

Health Professions Council – 29 May 2008

2007-2008 – Draft annual report

Executive summary and recommendations

**Introduction**

The text for the front section of the Health Professions Council (HPC) 2007-2008 annual report is attached. The document covers the financial year, 1 April 2007 to 31 March 2008. Financial statements ('back section') will follow.

**Decision**

The Council is asked to approve the following document. The Council is also asked to agree that the Audit Committee and the Finance and Resources Committee will be jointly responsible for reviewing the annual report and accounts and for agreeing any amendments.

**Background information**

A verification meeting was held with Jonathan Bracken, HPC Solicitor and Parliamentary Agent, on 1 May 2008. The document has also been fully edited by the Acting Publications Manager in line with the HPC's house style. It is still subject to very minor editorial changes.

**Resource implications**

None

**Financial implications**

None

**Appendices**

Text for front section of HPC 2007-2008 annual report.

**Date of paper**

19 May 2008

## HPC annual report 2008 (1 April 2007 to 31 March 2008)

### **Contents (front section only – excludes ‘Financial statements’)**

The Council	2
President’s statement	6
Chief Executive and Registrar’s report	8
Statutory committee reports	9
Education and Training Committee	9
Investigating Committee	11
Conduct and Competence Committee	12
Health Committee	14
Non-statutory committee reports	15
Communications Committee	15
Finance and Resources Committee	16
Audit Committee	18
Communicating with the public	20
The web	22
Events	24
Publications	26
Public affairs and stakeholder communications	27
Policy and standards	29
Registrants: present and future	31
Council member biographies	33
Council and committee meetings	43
Council meeting attendance	45
Committee meeting attendance	48
The five principles of good regulation	53

## The Council

The Council submits its sixth annual report together with the audited financial statements for the year ended 31 March 2008.

### **Members during the year**

All Council members served throughout the year except as shown below:

Anna van der Gaag - President

### **Registrant members**

Karen Bryan  
Morgwn Davies (until 8 July 2007)  
Helen Davis  
John Donaghy (from 9 July 2007)  
Elizabeth Ellis  
Morag MacKellar  
Pat McFadden (until 8 July 2007)  
William Munro  
Pam Sabine  
Graham Smith  
Simon Taylor (resigned 19 June 2007)  
Annie Turner  
Diane Waller  
Neil Willis (from 9 July 2007)  
Two vacancies

### **Alternate Members**

Ozan Altay  
Patricia Blackburn  
Sue Griffiths  
Daisy Haggerty  
Carol Lloyd  
Alan Mount  
Helen Patey  
Jacqueline Pearce  
Gill Pearson  
Doug Proctor  
Jacqueline Sheridan  
Eileen Thornton  
Mark Woolcock

## **Lay Members**

Paul Acres  
Mary Clark-Glass  
Robert Clegg  
Peter Douglas  
Sheila Drayton  
Christine Farrell  
John Harper  
Tony Hazell  
Jeff Lucas  
Keith Ross  
Barbara Stuart  
Two vacancies

A Register of Interests in respect of all members is maintained. The register is published on the HPC website.

## **Method of appointment or election of Council members**

The full membership of the Council is 40 members, 13 registrant members, 13 alternate members, 13 lay members and a President<sup>1</sup>. There are currently four vacancies on the Council, two for registrant members and two for lay members. The registrant and alternate members are currently elected by registrants from the same part of the Register. The lay members are appointed by the Appointments Commission. The numbers of registrants and alternate members (i.e. 13) is linked to the number of professions currently regulated by the Council. There is an alternate member for every registrant member. Alternate members have the same functions as registrant members but are only able to attend Council meetings in their capacity as a member and vote if registrant members are not present at the meeting. There must be at least one lay member and one registrant or alternate member for each home country within the United Kingdom.

## **Legislative and regulatory background to the Council**

The Health Professions Council (HPC), a 'Body Corporate', was set up on 1 April 2002 by the Health Professions Order 2001. The HPC replaced the Council for Professions Supplementary to Medicine (CPSM) which was disbanded at that time. The Council is one of nine UK statutory regulators for healthcare professionals. The Council currently regulates approximately 180,000 individuals. These are known as registrants and are members of the 13 professions regulated by the HPC. The number of registrants changes on a daily basis. The Council is an independent organisation. It is self-funding. It is regarded as a public body but it is not part of the Department of Health or the NHS. Virtually all its financial costs are funded by fees from registrants. The fees are set out in the Health Professions Council (Registrations and Fees) Rules. Any fee increase is subject to a consultation and must be approved by The Privy Council.

---

<sup>1</sup> The President may be either a practitioner or a lay member

### **Council objectives**

The principal objective of the Health Professions Council is set out in the Health Professions Order 2001. The objective is 'to safeguard the health and well-being of persons using and needing the services of registrants'. The main function of the Health Professions Council is to establish standards of education and training, conduct and performance for members of the relevant professions and to ensure the maintenance of these standards.

### **Corporate governance arrangements and organisational structure**

In accordance with the governance arrangements set out in the Health Professions Order 2001, the Council has four statutory committees. These are as follows:

- Education and Training Committee
- Investigating Committee
- Conduct and Competence Committee
- Health Committee

The Council has also established three non-statutory committees:

- Finance and Resources Committee
- Audit Committee
- Communications Committee

### **Committee Membership**

As set down in the Health Professions Order 2001, all committees are chaired by Council members. The majority of committee members are also Council members, however the Council has appointed six non-Council committee members to bring additional professional skills and expertise to committee decision-making. These members were appointed in accordance with the principles set out by the Office of the Commissioner for Public Appointments. There are currently vacancies for registered medical practitioner members on the Conduct and Competence Committee and the Investigating Committee.

The Council has a number of executive departments operating under the leadership of the Chief Executive. These departments are:

- Fitness to Practise
- Registration
- Policy and Standards
- Approvals and Monitoring
- Communications
- Finance and Facilities Management
- Human Resources
- Information Technology
- Secretariat

**Form of Financial Statements**

In accordance with Article 46(1) (b) of the Health Professions Order 2001, the Financial Statements have been prepared in a form directed by the Privy Council in its Accounts Direction, which complies with the HM Treasury Guidance on the preparation of accounts for non-departmental public bodies, as if the Council was a non-Departmental Public Body (NDPB) of the Department of Health.

## President's statement

It is my pleasure to present the 2007 – 2008 annual report to you. The past year has been one of continuing operational improvement across all departments, but it has also been a year of active engagement. We believe that it is only by listening to different views that we can truly fulfil our role of protecting the public. This means understanding and responding to input from the professions that we regulate, employers, professional bodies, patients and members of the public, education providers and many more.

One way in which we do this is through our Listening Events, held regularly around the UK so we can meet with registrants and hear their opinions and concerns. This year we have trialled a new, more discursive format for these events, with time dedicated to smaller 'workshop' style groups, and more opportunities for contributions.

Another key focus this year has been revising our literature to make it more accessible. We recognise that communicating well is not just about imparting information but about acknowledging the diverse range of audiences we engage with. We have commissioned research aimed at increasing our knowledge and improving our interaction with both the public and professionals. If regulation is to become more widely understood, then we must make genuine efforts to increase public awareness of the purpose and processes that are used to safeguard standards and deliver protection.

