  
The new site is designed to fit within our corporate image, so will have a familiar look & feel (much like our brochures, advertising and promotional material).
- **User friendly**  
Based on feedback we received including specific market research, we have tried to make the site as easy to use as possible. Meaning that whether you're a registrant or a member of the public it should be easy to find the information you're looking for.
- **Accessibility**  
The new website has been designed to be as accessible as possible. To make the website easy to view, we have designed it in accordance with guidelines laid down by the Web Accessibility Initiative (WAI) and the Royal National Institute for the Blind (RNIB).
- **Content management**  
A new content management system has been implemented to allow all of HPC's departments to be able to contribute to the website. This ensures that information is kept as up to date and accurate as possible.

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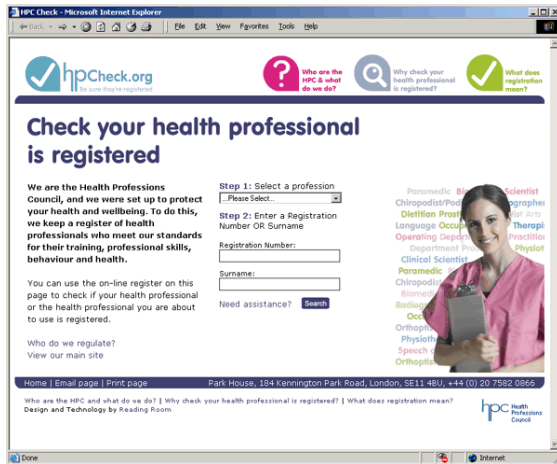
Status  
Draft  
DD: None

Int. Aud.  
Public  
RD: None

- **Content**

We want to make sure that all the information stakeholders require is available on-line so people don't have to wait until our office opens to find the information they require. We also want to make public information about what we do, and who we are available outside office hours.

### Microsite



[www.HPCheck.org](http://www.HPCheck.org) was launched in conjunction with a public awareness campaign encouraging people to check their health professional is registered.

The look and feel of the microsite has been designed to reflect our public focused advertising, and is easy to navigate and fully accessible. It's a small site consisting of the online register on the home page, and a few other pages of essential information and HPC's key messages.

### Health regulation worldwide



This section of the HPC website attempts to list in one place all relevant bodies involved in the regulation of health professionals, throughout the world. This is an ambitious and ongoing piece of work, which depends as much on visitors to the site emailing in information as it does on HPC Council members' information, and staff research.

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This database is designed and maintained by the HPC and lists the website addresses of regulators and professional bodies

Information about health regulators across the globe can be required by many people, from health professionals who want to practise outside the UK, to other regulators who want to know whether their applicant has ever been struck off by another regulator. We hope that this area of the site will continue to grow, and to be a source of useful information to visitors to our website.

### **Future developments**

We are currently developing a secure extranet site for registrants which would allow them to renew their registration and update their contact details online. A facility for potential registrants to apply online is also in development.

The main HPC website will also continue to be improved; we are extending the content management of the site as well as improving the way that information is searched for and displayed.

### **Your input**

If you have any comments to make about the HPC website, either good or bad, please get in contact with us at [webmaster@hpc-uk.org](mailto:webmaster@hpc-uk.org)

We welcome constructive feedback that will help us to make the site useful, and make the information that you need easily available.

## Policy & Standards

In July 2005, a separate Policy & Standards department was created for the first time at HPC. Policy & Standards has responsibility for standards, guidance, professional liaison groups (working groups), consultations, and other areas of policy development.

The focus of this financial year has been on collaborative working (particularly with the professional bodies on education and CPD), on improvement, and on the production of clear guidance for registrants on our processes. This brief report gives you an overview of our work; but more is available on the HPC website, [www.hpc-uk.org](http://www.hpc-uk.org) where you can download minutes of meetings and full documents for more detailed information.

This year we began the process of reviewing the Standards of Proficiency for the original 12 professions. The Council agreed to convene a professional liaison group to assess whether the standards need to be amended. The group includes representatives from professional bodies as well as Council members, and has been considering information from independent research, approved programmes, fitness to practise cases, and others in reviewing the standards. It is expected to make its recommendations to Council later in 2006.

Consultations are also an important part of the work of Policy & Standards. Whenever we set standards or guidance, we hold a consultation and ask our stakeholders for their views. This allows us to take account of the views of a wide variety of individuals and organisations, all of whom can comment on our proposals and influence our decisions.

