Council – 17 September 2013

Restructure of HCPC's Committees

Introduction

1. Earlier on today's agenda, Council gave consideration to the response to the Department of Health's consultation on reducing the size of our Council from 20 members to 12 members.

2. As discussed as part of last February's Strategy day, any reduction in the size of Council would have an impact on the governance structures that support Council since the current structure, with a number of non-statutory Committees, would not be sustainable with only 12 members.

3. Given that the Communications Committee had had very little business for consideration at its most recent meetings, it was agreed that this Committee should be wound up following the meeting on 28 February 2013. All Communications issues would then be considered by Council and this would act as a 'pilot' in order that future consideration could be given to winding up the other non-statutory Committees, with the exception of the Audit Committee.

4. Since May 2013, Council have received an update for discussion in relation to the Communications activities of the organisation. This has been well received, particularly by those members of Council who were not members of the Communications Committee since they are able to understand the range of activities undertaken in this area.

5. On the basis of the successful pilot of bringing Communications issues to Council, the proposal is that the Finance and Resources and Fitness to Practise Committees be disbanded and the Council would receive those papers and updates which, under the existing structure, would be considered by the relevant Committee.

6. Whilst it is important to retain the Audit Committee, it is also important to appoint a separate Remuneration Committee, and this Committee would generally meet once per year in March to consider salaries of all employees. The appointments to both the Audit Committee and the Remuneration Committee would be made at Council in February 2014 once the restructured Council had been appointed.

7. It should be noted that the Education and Training Committee will need to be retained since it is a statutory Committee. However, since its composition is within the gift of Rules made by HCPC, not the Privy Council, this would need to be

reviewed to ensure that the composition was reflective of the smaller number of Council members under the new structure.

8. Clearly, in order for Council to give full consideration to those issues that would currently be considered by the Communications, Fitness to Practise and Finance and Resources Committee, the format of Council needs to be considered.

9. The proposal is that going forward, Council would be held over two days, starting at lunchtime on day one and finishing at lunchtime on day two. This would enable Council to look at those issues that would have been considered by committees on the afternoon of day one, followed by those more strategic 'Council-type' issues to be considered on the morning of day two. Any additional 'all Council' training could then be carried out either on the morning of day one or the afternoon of day two, in a similar way to our current approach.

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Decision
Council is asked to discuss the paper and agree the following:-

(a)   That with effect from when the restructured Council takes office, the Fitness to Practise and Finance and Resources Committees to be disbanded, with all business to be considered by the Council;

(b)   The Audit Committee and the Remuneration Committee to be retained;

(c)   The format of the Council meetings as outlined in paragraph 8.

Resource implications
The impact of changes to the Committee structure would be absorbed within existing resource.

Financial implications
Whilst potential savings could be made with the disbandment of various non-statutory Committees, there will be a slight increase in costs in attendance allowances in respect of meetings of Council since they will be held over two days.

Appendices
None.

Date of paper
19 August 2013