

Health Professions Council – 20 May 2010

Draft annual report 2009-2010

Executive summary and recommendations

Introduction

The text for the front section of the Health Professions Council 2009-2010 annual report is attached. The document covers the financial year, 1 April 2009 to 31 March 2010. Financial statements ('back section') will follow.

Decision

The Council is asked to approve the following document, subject to minor editorial amendments. 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

The document has been edited by the Publications Manager in line with the HPC's house style.

At its meeting on 11 December 2008, the Council agreed that the annual report should be prepared as a word document which would meet the minimum reporting requirements set out in the Government Financial Reporting Manual. See Council paper available on HPC website at:

<http://www.hpc-uk.org/assets/documents/100025E016Annualreportandaccounts.pdf>

Resource implications

None

Financial implications

The cost for the publication of the Annual report has been incorporated into the Communications Budget 2010-2011.

Appendices

Text for front section of HPC 2009-2010 annual report.

Date of paper

10 May 2010

1 April 2009 to 31 March 2010

Health Professions Council
Annual report and accounts 2009–10

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Contents

Foreword from the Chair **X**

Introduction from the Chief Executive **X**

The Health Professions Council **X**

Legislative and regulatory background to the Health Professions Council **X**

Health Professions Council objectives **X**

Corporate governance arrangements and organisational structure **X**

Composition of the Council **X**

Members during the year **X**

Registrant members **X**

Alternate members **X**

Lay members **X**

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

Committee membership **X**

Council member biographies and non-Council Committee member biographies **X**

Council member biographies **X**

Non-Council Committee member biographies **X**

Council meeting attendance **X**

Committee meeting attendance **X**

Corporate, social and environmental responsibility **X**

Equality and diversity **X**

[remainder of content page to follow from back section of report]

Foreword from the Chair

It is my pleasure to present the 2009–10 annual report to you. The past year has been another busy and productive one. In July we saw the fruition of a number of years of preparation when over 15,000 practitioner psychologists joined the Register. The year ended with confirmation that the Hearing Aid Council would be abolished in 2010 and their register of private sector hearing aid dispensers transferred to the HPC, a move warmly welcomed by both the industry and consumer groups alike.

Over the course the year we implemented government-led reforms to make the Council smaller and more strategic. Council members have now all been appointed against competencies through the public appointments process, ensuring that we have the breadth of skills and experience that we need to work effectively. Our smaller Council has undoubtedly created opportunities for greater participation and more in-depth debate.

Another key area of work this year has been the analysis of our audits of registrants' continuing professional development (CPD) activity. In March 2010 we published our first continuing professional development annual report, which showed that 77 per cent of registrants involved had successfully completed their profiles. We have designed a process that aims to guide and support registrants to meet our requirements and I am very pleased that the outcomes of the first four audits have shown that the majority of registrants are participating in the audits and successfully meeting our CPD standards.

The professions we regulate have always been committed to developing and scrutinising the evidence that supports their practice in diverse ways. This reflective process is crucial to the decisions that individual practitioners make on a daily basis. It is right that the HPC also works to build the evidence base of what it does and this has been a particular focus in the past year. For example, we commissioned research looking at the expectations and experience of members of the public who make complaints about our registrants, the outcomes of which have proved invaluable to our ongoing aim to improve our fitness to practise process. Similarly, we have embarked on a programme of research on revalidation, which we believe will add new knowledge and understanding to the field. These and other initiatives are ultimately aimed at increasing our understanding of the effectiveness of regulation itself and will guide us towards further improvements in public protection.

Muir Gray, a key figure in the promotion of evidence-based care, observed as long ago as 1999 that the future of health care would “need to respond to the requirements of postmodern society, namely: concern about values as well as evidence”. It is my strong belief that the Health Professions Council has demonstrated that crucial combination in its efforts to promote safety and quality. This ongoing commitment will ensure we continue to perform at the forefront of professional regulation in the future. Thanks to you all for your contribution over the past year.

Anna van der Gaag
Chair

Introduction from the Chief Executive

This has been yet another year of growth, development and improvement at the Health Professions Council.

Last year the Register grew to more than 205,000 registrants by year end. In July we welcomed more than 15,000 practitioner psychologists onto the Register. The regulation of this group has increased still further the diversity of the HPC Register and our registrants now work in an increasingly wide range of settings including health and social care, education, prisons and commerce, performing a wide variety of different tasks. The regulation of practitioner psychologists and the regulation of hearing aid dispensers from 1 April 2010 would not have been possible without good partnership working with the British Psychological Society, the Association of Educational Psychologists and the Hearing Aid Council and I would like to thank them for all their hard work. In the coming years the Register may grow still further with the potential regulation of psychotherapists and counsellors and further groups of healthcare scientists. I am confident that the HPC remains well-placed to deliver cost effective, multi-professional regulation in order to protect members of the public.