When we consulted on our proposals for continuing professional development (CPD), registrants told us about the importance of employer support. This year we have rolled out a programme aimed at employers, including a new section of the website, publications, and a series of employer events including information about our CPD requirements, registration and fitness to practise.

Our work in public affairs has been more high-profile this year, from our Council away day in Cardiff which included an event in the Senedd, to a briefing paper that we distributed to parliamentarians with an interest in regulation, to a reception event in March in the Scottish Parliament. As a UK-wide regulator, this ongoing work to build closer relationships in the home countries is vital to our continuing success.

Preparing for the future has been an important issue for the Council. We have set up a Professional Liaison Group to look at continuing fitness to practise, as a way of developing the Council's and our stakeholders' views and queries about revalidation. In addition, the Council has been discussing the changes to its structure proposed in the White Paper, 'Trust, Assurance and Safety'. We want to ensure that when we have a Council that is smaller and more effective, that we can still recognise and respond to the diversity amongst the professions, and build on the relationships we have developed.

I am privileged to work with a group of such hard-working people who are so dedicated to ensuring that HPC is a success, and so determined to ensure that the protection of the public is at the heart of everything we do.

Anna van der Gaag  
President



## Chief Executive and Registrar's report

Each year that we prepare the annual report, it seems that growth and development are the key themes, and the financial year 2007 – 2008 is no exception. Having celebrated the organisation's fifth birthday now, it appears that steady change and continued growth will continue to be a feature of what it means to be a modern, forward-looking regulator. I am sure that the coming year will bring further opportunities for us as we develop and improve.

Primarily, we have seen an increase in the size of the Register, hitting 180,000 registrants for the first time. Although the rate of growth in some areas has levelled off, with new groups joining the Register and with the steady stream of students from approved courses we are continuing to predict growth here. This makes our commitment to customer services more important than ever.

Elsewhere in the organisation, the number of fitness to practise cases continues to rise, with 424 allegations received and 156 hearings held, an increase from 322 allegations and 107 hearings last year. As part of our ongoing improvements to the process, we have re-published our key brochures on fitness to practise: documents that give information to members of the public and to health professionals about what we do.

Meanwhile, employees from across the departments here at HPC have been preparing for the first set of CPD audits, which will begin in May 2008. The first groups to be audited will be chiropodists / podiatrists and operating department practitioners.

HPC is unique in being a multi-professional regulator set up with the ability to take on further professions, and with last year's White Paper making clear the government's priorities for new groups joining the Register, we have also been preparing to regulate new groups, in particular practitioner psychologists. Subject to parliamentary approval, we look forward to welcoming practitioner psychologists on to the HPC Register in early 2009. In addition, we expect that the Hearing Aid Council will be abolished at around the same time, and hearing aid dispensers will join our Register, benefiting from the economies of scale that a larger, multi-professional regulator can bring.

Finally, it only remains for me to thank all of those whose hard work goes into making this organisation a success: Council members, employees, our partners, the members of our Professional Liaison Groups, and those who take the time to respond to our consultations. Your hard work and input are much appreciated, and I look forward to continuing to work with you all.

**Marc Seale**

Chief Executive and Registrar

## Statutory committee reports

1 April 2007 to 31 March 2008

### **Education and Training Committee**

#### **Principles**

The Education and Training Committee is one of our four statutory committees. Its purpose is to advise the Council on establishing standards of proficiency and standards for education and training and continuing professional development. The Health Professions Order 2001 states that the Council may give guidance to registrants, employers and other appropriate parties on the standards.

#### **Achievements**

The Committee is comprised of 19 members and met four times. During the year, panels of the Committee considered recommendations about approval of programmes of education and recommendations from the annual monitoring process and major change process.

During the year, the Committee:

- approved a response to the UK government on implementation of a European Directive, which enables professionals to pursue their profession across Europe.
- considered arrangements for approving programmes which entitle registrants to have their entry on the Register annotated under the Prescription Only Medicines (Human Use) Order 1997.
- oversaw work on whether HPC should regulate, and provide ethical guidance, to students.
- approved processes for considering complaints about educational programmes and for withdrawing approval from programmes which no longer run.
- revised the process for considering changes to programmes.
- monitored progress on implementing the standards of CPD.

#### **Consultations**

The Committee recommended that a Professional Liaison Group (PLG) should be established to draft standards of proficiency for practitioner psychologists, if this profession became regulated by HPC. The Council agreed to establish the PLG, which met three times. Following the consultation in winter 2007-8, the Council will consider the responses.

The Committee also recommended to the Council a consultation on the threshold level of qualification for practitioner psychologists. Following the consultation in winter 2007-8, the Council will consider the responses.

Following a consultation, the Council agreed to make minor changes to the standards of proficiency for the first 12 professions regulated by HPC. A separate

consultation was held on changes to the standards of proficiency for operating department practitioners and the Committee agreed a recommendation to the Council.

Council agreed to amend the standard of education and training relating to requirements for external examiners.

### **On-going work**

#### **Approval of supplementary prescribing programmes**

In February 2005 the Committee agreed criteria for approval of supplementary prescribing programmes. During the year 20 programmes were approved and none are awaiting approval.

#### **Self referrals of health and character by registrants**

In 2005 the Committee agreed a process to consider self referrals of health or character matters by registrants. The process is being reviewed and will be subject to a consultation. At the time of writing (March 2008) 431 declarations on renewal, readmission or self-referral have been received.

**Eileen Thornton**

*Chairman*

**Colin Bendall**

*Secretary*

1 April 2007 to 31 March 2008  
**Investigating Committee**

### **Principles**

The Investigating Committee is a statutory committee of the Council. It is one of the three practice committees and is made up of eight Council members and one registered medical practitioner. Its purpose 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 will be considered at a hearing by a panel of the Investigating Committee.

### **Achievements**

The Committee met three times during the year.

During the year, the Committee:

- reviewed the standards of conduct, performance and ethics (SCPE) and recommended to Council that the updated SCPE become effective from July 2008 subject to approval by the Conduct and Competence Committee.
- reviewed the priorities, projects and principles of the fitness to practise work plan for the next financial year. The plan focussed on the review of processes developed over the last few years.
- reviewed proposals to dispose of certain fitness to practise cases by consent. The Committee also reviewed the practice note issued as guidance on disposal by consent to panels and to those appearing before them.
- reviewed the criteria for the selection process for fitness to practise hearing locations.
- reviewed the completion of the 2007 work plan.
- followed the development of risk assessments in fitness to practise allegations.

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

**Morag MacKellar**  
*Chairman*

**Steve Rayner**  
*Secretary*

1 April 2007 to 31 March 2008

## **Conduct and Competence Committee**

### **Principles**

The Conduct and Competence Committee is a statutory committee of the Council. It is one of the three practice committees, made up of eight Council members and one registered medical practitioner (currently vacant). Its purpose is to advise the Council on what constitutes appropriate conduct, performance and ethics of all registrants. If HPC receives a complaint about a registrant's conduct, or their competence, then the Committee will appoint a panel to hear the evidence at a hearing. The Committee sets the strategy and policy which determine how these panels are run, and assess their performance.

### **Achievements**

The Committee met three times during the year.