A new process for returners to practice was consulted on during 2005. Our new returners to practice process, which we believe offers a flexible way for people to ensure they meet our standards before they come back onto the Register, will come into force from July 06. It requires returners to undertake a 'period of updating', the length of which will depend on the length of time out of practice, before applying for readmission. More information about this new process is available on our website.

Our health, disability and registration consultation was the culmination of an important piece of work around this issue, tackling for the first time how a health regulator can treat disabled people fairly while upholding its standards in order to protect the public. We set up a professional liaison group which included representatives from education, professional bodies and disability groups. This group drafted two documents, 'A disabled person's guide to becoming a health professional', and 'Information about the health reference'. These are expected to be published in their final form later in 2006.

We were also pleased to work with key stakeholders on our work in drafting the Standards of Education and Training guidance for Education providers, and on producing additional information for registrants about the CPD audit process. Each professional body was invited to attend meetings and to comment on early drafts of these documents, as well as drafting example CPD profiles for their respective professions. We are very grateful for the time that professional bodies have dedicated to these projects, and the input they have given.

Finally, to respond to increasing queries from registrants, we are publishing a document entitled 'Managing fitness to practise'. This has been written to provide information about how fitness to practise can change, and how registrants and employers can take steps to manage this, and to ensure that registrants continue to meet our standards, and can remain registered.

**Rachel Tripp**  
Policy Manager

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2006-04-27

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## Council member biographies

### Ozan Altay's

Ozan is a practicing Prosthetist working for the contractor to the NHS in Wolverhampton. He qualified via Paddington College and the London School of Prosthetics, Roehampton. Ozan's voluntary work has included raising resources for amputee victims of the conflict in Sri Lanka and working in a lower limb field clinic there. Having won a travel fellowship to Hong Kong in 2004, he attended the International Society for Prosthetics & Orthotics World Congress. He also reported on Orthotic & Prosthetic Education & Training at the University and visited the Prosthetic Department at Kowloon Hospital

### Patricia Blackburn

Patricia Blackburn is the Commissioner for the Allied Health Professions at Southern Health and Social Services Board, based in Armagh in Northern Ireland. She is the current Chair of the newly formed Irish Branch of the British and Irish Orthoptic Society, Chair of the Advisory Committee for the Allied Health Professions to the DHSSPSNI and Vice – Chair of the N.I. Health Professions Forum. She is married with two sons and twin daughters.

### Norma Brook

Norma is currently a self-employed consultant in physiotherapy, other professions allied to medicine and multiprofessional education. She was previously Head of Division of Professions Allied to Medicine in the School of Health and Social Care at Sheffield Hallam University. Her experience in physiotherapy education has been utilised in her role as a Quality Assurance Agency (QAA) assessor and she has taken a consultative role in Benchmarking for Physiotherapy and multiprofessional education. She is currently Physiotherapy education advisor to the Royal College of Surgeons in Ireland and an **recently been** external examiner in Physiotherapy at the University of Coventry. She was previously Chair of the Physiotherapists Board and a member Council of the Council for Professions Supplementary to Medicine (CPSM). She was awarded a Fellowship of the Chartered Society of Physiotherapy in 1995 for her contribution to the development of **p**hysiotherapy education and her expertise in connective tissue manipulation. Recently she has been awarded honorary doctorates, by Robert Gordon University, the University of East Anglia, Sheffield Hallam University, the University of Brighton and the University of Central England.

### Paul Acre

Paul was a police officer for 36 years, serving in a number of specialist and senior management positions. He was a detective, senior complaints investigator and for five years Deputy Chief Constable of Merseyside before his appointment as Chief Constable of Hertfordshire. He developed national policing policy on professional standards, community and race relations, personnel management, conflict management and the police use of force and firearms. He retired from policing in 2004 and now holds several public appointments concerned with the development of professional standards. He was recently appointed deputy Chairman of the Liverpool Cardiothoracic Centre NHS trust.

### John Camp

John Camp is a barrister. He gave up his legal practice to become an Anglican priest and served for 13 years as a psychiatric hospital chaplain. He has a qualification in forensic psychotherapy. He has held part-time judicial appointments since 1983 and is currently an immigration judge. He is a non-executive director of Northamptonshire Healthcare NHS Trust, having earlier chaired Wycombe Health Authority and been a member of the Oxford Regional Health Authority and the Mental Health Act Commission. He has taught clinical ethics and is an honorary member of the British Medical Acupuncture Society.

