

## Education and Training Committee

**Minutes of the 73rd meeting of the Education and Training Committee held as follows:**

**Date:** Thursday 2 March 2017

**Time:** 10.30 am

**Venue:** Rooms D & G, Health and Care Professions Council, Park House, 184 Kennington Park Road, London SE11 4BU

**Members:** Maureen Drake  
Sonya Lam  
Joanna Mussen  
Gavin Scott  
Stephen Wordsworth (Chair)

**In attendance:**

Claire Amor, Secretary to the Committee  
Adam Bird, Australian and New Zealand Podiatry Accreditation Council  
Jonathan Bracken, Solicitor to Council  
Elaine Buckley, Chair of the HCPC  
Brendon Edmonds, Head of Educational Development  
Abigail Gorringe, Director of Education  
Michael Guthrie, Director of Policy and Standards  
Jamie Hunt, Education Manager  
Hollie Latham, Policy Officer  
Anna Lubasinska, Registrations Manager  
Rachel Portelli, Australian and New Zealand Podiatry Accreditation Council  
Katherine Timms, Policy Manager  
Jane Tuxford, PA to Director of Communications and Director of Policy and Standards  
Natasha Wynne, Policy Officer  
Alex Urquhart, Education Officer

## Public Agenda

### **Item 1 - Chair's welcome and introduction**

- 1.1 The Chair welcomed the Committee and those in the public gallery to the meeting.
- 1.2 The Chair noted it was his first meeting as Chair of the Committee, as well as Committee members' Gavin Scott and Sue Gallone.
- 1.3 The Chair welcomed Adam Bird and Rachel Portelli from the Australian and New Zealand Podiatry Accreditation Council, who were observing the Committee's meeting.

### **Item 2 - Apologies for absence**

- 2.1 Apologies for absence were received from Sue Gallone.

### **Item 3 - Approval of agenda**

- 3.1 The Committee approved the agenda.

### **Item 4 - Declaration of members' interests**

- 4.1 Members had no interests to declare in connection with the items on the agenda.

### **Item 5 – Minutes of the meeting of 24 November 2016 (ETC 01/17)**

- 5.1 The Committee considered the minutes of the last meeting of the Education and Training Committee.
- 5.2 The minutes were accepted as a correct record to be signed by the Chair.

### Items for discussion/approval

### **Item 6 – Revised SETs and guidance consultation analysis (ETC 02/17)**

- 6.1 The Committee received a paper from the Executive.
- 6.2 The Committee noted that:-
  - the HCPC has reviewed the standards of education and training (SETs) and supporting guidance to make sure they continue to be fit for purpose and up-to-date. The review has included feedback on the existing standards from a range of stakeholders and the establishment

of a Professional Liaison Group to put together a revised version for consultation;

- the public consultation took place between 5 September 2016 and 9 December 2016. The Executive has now updated the draft standards, taking into consideration the responses received;
- 218 consultation responses were received, 70% of these responses were from individuals; and
- responses to the consultation were largely positive about the revised standards as a whole. However, there were a large number of comments regarding the level of qualification for entry to the Register for paramedics.

- 6.3 The Committee discussed the response received regarding SET 1 and the normative threshold level of entry to the Register for paramedics. The Committee noted that the profile of pre-registration education and training in the paramedic profession is changing, and is often delivered above the threshold level in SET 1, but that these changes are not uniform UK wide. As the HCPC is a UK wide regulator for this profession, any changes to the threshold level need to be cognisant of the UK-wide picture.
- 6.4 The Committee noted that it had previously considered the threshold level for paramedics and agreed in principle that there was a case for change. The Committee agreed to receive a paper in June regarding the threshold level for paramedic education, and depending on the outcome of this, consult on any proposed changes later in 2017. The committee agreed that the consultation response document should reflect this commitment to review, and that the central question for the HCPC to consider was how, not whether, SET 1 for paramedics should be changed.
- 6.5 The Committee discussed the responses regarding SET 4.9 which is a new requirement for interprofessional education. The Committee noted that learning from both professionals and learners from other professions was considered key to the success of inter-professional education. The Committee agreed that the application of this standard should be monitored.
- 6.6 The Committee discussed the proposed new standard SET 3.8 regarding learner involvement in programmes. The consultation received strong feedback that the current wording for this standard is ambiguous and should be more consistent with our requirements around service user and carer involvement.
- 6.7 Some Committee members expressed concern that the proposed change to SET 3.8 could be seen as diluting the requirement for learner involvement in programmes, when student-centred learning was the prevailing trend in higher education programme delivery. It was noted that the SETs are a threshold standards and that they needed to remain applicable to all professions and models of education provision. The guidance for SET 3.8 helps to explain the

