Health Professions Council – 2007 to 2011

Park House, 184 Kennington Park Road, London
**5th July 2007**

Contents

I. Foreword

The HPC is an independent UK statutory regulator of healthcare professionals

- **Health Professions Order 2001**
  – Statutory Instrument (SI) established 1st April 2002
  – Rules and guidance support the SI
  – Initial Rules became operational 9th July 2003

- **Multi professional regulator**
  – Currently 13 Professions
  – Arts Therapists, Biomedical Scientists, Chiropodists & Podiatrists, Clinical Scientists, Dietitians, Occupational Therapists, Operating Department Practitioners, Orthoptists, Paramedics, Physiotherapists, Prosthetists & Orthotists, Radiographers, Speech & Language Therapists

- **Self financing**

- **Reports to the Privy Council**
  – Body corporate

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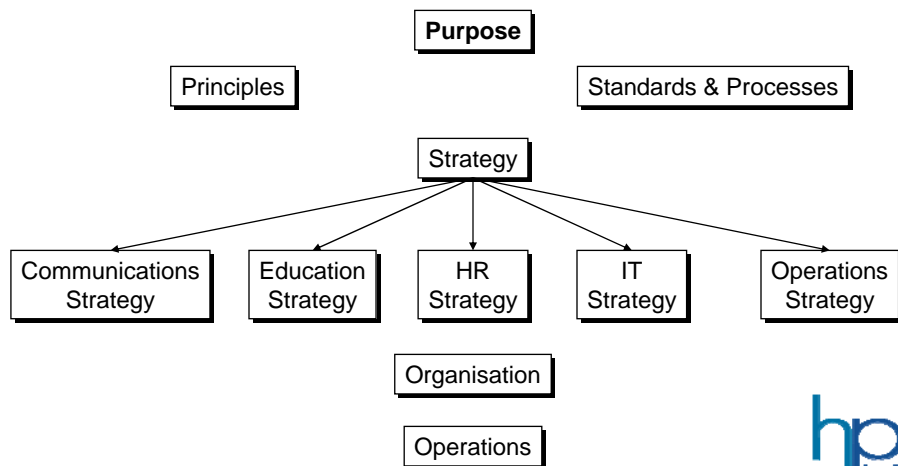
The document outlines the Health Professions Council's (HPC) purpose, principles, standards & processes, strategy, issues to be resolved & organisation

- **Replaces HPC's Strategic Intent documents previously published in 2002, 2004 & 2006**

- **Covers the period July 2007 to 2011**
  - Department of Health plans to review regulation in 2011

- **The document will be revised when there are significant changes to the external or internal environment**

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II. Purpose

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The objective of the HPC is set down in Article 3 (4) of the Health Professions Order 2001

- *"To safeguard the health and well-being of persons using or needing the services of registrants*

- **Registrants are the healthcare professionals regulated by the HPC**

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III. Principles

HPC key Stakeholders

- **Carers**
- **Clients:Patients:Users**
- **Consumer Associations**
- **Employers**
- **Government**
- **Higher Education Institutions**
- **Media**

- **Members of the Public**
- **Professional Bodies**
- **Prospective registrants**
- **Registrants**
- **Regulators**
- **Special Interest Pressure Groups**
- **Trade Unions**

The HPC uses six guiding principles

1. **Protect the public**
   - Review & amend legislation, standards, guidance & procedures to ensure their relevance & appropriateness
   - Have clear & well publicised complaints & appeals procedures for the public & registrants if dissatisfied with the decisions of the Council & Committees

2. **Communicate & respond**
   - Ensure wide stakeholder dialogue
   - Seek regular feedback from stakeholders & utilise the information & opinions received

3. **Work collaboratively**
   - Collaborate with stakeholders to ensure wherever possible that their needs are met
   - Enable best practices in any one profession to be accessed by all

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The HPC operates using six guiding principles, (contd)

4. **Be Transparent**
    – Establish fast & accessible procedures
    – Undertake thorough consultations
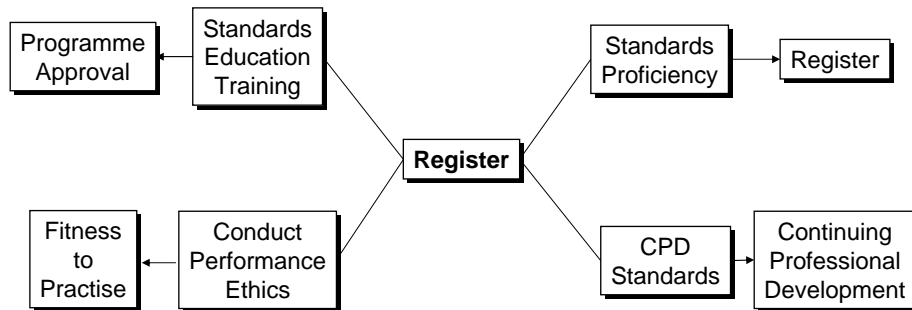
5. **Provide value for money & audit**
    – Invest in systems & procedures to provide a value for money service for registrants & the public
    – Be open & proactive in accounting to all stakeholders for the HPC's work