### **Shaheen Chaudhry**

Shaheen Chaudhry is a freelance trainer and advisor, specialising as a Race and Cultural consultant. She is a Lay Member of the Healthcare Commission, the Fitness to Practice Panel of the General Medical Council and of the General Optical Council. Shaheen has a great deal of experience of working in health, voluntary and public sectors, particularly working with the Black and Minority and Ethnic communities .

### **Mary Clark-Glass**

Mary Clark-Glass was formerly a lecturer in law and broadcaster in Belfast, she has been involved in equality/human rights issues since the 1970's. Head of the EOC for N. Ireland 1984-92, a Human Rights Commissioner 1984-1990, former member of the Probation Board for Northern Ireland, she also served as a Commissioner on the CRE for N.I. Mary is currently a GMC associate, a member of the GDC's Fitness to Practice Committee and a non-executive director of the Royal Group of Hospitals, Belfast.

### **Robert Clegg**

Robert Clegg retired as Chief Executive of the Rochdale Healthcare NHS Trust in 2002 after 32 years in the NHS.

He is Vice Chairman of Springhill Hospice,Rochdale,amember of the corporation of Hopwood Hall College,Rochdale,a member and past president of the Rotary Club of Rochdale East and currently Chair of the Rochdale Life Education Unit.

A member of the Conservative Party he represents Wardle and West Littleborough ward on the Rochdale MBC and is currently the portfolio holder for Finance.

### **Gail Darwent**

Gail Darwent has worked as a radiographer since 1976 and has been a Superintendent Radiographer in Magnetic Resonance Imaging for the University of Sheffield since 1991. She is an active member of the British Association of MR Radiographers (BAMRR), having previously held the post of President and currently holding the post of President for a second term. She is very interested in education and training for MR radiographers and has organised and participated in annual BAMRR short courses in MRI. She is also a validator and external assessor for the College of Radiographers.

### **Morgwn Davies**

Morgwn Davies has worked for the Scottish National Blood Transfusion Service (SNBTS) for over twenty years as a Biomedical Scientist (BMS). At present he works as a BMS 2 in the Histocompatibility and Platelet Immunohaematology laboratory which is part of the Edinburgh Clinical Blood Transfusion Service based at the Royal Infirmary of Edinburgh. Last year he was a member of the SNBTS Knowledge and Skills Framework (KSF) project team looking at the development of KSF outlines for posts in SNBTS. He has been trained as an Agenda for Change job matcher, evaluator, and analyst and has been participating on matching and evaluation panels which is an ongoing process.

### **Helen Davis**

Helen Davis is a Senior Lecturer at the University of Sheffield, and programme leader of the BMedSci in Orthoptics. She is joint author of the Diagnosis and Management of Ocular Motility Disorders text book a core text for the undergraduate programme. She also has an honorary contract with the Sheffield Teaching Hospitals Trust where she continues her clinical work.

### **Sheila Drayton**

Sheila is an independent consultant with a background in health service education and management. Her main areas of interest are organisational development and supporting the development of clinical leadership and clinical teams.



Sheila was formerly a member of the United Kingdom Central Council for Nursing, Midwifery and Health Visiting, and is currently a member of the General Teaching Council (Wales) and a member of the Nursing and Midwifery Council's Fitness to Practise Panel.

### **Christine Farrell**

Christine Farrell is a freelance consultant in health policy.. She has worked in research and service development, latterly at the King's Fund in London, and also as an advisor to the Department of Health Research and development Division. She has worked in a voluntary role in the NHS since 1974 and was a trustee and chair of a national charity providing health services from 1979 to 1995. For the past 10 years her work has focused on involving patients and the public in the NHS, and patient and professional views about cancer services.

### **Christopher Green**

Christopher Green is current employed at the Department of Medical Physics, Northwick Park Hospital, Harrow as Consultant Physicist and Head of Department. His career has included some 18 years in physicist's posts at a number of hospitals, including the Royal London Hospital; CMC Hospital, Vellore, India; the Pilgrim Hospital, Boston; Aberdeen Royal Infirmary and Northwick Park Hospital as well as several locums. His university teaching has included two and a half years as a physics lecturer at the University of East Anglia, and lecturing to doctors, medical and MSc students at Vellore and Aberdeen Royal Infirmary. Positions of Responsibility include being appointed University Examiner (1987-90) and Chairman of University Radiation Safety Subcommittee at the University of East Anglia (1988-90), and being elected to the Board of UK Charity "Friends of Vellore" (September 1990 to date). Awards include a British Nuclear Medicine Society Travelling Fellowship (1989).