Each of the professions renews its registration in two-yearly cycles and in late 2009–10 we introduced the facility for registrants to renew their registration online. This has been the result of feedback from stakeholders and many hours of hard work to ensure the system works and can accommodate the large numbers of registrants renewing their registration every year. The system allows registrants to renew their registration quickly and simply, reducing the risk of errors and postal delays. It also means that we can continue to provide high levels of customer service as the Register grows in size.

The work of our Education and Fitness to Practise Departments continues to grow apace. We now approve 585 programmes, delivered by 125 institutions. Over the last year, we considered 772 allegations and concluded 255 Conduct and Competence and Health Committee hearings. This is an increase from 483 allegations and 175 concluded hearings last year. Although an important way in which we can protect the public, our fitness to practise cases still only involve a very small minority of practitioners and just 0.38 per cent of registrants were subject to a complaint last year.

I am very pleased with our work and progress in the past year. I would like to thank our Council members, employees, partners and our many stakeholders for the hard work, support and input which makes this organisation a success.

Marc Seale

Chief Executive and Registrar

The Health Professions Council

The Council submits its seventh annual report together with the audited financial statements for the year ended 31 March 2010.

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, which was disbanded at that time. The Council is one of nine UK statutory regulators for healthcare professionals. The Council currently regulates approximately 205,000 individuals. These are known as registrants and are members of the 14 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 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 2003. Any fee increase is subject to a consultation and must be approved by the Privy Council. In May 2005 HPC purchased a subsidiary, 22–26 Stannary Street Limited, to acquire the adjoining land and buildings of 22–26 Stannary Street. This subsidiary is expected to be wound up by the end of the 2009–10 financial year.

Council functions and objectives

The main functions of the HPC are to establish standards of education and training, conduct and performance for members of the relevant professions and to ensure the maintenance of those standards. In performing those functions, the principal objective of the HPC, as set out in the Health Professions Order 2001, is "to safeguard the health and well-being of persons using or needing the services of registrants".

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 the:

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

The Council has also established four non-statutory committees. These are the:

- Audit Committee;
- Communications Committee;
- Finance and Resources Committee (which also meets as the Remuneration Committee); and
- Fitness to Practise Committee.

Composition of the Council

Members during the year

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

Anna van der Gaag – President until 30 June 2009, Chair from 1 July 2009

Registrant members

Patricia Blackburn (alternate member until 30 June 2009)

Karen Bryan (until 30 June 2009)

Malcolm Cross (from 1 July 2009)

Helen Davis (until 30 June 2009)

John Donaghy

Morag MacKellar

William Munro (until 30 June 2009)

Penny Renwick (from 1 July 2009)

Pam Sabine (until 30 June 2009)

Jeff Seneviratne (until 30 June 2009)

Graham Smith (until 30 June 2009)

Eileen Thornton (alternate member until 30 June 2009)

Annie Turner

Diane Waller

Neil Willis

Stephen Wordsworth (until 30 June 2009)

Alternate members

Ozan Altay

Patricia Blackburn

Daisy Haggerty

Carol Lloyd

Alan Mount

Jacqueline Pearce

Gill Pearson

Doug Proctor

Jacqueline Sheridon

Eileen Thornton

Mark Woolcock

The requirement for alternate members of Council was removed with effect from 1 July 2009 by the Health Care and Associated Professions (Miscellaneous Amendments and Practitioner Psychologists) Order 2009.

Lay members

Paul Acres (until 30 June 2009)
Mary Clark-Glass
Robert Clegg (until 30 June 2009)
Sheila Drayton
Julia Drown (from 1 July 2009)
Christine Farrell (until 30 June 2009)
John Harper
Richard Kennett (from 1 July 2009)
Jeff Lucas
Arun Midha (from 1 July 2009)
Keith Ross
Deep Sagar (from 1 July 2009)
Barbara Stuart (until 30 June 2009)
Joy Tweed (from 1 July 2009)

Non-Council Committee members

The Health Professions Council Order 2001 enables non-Council members to be appointed to any committee of the HPC. The Council has appointed the following non-Council members to the Education and Training Committee.

Jo-anne Carlyle
Helen Davis
Stephen Hutchins
Stuart Mackay
Gillian Pearson
Jeff Seneviratne
Robert Smith
Jois Stansfield
Stephen Wordsworth

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

The Chief Executive and Registrar is Marc Seale.