During the year, the Committee:

- led the review of the standards of conduct, performance and ethics (SCPE) in liaison with the other practice committees and in consultation with stakeholders and recommended to Council that the updated SCPE become effective from July 2008.
- led the review of guidance provided to registrants on confidentiality and recommended to Council that the revised document should become effective from July 2008.
- reviewed the priorities, projects and principles of the fitness to practise work plan for the next financial year. The plan focussed on the review of processes developed over the last few years.
- reviewed proposals to dispose of certain fitness to practise cases by consent. The Committee also reviewed the practice note issued as guidance on disposal by consent to panels and to those appearing before them.
- reviewed the criteria for the selection process for fitness to practise hearing locations.
- reviewed the completion of the 2007 work plan.
- followed the development of risk assessments in fitness to practise allegations.
- received a presentation from the National Clinical Assessment Service on their work.

The Committee looks forward to the year ahead, working in liaison with the other practice committees in the setting of policies and strategy for FTP processes.

**Keith Ross**

*Chairman*

**Steve Rayner**

*Secretary*



1 April 2007 - 31 March 2008

## **Health Committee**

### **Principles**

The Health Committee is a statutory committee of the Council. It is one of the three practice committees, made up of eight Council members and one registered medical practitioner. Its purpose is to set the strategy and policy which determine how Council will deal with health related allegations. If the HPC receives a complaint where the registrant's health appears to be relevant, the Committee will appoint a panel to hear the evidence at a hearing.

### **Achievements**

The Committee met three times during the year.

During the year, the Committee:

- reviewed the priorities, projects and principles of the fitness to practise work plan for the next financial year. The plan focussed on the review of processes developed over the last few years.
- reviewed proposals to dispose of certain fitness to practise cases by consent. The Committee also reviewed the practice note issued as guidance on disposal by consent to panels and to those appearing before them.
- reviewed the criteria for the selection process for fitness to practise hearing locations.
- reviewed the standards of conduct, performance and ethics (SCPE) and recommended to Council that the updated SCPE should become effective from July 2008, subject to approval by the Investigating and Conduct and Competence Committees.
- reviewed the completion of the 2007 work plan.
- followed the development of risk assessments in fitness to practise allegations.

In July 2008 the registered medical practitioner resigned and has been replaced following an open appointments process. 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 practise processes.

**Tony Hazell**

*Chairman*

**Steve Rayner**

*Secretary*

## Non-statutory committee reports

1 April 2007 to 31 March 2008

### **Communications Committee**

#### **Principles**

The Communications Committee is a non-statutory committee of the Council. Its purpose is to advise Council and the Executive on HPC's overall communications strategy and to monitor and evaluate the outcomes of the strategy. The Committee is comprised of nine members and met three times during the year.

#### **Achievements**

During the year, the Committee:

- reviewed the draft Communications strategy to be implemented for 2008-2011.
- agreed the Communications work plan 2008-9.
- undertook the annual committee self evaluation exercise.
- reviewed the progress report for the 2007-8 work plan.
- noted the work done by Shepard Taylor Partnership scoping the effectiveness of HPC's patient and public involvement activities.
- approved recommendations for a half day discussion event intended to build on the enthusiasm of Committee members to review its objectives and challenges.
- followed the development of the continuing professional development communications campaign.
- noted the results of bi-annual opinion polling research carried out by MORI into the public perception of HPC.
- followed the progress that listening and employer events made in stakeholder engagement.

The Committee looks forward to the coming year in the continuing promotion of its important work with HPC stakeholders and in setting the strategy and policy which inform and underpin this.

**Annie Turner**

*Chairman*

**Steve Rayner**

*Secretary*



1 April 2007 to 31 March 2008  
**Finance and Resources Committee**

### **Principles**

The Finance and Resources Committee is a non-statutory Committee of the Council. It was set up to make recommendations on the budget and other financial issues to the Council. The main function of the Committee is to monitor finance on behalf of the Council. Its remit also covers human resources, operations and information technology.

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

### **Achievements**

During the year, the Committee:

- recommended the 2006-7 annual report and accounts to Council for approval.
- approved a consultation document on proposed increases to registration fees in 2009. The Council agreed to carry out a consultation on the proposed increases and the final decision will take into account the outcome of the consultation process.
- recommended the financial five year plan to Council for approval (the plan was subsequently approved by Council).
- agreed a new fee for partners who will assess registrants' continuing professional development profiles.
- reviewed and updated the Council's investments policy and tendering policy.
- approved new policies for recruitment of partners, reimbursement of their expenses, a revised code of conduct and associated policies.
- approved forecasts for registrant numbers for 2008-9 to 2012-13.
- monitored progress on renovation work at the Council's premises.
- made recommendations on future arrangements for the employee pension scheme, which were approved by the Council.
- undertook a pilot self-assessment exercise and provided feedback on the process to Council.

The Committee sat as the Remuneration Committee twice. It reviewed benefits for employees in June 2007 and payroll recommendations in March 2008.

The financial results for the year and commentary are shown elsewhere in this annual report. The Committee looks forward to continuing its work.

**Robert Clegg**

*Chairman*

**Colin Bendall**  
*Secretary*

1 April 2007 to 31 March 2008

## **Audit Committee**

### **Principles**

The Audit Committee is a non-statutory committee of the Council. Its aims are to ensure that the financial and operating systems of HPC are rigorously audited and that risks are identified and controlled. The Committee acts as the main link between the Council, the internal auditors (PKF (UK) LLP) and the joint external auditors (Baker Tilly and the National Audit Office). It approves the work plans for the internal and external auditors and receives progress reports to ensure that the Council's systems are effective. It supports the drive for continuous improvement in the way the Council operates.

The Audit Committee is comprised of six members and met four times during the year. Representatives of Baker Tilly and the National Audit Office (NAO) and PKF were invited to all meetings.

### **Achievements**

During the year, the Committee:

- recommended the 2006-7 report and accounts to Council for approval.
- monitored progress on internal audit and considered the results of internal audits in several areas, including renovation work at the Council's premises; information technology (strategy, laptop controls, business continuity); fitness to practise, external communications, financial systems; governance and risk management, registration systems, and data security.
- received reports on the British Standards Institute audits of the Council's processes.
- received updates on the risk register, which had been revised in the light of comments from the internal and external auditors.
- reviewed the performance of PKF and Baker Tilly and recommended that PKF and Baker Tilly should be reappointed (these reappointments were agreed by the Council in December 2007).
- in accordance with good practice, undertook the annual review of its effectiveness and agreed to recommend changes to its terms of reference (these changes were agreed by the Council in December 2007).
- undertook a pilot self-evaluation of its performance and provided feedback on the process to the Council.

In February 2008 the Committee attended a training session on the internal quality processes operated by the Council.

**Paul Acres**

*Chairman*

**Colin Bendall**

*Secretary*

## Communicating with the public

Communicating with the public is one of the most significant aspects of our work. We continue to work to raise awareness amongst the public about who we are, what we do and the importance of checking that health professionals are registered.

In line with the launch of our refreshed visual identity in 2007, we rolled out a set of new-look public facing literature. This was part of our ongoing campaign to raise our profile and to emphasise the importance of using a registered health professional.

Our new-look campaigns literature includes newly-designed posters, leaflets and window stickers that aim to let the public know about who we are and what we do and the benefits of using a registered health professional. They also provide information on what steps to take if a member of the public is concerned about a health professional or wants to make a complaint. A selection of these leaflets has been mailed directly to Practice Managers in GP surgeries, asking them to display the information for patients.