### **Daisy Haggerty's**

Daisy Haggerty, Principal Clinical Scientist and Service Manager at the Northern Molecular Genetics Service, has had many years of experience in the field of Human Genetics. She was involved in the setting up of the Molecular Genetics Unit at Newcastle and instrumental in the development of various tests for the group which has a world wide reputation in the field of neuromuscular disorders. She has an ongoing interest in the wider implications and ethical considerations involved in the use of genetic testing. She feels that good communication and open and accountable behaviour by all concerned, should reduce the widespread misconceptions held by the general public regarding these activities. Her wish to ensure that high standards are maintained within the profession led her to becoming a Registrant Partner with the HPC in 2003, taking on the roles of Registration Assessor and membership of Conduct and Competence Panels. Currently, in her role as an alternate registrant member of the Health Professions Council, she sits on the Investigating Committee and the Standards of Proficiency Professional Liaison Group.

### **John Harper**

John Harper is Vice-Principal at The Robert Gordon University, Aberdeen, and former Dean of the Faculty of Health and Social Care. He is also a former member of the Scottish Executive NHS Modernisation Forum and of the CPSM.

### **Tony Hazell**

Tony Hazell began his career as a Probation Officer before moving into higher education, where he spent almost 30 years. He retired from the post of Assistant Principal at the University of Wales Institute Cardiff in 2004. He is currently Chair of the Velindre NHS Trust (NHS Wales) and is a member of the 'Teaching Quality Assessment Committee' of the Higher Education Funding Council for Wales (HEFCW).

### **Robert Jones**

Dr. Robert Jones PhD. MPhil. BA. FCSP, Grad Dip Phys, MHSM, MMACP. Head of Therapy Services, East Sussex Hospitals NHS Trust. Robert has management responsibility for therapy

services in one of the largest Trusts in the country. He manages a large team of therapy and support staff in acute services, primary care, external contracts and the independent sector. He is a former Chair and Vice-president of the Chartered Society of Physiotherapy. Robert was seconded to the Commission for Health Improvement for a year as the AHP consultant/advisor, he has represented AHPs on an NHS Information Authority project board and QAA steering group. He has lectured both nationally and internationally on management topics, IM&T in Allied Health Professions and service modernisation. His PhD is in Management. He is an Honorary Fellow of the University of Brighton and co-author/editor of a series of books on "Management, Leadership and Development in the Allied Health Professions". Robert is also a Governor of Moorfields Eye Hospital, London.

### **Ros Levenson**

Ros Levenson is an independent policy consultant and researcher. She has worked on a range of health and social care issues for the King's Fund and a number of statutory and voluntary organisations and has published widely. Her particular interests are older people, health inequalities and patient and public involvement. Ros's early career was in social work and social services training. Her interest in health service issues developed during 10 years as a community health council member and she later became Director of the Greater London Association of Community Health Councils - a post she held for 5 years. Ros is a non-executive director of an NHS Trust and a member of the Patient Information Advisory Group, which advises the Department of Health on issues of national significance involving the use of patient information.

### **Carol Lloyd**

Carol Lloyd is Emeritus Professor of Occupational Therapy in the Faculty of Education, Health and Sciences at the University of Derby. She is an external examiner at Canterbury Christchurch University and is a QAA reviewer. As a partner of HPC she is a visitor and has been a member of various programme approval teams. She has been involved with the Trent Workforce Development Confederation and is a member of her local Foundation Hospital Trust.

### **Jeff Lucas**

Jeff Lucas is Deputy Vice-Chancellor at the University of Bradford and Professor of Health Studies. He took up office as DVC in September 2004 having previously served as Pro-Vice-Chancellor Learning and Teaching and prior to that Dean of the School of Health Studies. He graduated from the University of London in Zoology and Physiology and has a PhD in Medicine from the Royal London Hospital. In 1996 he became the inaugural Dean of Health Studies at Bradford and has served as the evaluator of the Bradford Health Action Zone, external assessor of the Common Learning pilots at the NHS and independent evaluator of the Quality Assurance Agency work with the Department of Health. In the region he serves as a Non-Executive Director of the West Yorkshire Strategic Health Authority where he represents the interests of West Yorkshire Universities. Jeff also edits the International Journal of Clinical Governance.