Method of appointment or election of Council members

The full membership of the Council is 20 members: ten registrant members and ten lay members. The Chair is appointed from among those members and may be either a registrant or a lay member. There are currently no vacancies on the Council. The registrant and lay members are appointed by the Appointments Commission. There must be at least one lay member and one registrant member from each home country of the United Kingdom.

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 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.

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

- Communications;
- Education;
- Finance;
- Fitness to Practise;
- Human Resources;
- Information Technology;
- Operations;
- Policy and Standards;
- Registration; and
- Secretariat.

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Council member and non-Council Committee member biographies

Council member biographies

Patricia Blackburn

Patricia Blackburn is a Commissioner for the Allied Health Professions with the Public Health Agency in Northern Ireland and has been in this role since being appointed in 2004. She is currently on secondment to the Department of Health, Social Services and Public Safety, as the Lead Allied Health Professions Officer for Northern Ireland. She previously worked as the Orthoptic Services Manager for the Down Lisburn Trust.

Patricia held the Chair of the newly formed Irish Branch of the British and Irish Orthoptic Society until 2007 and is Chair of the Central Advisory Committee for the Allied Health Professions to the Department of Health, Social Services and Public Safety in Northern Ireland. Patricia has previously carried out voluntary work for Soroptimist International of Belfast and was Chair of the Management Committee of East Belfast Homestart. Patricia is married and has four children.

Mary Clark-Glass

Mary Clark-Glass was formerly a lecturer in law and broadcaster in Belfast and has been involved in equality / human rights issues since the 1970s. She was Head of the Equal Opportunities Commission for Northern Ireland (1984–92), a Human Rights Commissioner (1984–90), a member of the probation board for Northern Ireland and she also served as a Commissioner on the Commission for Racial Equality for Northern Ireland. Mary is currently a General Medical Council associate and a member of the General Dental Council's Fitness to Practice Committee. Mary is a founder member of Northern Ireland's Women's Rights Movement and worked in a voluntary capacity over many years with Victim Support.

Malcolm Cross

Malcolm Cross is the Dean of Students in the Department of Psychology at City University, London. He was elected Chair Elect of the Division of Counselling Psychology in 2006 and took up the role of Chair of the Division in 2007 through 2009. He is currently a member of the Training Committee in Counselling Psychology and panel member for the British Psychological Society's Investigatory Committee and has worked as an HPC partner.

Malcolm combines a busy teaching schedule with pastoral work and research and writing activities. As well as researching the areas of learning and teaching, Malcolm is pioneering research into clients' negative experiences of counselling and psychotherapy and recently produced and presented a DVD on the subject entitled *When Therapy Hurts – Negative Experiences of Counselling*.

John Donaghy

John Donaghy is Principal Lecturer and Professional Lead in Paramedic Science, School of Health and Emergency Professions, University of Hertfordshire. Within this role John is responsible for overseeing the delivery of the paramedic programmes, in addition to advising the Head of School on new developments within pre-hospital health care. John's current academic and training role follows over thirty years' service in the London Ambulance Service, finishing as an IHCD Training Officer; he was one of the first graduate paramedics and is now undertaking a professional Doctorate in Education at the University of Hertfordshire. In addition, in his spare time John is a crew member for the Royal National Lifeboat Institution (RNLI) lifeboats, stationed at Tower on the River Thames.

Sheila Drayton

Sheila Drayton is an independent consultant with a background in health service education and management. She was formerly an Executive Director in an NHS Trust. Her main areas of interest are professional development, and the contribution of clinical leadership to patient safety and quality of care.

Sheila is a member of the General Teaching Council for Wales (GTCW) and a designated chair of GTCW's conduct committees. She was formerly a member of the United Kingdom Central Council for Nursing, Midwifery and Health Visiting and a deputy chair of the Nursing and Midwifery Council's Fitness to Practise Committees.

Julia Drown

Julia Drown is a member of the Nursing and Midwifery Council's Business Planning and Governance Sub-Committee and a member of the Appeals Committee of the Human Fertilisation and Embryology Authority. Previous appointments include being Chair of the National Perinatal Epidemiology Unit Report on Antenatal Screening for Group B Streptococcus Colonisation – Protocol Development for a Randomised Controlled Trial. She was Member of Parliament for South Swindon (Labour, 1997–2005) and a Member of the House of Commons Health Select Committee. She has worked with Central and Local Government, and in the NHS. She has been a CIPFA Accountant, an NHS Senior Executive, and a County Councillor.

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 Council for Professions Supplementary to Medicine. He is currently a member of several Scottish committees associated with teaching, learning and quality assurance.

Richard Kennett

Richard Kennett is a Chartered Accountant and worked for 36 years in the accountancy profession, majoring in company work, particularly audit and business advice, and in forensic accounting and dispute resolution. He retired from practice in June 2009. He is also a qualified Arbitrator and Mediator and is a member of a number of dispute resolutions panels.