6. **Deliver a high quality service**
    – Provide a unified service where issues are common & focus on individual activities which are significantly different between professions
    – Support personal training & development of HPC employees as well as registrants

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IV. Standards & Processes

Integrated process of setting & maintaining standards


```
Programme        Standards                         Standards
Approval    ◄──  Education                         Proficiency  ──►  Register
                 Training    \                    /
                              \     Register     /
                              /                 \
Fitness          Conduct     /                   \  CPD          Continuing
to          ◄──  Performance                         Standards    Professional
Practise         Ethics                                           Development
```

The HPC achieves its objective by managing an integrated process of setting standards & operating processes to maintain the standards

- **Standards**
  - Four sets of standards
    - ¶ Education & Training
    - ¶ Proficiency
    - ¶ Conduct, Performance & Ethics
    - ¶ Continuing Professional Development (CPD)
  - The HPC must consult before establishing standards, rules & guidance
  - HPC currently has no powers to undertake revalidation

- **Integrated processes**
  - Approval & monitoring of programmes
  - Registration
    - ¶ UK, International & Grandparenting
    - ¶ New professions
  - Fitness to Practise Tribunals
    - ¶ Protection of title
  - CPD assessment

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V. Strategy

HPC's Strategy is to continually improve the organisation, influence the regulatory agenda & promote best practises

- **Improve**
  - HPC's ability to manage increasing demand for its services by redesigning the organisation
  - HPC's Governance via restructuring the Council
  - Fitness to Practise tribunals by instituting new processes
  - Protection of professional titles
  - Public Patient Involvement (PPI) within HPC's processes
  - Speed & quality of the registration & other processes

- **Influence Agendas**
  - Education & training
  - Government, including four UK Departments of Health & EU
  - Post registration qualifications
  - Regulation of Assistants
  - Revalidation

- **Promote**
  - CPD
  - Benefits of UK wide regulation but incorporating sensitivities to devolution
  - Proactive regulation of Aspirant Groups
  - Value & merit of professional led statutory regulation

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VI. Strategic & Operational Issues to Resolve

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Foreword – White paper ...

The HPC will actively contribute to the implementation of the recommendations of the White paper *Trust, Assurance and Safety - the Regulation of health professionals in the 21st Century*

- **Seven working Groups established to cover a range of issues**
    - Governance
        - ¶ Smaller, strategic & non-elected councils
    - Revalidation
        - ¶ Based on risk, standards, process & cost
    - Refined adjudication process
    - Extending professional regulation & assistants
    - Improving health for health professionals

- **Amendments to the Health Act 1999 &/or Section 60 Orders will be required**
    - Spring 2008 earliest date for implementation of new Act
    - Four year rolling plan of new Section 60s

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Notwithstanding the implementation of the recommendations of the White paper, the HPC will resolve a number of outstanding strategic issues related to the statutory regulation of new professions & Aspirant Groups by 2011

- **The commencement of the statutory regulation of some Psychologists from Spring 2008**

- **Responsibility for the statutory regulation of Hearing Aid Dispensers following the abolition of the Hearing Aid Council by the Department of Trade and Industry in March 2009**

- **Statutory regulation of a range of healthcare scientists and others including: Physiologists, Perfusionists & Technologists, Medical Illustrators & Dance Movement Therapists post 2009**

- **The statutory regulation of Counsellors & Psychotherapists**

- **The possible statutory regulation of Complementary & Alternative Medicine, (CAM) by 2011**

- **Proactive regulation of Aspirant Groups**
  - To date the HPC has waited for aspirant groups to apply for statutory regulation
  - Establish criteria when the HPC will recommend regulation before application received

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Notwithstanding the implementation of the recommendation of the White paper, the HPC intends to actively influence the external regulatory agenda

- **Education**
  - Increase influence

- **Europe**
  - Common platforms
  - Tuning educational structures

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Notwithstanding the implementation of the recommendation of the White paper, in the next two to three years the HPC intends to resolve the following strategic issues

- **Post registration qualifications**

- **Professional Indemnity Insurance**
  - Review existing policy

- **Protected titles**
  - Consider increasing number of protected titles for existing statutory regulated professions

- **Registration of Students**
  - Agree position

- **Rules, Standards & Guidance**
  - Revise & update as required

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Notwithstanding the implementation of the recommendation of the White paper, the HPC will continue to enhance a range of key operational issues through to 2011

- **Audit systems & procedures**

- **Implement Bichard legislation**

- **Operationalise CPD procedures including profile assessment**

- **Operationalise the Equality & Diversity strategy including data collection & analysis**

- **Analyse the benefits of replacing distributed Grandparenting system with regular partner group meetings**