### **Morag MacKellar**

Morag MacKellar is Head of Nutrition and Dietetics, Forth Valley Primary Care and Public Health Nutritionist for NHS Forth Valley. She is also a member of Stirling Community Health Partnership Committee, and Chair of the national multi-agency steering group Scottish Nutrition and Diet Resource Initiative. Morag contributes to a number of departmental and policy groups for the Scottish Executive including the Scottish Food and Health Council. She is a former Chairman of the Dietitians Board at CPSM and previously Chair of the British Dietetic Association.

### **Pat McFadden**

Pat McFadden lives in South Manchester with his partner and their two sons. He has been employed by the Health Service for 27 years and has been a Technician and a Paramedic with the Greater Manchester Ambulance Service (GMAS) since 1983. He was proud to be a member of the pilot scheme which preceded Paramedics in Greater Manchester, being one of three staff who gained the IHCD qualification by a combination of evening study and practical placements,

building upon previous Registered Emergency Medical Technician qualifications. In recent years he has had extensive involvement in the crucial committees and partnership forums at every level of GMAS. Presently he is the Staff Side lead for the Knowledge and Skills Framework and is involved in the delivery of awareness and roll out, working closely with the Education Training and Development Team.

Pat has extensive staff representation experience and has been a UNISON Steward for 20 years; he is committed to partnership involvement in the modernisation of the ambulance service and the movement towards a higher educated workforce.

### **Alan Mount Biography**

Alan Mount is Professional Lead for Operating Department Practice & Critical Care, based within the Faculty of Health & Social Care at Canterbury Christ Church University. Alan has a long history within the peri-operative field, both as a practitioner and as an educator. He was appointed in February 2002 to the Association of Operating Department Practitioners (AODP) Board. He has been involved with the development of the new standards of proficiency, scope of practice and subject benchmarks for ODP in accordance with the transfer of the profession to the HPC in October 2004. In May 2004 he was awarded the Association of Operating Department Practitioners Fellowship for outstanding service to the ODP profession. More recently he has been involved with the PLG's in the development of the Standards for CPD and the guidance document for Standards of Education and training. Alan is also a visitor partner for ODP Approvals.

### **William Munro**

Willie Munro is Orthotic Director of Munro Bolton, Orthotics Ltd, a practice which supplies orthoses to hospitals in Scotland. He was a founding member of the British Association of Prosthetists and Orthotists and is Clinical Associate at the National Centre for Training & Education in Prosthetics and Orthotics at the University of Strathclyde. Willie is involved in community work in Glasgow and he is the former Vice-Chairman of the Prosthetists and Orthotists Board at CPSM.

### **Helen Patey**

Helen Patey has been involved with the CPSM and the HPC over the past ten years. She qualified as a music therapist in 1989, after ten years in teaching, and her current post is Assistant Director and Head of Clinical Services at the Nordoff-Robbins Music Therapy Centre in London. She is a tutor on the Masters training programme and also a committed clinician. She has lectured extensively and been published widely under her former name, Helen Tyler. In 2003 she co-authored 'Music Therapy' (Darley- Smith and Patey, Sage Publications). She takes an active part in her professional association, the APMT, and from 1997 to 2004 she was the Chairperson of the Courses Liaison Committee. She also represents the UK on the Education Commission of the World Federation of Music Therapy. In 2002-2004 she was part of the group working first on the HPC Standards of Proficiency and then on the QAA Subject Benchmark Statements.

### **Jacki Pearce**

Jacki Pearce is the Paediatric Speech and Language Therapy Manager with Havering Primary Care Trust, and has previously also managed SLT services to Adults, Adults with a learning disability and clients with mental health problems. She has also been an NHS Locality Manager, organising many other professional groups on a day to day basis. She was a Magistrate for over 15 years, with a special interest in family court matters, and took time out to complete a Masters in Health Law. She is currently the Deputy Chair of the Health Committee, having previously sat on the Investigating Committee, and chaired Registration Appeals Hearings. She has a particular

interest in supporting staff to return to practice, and in developing systems to help them understand and meet the HPC's standards of practice and CPD requirements.

### **Gillian Pearson**

Gillian Pearson currently works as the Programme Manager of Nutrition Programmes at the University of Surrey. She has experience of working in the both the NHS and higher education, teaching on both undergraduate and postgraduate courses. She has been a dietetic manager of both community and acute hospital dietetic departments, both in England and Scotland.