We sent leaflets to Patient Advisory and Liaison Offices that are located in most hospitals in England and Wales. We have also produced a publication specifically aimed at those who refer people to health professionals (e.g. doctors and nurses) and sent them to all GPs across the UK. The aim of the publication is to introduce the HPC and highlight that people should be made aware of the regulated status of health professionals when they refer their patients to them.

Leaflets and special dispensers were sent to 3,000 Numark pharmacies across the UK. In addition, we have taken out adverts in all 'Yellow Pages' under the headings for 'chiropractors / podiatrists' and 'physiotherapists' (which are being rolled out throughout 2008).

We have bought a number of sponsored links on Google that have been a great success so far – with around 400 people per month clicking on our special 'hpcheck' microsite. We also have banners on Yell.com that take people directly to our website.

Advertising aimed at registrants has been appearing in professional journals for physiotherapists and chiropractors / podiatrists encouraging them to request free posters and leaflets for their surgeries, hospitals and clinics. So far, the materials have been particularly popular with registrants in private practice who want to advertise the fact that they are regulated.

The views of people who use our materials are extremely important to us and the decision to refresh our public-facing literature comes following market research with registrants and the public.

2008 sees us moving towards more targeted awareness campaigns focusing on particular groups of users (for example older people) that use the services provided by those we regulate.

For more information on our campaigns and advertising work, please see this page of our website: [www.hpc-uk.org/mediaandevents/advertising/](http://www.hpc-uk.org/mediaandevents/advertising/)

## The web

### **www.hpc-uk.org**

The web remains the most cost-effective and efficient way of making large amounts of information available to large numbers of people. We have consistently used the HPC 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.

The website's content management has been extended to allow more detailed and up-to-date information to be displayed on the site, while also improving its functionality behind the scenes.

A new 'education' section has been created and includes a more interactive approved programme list, and much improved information for, and about, education providers.

Employers have also benefited from a new section, which brings together the information relevant to them. We've introduced a 'Multiple registrant search', which allows employers to check the status of multiple registrants in one search. The 'Register of visiting European health professionals' has also been made available online.

For registrants we have continued to add up-to-date information about the current issues, including more detailed guidance on CPD, and how they can promote themselves and the HPC using our new public awareness material. All our publications are also available to download from the website.

For the general user we have improved the way you can view and navigate information on the site; this includes making information easier to search for, navigate, and read. The fitness to practise hearings section has also been overhauled, making it far easier to access and find information, giving users the ability to find much more detail about our current and past hearings. Users are now able to search hearings by profession, date and outcome.

We've also introduced an interactive events calendar, which brings together information on HPC's meetings, fitness to practise hearings and events in one place.

### **The future**

Looking ahead, we've conducted market research with registrants, students and the public, with a view to improving HPC websites over the coming months.

The development of secure, online facilities for registrants is on-going, this will include the ability to renew their registration and update their contact details online. A facility for potential registrants to apply online is also in development.

**Your input**

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

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



## Events

Events provide a valuable opportunity for the HPC to meet face-to-face with our stakeholders, communicate our messages, raise awareness of the HPC and the work that we do, and to receive feedback on the organisation's activities. Over the past year we have further developed our Listening Event programme, run specific events for employers, parliamentarians and other stakeholders, and taken part in a variety of external conferences and exhibitions.

### **Listening Events**

Listening Events are run throughout the UK. They provide an introduction to the HPC and give registrants the opportunity to see and hear first-hand how we are progressing. As well as providing the opportunity for registrants to meet with other health professionals, the events provide an invaluable opportunity for attendees to meet HPC Council members – and wherever possible the Chief Executive and/or the President. The feedback we receive helps us in shaping the development of future HPC strategy and regulation.

Where we've been...

April 2007

Portsmouth – Tuesday 17

Folkestone – Thursday 19

July 2007

Dumfries – Tuesday 10

Lancaster – Thursday 12

October 2007

Swindon – Tuesday 16

Barnstaple – Tuesday 18

January 2008

Lowestoft – Tuesday 22

Cambridge – Thursday 24

The 2008-9 Listening Event programme is yet to be confirmed, however, as always, events will be located throughout the UK to reach as many registrants as possible. Please see below for details of how to keep up-to-date with HPC events.

### **Stakeholder events**

Over the past year the HPC have organised several events for key stakeholder groups. These have included events for employers focussing on employment issues and registration; an evening reception in the Scottish Parliament; and a consultative event looking at disability and registration. For further details on some of these events please see the Public Affairs section of this report.

### **External conferences and exhibitions**

Over the past twelve months HPC has taken part in the following conferences and exhibitions:

- Primary Care, 10-11 May 2007, Birmingham
- College of Occupational Therapists Annual Conference, 20–22 June 2007, Manchester
- Institute of Biomedical Science Congress, 24-26 September 2007, Birmingham
- HR in the NHS, 9-11 October 2007, Birmingham
- Primary Care Live, 9 October 2007, London
- Health and wellbeing at work, 5-6 March 2008, Birmingham
- British Association of Prosthetists and Orthotists, 14-15 March 2008, Bolton

The HPC will continue to take part in exhibitions over the coming year and will increase involvement in conferences providing presentations and workshops.

### **Further details**

For full details of HPC events, and to keep up-to-date with the events schedule, please visit the 'Events' section of the HPC website at: [www.hpc-uk.org](http://www.hpc-uk.org). Alternatively, you can sign up to In Focus, our electronic newsletter, by emailing: [newsletter@hpc-uk.org](mailto:newsletter@hpc-uk.org)

If you would like to make a general enquiry about HPC events, please email: [events@hpc-uk.org](mailto:events@hpc-uk.org) or telephone 020 7840 9797.

## Publications

Following the changes to our branding and visual identity last year, this year has seen increased activity in publications as we have reprinted old documents, and produced entirely new publications to the new designs.

We wanted our publications to reflect our values as a modern, transparent, professional regulator, and we also wanted to ensure that accessibility was built into the heart of the documents we produce.

Our revised publications have several features which are designed specifically to make them easy to read:

- they are printed on matt paper to reduce 'glare';
- we use a clear, easy to read font;
- they are printed with good contrast between the text and the background; and
- as before, all of our publications are available on request in alternative formats for those who need them.

This year the publications we have produced have included the revisions of the standards of proficiency for each of the first twelve professions that we regulate, the Fitness to practise and Approvals and monitoring annual reports, a review of the grandparenting process, revised fitness to practise brochures, information cards for journalists and for employers, and many more. All of our publications are available on our website here:

<http://www.hpc-uk.org/publications/>

In addition, we have continued to produce and develop our newsletter, 'HPC In Focus'. We have revised the newsletter to keep it consistent with our new-look publications, and we have also made changes to it in response to feedback gained from readers. Published every two months, and delivered direct to your inbox, 'HPC In Focus' is the best way of remaining up to date with the latest information from us. We include renewal reminders, a summary of recent fitness to practise cases, standards updates, information about CPD, articles about events that we are running or have participated in, and much more. If you would like to join the 4,907 people who already receive the newsletter, then please email: [newsletter@hpc-uk.org](mailto:newsletter@hpc-uk.org) and we will be pleased to add you to our distribution list.

## Public affairs and stakeholder communications

The newly created position of Public Affairs Manager saw the expansion of work with various stakeholder groups in the financial year 2006 – 07.

