

Education and Training Committee

Minutes of the 96th meeting of the Education and Training Committee held as follows:

Date: Thursday 10 September 2020

Time: 10.30am

Venue: MS Teams

Members: Maureen Drake (Acting Chair)
Luke Jenkinson
Penny Joyce
Sonya Lam
Kathryn Thirlaway

In attendance:

Claire Amor, Secretary to the Committee
Patrick Armsby, Education Officer
Nicola Bibbey, Registration Manager
Olivia Bird, Policy Manager
Brendon Edmonds, Head of Education
Richard Houghton, Head of Registration
Jamie Hunt, Education Manager
Charlotte Rogers, Policy Manager
Tracey Samuel-Smith, Education Manager
Katherine Timms, Head of Policy and Standards

Public Agenda

Item 1 - Chairs welcome and introduction

- 1.1 The Committee noted that Chair Stephen Wordsworth was unable to attend the meeting. The Committee nominated Maureen Drake to act as Chair for the purposes of the meeting.

Item 2 - Apologies for absence

- 2.1 Apologies were received from Stephen Wordsworth

Item 3 - Approval of agenda

- 3.1 The Committee approved the agenda

Item 4 - Declaration of members' interests

- 4.1 No public interests were declared.

Item 5 - Public minutes of the Education and Training Committee meetings of 8 July & 20 August 2020 (ETC 33/20)

- 5.1 The Committee approved the public minutes of its meetings of 8 July and 20 August 2020.

Item 6 - Matters arising (ETC 34/20)

- 6.1 The Committee discussed matter arising one relating to practice placement availability. The Head of Education noted that the HCPC was mindful of not being an inhibitor to innovative solutions to the current issues with placement availability. It was noted that stakeholder feedback had been that that they did not wish to see another student temporary register should the national response be escalated again. The student register would close for all but clinical and biomedical scientists at the end of September 2020.
- 6.2 The Committee received an update on matter arising two from the Head of Education. The Committee noted that the PSA had been positive and interested in the HCPC's work on a new Education Quality Assurance Model. The decision to pause annual monitoring for the current academic year was also discussed, with the PSA noting the risk assessment undertaken. It was agreed that the HCPC would put in place touchpoints with the PSA as the work progressed. The next touch point would be following the launch of the pilot.

Items for discussion/approval

Item 7 - Advance Practice (ETC 35/20)

- 7.1 The Committee received a paper from the Policy Manager. The paper provided an update on plans, progress and findings on the Advanced Practice (AP) project since the Committee's last consideration at its May 2020 meeting.
- 7.2 The Committee noted the following points:-
- the expert reference group had started to meet on a bi-monthly basis;
 - the project would be undertaken in three phases throughout 2020 and into early 2021. These were; initial research planning and scoping, engagement evidence gathering and options development and options appraisal and approval;
 - the first phase was complete, as part of phase two, the University of Bradford had been commissioned to conduct research on AP which was expected to deliver at the end of October 2020;
 - a registrant survey on AP had been launched, over 2000 responses had been received to date;
 - it was anticipated that the Council would determine whether or not to introduce new regulatory measures for AP in approximately April 2021;
 - the timescales for the project were considered ambitious but necessary in the context of the fast-changing external environment in which registrants practise.
- 7.3 The Committee welcomed the progress made to date on AP.
- 7.4 The Committee noted that engagement with the other regulators continued (in addition to the extensive external research commissioned), with the NMC invited to take part in the research advisory board. The HCPC was the only regulator that currently had a formalised project to look into any future regulatory approach to AP.
- 7.5 The Committee discussed the progress with stakeholder engagement. It was noted that Health Education England (HEE) were moving at pace with the creation of their new Centre for AP and their development of a directory of accredited AP programmes and individuals who had completed them, alongside a system of credentialing.
- 7.6 While the progress being made in England to enhance consistency in AP education and training was noted, the Committee advised the Executive to be mindful of the fact that HEE's approach is for England only and that whatever the HCPC does must be four-country and not create potential barriers in work mobility.

- 7.7 The Executive agreed that the four-country wide focus was a key component of the project and that the HCPC's research and engagement was specifically designed to ensure four-country input. The Committee noted its concern that additional burden on registrants and confusion on accountability could emerge should the HCPC determine that a different regulatory approach, above HEE accreditation, is required for AP.
- 7.8 The Committee agreed that the HCPC's work on AP was timely, the Committee saw the added value of professional regulation in this area, in order to enhance assurance of patient safety for multiple stakeholders.
- 7.9 The Executive noted that the HEE's Centre for AP had proposed an MOU with each of the profession regulators, for the sharing of information in relation to advanced practice programmes in England. The HCPC had not committed to this yet, as the Executive wished to review its MOU policy to assess the appropriateness and to consult with the other regulators to ensure a unified approach.
- 7.10 The Executive advised that it intended to bring together the regulators to discuss and agree a joint position on AP. The Committee noted the potential risk posed by an MOU being signed only with an England-only body for education and the potential perception of this from the other nations as being England-centric. The Executive agreed to consider this risk should an MOU approach be taken forward.