### **Doug Proctor**

Doug Proctor's career as a Biomedical Scientist in the NHS spans 32 years. He is currently employed as the Laboratory Manager (BMS Grade 4) in the Clinical Biochemistry Department at Prince Charles Hospital in Merthyr Tydfil. He is a Chartered Scientist, and fellow of the IBMS and is trained and accredited as a HPC panel partner. Doug is also a Committee Member of the South East Wales branch of the IBMS and has previously been Branch Secretary of the Cardiff and Wales NHS Branch of Amicus, prior to moving to his present post. In addition he has represented the Wales region at the Pathology Occupational Advisory Committee of Amicus. He was previously elected as the Alternate member to the MLT Board of the CPSM.

### **Keith Ross**

Keith Ross is a self-employed personnel and management consultant. He concentrates on human resources assignments and management roles mainly in the public sector – specifically in the health and education fields. Before becoming self-employed, Keith had a 20-year career in human resources roles in the Scottish Health Service and latterly was Director of Personnel for a Scottish Health Board and an acute NHS Trust. Keith is a 'Fitness to Practise' panel member of the Nursing and Midwifery Council, and Chairman of the Royal Pharmaceutical Society of Great Britain Code of Conduct Panel.

### **Pam Sabine Biography**

Pam Sabine is head of podiatry and podiatric surgery services at Castlepoint and Rochford Primary Care Trust and is past Chairman of the Society of Chiropodists and Podiatrists. Pam is actively involved in professional groups and is a former member of the Chiropodists Board at CPSM. She is a member of the South Essex diabetes strategy advisory group, diabetes leadership group, the trust clinical governance steering committee, and Executive committee. She is a Reviewer for the Healthcare Commission.

### **Jackie Sheridan Biography**

Jackie Sheridan graduated from Salford University in 1997 with a degree in Podiatric Medicine. She has been the editor of ThatFootSite.com, an online journal for the podiatry profession, since its conception in 1998 and a director of its sister company Professional Events Management. Professional Events Management provide CPD courses for chiropodists and podiatrists. She has worked for East Cheshire PCT and in Private Practice within the profession. She is a member of the Manchester and District branch of the Society of Chiropodists and Podiatrists.

### **Barbara Stuart**

Barbara Stuart works as a Business Careers Advisor. She has previously worked in the private sector but more recently in the voluntary sector as Director of Operations of Lakeland Community Care Ltd. She is a Lay Magistrate in the Youth and Family Courts in Northern Ireland and has worked as a Lay Assessor with the Social Services Inspectorate of the DHPSS. A former carer, she is a member of the Management Committee of the local Alzheimer's Society and a helper with the Riding for Disabled Association.

### **Simon Taylor**

Simon Taylor is currently the Lead Practitioner/Theatre Manager at the Day Case Surgery Theatres at Clayton Hospital Wakefield, which is part of The Mid Yorkshire NHS Trust. He has

been a qualified Operating Department Practitioner since 1984 and has worked in the NHS ever since. His main areas of interest are in Training and Development and Health and Safety. He has been very active within the Trade Union Movement as an Health and Safety Representative. He is a qualified Health and Safety Practitioner and a member of the Trust's Health and Safety committee.

### **Eileen Thornton**

Eileen Thornton is the Head of the School of Health Sciences at the University of Liverpool. She has been in health care education for a number of years, particularly physiotherapy. She has been actively involved with her professional body, serving on and chairing many committees relating to pre- and post-registration education, registration and professional conduct. She has been the alternate member for physiotherapy on the HPC since it began in its shadow form. During this time she has sat on committees and professional liaison groups involved in developing the standards, processes and procedures concerning registration, approval and monitoring, continuing professional development and wider education policy.

### **Annie Turner**

Annie Turner is professional lead for occupational therapy at The University of Northampton and is an experienced external examiner and programme validator. She has acted as lead editor of five editions of 'Occupational Therapy and Physical Dysfunction' and is author of the current College of Occupational Therapists pre-registration curriculum framework. She has also been a member of the Quality Assurance Agency occupational therapy panel which developed the profession's benchmark statements, as well as a member of the COT's Council and the Education and Practice Board. Currently she is developing a foundation degree for AHPs with the Open University.

### **Anna van der Gaag**

Anna Van der Gaag is a self employed consultant and Honorary Research Fellow in the Faculty of Medicine, University of Glasgow. She has been actively involved in research and development initiatives in speech and language therapy for more than two decades. Her current research work includes user involvement in decision making, e-learning in post graduate education and improving communication between primary care practitioners and people with communication disabilities. Anna has been a member of various advisory groups for the Medical Research Council, Department of Health, Kings Fund and the Royal College of Speech and Language Therapists.