### **Parliamentarians**

Contact with Parliamentarians has increased significantly with 18 meetings taking place over the year between various Members of Parliament (MP's) , Peers and Members of Scottish Parliament.(MSP's). Raising awareness with these groups is especially important because of the Government White Paper 'Trust, assurance and safety: the regulation of health professionals' which outlines plans for new professions to be regulated by the HPC.

Other awareness raising activities include the following.

- Distribution of 'Regulation of health professions – parliamentary briefing' to over 250 MPs and Peers in January 2008.
- Exhibition at the Scottish National Party annual conference in October 2007.
- Exhibition at the Welsh Labour Party Conference in February 2008. Welsh versions of the public information leaflet and a Welsh exhibition banner were developed.
- Evening reception in the Scottish Parliament in March 2008. The Deputy First Minister and Cabinet Secretary for Health and Wellbeing, Nicola Sturgeon MSP, spoke to over 80 key stakeholders. In the same week we hosted an exhibition space for three days in the Scottish Parliament.

### **Employers**

This year we increased our communication with those who employ or manage our registrants. The most significant activity has been the Employer Events held across the UK in Belfast, Cardiff, Glasgow, London and Manchester. These events provided information on when to refer fitness to practise issues, our CPD audit requirements and information on registration and renewal issues - and to hear employers' concerns and feedback.

Almost 250 employers and service managers attended the sessions in November 2007 and February 2008 and the feedback was extremely positive. As a result, we will be hosting the second series of Employer Events towards the end of 2008 and early 2009. If you would like to register your interest please email: [employers@hpc-uk.org](mailto:employers@hpc-uk.org)

Some other key activities include the following.

- New employer section of the website launched in September 2007.
- 'Information for employers' quick reference cards printed and distributed widely to employers at events and exhibitions.
- New 'multiple registrant search' online for employers to check the records of up to 100 registrants at once.

**Other stakeholders**

Meetings with various stakeholders such as professional bodies, regulators, employers and unions have taken place across the four home countries including the following.

- Ten meetings took place in Northern Ireland in September 2007.
- Eight meetings with various professional bodies in December 2007 and early 2008.
- Ten meetings were arranged with various groups including Scottish stakeholders, the Department of Health, regulators and patient representative groups.

## Policy and Standards

### **The White Paper**

2007 – 2008 for the Policy and Standards Department was largely affected by the government's February 2007 White Paper, 'Trust, assurance and safety: the regulation of health professionals in the twenty-first century'.

The most important piece of work arising from this is a Professional Liaison Group (PLG) considering 'continuing fitness to practise'. This is in response to the recommendation that all health professionals should be 'revalidated'; that is, they should have to demonstrate that they are fit to practise in order to remain registered. Chaired by our President, this group has met three times, including a wide-ranging discussion meeting with professional bodies, and looking at examples of systems for ongoing fitness to practise both within and outside the UK. The PLG's work is ongoing.

In addition, two further recommendations from the White Paper have also been the basis of discussion meetings between a variety of stakeholders. These meetings have looked at marking the Register to show additional post-registration qualifications, and also student fitness to practise.

### **New professions**

The Policy team worked with a Professional Liaison Group to prepare draft standards of proficiency for practitioner psychologists, and also worked with the British Psychological Society and other stakeholders to research the appropriate threshold educational level for the profession. Both of these areas of work were then the subject of a public consultation, the results of which are being analysed.

### **Standards**

The revised standards of proficiency for the first twelve professions were launched in November 2007, following a review and a public consultation.

A consultation was held on the revised standards of conduct, performance and ethics. In addition, we have reviewed the standards of education and training, to ensure that they remain fit for purpose. This review has been led by a Professional Liaison Group, and has benefited from the feedback of education providers, visitors, students, and others.

### **Other work**

Other EC areas of work during this year included preparing for the implementation of the Professional Qualifications Directive, work on a model for more accurate registrant forecasting, preparing a partners' code of conduct, writing and publishing a review of the grandparenting process (published on our website), the HPC-wide equality and diversity project, and also working with the

Communications team to run a consultative event on health, disability and registration.

## Registrants: present and future

Between April 2007 and March 2008, the number of our registrants continued to increase, although the increase this year has not been as great as the previous period. At the end of March 2007 there were 177,230 registrants and at the end of March 2008 there were 178,496.

However, it is almost certain that other professions will be joining the Register shortly, and over the next few years we will be likely to see some quite large increases in numbers. We have begun to look at each profession by gender. This helps give a better insight into the nature of our Register. The distribution between men and women remains almost exactly the same as last year when we produced these figures for the first time.

Currently, 76% of our registrants overall are women and 24% men. The large majority of our professions are overwhelmingly female. For example, 80% of physiotherapists are women, 72% of chiropodists / podiatrists, 81% of radiographers. Some, like orthoptists, dietitians and speech and language therapists, are almost entirely women (94%, 96% and 97%). Only clinical scientists (very marginally), prosthetists / orthotists and paramedics have a majority of men (51%, 65% and 75%).

For each of these three professions, there has been a slight increase in the number of women since March last year. It will be interesting to see if this trend continues.

*- 2 Graphs to be inserted-*





## Council member biographies

### **Ozan Altay**

Ozan is a practising prosthetist working for the contractor to the National Health Service (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 and Orthotics World Congress. He also reported on orthotic and prosthetic education and 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 former 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 Northern Ireland (NI) Health Professions Forum. She is married with two sons and twin daughters.

### **Paul Acres**

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 as Chairman of Sefton NHS Primary Care Trust.

### **Karen Bryan**

Karen Bryan is Head of the Division of Health and Social Care, at the University of Surrey. She is a speech and language therapist with particular interests in mental health of adult populations, rehabilitation, and the impact of communication difficulties on people's access to effective healthcare interventions. She has conducted research into many aspects of workforce development including education and practice development, the experiences of internationally recruited nurses, care sector development and healthcare evaluation. Karen has extensive experience of healthcare education and course development. She continues to work in practice as a consultant speech and language therapist in forensic mental health at the West London Mental Health Trust.

### **Mary Clark-Glass**

Mary Clark-Glass was formerly a lecturer in law and broadcaster in Belfast. She has been involved in equality and human rights issues since the 1970's. Head of the Equal Opportunities Commission (EOC) for Northern 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 Commission for Racial Equality (CRE) for Northern Ireland. Mary is currently a General Medical Council (GMC) associate, a member of the General Dental Council's Fitness to Practise Committee and was a non-executive member of Board of Royal Group of Hospitals Belfast until 31 March 2007.

### **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-Chair of Springhill Hospice, Rochdale, a member and past President of the Rotary Club of Rochdale East and has recently been appointed Chair at Hopwood Hall College, Rochdale. He is also Chairman of the Rochdale Life Education Unit and Acting Chairman of the Rochdale Cultural and Leisure Trust. As member of the Conservative Party he represents Wardle and West Littleborough Ward on the Rochdale Metropolitan Borough Council (MBC).

### **Helen Davis**

Helen Davis is Head of the Orthoptic Section of the Academic Unit of Ophthalmology and Orthoptics at the University of Sheffield. She is programme leader of the BMedSci in orthoptics and joint author of the Diagnosis and Management of Ocular Motility Disorders text book, a core text for the undergraduate programme. She was involved in setting the initial benchmark statements and standards of proficiency for orthoptists. She sits on disciplinary and student review panels at the University, and continues her clinical practice at the Sheffield Teaching Hospitals NHS Foundation Trust.

