Communications Committee – Thursday, 7 May 2009

Employer Events 2008-09 Report

Executive summary and recommendations

Introduction

Following the success of last year's events for employers, and the continued need to communicate with this important stakeholder group, we decided to launch a second programme of Employer Events. Over 250 delegates, including human resources personnel and services managers, attended the events held in five locations across the United Kingdom in late 2008 and early 2009.

The report looks at the feedback and comments provided from each Employer Event including suggestions for the future and ways to improve our communication with employers. It also contains a section on observations, specific points to note and ongoing recommendations to be used in the development of Employer Events in 2009/10.

Decision

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

Background information

At the end of 2008 we introduced a new format for the events, following feedback from the launch events. The programme involved presentations with a question and answer session, followed by workshops and a networking lunch. The feedback was overwhelmingly positive.

The workshops focussed on fitness to practise (FTP) and continuing professional development (CPD) – key areas for both employers and registrants, especially with the first CPD audits taking place in 2008. Workshops gave employers the opportunity to look at more detailed case studies with our HPC experts and discuss practical ways of dealing with them.

Some of the delegates 'found case studies and discussion very useful' as well as feeling 'a responsibility to help employees who are finding the CPD process stressful'. Another echoed this by saying 'I feel I can go back and provide good advice to staff and reduce anxiety around CPD audits'. Overall some found that 'the event was excellent with high quality presentations containing all key information' and others were 'particularly impressed with the quality and knowledge of all the HPC personnel at the conference today. They have instilled in me a great confidence in the HPC and its processes'.

Resource implications

None

Financial implications

None

Appendices

None

Date of paper

28 April 2009

Employer Events Report
Second series, 2008-09

Invitations mailed to:

- 1004 Personnel and Service Managers within Trusts and Boards across the UK were sent a letter and invitation in early September 2007
- 488 HR Directors within Local Authorities were sent a letter and invitation in October 2008 and again in January 2009.
- The same Personnel and Service Managers were emailed in January 2009
- Private practitioners were invited through professional body communication (including emails to databases of managers).

Promotion of Employer Events also through:
- The NHS Workforce Bulletin and Health Bulletin News (both online newsletters).
- Professional bodies across the UK emailed the event information to their lists of managers.
- Contacts in the Welsh Assembly Government, the Scottish Government and the Northern Ireland Department of Health, Social Services and Public Safety emailed the event information to relevant networks of managers.
- In Focus newsletter and HPC website with online sign up facility.

Venues:	
	Sadler's Wells Theatre, London (27 November 2008)
	Park Inn Cardiff City Centre, Cardiff (3 December 2008)
	Golden Lion Hotel, Leeds (24 February 2009)
	Stormont Hotel, Belfast (26 February 2009)
	The City Chambers, Edinburgh (3 March 2009)

Locations:	**London**	**Cardiff**	**Leeds**	**Belfast**	**Edin-burgh**
Attendees	**48**	**66**	**59**	**38**	**42**
Registered	62	78	75	46	51
No shows	14	12	16	8	9
253 attendees in total					
Evaluation Marks:					
Average scores from returned forms (**n**)	n = **39**	n = **56**	n = **44**	n = **32**	n = **34**
Key (1 = poor to 4 = excellent)					
1. Pre-meeting information					
Timing	3.07	3.48	2.98	3.22	3.26
Content	3.19	3.26	3.00	3.18	3.21
2. Venue					
Location	3.32	3.41	2.67	3.41	3.29
Facilities	3.41	3.36	2.78	3.42	3.19
Catering	3.23	3.29	2.72	3.28	3.27
3. Main presentations (content)					
- The HPC: facts and figures and what's new? (Michael Guthrie / Mark	3.26	3.30	3.33	3.39	3.33

Potter*)					
- Registration (Claire Harkin** / David Waddle)	2.94	3.03	3.19	3.41	3.18
- Communication (Nina Blunck)	3.23	3.13	3.36	3.45	3.18
* Leeds and Edinburgh					
**London and Cardiff events					
NB. Individual evaluation marks for each event found in appendix one.					
4. Workshops (content)					
FTP - Presentation	3.20	3.10	2.89	3.55	2.87
Case studies and discussion	3.02	2.97	3.07	3.40	2.97
CPD - Presentation	3.49	3.73	3.58	3.87	3.57
Case studies and discussion	3.33	3.48	3.36	3.63	3.38

Is there anything else that you would have liked included in the presentations?