- **Ensure HPC adopts best counter Identity Theft practises**

- **Embed Public Patient Involvement (PPI) in all appropriate HPC processes**

- **Ensure that HPC continues to provide a Value for Money Service (VFM)**

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Appendix I   Organisation

The HPC will deliver its strategy via the Council, the Committees & the Executive

- **Council**

- **Statutory Committees**

- **Non-Statutory committees**

- **Executive**

- **Partners**

- **Professional Liaison Groups (PLGs)**

The Council is responsible for ensuring that the functions as set down in the Health Professions Order (HPO) are delivered

- **Develops & is responsible for HPC's strategy & policy**

- **Sets certain standards & keeps them under review**
  - Standards of Conduct, Performance & Ethics
  - Standards of Proficiency
  - Standards of CPD
  - Requirements of registrants good health & character

- **Sets service standards**

- **Monitors progress against targets**

- **Maintains the financial well being of the HPC**

- **Ensures good corporate governance**

- **Works in partnership with the Executive via a Scheme of Delegation**

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Ref:MJS/HPC/SI/O/05.07.07

The Council has Statutory & Non-Statutory Committees

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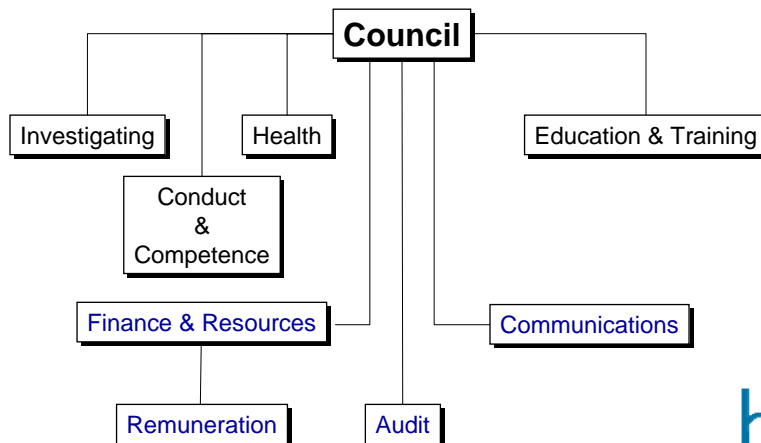
There are three Fitness to Practise Committees

- **Investigating Committee**
- **Conduct & Competence Committee**
- **Health Committee**

- **Advice to Council**
  – The Conduct & Competence Committee advises the Council on its performance in relation to Standards of Conduct Performance & Ethics
  – Requirements of good health & character

- **Report**
  – On behalf of the Council drafts a report on the fitness to practise process, HPO Article 44

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The functions of the Education & Training Committee

- **Education & Training Committee**
  – Sets and monitors the Standards of Education & Training
  – Advises the Council on the Standards of Proficiency

- **Responsible for developing & monitoring the Council's education strategy**

- **Reports**
  – Will provide feedback to educators via an annual report on the Approvals & monitoring process
  – Will publish a report on the CPD process

- **Home country different systems**

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The HPC has established three Non-Statutory Committees which report directly to the Council

- **Finance & Resources Committee**
  - Responsible for developing & monitoring the Council's
    - ¶ Annual budget
    - ¶ Financial investment strategy
    - ¶ Five year financial plan
    - ¶ Human Resources strategy
    - ¶ Operations strategy
    - ¶ IT strategy
    - ¶ Risk mitigation strategy

- **Remuneration Committee**

- **Audit Committee**
  - Responsible for overseeing the role of the external & internal auditors

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The Health Professions Order requires the HPC to inform & educate registrants & inform the public about its work

- **Communications Committee**
  - Non-statutory committee
  - Responsible for developing & monitoring the Council's communications strategy
  - Ensures equitable access to all publications
  - Oversees HPC's Patient/Public Involvement (PPI) strategy

- **HPC uses a range of communications techniques to raise awareness amongst its stakeholders**
  - "Listening Events"
  - Publication of brochures & leaflets
  - HPC web site
    - ¶ www.hpc-uk.org
    - ¶ Micro site www.hpCheck.org
  - Electronic news letter
  - Market research

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The Executive is responsible for a range of tasks

- **Responsible for day-to-day operations of the HPC**

- **Implements the Strategic Intent & annual plan**

- **Maintains service quality**
    - Documents processes
    - ISO 9001/2000
    - Customer service strategy
    - Plain English

- **Organisational growth**
    - Match the capacity of the organisation to demand
    - Invest in systems to build capacity
    - Increase resources both financial, systems & employees, to maintain & increase service

Ref:MJS/HPC/SI/OF/05.07.07

The Executive works with Partners & uses Professional Liaison Groups

- **Partners**

- **Professional Liaison groups, (PLGs)**

Ref:MJS/HPC/SI/O/05.07.07