### **John Donaghy**

John Donaghy BSc (Hons), Pg Cert, Fellow HEA, Paramedic, is Principal Lecturer in Paramedic Science, School of Health and Emergency Professions, University of Hertfordshire and the professional lead, responsible for development and delivery of the paramedic programmes. John's current academic and training role follows thirty years service in the London Ambulance Service, initially as an emergency response paramedic and then as a paramedic on the emergency helicopter service. He has recently spent two years as a public governor on the governing council of his local NHS Hospital Foundation Trust. John is about to embark upon a professional doctorate in education (Ed D) at the University of Hertfordshire.

**Peter Douglas**

Peter Douglas is the former National Managing Partner of HLB Kidsons, Chartered Accountants, and was for ten years a Council member of the Institute of Chartered Accountants in England and Wales. He has been Director of Professional Standards at the Chartered Institute of Management Accountants, a governor of two independent schools and a higher education college. He is Chairman of the Audit Committee and a member of the Steering Board of the National Weights and Measures Laboratory, and member of the Resources and Audit Committee of the Engineering and Physical Sciences Research Council, both DIUS agencies, and a member of the Audit Committee of Ashridge Business School. He is also Clerk to the Disciplinary Board of the Taxation Disciplinary Scheme and a non-executive Director and Chair of the Audit Committee of the East Sussex Downs and Weald Primary Care Trust.

**Sheila Drayton**

Sheila Drayton is a consultant in health service management, standards and regulation. Her early career was in nursing and midwifery education, followed by professional and general management in the NHS. For the past seven years her work has focused on professional leadership and improving patient safety. Sheila was a member of the United Kingdom Central Council for Nursing, Midwifery and Health Visiting, and is currently a member of the Nursing and Midwifery Council's Fitness to Practise Panel. She is a member of the General Teaching Council Wales (GTCW), Chair of the GTCW's Audit Committee, and a Chair of GTCW's Professional Conduct Committee.

**Elizabeth Ellis**

Elizabeth Ellis is the Registrant Radiographer member sitting on the Health Professions Council. She is currently employed as a Mobile MRI Radiographer in the South of England. She has recently completed a postgraduate diploma (PGD) in computed tomography (CT) at City University, London. Previously, she held the post of Society of Radiographers (CoR) representative for Portsmouth Queen Alexandra Hospital during which time she was involved in the introduction of Advanced Practitioner roles and oversaw the implementation of 'Agenda for Change'. Her interests are varied including cycling, golf and cookery.

**Christine Farrell**

Christine Farrell is a freelance consultant in health policy. She has worked in research and service development, at the King's Fund, London, and as an advisor to the Department of Health Research and Development Division. She has worked in voluntary roles in the NHS since 1974 and was Trustee and Chair of a national charity providing health services from 1979 to 1995. Since 1997, her work has focused on involving patients and the public in the NHS, and in gaining views on cancer services. Her most recent work is with an international task group developing initiatives and curricula for encouraging patient involvement in health professional education.

### **Sue Griffiths**

Sue Griffiths is the alternate radiographer member on the Health Professions Council. She was a clinical therapy radiographer (radiotherapist) then Professional Head of Radiotherapy at Leeds Teaching Hospitals. Key roles have included working with the Faculty of Oncology of the Royal College of Radiologists (RCR) to quantify the national shortage of radiotherapy equipment and radiographers, by 2000, influencing national resourcing and equipment provision in England. With strong interests in safety and standards, her work has encompassed returner staff training, student recruitment initiatives, and the development of National (CoR/DH) Workforce models (she led a national survey to inform these).

Sue was on the Radiotherapy Advisory Group (CoR), and the project board for the curriculum framework for the new career structure. Sue has made a significant contribution as a highly regarded author within the radiotherapy world with numerous peer reviewed papers and books. She is currently updating a standard radiotherapy textbook and researching with the Sheffield Hallam University radiotherapy team (as a Visiting Professor) and with LTH Trust.

### **Daisy Haggerty**

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 panel member. She was also a member of the Professional Liaison Group looking at the updating of the standards of proficiency. Currently, in her role as the alternate clinical scientist registrant member of the Health Professions Council, she sits on the Investigating Committee and the Communications Committee.

### **John Harper**

John Harper is Senior Vice-Principal and Deputy Vice-Chancellor at The Robert Gordon University, Aberdeen, with particular responsibility for Academic Development and Quality. He is the former Dean of the Faculty of Health and Social Care and also a former member of the Scottish Executive NHS Modernisation Forum and of the CPSM. He is currently a member of several Scottish committees associated with teaching and learning and quality assurance.

**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), a large organisation providing a wide range of services across the whole of Wales, and is a member of the Learning and Teaching Committee of the Higher Education Funding Council for Wales (HEFCW). He has recently been appointed to the Board of the Quality Assurance Agency for Higher Education (QAA).

**Carol Lloyd**

Carol Lloyd is Emeritus Professor of Occupational Therapy in the Faculty of Education, Health and Sciences at the University of Derby, and former Subject Manager there. Before moving into education she worked within mental health and was involved in setting up a number of community facilities. She has been an external examiner at various universities and also a Quality Assurance Agency (QAA) reviewer. She has been involved with the Trent Workforce Development Confederation and is a member of her local Foundation Hospital Trust, and is also a Parish Councillor.

**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 served as a Non-Executive Director of the West Yorkshire Strategic Health Authority where he represented the interests of West Yorkshire universities and as interim Non-Executive on the new Yorkshire and Humber SHA. 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 continues to contribute to a number of departmental and policy groups for the Scottish Government 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. In addition she was made a Fellow of the Association in recognition of her services to the dietetic profession.

**Alan Mount**

Alan Mount is Professional Lead for Operating Department Practice within the Faculty of Health and 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 former Association of Operating Department Practitioners (AODP) Board. He was involved with the development of the first standards of proficiency, scope of practice and subject benchmarks for ODPs in accordance with the transfer of the ODP 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 PLGs in the development of the standards for continuing professional development (CPD), guidance document for standards of education and training and the revision of operating department practitioner standards of proficiency.

**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 (BAPO) and is Clinical Associate at the National Centre for Training and 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 is Deputy Managing Director and Head of Clinical Services at the Nordoff-Robbins Music Therapy Centre in London. Her career in music therapy includes clinical practice, lecturing, writing, research and promoting music therapy. Helen has been involved in all aspects of the music therapy profession, chairing the British Society for Music Therapy and the Courses Liaison Committee. She also represents the UK on the Education Commission of the World Federation of Music Therapy.

**Jacki Pearce**

Jacki Pearce has managed speech and language therapy services for all client groups in Hertfordshire and Essex Primary Care Trusts for some years, but is now working independently, and currently undertaking some SLT development work for Social Services. She has served as a Magistrate for 15 years, and took time out to undertake a Master's in Health Law to underpin her interest in professional regulation and fitness to practise. She is the SLT Alternate on Council, Vice Chair of the Health Committee, chairs registration appeals, and currently represents the HPC on the NHS Information Standards Board.