He was the Specialist Accountant Member of the Audit Committee and Observer at the Finance and Resources Committee of the Health Professions Council from December 2005 until his appointment to the Council in June 2009.

Richard is also an Independent Member of the Audit Committee of the Water Services Regulation Authority (OFWAT), a Non-Executive Member of the Audit Committee of Hanover Housing Association, a member of the Tribunal Panel of the Accountancy and Arbitration Discipline Board and holds several non-executive directorships.

Jeff Lucas

Jeff Lucas is Deputy Vice-Chancellor (DVC) 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. 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 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 Strategic Health Authority. Jeff also edits the International Journal of Clinical Governance. He graduated from the University of London in Zoology and Physiology and has a PhD in Medicine from the Royal London Hospital.

Morag MacKellar

Morag MacKellar is Head of Nutrition and Dietetics, Forth Valley Primary Care, and Public Health Nutritionist for NHS Forth Valley. She is also a member of Stirling Community Health Partnership Committee, and Chair of the national multi-agency steering group Scottish Nutrition and Diet Resource Initiative. Morag contributes to a number of departmental and policy groups of the Scottish Government. She is a former Chairman of the Dietitians Board at the Council for Professions Supplementary to Medicine and was previously Chair of the British Dietetic Association. In addition she has been made a Fellow of the Association in recognition of her services to the dietetic profession.

Arun Midha

Arun Midha has held a number of public appointments over the past ten years. These have included being a lay member of the Postgraduate Medical Education and Training Board, the General Medical Council (where he was also the Council's Treasurer and Chair of Resources and a Trustee of the Council's pension scheme). He has also served as the independent Chair at the Renal Advisory Board in the Welsh Assembly Government, a lay chair of the NHS complaints panel in Wales, a Justice of the Peace, and has been a non-executive director of the Wales NHS Ambulance Trust. He is currently a member of the Welsh Language Board, the BBC Audience Council in Wales, a non-executive director of a Corporate Governance Board in the Welsh Assembly Government, a member on the Nursing and Midwifery Council's Audit, Risk and Quality assurance committee, a lay member of the Clinical Excellence Awards committee in Wales, and member of the Royal Pharmaceutical Society for Great Britain's Registration appeals panel. He also is an adjudicator of the Queens Anniversary Prizes for Further and Higher Education and a Governor of two Welsh medium schools.

Arun has held a number of executive appointments including the roles of Director of Strategy and Resources, Postgraduate Medical and Dental Education at Cardiff University and was the Assistant Director, Welsh Combined Centres for Public Health at the University of Wales College for Medicine. Arun graduated from Swansea University before studying for a diploma in social science at Exeter College, Oxford, an MBA at Cardiff University and a PhD at Swansea University.

Penny Renwick

Penny Renwick is the Associate Dean of Health, Psychology and Social Care at Manchester Metropolitan University involved in the provision of pre- and post-registration education of allied health professionals and nurses. She is a member of the Allied Health Professions Workforce Board for the NHS North West. She worked as a Visitor and Registration Assessor for the Health Professions Council from 2003.

Penny has a wealth of experience in the quality assurance of health professional education and is currently a Member of the Undergraduate Faculty and the Quality Assurance Committee for the Society of Chiropractors and Podiatrists.

Keith Ross

Keith Ross is a self-employed human resources 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 in the Scottish Health Service and latterly was Director of Human Resources for a Scottish Health Board and an acute NHS Trust. He specialises in management of change and has spent two periods of one year at Heriot-Watt University in Edinburgh during periods of major structural change.

Deep Sagar

Deep Sagar is a management consultant who has extensive experience of governance and management across various sectors. His career was predominantly with multinationals including Coca-Cola and Unilever Bestfoods as a senior manager. He has been chair of NHS 24, non-executive director of the Expert Patients Programme and a committee member of the Law Society of Scotland. Deep's present roles include Chair of LEASE and of Turnstone Support Limited.

Eileen Thornton

Eileen Thornton is the Head of the School of Health Sciences at the University of Liverpool. She has been in healthcare 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 was the alternate member for physiotherapy on the Council 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 a standard occupational therapy textbook and was involved in the writing 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 College of Occupational Therapists' Council and the Education and Practice Board. Annie has undertaken consultancy both in the UK and internationally and has presented at a range of UK and international conferences.

Joy Tweed

Joy Tweed is a part time lecturer at the University of Westminster, where she teaches on the MSc in Integrated Governance in Health and Social Care. She also works as an Independent Consultant for the Health Scrutiny Support Programme, providing advisory support for local authority health overview and scrutiny committees. Joy has been a Non-Executive Director at Sutton and Merton Primary Care Trust since 2002 and currently chairs the Community Services Board.