### **Diane Waller**

Diane Waller is Professor of ART PSYCHOTHERAPY at Goldsmiths College, University of London. She is Vice-President of the International Society for Expression and Art Therapy, a council member of the World Psychiatric Association's Section on Art and Psychiatry, Hon. President of the British Association of Art Therapists. Diane is a UKCP registered group analyst, and her research interests are in sociology of professions in UK and Europe, art and group psychotherapy, addiction and progressive illness. She has written several books on these subjects. Formerly Chair of the Arts Therapists Board at CPSM, and of our Education and Training Committee.

### **Mark Woolcock**

Mark Woolcock has worked for the Westcountry Ambulance Service and its predecessors for 15 years and is currently the Assistant Chief Ambulance Officer – West Division. Mark became a paramedic in 1996 and still works in a range of operational settings, including the Air Ambulance in Cornwall. Before taking up his current position, for the past 5 years Mark has been involved with the delivery of education and training both with his service and also to national and international audiences. Mark serves on the Governing Council of the British Paramedic Association, where he is also Treasurer and sits on the Resuscitation Council (UK) sub committee for Paediatrics as the paramedic representative.

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## Committee Attendance Tables

### Approvals Committee Attendance

Member	May 2005	September 2005	November 2005	March 2006
John Harper	√	√	X	√
Norma Brook	√			
Shaheen Chaudhry	X		√	√
Helen Davis		√	√	√
Paul Frowen	X			
Tony Hazell	√	X	√	√
Carol Lloyd	√			
Jeff Lucas			X	
Alan Mount		√	X	√
Gill Pearson	X	√	√	√
Pam Sabine	X			
Barbara Stuart	√			
Fiona Taylor		√		
Eileen Thornton	√	√	X	√
Annie Turner		√	√	√
Diane Waller	√	√	√	√
David Whitmore	√			
Mark Woolcock		X	X	X

√ Attended

X Apologies for absence received

Norma Brook, Paul Frowen, Carol Lloyd, Pam Sabine, Barbara Stuart, David Whitmore: until May 2005

Helen Davis, Jeff Lucas, Alan Mount, Annie Turner, Mark Woolcock: from September 2005

Fiona Taylor: September 2005 only

### Audit Committee Attendance

Member	January 2006	March 2006
Paul Acres	√	√
Tony Hazell	√	√
Richard Kennett	√	√
Carol Lloyd		√
Doug Proctor	√	√

√ Attended

X Apologies for absence received

Paul Acres, Tony Hazell, Richard Kennett, Doug Proctor: from January 2006  
 Carol Lloyd: from March 2006

### Health Committee Attendance

Members	April 2005	September 2005	November 2005	January 2006
Mr Ozan Altay		√	√	√
Mrs Patricia Blackburn		x	√	√
Miss Mary Crawford	√			
Mr John Camp	√			
Mr Morgwn Davies		√	√	√
Mrs Sheila Drayton		x	√	x
Professor Tony Hazell	√	√	√	√
Dr Christina Kenny	√	√	√	x
Ms Ros Levenson	x	√	√	√
Mrs Clare McGartland	x			
Mr John Old	√			
Mrs Jacqueline Pearce		√	√	√
Mrs Jackie Stark	x			
Mrs Annie Turner		√	x	√
Dr Anna van	x			



der Gaag				
Professor Diane Waller	x			

√ Attended

x Apologies received for absence

Miss Mary Crawford, Mr John Camp, Mrs Claire McGartland, Dr John Old, Mrs Jackie Stark, Professor Diane Waller and Dr Anna van der Gaag: until April 2005

Mr Ozan Altay, Mrs Patricia Blackburn, Mr Morgwn Davies, Mrs Sheila Drayton, Mr Tony Hazell, Mrs Ros Levenson, Mrs Jacqueline Pearce, Mrs Annie Turner: from September 2005

Dr Christine Kenny Registered Medical Professional: from January 2005

### Investigating Committee Attendance

Members	April 2005	September 2005	November 2005	December 2005	January 2006
Mr Michael Barham	x				
Dr Nigel Callaghan	√	√	√	x	√
Mrs Shaheen Chaudhry	√	x	x	√	x
Mr Robert Clegg		x	x	√	√
Ms Christine Farrell	√	√	x	√	x
Mr Paul Frowen	√				
Mrs Daisy Haggerty		√	√	√	√
Mr Colin Lea	√				
Professor Jeff Lucas	x				
Miss Morag MacKellar	√	√	√	√	√
Mr William Munro	x	x	x	√	√
Mrs Jacki Pearce	√				
Mr Simon Taylor		x	√	√	x
Professor Diane Waller		x	x	√(part)	√
Mr Neil Willis	√				