HCPC's expectations in this area. The SETs are also used in the context of Visitor Partners assessing individual arrangements.

- 6.8 The Committee noted that the issue of learner involvement and proposed new SET 3.8 was explored by the SETs PLG in depth. The consultation responses indicate many felt the proposed standard was too prescriptive. The Committee agreed the proposed amendment to SET 3.8, but agreed that its implementation should be monitored following the first year of approval visits and at regular intervals as existing approved programmes start to demonstrate compliance with the Standard.
- 6.9 The Committee discussed the difference in response from education providers and employer and registrants regarding the threshold level for entry to the register. It was noted that this was expected as education providers are aiming to prepare learners for entry to the profession, employers and registrants are more likely to want to raise skill levels. It was agreed that this difference in views should be raised for Council to consider in wider stakeholder engagement.
- 6.10 The Committee agreed to recommend to Council for approval (subject to minor editing amendments and formal legal scrutiny):-
- the revised standards and the text of the supporting guidance; and
  - the text of the consultation analysis document.

#### **Item 7 – Social media guidance consultation analysis (ETC 03/17)**

- 7.1 The Committee received a paper from the Executive.
- 7.2 The Committee noted the following points:-
- the SCPE published in January 2016 contains a standard about the appropriate use of social media;
  - registrants' use of social media was frequently raised during the SCPE review, and social media use increasingly features in fitness to practise cases;
  - the guidance has been produced to assist registrants with using social media in a way that meets HCPC's standards;
  - a public consultation on the draft guidance took place between 3 October 2016 and 13 January 2017 the consultation document was informed by an online crowdsourcing exercise; and
  - overall there was strong support for the guidance among respondents to the consultation. Some amendments to the guidance have been proposed based on the feedback received.

- 7.3 In response to a question it was noted that other health and care professional regulators do participate in consultations when they feel it is appropriate to do so. The Executive undertook a review of the guidance produced in this area by the other regulators when developing the draft guidance for consultation.
- 7.4 The Committee discussed stakeholder communication of the guidance. It was noted that a communications plan was currently being developed and that the guidance was expected to be discussed at various meet the HCPC events, as interest is expected to be strong.
- 7.5 The Committee welcomed the guidance including the benefits of using social media rather than focusing on only the potential issues.
- 7.6 The Committee noted a typographical error at paragraph 4.20 of the consultation response document. It was noted that this should refer to declining requests from service users rather than registrants.
- 7.7 The Committee agreed to recommend the text of the consultation response analysis document and the draft guidance, to Council for approval subject to legal scrutiny and minor editing amendments.

#### **Item 8 – Outcomes of consultation on revised guidance on returning to practice (ETC 04/17)**

- 8.1 The Committee received a paper from the Executive.
- 8.2 The Committee noted the following points:-
  - the HCPC sets set requirements for professionals wishing to return to practice after a break. In order to provide further information for professionals, 'Returning to practice' guidance was produced in 2006;
  - following a review of the guidance the HCPC publicly consulted on revised guidance between 18 July 2016 and 7 October 2017; and
  - responses received were broadly positive feedback, and the draft guidance has undergone some amendments in response.
- 8.3 The Committee agreed that he process flowchart within the guidance should be reviewed for consistency of wording. It was noted that, when published, the flowchart will be formatted according to HCPC house style.
- 8.4 The Committee noted that amending the returners to practise process would require legislative change. The Committee agreed that it would be helpful to see data on any trends in returners to practice and FTP concerns, the registration review project should make collecting this data easier in future. The Committee agreed that this area should be revisited after three years.