Joy is a lay member for the disciplinary committee of the Royal Pharmaceutical Society. She has previously been an antenatal teacher for the National Childbirth Trust, Participation and Development Manager for the Children's charity Jigsaw4u and an Area Co-ordinator for the charity Action for Sick Children.

Anna van der Gaag (Chair)

Anna van der Gaag was elected President of Council in 2006 and became appointed Chair of the new Council in 2009. Until 2008 she was a member of the Council for Healthcare Regulatory Excellence and has recently been appointed a Public Appointments Ambassador for a joint initiative by the Government Equalities Office and Cabinet Office. In addition to her work with the HPC she is a research speech and language therapist and Honorary Research Fellow in the Faculty of Medicine, University of Glasgow. Prior to this she taught at the University of Strathclyde, was a senior researcher in the Rehabilitation Research Unit at the University of Oxford and has worked with the Centre for Integrated Healthcare Research at Queen Margaret University, Edinburgh. Anna has been involved in quality improvement initiatives with allied health professionals in the UK over three decades, and has published widely within the field. Her research and consultancy work has involved collaborations with NHS services and the voluntary sector and covers a range of areas including quality assurance, clinical audit, skill mix, user involvement, e-learning and service evaluation.

Diane Waller

Diane Waller is Emeritus Professor of Art Psychotherapy, Goldsmiths, University of London, Visiting Professor in the Department of Psychological Medicine at Imperial College (where she chairs the International Research Centre for Arts Therapies), and Principal Research Fellow in the School of Applied Social Sciences, University of Brighton.

Diane chairs the HPC's Counsellors and Psychotherapists Professional Liaison Group and represents the HPC on various strategy groups and projects such as Skills for Health, Increasing Access to Psychological Therapies and New Ways of Working. She is the author of many books and papers on art and group psychotherapy, and active in both clinical and sociological research in these professions. She has worked extensively throughout Europe, especially in Bulgaria, former Yugoslavia, Hungary, Switzerland and Italy. In 2007 she received an OBE for Services to Healthcare.

Neil Willis

Neil Willis now works part time as the Laboratory Medicine Coordinator for Training and Development at the University Hospital of Wales, having retired as the Acute Biochemistry Services Manager in Medical Biochemistry. He was elected to the Council for Professions Supplementary to Medicine in 1999 was nominated first to the Shadow Health Professions Council and was the HPC registrant member for biomedical scientists until 2005 (he was also the Chair of the Investigating Committee). He is the Chairman of: the Cardiff branch (South East Wales) of the Institute of Biomedical Science, the Employer Liaison Panel at the University of Wales Institute Cardiff, the Cardiff Medical Centre Sports and Social Club, and the Cardiff Medical Centre Children's Charity. He is also Vice Chairman of the Cardiff Branch of Amicus. He has been a partner (visitor) for the HPC and is the external examiner for Biomedical Sciences for the University of Essex.

Non-Council Committee member biographies

The following members have been appointed to the Education and Training Committee.

Jo-anne Carlyle

Jo-anne Carlyle worked in the NHS for nearly 20 years before starting to work freelance in psychology and consulting. Her NHS experience was diverse including work at the Tavistock and Portman NHS Trust and Broadmoor and Rampton Special Hospitals, where she conducted innovative research and was involved in a range of teaching and training programmes. Jo-anne is now co-director of PSYCTC, a small company supporting psychological health and understanding in communities, groups and with individuals.

Jo-anne's broad interests include group relations models of learning, working with personality difficulties, work in the homelessness sector and with people with chronic and long term mental health problems. She has consulted to members of the National Theatre and co-run workshops in psychotherapy and the arts. She has presented her work nationally and internationally and has published both clinical and research studies.

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 continues in clinical practice at Sheffield Teaching Hospitals Foundation Trust and her main research interest is in the assessment of binocular vision.

Stephen Hutchins

Steve Hutchins is a Senior Lecturer in Orthotics at the University of Salford. He is a registered Orthotist and a member of the British Association of Prosthetists and Orthotists (BAPO). He is also a member of the Research Forum for Allied Health Professions (RFAHP). His main interests are undergraduate and post-graduate training and education. He has significant clinical experience in the orthotic treatment of disorders affecting the lower limbs and has studied the biomechanical implications of orthotic intervention as well as undertaking research into the design of componentry for use in various lower limb orthotic devices.

