

People and Resources Committee, 6 September 2022

Matters Arising

Executive summary and recommendations

Attached is an actions list as agreed at the last public meeting of the People and Resources Committee.

| 7 June 2022 | | |
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| 1 | <p>Item 7. HCPC Gender Pay Gap and Ethnicity Pay Gap Reports - 2021 (report ref: PRC 16/22)</p> <p>7.6 With regards to the median gender pay gap the committee recommended that the - 0.09% figure be rounded to 0% as the difference was insignificant.</p> | <p>Executive:</p> <p>Complete – passed across to Communication Team for reupload on to relevant platforms.</p> |
| 2 | <p>Item 7. HCPC Gender Pay Gap and Ethnicity Pay Gap Reports - 2021 (report ref: PRC 16/22)</p> <p>7.7 The Committee requested that data on employee retention and leavers be analysed by a wider number of EDI characteristics. The HR Data & Systems Analyst confirmed that this data was held and would be included in the future HR reports to the Committee.</p> | <p>Executive:</p> <p>Will include for next PRC presentation (Sept 22) and going forward.</p> |
| 3 | <p>Item 7. HCPC Gender Pay Gap and Ethnicity Pay Gap Reports - 2021 (report ref: PRC 16/22)</p> <p>7.8 The Committee welcomed the actions outlined in the next steps section of the reports. The Committee asked that the actions be reordered to place those around improving the ethnicity pay gap first, as this was the larger gap for the HCPC.</p> | <p>Executive:</p> <p>Complete – passed across to Communication Team for reupload on to relevant platforms.</p> |
| 4 | <p>Item 7. HCPC Gender Pay Gap and Ethnicity Pay Gap Reports - 2021 (report ref: PRC 16/22)</p> <p>7.9 The Committee recommended that the</p> | <p>Executive:</p> <p>Has not been included in 2021's paper, largely due to already making headway with</p> |

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| | HCPC consider introducing reverse mentoring for senior leaders to get a greater sense of the lived experience of HCPC's diverse employees. | existing recommended actions/priorities/workplan objectives. However, HR management to potentially consider this in 2022-2023 paper. |
| 5 | <p>Item 8. HR Q4 report (report ref: PRC 17/22)</p> <p>8.5 The Committee suggested that the HCPC do a deep dive into reasons for leaving and contact employees who had left in the last six months to offer another opportunity to provide their feedback. The Head of HR welcomed this suggestion.</p> | <p>Executive:</p> <p>Have collated a list – HR Ops team to send out questionnaire to ex-employees on 04/07/22.</p> |
| 6 | <p>Item 9. Partners Q4 report (report ref: PRC 18/22)</p> <p>9.8 The Committee requested a briefing on the current Partner system and HCPC's utilisation of partner skills at a future meeting.</p> | <p>Executive:</p> <p>The Chair of Committee agreed that this should be arranged outside of the meeting. Two Committee members remain to receive the briefing, and this is being scheduled.</p> |
| 7 | <p>Item 10. HCPC Culture Update (report ref: PRC 19/22)</p> <p>10.6 The Committee members who had been present, noted the positive atmosphere at the recent HCPC all employee event being an indication of culture. The Committee asked that verbal summaries of matters discussed at the employee forum be shared with the Committee as another indication of culture.</p> | <p>Executive:</p> <p>The Head of HR will provide a summary to the September Committee as part of the HR report. The Chair of Employee Forum will provide updates at future meetings.</p> |

Decision

The Committee is requested to note the document. No decision is required.

Background information

Please refer to individual papers and minutes for the background to decisions.

Resource implications

None

Financial implications

None.

Appendices

None.

Date of paper

30 August 2022