

Council, 23 September 2015

Policy and Standards Department report

Executive summary and recommendations

**Introduction**

The attached report provides an update about the activities of the Policy and Standards Department.

**Decision**

The Council is invited to discuss the report.

**Background information**

None.

**Resource implications**

None as a result of this paper.

**Financial implications**

None as a result of this paper.

**Appendices**

None.

**Date of paper**

11 September 2015

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## **Policy and Standards Department report – 23 September 2015**

This paper provides an update about the work of the department.

### **Public health specialists**

- The Department of Health have written to the HCPC to confirm that they will not be proceeding with the Order needed to bring public health specialists into statutory regulation at this time.

### **Fees Rules**

- The Rules amendment increasing the registration fees was laid in both Westminster and the Scottish Parliament on 29 May 2015 and took effect on 1 July 2015. The rise has been implemented as of 1 August 2015.

### **Registration system Rules changes**

- The Registration Department is currently undertaking a major project to review all the registration processes and build a new registration system. Some of these changes will require amendments to the Registration and Fees Rules.
- The Executive has developed a consultation document and arranged for Rules amendments to be drafted. The consultation document was considered by the Education and Training Committee in September 2015 and recommended to the Council. The Council will be asked to consider these documents at this meeting.
- Pending approval by the Council, we plan to hold a public consultation between 5 October 2015 and 15 January 2016. Technical scrutiny of the draft amendments by the Department of Health and Scottish Government is likely to continue during the consultation period.
- Subject to the outcomes of a public consultation and parliamentary approval, we anticipate these changes to Rules might be in place in April 2016.

### **Review of the standards of education and training**

- The review is ongoing. Two commissioned research projects are due to finish shortly (further detail below).
- A stakeholder event is taking place on 7 October 2015 to provide stakeholders with an update on the progress of the review and an opportunity to comment on the results of commissioned research on interprofessional education.

- At its meeting in June 2015, the Council agreed the terms of reference for a Professional Liaison Group (PLG) to help consider possible amendments to the standards and guidance. The PLG comprises representatives of key stakeholder groups, including professional bodies, education providers, practice educators, commissioners, service users and carers, and newly qualified professionals.
- The first meeting of the PLG took place on 11 September 2015. Subsequent meetings will take place in November 2015, January 2016 and March 2016.
- We expect to consult on revised standards of education and training and guidance from around September 2016.

### **Guidance for disabled people wanting to become health and care professionals**

- The revised guidance document 'Health and disability – Guidance for disabled people wanting to become health and care professionals' was approved by the Council in June 2015.
- The Policy and Standards Department is working closely with the Communications Department on the launch of the guidance, to be accompanied by additional resources including a video and case studies which are available on a dedicated page on the HCPC website. The launch is planned for October 2015.

### **Review of the standards of conduct, performance and ethics**

- The consultation on revised standards of conduct, performance and ethics closed on 26 June 2015. An analysis of consultation responses and a revised version of the standards were considered by the Education and Training Committee in September 2015 and have been recommended to the Council. The Council will be asked to consider these documents at this meeting.
- Pending approval from the Council, we expect to publish the revised standards in January 2016.

### **Guidance on conduct and ethics for students**

- Given the proposed revisions to the SCPE, we have revisited the guidance on conduct and ethics for students.
- In September 2015 the Education and Training Committee considered and recommended to the Council a consultation document and draft revised guidance, provided some changes were made. The Council will be asked to consider these documents at its meeting in October 2015.
- Pending approval from the Council, we anticipate holding a public consultation between late October 2015 and late January 2016 (15 weeks to cover the Christmas period).

- In the meantime, the Executive has planned some small-scale targeted activities to engage with students, in order to gather feedback on the guidance and any areas relating to conduct and ethics which might need further clarification. These events will take place in late September and early October.

### **Review of the standards of proficiency for social workers in England**

- The Education and Training Committee agreed an outline work plan for reviewing the standards of proficiency for social workers in England in June 2015.
- This review is ongoing. Recent activities have included the development of surveys for education providers, visitors, registration assessors and practice educators, to gather feedback on the standards. The Executive also continues to engage with key stakeholders including the Department of Health, Department for Education, professional bodies and service user and carer organisations. A stakeholder event to consolidate feedback received during the review is planned for late January or early February 2016.
- We anticipate that a consultation document and draft revised standards of proficiency will be produced for consideration by the Council in March 2016.

### **Medicines exemptions – orthoptists**

- NHS England consulted earlier this year on proposals to allow orthoptists to undertake post-registration training, successful completion of which would give them the entitlement to sell, supply and administer medicines from an exemption list of medicines used in treating conditions of the eye.
- In June 2015, the Education and Training Committee agreed and recommended to the Council a consultation document on proposed standards for orthoptists exemptions, which would be used to approve education and training programmes. Subsequently, the Department of Health advised that they would prefer we did not proceed with a public consultation on these draft standards until a final ministerial decision has been made about whether to progress with the necessary legislative changes (expected late 2015).
- At the time of writing, we are planning to ask the Council for ratification of the consultation document on proposed standards for orthoptists exemptions in October 2015. Changes to the legislation are not expected until mid 2016.

### **Research**

The following provides an update about all the on-going and recently completed research activities managed by the Department.

- **CPD perceptions and experiences study (Qa research)**

The final report of this study has been produced, and the research team presented their findings to the Education and Training Committee at its meeting in September 2015. Overall, the findings have been positive about

the existing CPD standards and audits. Areas for possible development / improvement include reviewing standard correspondence and reviewing and revising the published guidance. The Executive plans to develop a more detailed work plan in response to the recommendations from this research.

- **Costs and impact of CPD (Durham University; commissioned by the Department of Health)**

Meetings have taken place with the research team to discuss the research. A literature review is underway. Interviews with CPD assessors, employers and registrants are planned, as well as a registrant survey. In the coming months the research team will visit HCPC for several days at a time to collect data from CPD profiles.

- **Preparation for practice (Kingston University / St George's University of London)**

This project is part of the standards of education and training review. A literature review and online survey of newly qualified registrants have been completed, and the research team are gathering additional data via site visits. A final report is due at the end of October 2015.

- **Interprofessional education (Keele University; part of the SETs review).**

This project is also part of the standards of education and training review. A draft final report was submitted in August 2015; at the time of writing, we are awaiting a finalised report with recommendations for a possible new standard on interprofessional education. The researchers are expected to present their findings and recommendations at the stakeholder event on 7 October 2015.

- **Professionalism and conscientiousness in healthcare professionals – study two (Durham University).** This study is in its final months and has followed on from a previous qualitative study looking at the construct of professionalism. The research team have developed, piloted and validated a tool for measuring professionalism in the paramedic profession. They are also developing a generic tool which might have wider applicability.

- **Literature review on links between cautions and convictions for alcohol related offences, alcohol dependency and fitness to practise / work (King's College London).**

A draft report has been received. The final report will be considered by the Council at a future meeting.