Stuart Mackay

Stuart Mackay started his career as a diagnostic radiographer, qualifying in Liverpool and then working in a range of hospitals in and around London for ten years. He then moved into radiography education and completed an MSc and PhD. He has published and presented in the fields of inter-professional education, problem-based learning and medical imaging evaluation. A key aspect of his research work has been exploring how well-prepared radiography graduates were for practice.

Stuart has over 20 years' experience in higher education and was appointed Professor of Medical Imaging Education at the University of Salford in 2007. He has been a programme leader at undergraduate and postgraduate level and teaches, supervises and examines students from BSc to PhD level. He is currently chair of the Faculty of Health Research Governance and Ethics committee at the University of Salford.

Gillian Pearson

Gill Pearson is a dietitian with over 30 years' experience of working both in higher education and the NHS. Gill currently works as the Programme Manager of the Nutrition

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

Jeff Seneviratne

Jeff Seneviratne was a Consultant Clinical Scientist in Clinical Biochemistry in Manchester and Stockport. He now works part time as a Clinical Lead for the Greater Manchester Pathology Network, for which he also chairs the Clinical Biochemistry Network Advisory Group and Information Management and Technology Group.

He has been involved in the UK National Pathology Benchmarking Review since 1995 and was a member of the Department of Health's Pathology Modernisation Guidance Steering Group which produced 'Pathology the Essential Service' in 2002. He has been National Meetings Secretary of the Association for Clinical Biochemistry and was Secretary of the Association of Clinical Scientists. His current interests include harmonisation of units of measurement and reference values for common investigations.

Robert Smith

Bob Smith is currently the Professional Lead for Biological Sciences in the Department of Bioscience at Sheffield Hallam University. He is a Fellow of the Institute of Biomedical Science, a Member of the Royal Society of Chemistry and a Chartered Chemist.

During his career Bob has been involved with the development of immunoassay techniques for use in the analysis of hormones and the development of research laboratories for a US diagnostics company. Since 1990 Bob has lectured in clinical biochemistry, and in 1996 was awarded a PhD for research work in diabetes. He continues to have a research interest in the analysis of abused drugs and was included in the Bioscience Department submission for the 2008 Research Assessment Exercise. He is a member of the editorial board of the British Journal of Biomedical Science.

Jois Stansfield

Jois Stansfield is Professor of Speech Pathology at Manchester Metropolitan University, having previously been Head of Speech and Language Sciences at Queen Margaret University, Edinburgh. She has acted as an HPC Visitor and member of investigating and disciplinary panels. She has extensive experience of curriculum development and external examining at undergraduate and post graduate levels. She has contributed to a wide range of professional publications, most recently the Royal College of Speech and Language Therapists' curriculum guidelines and disability guidelines. Her research and teaching interests encompass learning disability, fluency disorders, speech and language therapy service delivery, ethics and clinical education. Her current clinical practice is with adults with learning disabilities.

Stephen Wordsworth

Stephen Wordsworth is Head of the School for Health and Social Care within the Faculty of Health at Birmingham City University. With over twenty years' experience in both practice and education, Stephen has worked as an Operating Department Practitioner (ODP) Programme Leader and Principal Lecturer and has gained extensive experience of healthcare education in a number of universities.

Stephen has been involved in, and led, a number of national projects on behalf of the former Association of Operating Department Practice (AODP). These include serving

as chair of the national curriculum steering group, scope of practice and subject benchmark projects. Stephen was awarded the AODP Fellowship in 1999 and was appointed to the professional body Executive Council in 2002 and served in the position of Deputy Education Officer. Stephen was appointed to the HPC Council in the first year of statutory regulation of operating department practitioners by the HPC. He has been involved in the Quality Assurance Agency / NHS Reviewer for Healthcare Programmes for Major Review and worked as a HPC partner from 2005 until his appointment to Council.

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Council meeting attendance

Member	May 2009	June 2009	July 2009	September 2009	October 2009	December 2009	February 2010	March 2010
Paul Acres (1)								
Ozan Altay (A)								
Patricia Blackburn (A) (2)			√	√	X	√	√	X
Karen Bryan (1)	√	√						
Mary Clark-Glass	√	X	√	√	X	√	√	X
Robert Clegg (1)	√	√						
Malcolm Cross (3)			√	√	X	X	X	√
Helen Davis (1)	√	√						
John Donaghy	√	√	√	√	√	√	√	√
Sheila Drayton	X	√	√	X	√	√	X	√
Julia Drown (3)			√	√	√	√	√	√
Christine Farrell (1)	√	√						
Daisy Haggerty (A)								
John Harper	X	X	√	√	√	X	√	X
Richard Kennett (3)			√	√	√	√	√	√
Carol Lloyd (A)								
Jeff Lucas	√	√	√	√	√	√	√	X
Morag MacKellar	√	X	√	X	√	√	√	√
Arun Midha (3)			√	√	√	√	√	√
Alan Mount (A)								
William Munro (1)	√	√						
Jacqueline Pearce (A)								
Gill Pearson (A)		√						