- 8.5 The Committee noted that this would be Natasha Wynne's last meeting of the Education and Training Committee, as she would be leaving the HCPC for a new role. The Committee thanked Natasha for her contribution to the Committee's work.
- 8.6 The Committee agreed to recommend the consultation response analysis document and draft revised guidance to Council for approval, subject to formal legal scrutiny and minor editing amendments.

#### **Item 9 – CPD guidance consultation analysis (ETC 05/17)**

- 9.1 The Committee received a paper from the Executive.
- 9.2 The Committee noted that the Executive have revised the existing guidance 'Continuing professional development and your registration' in light of the outcomes of the market research study carried out by Qa research: 'Perceptions and experiences of the HCPC's approach to continuing professional development standards and audits'. A consultation on the revised guidance was held between 3 October 2016 and 13 January 2017.
- 9.3 The Committee agreed that the HCPC's use of sample auditing should be clarified on page 19 of the guidance.
- 9.4 The Committee agreed to recommend the revised guidance and text of the consultation analysis document to Council for approval, subject to minor editing amendments and formal legal scrutiny.

#### **Item 10 – International professional equivalence – update (ETC 06/17)**

- 10.1 The Committee received a paper from the Executive.
- 10.2 The Committee noted progress to the international professional equivalence exercise since the last meeting of the Committee in November 2016. During discussion the following points were noted:-
- the next meeting of the Committee will consider the full analysis of the reviewer's findings;
  - the workforce planning element will be considered before stage 2 commences; and
  - the Registration Department will continue to review trends in professions and location to establish where equivalence would be of most benefit.
- 10.3 The Committee noted the contents of the report.

## **Item 11 - Education and Training Committee review**

- 11.1 The Chair of the Committee briefed members on plans for a review of the Education and Training Committee's remit and constitution, following a Council workshop on 9 February looking at the overall Council governance arrangements.
- 11.2 It was noted that the review would begin with a paper in June exploring;
- The business the Committee considers and the value it adds
  - The Committee's relationship with Council
  - The Committee's constitution and skill set
  - The Education and Training Panel process
- 11.3 Outputs from this discussion will feed into the Council's overall review along with the other Committee's inputs. It is expected the Council would then discuss arrangements in September 2017.

## **Item 12 – Any other business**

- 12.1 There was no further public business.

## **Item 13 – Date and time of next meeting**

- 13.1 Thursday 8 June 2017 10.30am at Park House, SE11 4BU

## **Resolution**

The Council adopted the following:

'The Council hereby resolves that the remainder of the meeting shall be held in private, because the matters being discussed relate to the following;

- (a) information relating to a registrant, former registrant or application for registration;
- (b) information relating to an employee or office holder, former employee or applicant for any post or office;
- (c) the terms of, or expenditure under, a tender or contract for the purchase or supply of goods or services or the acquisition or disposal of property;
- (d) negotiations or consultation concerning labour relations between the Council and its employees;
- (e) any issue relating to legal proceedings which are being contemplated or instituted by or against the Council;
- (f) action being taken to prevent or detect crime to prosecute offenders;
- (g) the source of information given to the Council in confidence; or
- (h) any other matter which, in the opinion of the Chair, is confidential or the public disclosure of which would prejudice the effective discharge of the Council's functions.'

Item	Reason for Exclusion
14	a
15	a

**Summary of matters discussed in private session**

The Committee considered the results of two recent investigations into complaints about education providers.

**Chair** .....

**Date** .....

Unconfirmed