**Gill Pearson**

Gill Pearson currently works as the Programme Manager of Nutrition Programmes at the University of Surrey. She has experience of working in the both 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 Institute of Biomedical Science (BMS) 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**

Pam Sabine qualified as a chiropodist / podiatrist in 1977, and has since worked for both the NHS and in private practice. She is currently Head of Podiatry and Podiatric Surgery services at South East Essex Primary Care Trust, combining management of the service with her clinical role as Consultant Podiatric Surgeon. She is a past Chairman of the Society of Chiropodists and Podiatrists and a former member of the Chiropodists Board at CPSM. Pam is actively involved in professional groups such as the Association for Extended Prescribers. Pam is a member of the South Essex Diabetes networks and was for five years the AHP member of the Trust's Professional Executive Committee. Over the years, she has contributed to a professional text and to various professional journals. She is an Independent Reviewer for second stage complaints with the Healthcare Commission and has recently completed a Masters in Healthcare Regulation.

**Jackie Sheridan**

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 creation in 1998 and a director of its sister company Professional Events Management. Professional Events Management provides CPD courses for chiropodists and podiatrists. She has worked for East Cheshire Primary Care Trust and in private practice within the profession. She is a member of the Manchester and District Branch of the Society of Chiropodists and Podiatrists.

### **Graham N Smith**

Graham Smith qualified as a physiotherapist in the Royal Air Force in 1977 and as a teacher of physiotherapy in 1982. He is currently an Independent Rehabilitation and Sports Injury Consultant based in Glasgow. He has extensive experience in the treatment, management and rehabilitation of injuries at all levels of the sporting spectrum and has worked with Glasgow Rangers FC, The British Olympic team in Nagano and numerous national representative sports teams. He is a Fellow and Vice-President of the Chartered Society of Physiotherapy and a Visiting Professor at the University of Teesside. He combines his clinical and consultancy roles with lecturing commitments both nationally and internationally.

### **Barbara Stuart**

Barbara Stuart has worked in health and social care provision in the private sector and 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 in March 2007 was appointed as Non-Executive Director with the Western Health and Social Care Trust. In January 2008 she was appointed to the board of Extern, an organisation which works directly with children, adults and communities affected by social exclusion or crime. A former carer, she is Vice-Chair of the Management Committee of the local Alzheimer's Society.

### **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 Professor of 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. Annie has acted as consultant to the Open University foundation degree programme for AHPs. She is a Fellow of the College of Occupational Therapists .

### **Anna van der Gaag**

Anna van der Gaag is an independent consultant and Honorary Research Fellow in the Faculty of Medicine, University of Glasgow. She has been involved in research and development initiatives in speech and language therapy for more than two decades. She works within the NHS on organisational learning and development projects. Her current research work includes therapy evaluation, 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 and Visiting Professor in the Division of Psychological Medicine and Neuroscience at Imperial College, 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 and publications are in sociology of professions in UK and Europe, art and group psychotherapy, intercultural therapy, addiction and progressive illness. Diane was formerly Chair of the Arts Therapists Board at CPSM, and of our Education and Training Committee. She was awarded an OBE for Services to Healthcare in June 2007.

### **Mark Woolcock**

Mark Woolcock has worked within the ambulance service since 1991 in a variety of operational, training and managerial roles. Mark became a paramedic in 1996 and recently qualified as an Emergency Care Practitioner. For the past five years Mark has been involved with the delivery of education and training both locally and also to national and international audiences. Mark serves on the Governing Council of the College of Paramedics, where he is also Treasurer and is a member of the Resuscitation Council (UK) sub committee for EPLS. Mark has written and published numerous texts relating to pre-hospital medical care.

**Neil Willis**

Neil Willis has worked for the NHS for 43 years as a biomedical scientist and is currently employed part time as the Laboratory Medicine Coordinator for Training and Development at the University Hospital of Wales and also as a self employed consultant. He has lectured extensively both home and abroad and is external examiner for University of Essex. He is Chair of the UWIC Welsh Liaison Panel, Chair of the South East Wales branch of the IBMS, Vice Chair of the Cardiff branch of Unite and Chair of the Cardiff Medical Centre Sports and Social Club and Children's Charity. He was a member of the Health Professions Wales Professional Liaison Group and CPD Advisory Group and was also Chair of the HPC Investigating Committee between 2001 and 2005

## Council and Committee Meetings

Monday 9 July 2007	Council
Thursday 26 July 2007	Finance and Resources Committee
Thursday 2 August 2007	Education and Training Panel
Tuesday 11 September 2007	Council (and annual meeting)
Wednesday 12 September 2007	(FTP Forum) Health Committee
Wednesday 12 September 2007	(FTP Forum) Investigating Committee
Wednesday 12 September 2007	(FTP Forum) Conduct and Competence Committee
Tuesday 18 September 2007	Finance and Resources Committee
Tuesday 25 September 2007	Audit Committee
Thursday 27 September 2007	Education and Training Committee and E&T Panel
Wednesday 3 October 2007	Council Meeting and Away day
Thursday 4 October 2007	Away day
Wednesday 24 October 2007	Communications Committee
Thursday 25 October 2007	Education and Training Panel
Wednesday 7 November 2007	Health Committee – cancelled
Wednesday 14 November 2007	Education and Training Panel
Thursday 15 November 2007	Investigating Committee - cancelled
Tuesday 20 November 2007	Finance and Resources Committee
Wednesday 21 November 2007	Conduct and Competence Committee - cancelled
Tuesday 4 December 2007	Education and Training Committee and E&T Panel
Wednesday 5 December 2007	Audit Committee
Thursday 13 December 2007	Council
Monday 4 February 2008	Education and Training Panel
Tuesday 5 February 2008	Health Committee
Wednesday 6 February 2008	Finance and Resources Committee
Tuesday 12 February 2008	Investigating Committee
Tuesday 19 February 2008	Conduct and Competence Committee
Monday 25 February 2008	Communications Committee
Wednesday 27 February 2008	Audit Committee
Thursday 6 March 2008	Remuneration Committee
Wednesday 19 March 2008	Finance and Resources Committee
Wednesday 26 March 2008	Education and Training Committee and E&T Panel
Thursday 27 March 2008	Council
Wednesday 23 April 2008	(FtP Forum) Health Committee
Wednesday 23 April 2008	(FtP Forum) Investigating Committee
Wednesday 23 April 2008	(FtP Forum) Conduct and Competence Committee
Thursday 24 April 2008	Finance and Resources Committee

Wednesday 21 May 2008	Communications Committee
Thursday 29 May 2008	Education and Training Panel (same day as Council)
Thursday 29 May 2008	Council
Tuesday 10 June 2008	Education and Training Committee and E&T Panel
Thursday 19 June 2008	Finance and Resources Committee
Thursday 26 June 2008	Audit Committee
Thursday 3 July 2008	Council

## Council meeting attendance

### Council meeting

Member	31 May 2007	5 July 2007	9 July 2007	11 Sep 2007	3 Oct 2007	13 Dec 2007	27 Mar 2008
Alan Mount (A)	√	√	√	√	X	√	√
Anna van der Gaag	√	√	√	√	√	√	√
Annie Turner	√	√	√	√	√	√	
Barbara Stuart	√	X	√	X	√	√	√
Carol Lloyd (A)					√		√
Christine Farrell	√	√	√	√	√	√	x
Daisy Haggerty (A)	√	√	√	√	√	√	√
Diane Waller	√	√	√	X	√	√	√
Douglas Proctor (A)			√		√		
Eileen Thornton (A)					√		√
Elizabeth Ellis	X	√	√	X	√	√	√
Gill Pearson (A)					X		
Graham Smith	√	√	√	√	√	√	x
Helen Davis	√	√	√	√	√	√	√
Helen Patey (A)				X	X		
Jacki Pearce (A)				√	X		
Jacqueline Sheridan (A)	√				√		
Jeff Lucas	√	X	X	√	√	X	x
John			√	√	√	√	√