Item 8 - CQL Update paper (ETC 36/20)

- 8.1 The Committee received a paper from the Registration Manager
- 8.2 The Committee noted the following points:-
- the Comparable Qualifications List (CQL) was approved by the ETC and has been in use since June 2017. The use of the list had resulted in cost and time savings;
 - annual monitoring of the list included FTP checks of all registrants on an annual basis to check for trends. To date there had been no FTP concerns raised against any registrant who entered the register through the list;
 - on an annual basis one application from each programme on the list would be assessed in the traditional way by two registration assessors; and
 - overseas regulators were contacted regularly to check for any changes to the programmes on the list.
- 8.3 The Committee welcomed the efficiencies resulting from the CQL and the significant due diligence activity undertaken to ensure public protection was

maintained. The Committee agreed that the CQL was still relatively new and it would take a number of years to be fully assured. Indications so far had all been positive.

- 8.4 The Committee noted this was an area where the HCPC had not taken a minimal risk approach as stated in its current risk appetite. Appropriate mitigation and assurances had been put in place to enable a higher risk approach and this had been successful.
- 8.5 The Committee noted that following research and analysis the Executive proposed extending the list to 11 Australian paramedic programmes. It was noted that paramedics in Australia were regulated by the Paramedicine Board of Australia (PBA), part of the Australian Health Practitioner Regulation Agency (AHPRA). The HCPC had established good links with AHPRA as they also regulated physiotherapists in Australia and so they already supported the CQL in this capacity
- 8.6 The Committee approved the addition of the 11 programmes to the CQL as detailed in the paper. The Committee noted that the HCPC's own research had found that FTP cases were highest in the Paramedic profession and that this would need to be considered in monitoring risk. The Head of Policy and Standards advised that the Insight and Intelligence Team was currently being established and that this risk would be incorporated into their work for future monitoring of trends.

Item 9 - Registration reporting data (ETC 37/20)

- 9.1 The Committee received a paper from the Head of Registration.
- 9.2 The Committee noted the following points:-
- the shortage of fully trained Registration Advisors and the COVID-19 pandemic attributed to some service standards not being met;
 - the department's resources were prioritised during the pandemic to ensure the HCPC continued to fulfil its statutory regulatory duties;
 - in response the pandemic CPD audits were temporarily suspended and renewal periods were extended; and
 - due to the rapid implementation of remote working, phone lines were not open for an extended period. Emails during this period were responded to within 2 working days. Phone lines were now reopened, and a remote technology solution was being put in place to prevent future occurrence.
- 9.3 The Committee thanked the Registration Department for their hard work during the pandemic to ensure regulatory processes continued.

- 9.4 The Committee discussed the temporary suspension of CPD audits. It was noted that the soon to be formed Insight and Intelligence Team would review the data to identify any resulting FTP occurrences that could be linked to the pause.

Item 10 – Education QA pilot - project update (ETC 38/20)

- 10.1 The Committee received a paper from the Education Manager. The Committee noted that this was the first progress report on the pilot and implementation of the new Education QA model.
- 10.2 The Committee requested the following elements be included the next update report
- information on milestones, due dates and progress against project deliverables; and
 - a high level assessment of current risks to the project, issues of concern to the Executive and how these were being mitigated.
- 10.3 The Committee noted that the Head of Education and the Chair of the Committee had discussed opportunities to accelerate the timeline for implementation of the new model as requested at the Committee's last meeting. This had concluded that quicker implementation was not desirable as stakeholders needed time to adapt to the new process, especially given the disruption resulting from the pandemic.

Item 11 - Education Department new normal approval process (2020-21 academic year) (ETC 40/20)

- 11.1 The Committee received a paper from the Education Manager. The paper proposed continuing the process adaptations put in place as a result of the pandemic for the remainder of the 2020-21 academic year.
- 11.2 The Committee noted that the proposal had been informed by views from stakeholders, both visitors and education providers. Feedback had been that virtual events had enabled the same quality of scrutiny and had improved the administration and running of events.
- 11.3 The Committee noted that the new Education QA model would consider how best to embed the positive process changes resulting from remote approval activity.
- 11.4 The Committee agreed that the preliminary meeting was a positive introduction and enabled providers to be better prepared to provide the needed information in the areas Visitors wanted to focus on.

11.5 The Committee agreed that approval visits should remain on a virtual basis as the norm, as set out in the paper, for the rest of the 2020-21 academic year

Item 12 - Statement on student supervision (ETC 40/20)

12.1 The Committee noted this item.

Item 13 - Any other business

13.1 There was no further business

Item 14 - Date and time of next meeting

14.1 12 November 2020 10.30am

Item 15 – Resolution

The Committee adopted the following:

‘The Committee 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 |
|-------------|-----------------------------|
| 16 | A |

Item 16 - Private minutes of the Education and Training Committee meeting of 20 August 2020 (ETC 41/20)

14.1 The Committee approved the private minutes of the Education and Training Committee of 20 August 2020.

Signed

Date

Unconfirmed