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## Chair's Report – July 2020

### **1. Purpose of Report**

To update Council about the Chair's activity and developments on HCPC issues and to give colleagues an opportunity to update Council on projects and initiatives referenced herein.

### **2. COVID-19**

#### **2.1. Council meeting arrangements**

To promote connectivity with Council, the pattern of our meetings has been adapted for the virtual environment. The length of formal Councils has been reduced and where there is much business to cover, the meetings have been split with a substantive break. In between formal Councils, we have scheduled informal sessions that are topic-specific and needing reflection and discussion.

Whilst bearing in mind the need to remain alert to a second COVID-19 peak and necessary restrictions, tentative plans have been made for three face-to-face meetings in 2021; one to be outside London. These will of course be reviewed for safety and practicality, nearer the dates.

Since the business of Council can efficiently be transacted online, with less environmental impact and need for displacement, a key purpose of face-to-face meetings (bearing in mind whatever social distancing measures may then be prudent) will be on maintaining and building relationships. Meanwhile, we are experimenting with virtual social gatherings, initially, a 'summer reception'.

For the next period, we will consider how better to accomplish our public openness duties, in addition to publishing Minutes and reporting the reasons for decisions more fully than might have been the case face-to-face.

#### **2.2. Connectivity**

Council connectivity is a broader subject than the pandemic, but the Chief Executive and I agree that it would be beneficial to give the Chair and Council Members some visibility in HCPC all-employee meetings. This needs to be prepared in sufficient time to enable a meaningful contribution.

#### **2.3. Planning for a new normal**

The Chief Executive's report will cover updates on planning for a return to office based working, but more important, the HCPC 're-set' and what the renewed

HCPC working culture at might look like. Council will be updated via the Chief Executive's performance reports on this important area.

## **2.4. Horizon scanning**

There has been appreciative feedback about the strategy session led by futurist Rohit Talwar, at our meeting in May. We used the opportunity to open up our vista to horizon-scanning in the 'living with COVID-19' era. This scenario-based view informed the evolution of the new strategy, which currently, is being sense-checked with key stakeholders. By involving Council in the thinking at a formative stage, we were able to work collaboratively in the shaping and style of the 'product' .

## **2.5. Working with our stakeholders**

Our Chief Executive and his team continue to respond to the imperatives of the Government, and working with UK healthcare regulators, NHS representatives across the four countries, the Council of Deans of Health to respond on a risk basis to the pandemic.

## **3. Communications**

During this period, the Chief Executive and I have been working in parallel to tackle communications relating to particular subject areas. John Barwick's topics have included the fee increase and mine have encompassed regulatory reform. There is a possible window of opportunity for pressing for regulatory reform, using the evidence of key regulators' response to the COVID-19 pandemic. I will expand on this at our July meeting.

The appointment of external advisors, communications and public affairs consultancy Luther Pendragon, is welcome. At the present time, our communications team is busy, but the work is fragmented and needing direction. The in-house team is being coached by Luther Pendragon and at the July Council, we will have a discussion with the consultancy's Managing Director, [Simon Whale](#), about the future focus of HCPC communications.

## **4. Annual Report**

Work is underway, with the help of our comms. consultancy, to improve on our submission of last year and also, to provide a version with 'highlights' and infographics that showcases key facts and messages. This will progress us on our journey to ever better formats and content, but will not make the full potential impact as there is limited time before submission is required.

## **5. Strategy and Policy**

### **5.1. Strategy Development**

We are back on track with strategy development, which has been accelerated during recent weeks. Council had an informal discussion based on preparations by the Chief Executive and Chair, and initial targeted

stakeholder engagement will take place in August, with a paper to Council in September.

## 5.2. Change Plan

The Executive continues to deliver against the current agreed operational priorities. SMT and management briefings are aligned with these.

## 5.3. Proposed fee increase

Encouraging progress has been made by building on relationships with the main unions: Unison, Unite and the GMB.

## 6. Succession Planning

### 6.1. Annual Reviews

Reviews took place during June and while they are an opportunity to reflect and re-set. Council Members were all supportive (as we discussed wider issues) of recruiting a Council Apprentice, reserving the place for a diverse candidate and helping them build experience and a network.

Involving Council in maintaining stakeholder relationships was also a featured topic and there was agreement that Council should have a set of principles (in this respect) to which Members operate, together with a small number of stakeholders allocated. Meetings and feedback could then be logged on CRM software (or equivalent). Council should also do its own mapping exercise to understand Members' stakeholder relationships that are already in place.

### 6.2. Senior Council Member

Eileen Mullan's review of Committee purpose and governance is due to come to Council in September.

## 7. Chair's meetings

*(Regular internal meetings, such as weekly catch up with CEO, are not listed)*

Date	Meeting
May 14	<ol style="list-style-type: none"><li>1. Professor Deborah Bowman, St. George's, University of London. discussion about patient safety and the pro's and con's of ethics committees.</li><li>2. Meeting of 30 Regulator Chairs and Chief Executives. I chaired the meeting on behalf of HCPC and it was, as hoped, attended by the DHSC and PSA.</li></ol>
May 18	<ol style="list-style-type: none"><li>1. Virtual global wellbeing summit (as an invited guest).</li><li>2. Executive Director of Digital Transformation, Neil Cuthbertson, introductory meeting and discussion on digital strategy.</li></ol>
May 19	<ol style="list-style-type: none"><li>1. Pre-Council briefing with Council member Stephen Cohen.</li><li>2. Council member annual review: Sue Gallone.</li></ol>

May 20	Pre-Council discussion with Senior Council Member Eileen Mullan.
May 21	Council
May 27	Discussion with Green Park (consultancy) about ensuring inclusion of diverse candidates in recruitment and supporting their career progression.
May 28	Director of HR and OD, Claire Holt.
June 2	1. Council member annual review: Stephen Cohen 2. King's Place Global Summit on Healthcare in a post-COVID era (invited guest).
June 3	Council member annual reviews: Sue Gallone; Kathryn Foreman.
June 4	Council member annual reviews: Gavin Scott; David Stirling.
June 9	1. Suzanne Rastrick, Chief AHP, England. 2. Council member annual review: Eileen Mullan.
June 10	Council member annual reviews: Maureen Drake; Katie Thirlaway.
June 11	Council member annual review: Helen Gough.
June 17	Council member annual reviews: Sonya Lam; Stephen Wordsworth.
June 19	Director of Regulation, DHSC.
June 22	GMC & NMC Chairs.
June 26	Director of Regulation, DHSC.
June 30	Luther Pendragon, Annual Report.
July 2	1. Registrant Wellbeing Workshop; Council informal discussions. 2. Discussion with trusted public sector leaders on response to 'Black Lives Matter' (invited participant).
July 7	Luther Pendragon, Annual Report refinement.
July 8	Discussion with ETC Chair and HCPC CEO: resources and strategy in Standards and promoting registrant professionalism.
July 10	Managing Director, Luther Pendragon: discussion on public affairs and comms. strategy and tactics.
July 13	Managing Director, Luther Pendragon (follow up).
July 14	1. British Association of Arts Therapists, Chair and CEO: introductory meeting. 2. Chair, NMC.