Donaghy (1)							
John Harper	√	X	X	√	√	X	√
Karen Bryan	√	√	√	X	√	√	√
Keith Ross	√			√	√	√	x
Morgan Davies (2)	√	√					
Mark Woolcock (A)					√		
Mary Clark-Glass	√	√	√	X	√	√	√
Morag Mackellar	√	√	√	√	√	√	√
Neil Willis (1)			√	√	√	√	√
Ozan Atlay (A)	X						
Pam Sabine	X	√	√	√	X	√	x
Patricia Blackburn (A)					√		
Patrick McFadden (2)	√	√					
Paul Acres		√	X	√	√	√	
Peter Douglas	√	√	√	√	√	√	x
Robert Clegg	√	√	√	√	√	√	√
Sheila Drayton	X	X	X	√	√	√	√
Simon Taylor (3)							
Sue Griffiths (A)				X	√		
Tony Hazell	√	√	√	√	√	√	√
William Munro	√	X	X	X	√	X	√

Key

√ Attended

X apologies for absence received

(A) Alternate member

(1) Appointed 9 July 2007

(2) Ceased to be a Council member 8 July 2007

(3) Ceased to be a Council member on 19 June 2007



## Committee meeting attendance

### Education and Training Committee

Member	June 2007	September 2007	December 2007	March 2008
Eileen Thornton	X	√	√	√
Helen Davis	√	√	√	√
John Donaghy (1)		√	X	√
Sheila Drayton	√	X	X	√
Elizabeth Ellis	√	X	√	√
Christine Farrell	√	√	√	X
Daisy Haggerty (2)			√	√
John Harper	√	X	X	√
Tony Hazell	√	√	√	√
Stephen Hutchins	X	√	√	X
Carol Lloyd	√	√	√	√
Jeff Lucas	X	X	√	X
Patrick McFadden (3)	√			
Alan Mount	√	X	√	√
Gill Pearson	X	√	√	√
Doug Proctor (4)	X			
Pam Sabine	X	√	X	X
Barbara Stuart	√	X	√	√
Diane Waller	√	√	√	√
Neil Willis (5)		√	√	√

√ Attended

X Apologies for absence received

(1) Appointed to Council 9 July 2007

(2) Appointed to Committee 3 October 2007

(3) Ceased to be member of Council 8 July 2007

(4) Ceased to be member of Committee 8 July 2007

(5) Appointed to Council 9 July 2007

### Investigating Committee

Member	April 2007	September 2007	February 2008
Nigel Callaghan	√	√	√
Robert Clegg	X	X	√
Christine Farrell	√	√	√
Daisy Haggerty	√	√	X
Morag MacKellar	√	√	√
William Munro	√	√	X
Diane Waller	X	√	√
Mark Woolcock	√	√	√

√ Attended

X Apologies for absence received

### Conduct and Competence Committee

Member	April 2007	September 2007	February 2008
Mary Clark-Glass	√	X	√
Helen Davis	X	√	√
John Donaghy	X	√	X
Carol Lloyd	√	√	√
Pat McFadden (1)	√		
Helen Patey	√	X	X
Doug Proctor	√	√	√
Keith Ross	√	√	√
Pam Sabine	√	X	√
Gopal Sharma (2)	√		

√ Attended

X Apologies for absence received

(1) Member of Council until 8 July 2007

(2) Committee member until 10 July 2007

## Health Committee

Member	April 2007	September 2007	February 2008
Ozan Altay	X	√	X
Patricia Blackburn	X	√	√
(1) Morgwn Davies	√		
Peter Douglas	√	√	√
Sheila Drayton	X	X	X
Tony Hazell	√	√	√
(2) Christina Kenny	X		
Jacki Pearce	√	X	√
Annie Turner	X	√	√
(3) Neil Willis		√	√

√ Attended

X Apologies for absence received

(1) Member of Council until 8 July 2007

(2) Member of Council until 10 July 2007

(3) Appointed to Council 8 July 2007, appointed to Health Committee 11 September 2007

## Communications Committee

Member	May 2007	October 2007	February 2008
Paul Acres	√	X	√
Ozan Altay	X	√	√
Mary Clark-Glass	√	√	√
Christine Farrell	√	√	√
Sue Griffiths	√	X	X
Daisy Haggerty	√	√	√
Morag MacKellar	X	√	√
Pat McFadden (1)	√		
Annie Turner	√	√	√
Mark Woolcock (2)		√	√

√ Attended

X Apologies for absence received

(1) Member of Council until 8 July 2007

(2) Appointed to the Communications Committee on 11 September 2007

## Finance and Resources Committee

Member	April 2007	June 2007	July 2007	September 2007	November 2007	February 2008	March 2008
Robert Clegg	√	√	√	√	√	√	√
Patricia Blackburn	X	X	X	√	√	√	X
Mary Clark-Glass	√	√	√	√	√	√	√
Morgwn C Davies (1)	√	√					
Peter Douglas	√	√	√	√	√	√	√
Sheila Drayton	√	√	X	X	√	√	X
John Harper (2)			√	X	X	X	√
William Munro	√	√	X	X	X	√	√
Daniel Ross	√	X	X	X	√	√	√
Keith Ross	√	√	X	√	X	√	√
Jacqueline Sheridan	√	√	√	√	√	√	√
Barbara Stuart	√	√	√	√	√	√	√
Neil Willis (3)			√	√	√	√	√

√ Attended

X Apologies for absence received

(1) Member of Council until 8 July 2007

(2) Appointed to Committee from 9 July 2007

(3) Member of Council from 9 July 2007

### Audit Committee

Member	June 2007	September 2007	December 2007	February 2008
Paul Acres	X	√	X	√
Tony Hazell	√	√	√	√
Richard Kennett	√	√	√	√
Carol Lloyd	√	√	√	X
Doug Proctor	√	√	√	√
Graham Smith	√	√	X	√

√ Attended

X Apologies for absence received

### Remuneration Committee

Member	21 June 2007	6 March 2008
Robert Clegg	√	√
Patricia Blackburn	X	√
Mary Clark-Glass	√	√
Peter Douglas	√	√
Sheila Drayton	√	√
John Harper	√	√
William Munro	√	X
Daniel Ross	X	√
Keith Ross	√	√
Jacqueline Sheridan	√	X
Barbara Stuart	√	√
Neil Willis	√	√

√ Attended

X Apologies for absence received

## **The five principles of good regulation**

### **Proportionality**

Regulators should only intervene when necessary. Remedies should be appropriate to the risks posed, and costs identified and minimised.

### **Accountability**

Regulators must be able to justify decisions, and be subject to public scrutiny.

### **Consistency**

Government rules and standards must be joined up and implemented fairly.

### **Transparency**

Regulators should be open, and keep regulations simple and user friendly.

### **Targeting**

Regulation should be focused on the problem, and minimise side effects.

The Better Regulation Task Force is an independent body that advises Government on action to ensure that regulation and its enforcement agree with the five principles of good regulation. Their publication 'Principles of Good Regulation' was last revised in February 2003 and is available on their website at [www.brtf.gov.uk](http://www.brtf.gov.uk)

Government departments and independent regulators should use them when considering new proposals and evaluating existing regulations.