Doug Proctor (A)								
Penny Renwick (3)			X	√	√	√	√	X
Keith Ross	√	X	√	X	√	√	√	√
Pam Sabine (1)	X	X						
Deep Sagar (3)			X	√	√	√	√	√
Jeff Seneviratne (1)	√	√						
Jacqueline Sheridan (A)								
Graham Smith (1)	√	√						
Barbara Stuart (1)	√	√						
Eileen Thornton (A) (2)			√	√	√	√	X	√
Annie Turner	√	√	√	√	√	√	√	√
Joy Tweed (3)			√	√	√	√	√	√
Anna van der Gaag	√	√	√	√	√	√	√	√
Diane Waller	√	√	√	√	√	√	√	√
Neil Willis	√	√	√	√	√	√	√	√
Mark Woolcock (A)								
Stephen Wordsworth (1)	√	√						

Key

√ Attended

X Apologies for absence received

(A) Alternate member. Alternate members only attended Council meetings if the corresponding registrant member was unavailable. The requirement for alternate members of Council was removed with effect from 1 July 2009 by a statutory instrument, the Health Care and Associated Professions (Miscellaneous Amendments and Practitioner Psychologists) Order 2009.

(1) Council member until 30 June 2009

(2) Alternate member of Council until 30 June 2009, then Council member from 1 July 2009

(3) Council member from 1 July 2009

Committee meeting attendance

Audit Committee

Member	June 2009	September 2009	December 2009	February 2010
Paul Acres (1)	X			
Patricia Blackburn (2)		X	√	√
Richard Kennett (1)	X			
Carol Lloyd (1)	√			
Jeff Lucas (2)		√	√	√
Doug Proctor(1)	√			
Deep Sagar (2)		√	√	√
Jeff Seneviratne (1)	√			
Graham Smith (1)	X			
Joy Tweed (2)		√	√	√

Key

√ Attended

X Apologies for absence received

(1) Member until 30 June 2009

(2) Member from 6 July 2009

Communications Committee

Member	May 2009	November 2009	February 2010
Paul Acres (1)	X		
Ozan Altay (1)	√		
Patricia Blackburn (2)		√	√
Mary Clark-Glass (1)	√		
Sheila Drayton (2)		√	√
Julia Drown (2)		√	√
Christine Farrell (1)	√		
Daisy Haggerty (1)	√		
Morag MacKellar	√	√	√
Arun Midha (2)		√	X
Annie Turner (1)	X		
Diane Waller (2)		√	√
Mark Woolcock (1)	X		
Stephen Wordsworth (1)	X		

Key

√ Attended

X Apologies for absence received

(1) Member until 30 June 2009

(2) Member from 6 July 2009

Conduct and Competence Committee (statutory to July 2009)

Member	April 2009
Mary Clark-Glass	√
Helen Davis	√
John Donaghy	√
Carol Lloyd	X
Doug Proctor	X
Keith Ross	√
Pam Sabine	X

Key

√ Attended

X Apologies for absence

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Education and Training Committee

The Council appointed an interim Education and Training Committee for the period July to October 2009 to allow for time to recruit new members to the Committee following the change in the Council's constitution.

Member		May 2009	June 2009		July 2009	September 2009		November 2009	March 2010	
Neil Willis (1)	Committee membership until 31 June 2009	√	√							
Sheila Drayton (1)		X	√							
Christine Farrell (1)		√	√							
Carol Lloyd (1)		√	√							
Pam Sabine (1)		X	√							
Barbara Stuart (1)		√	√							
Alan Mount (2)	Committee membership until 7 October 2009	√	√	Interim Committee until 7 October 2009	√	X	Committee membership from 7 October 2009			
Karen Bryan (2)		√	√		X	√				
Eileen Thornton		√	√		√	√			√	√
John Donaghy		√	√		√	√			√	√
John Harper		X	X		√	X			X	X
Jeff Lucas		√	√		X	√			√	√
Diane Waller		√	√		√	√			√	√
Helen Davis		√	√		X	√			√	√
Stephen Hutchins		√	√		√	√			√	√
Gill Pearson		√	√		√	√			√	√
Jeff Seneviratne		√	√		√	√			X	√
Arun Midha (3)						X			√	√
Penny Renwick (3)						√			x	√
Annie Turner (3)						X			X	√
Joy Tweed (3)				√		√	√			
Mary Clark-Glass (4)							X	√		
Deep Sagar (4)							X	√		
Jo-anne Carlyle (4)							√	√		
Stuart MacKay (4)							√	√		
Robert Smith (4)							√	√		
Steve Wordsworth (4)							√	X		