√ Attended

x Apologies for absence received

Mrs Shaheen Chaudhry and Professor Jeff Lucas: from March 2005

Mr Michael Barham, Mr Paul Frowen, Mr Colin Lea, Professor Jeff Lucas, Mrs Jacki Pearce and Mr Neil Willis: until April 2005

Dr Nigel Callaghan Registered Medical Professional: from January 2005

Mr Robert Clegg, Ms Christine Farrell, Mrs Daisy Haggerty, Miss Morag MacKellar, Mr William Munro, Mr Simon Taylor and Professor Diane Waller: from September 2005

### Conduct and Competence Committee Attendance

Members	April 2005	September 2005	November 2005	January 2006
Mrs Mary Clark-Glass	√	√	√	√
Mr Robert Clegg	√			
Ms Helen Davis	√	√	√	√
Professor Carol Lloyd	√	√	√	√
Mrs Joanna Manning	x			
Mr Pat McFadden		√	√	√
Ms Helen Patey		√	√	√
Mr Doug Proctor		√	√	x
Mr Keith Ross	√	√	√	√
Miss Pam Sabine	√	√	√	√
Dr Gopal Sharma	√	√	x	x
Mrs Barbara Stuart	√			
Mr Gordon Sutehall	√			
Mr Sandy Yule	√			

√ Attended

x Apologies for absence received

Mary Clark-Glass: from December 2004

Mr Robert Clegg, Mrs Joanna Manning, Mrs Barbara Stuart, Mr Gordon Sutehall and Mr Sandy Yule until April 2005.

Dr Gopal Sharma Registered Medical Professional: from January 2005

Mrs Mary Clark-Glass, Ms Helen Davis, Professor Carol Lloyd, Mr Pat McFadden, Ms Helen Patey, Mr Doug Proctor, Mr Keith Ross and Miss Pam Sabine: from September 2005.

### Registration Committee Attendance

Members	April 2005	September 2005	November 2005	February 2006
Mr Ozan Altay		√	√	√

Mrs Patricia Blackburn		x	√	√
Mr John Camp		x	√ (part)	x
Mrs Shaheen Chaudhry	x			
Ms Mary Crawford	√			
Mr Paul Frowen	√ (part)			
Dr Christopher Green		√	√ (part)	x
Dr Robert Jones	x			
Mr Ian Massey	x			
Mr Alan Mount	√			
Ms Helen Patey		x	√	√
Mr Doug Proctor		√	√	√
Miss Pam Sabine	√			
Mr Gordon Sutehall	√			
Mrs Fiona Taylor		√		
Mr Simon Taylor		√	√	x
Miss Eileen Thornton	√			
Ms Annie Turner		√	√	√
Dr Anna van der Gaag	√	x	√	√
Mr Mark Woolcock		x	x	x

√ Attended

x Apologies for absence received

Mrs Shaheen Chaudhry, Mrs Mary Crawford, Mr Paul Frowen, Dr Robert Jones, Mr Ian Massey, Mr Alan Mount, Miss Pam Sabine, Mr Gordon Sutehall and Miss Eileen Thornton: until April 2005  
Mr Ozan Altay, Mrs Patricia Blackburn, Mr John Camp, Dr Christopher Green, Ms Helen Patey, Mr Doug Proctor, Mr Simon Taylor, Ms Annie Turner, Dr Anna van der Gaag and Mr Mark Woolcock: from September 2005

### Communications Committee Attendance

Members	May 2005	October 2005	February 2006
Mr Paul Acres		√ (part)	x
Mr John	x		

Camp			
Mrs Mary Clark-Glass		√	√
Ms Christine Farrell		x	√
Ms Ros Levenson	√	x	√
Miss Morag MacKellar	√	x	√
Mrs Joanna Manning	x		
Mr Pat McFadden		√	√
Mrs Claire McGartland	x		
Mrs Jackie Stark	x		
Dr Anna van der Gaag		√	√

√ Attended

x Apologies for absence received

Mr John Camp, Mrs Joanna Manning, Mrs Claire McGartland and Mrs Jackie Stark: until April 2005

Mr Paul Acres, Mrs Mary Clark-Glass, Ms Christine Farrell, Ms Ros Levenson, Miss Morag MacKellar, Mr Pat McFadden and Dr Anna van der Gaag: from September 2005