Key

√ Attended

X Apologies for absence received

(1) Member until 31 June 2009

(2) Member until 7 October 2009

(3) Member until 7 July 2009

(4) Member from 7 October 2009

Finance and Resources Committee

Member	April 2009	June 2009	July 2009	September 2009	November 2009	February 2010	March 2010
Robert Clegg (1)	√	√					
Patricia Blackburn (1)	√	X					
Mary Clark-Glass	√	√	√	X	X	√	√
Malcolm Cross (2)			√	√	X	X	X
Sheila Drayton	X	√	√	X	√	√	X
Julia Drown (2)			√	√	√	√	√
John Harper	√	X	√	√	√	X	X
Richard Kennett (2)			√	√	√	√	√
Arun Midha (2)			√	√	√	√	√
William Munro (1)	√	√					
Daniel Ross (1)	√	√					
Keith Ross	X	√	X	√	√	√	√
Jacqueline Sheridan (1)	√	X					
Barbara Stuart	√	√					
Eileen Thornton (2)			X	√	√	X	X
Neil Willis	√	X	√	√	√	√	√

Key

√ Attended

X Apologies for absence received

(1) Member until 30 June 2009

(2) Member from 6 July 2009

Fitness to Practise Committee (non-statutory, from July 2009)

Member	October 2009	February 2010
Mary Clark-Glass	√	√
Malcolm Cross	X	X
John Donaghy	√	√
Julia Drown	√	√
Morag MacKellar	√	√
Penny Renwick	√	√
Keith Ross	√	√
Deep Sagar	√	√
Annie Turner	√	√
Neil Willis	√	√

Key

√ Attended

X Apologies for absence received

Health Committee (statutory to July 2009)

Member	April 2009
Ozan Altay	√
Patricia Blackburn	√
Sheila Drayton	√
Shah H Khan	√
Jackie Pierce	X
Annie Turner	X
Neil Willis	√

Key

√ Attended

X Apologies for absence received

Investigating Committee (statutory to July 2009)

Member	April 2009
Nigel Callaghan	√
Robert Clegg	X
Christine Farrell	√
Daisy Haggerty	√
Morag MacKellar	√
William Munro	X
Barbara Stuart	√
Diane Waller	√
Mark Woolcock	X

Key

√ Attended

X Apologies for absence received

Remuneration Committee

Member	March 2010
Mary Clark-Glass	√
Malcolm Cross	X
Sheila Drayton	√
Julia Drown	√
John Harper	X
Richard Kennett	√
Arun Midha	√
Keith Ross	√
Eileen Thornton	X
Neil Willis	√

Key

√ Attended

X Apologies for absence received

Corporate, social and environmental responsibility

The Council first approved a corporate and social responsibility (CSR) 'statement of intent' in 2007. Since then a cross directorate working group has pursued ongoing and new initiatives around the statement of intent's main themes: employees, stakeholders, money, suppliers, environment and community.

In 2009–10, activities relating to corporate and social responsibility have included the following.

- The HPC tendering process now includes asking potential suppliers about their commitment to CSR.
- Small-scale internal fundraising events have raised money for local, national and international charities.
- An employee attitude survey showed that over 80 per cent of employees were satisfied with their work / life balance.
- We undertook a survey of modes of transport used by employees to get to work.
- In 2009–10, 23 metric tonnes of paper were recycled. This represents a 52-cubic-metre reduction in landfill, and is equivalent to 428 trees.

The working group's approach is flexible and allows new ideas and initiatives to be explored whilst ensuring the Council's commitment to this area. The working group plans to continue improving existing facilities and to explore new ways to contribute to the organisation's corporate and social responsibility.

Equality and diversity

The Health Profession Council maintains a single equality and diversity scheme encompassing commitments we have made in order to ensure that we are an organisation that values diversity and promotes equality. The scheme was updated in October 2009, and contains policy commitments on diversity strands, arrangements for training and information on the collection and monitoring of demographic data. It also includes departmental action plans, which link the commitments in the scheme to our formal work planning process.

In the coming year we plan to enhance our equality impact assessment process by developing a toolkit for policy makers, and will continue to develop our scheme in line with best practice and legislative changes.

The Health Professions Council is an equal opportunities employer and provides employment opportunities and advancement for all suitably qualified persons regardless of age, disability, ethnic origin, gender, marital status, socio-economic background, religion or beliefs, or sexual orientation. In November 2009 the HPC was recognised as a positive place to work for disabled people when we were awarded the Jobcentreplus Two Ticks for Disability symbol.

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