London
- A good balance of basic information and specific examples in an accessible form, when I don't have time to read lots of documents.
- All of them were informative enough.
- How HPC spends what it earns.
- No thanks x 4.
- Good overview.
- The initial sessions were 'awareness raising', regarding HPC and a lot of the information was not new to me.
- Would have been interested in finding out more in presentations about plans for registering psychologists – but not too worried as managed to catch Nina to ask after the presentations.
- Clear explanation of standards as related to threshold versus scope of practice. This is still poorly understood by many.
- Who are the associate assessors for qualifications?

Cardiff
- Very good.
- More details on the overseas application rules.
- Is there a possibility of emailing presentations for dissemination at local level, team meetings, etc.
- Very useful.
- Covered topics well.
- Everything seemed rushed x 2
- A lot of information was given in a short space of time. However backed up by handouts and booklets.
- They were all good – more time for questions.
- Good overall.

Leeds
- More information on health/character references and conduct/ethics for students.

- Relationship between HPC and professional bodies regarding CPD.
- Information on number of cases and percentage of professions.
- Useful information about the HPC
- Further information about when to refer to the HPC with FTP concerns
- Quick summary of key financial data regarding how HPC spends its resources
- More recognition of registration failures

Belfast
- Links to professional bodies
- How are profession specific panel members selected
- I prefer smaller versions of slides
- Would have liked a workshop on registration

Edinburgh
- CPD – Employers responsibilities
- Revalidation
- Covered everything in question
- Can we have electronic copies to pass on?

Are there any specific comments you would like to make about the meeting?

London

- Very useful. – x 2
- I found the event very useful and from a HR perspective it has provided some useful information.
- All course facilitators very approachable and willing to respond to questions.
- Very useful and engaging format.
- Michael Guthries' presentation was difficult to follow because I felt he should have had more time. His presentation was excellent but too rushed.
- More time for questions at this first session would have been useful – x3
- Good, clear presentations; positive responses to questions; very helpful update day.
- The fitness to practice talk was specific for HR Depts. Might have been more general in areas to report to HR Dept for managers of sections.
- Copies of DVDs on CPD and registration audit and list of links to reports etc would be useful.
- Good meeting overall – clarifying questions – issues. Please can I get a copy of slides by e-mail to feedback to colleagues and team.
- Perhaps start at a later time to allow more northern people to attend.

Cardiff
- Well organised and presented. – x 2
- Very informative and useful thank you. – x 7
- More time for Q&A would have been helpful.
- This has been one of the most useful mornings I have spent for a long time.
- Overall very good and well-run.
- I feel I have learnt a lot and feel more confident about advising staff on CPD
- Friendly, relaxed, well-organised, professionally presented.
- Compiling 'top tips' for employers would be useful. 'Culturally' there has been a change to a much more supportive and collaborative approach to study

day.
- Perhaps too much info on HPC - as a registrant already aware of background
- Very well-organised and professionally presented. Good content and ran to time.
- A little basic for registrants but probably well-pitched for non HPC registrants attending.
- I was listed with the full title of my admin assistant who booked my place!
- Useful meeting to introduce the role of the HPC. I was previously unaware of many points presented.

Leeds
- Enjoyed it immensely
- Professional and engaging
- More professional, very much improved
- Ability to ask more questions
- Please hold the meetings in places easier to find
- Speakers very open and approachable
- Very informative
- Impressed with quality of knowledge of staff
- A very well organised meeting
- Glad you have come out of London
- Enjoyed the questions and answers section
- Please repeat every two years to keep us updated
- Found the questions extremely useful
- More time needed
- More opportunity for interaction
- Need to raise profile more and emphasize responsibilities of registrants
- A lot of information provided in a short space of time
- Need more discussion time, sessions should be at least an hour and a half long.

Belfast
- Well organised and timed
- A full day with more workshops would be beneficial
- Run extremely well, informative and relevant
- High quality information covering all key areas
- Very useful information to take back to team.
- Presentations were quite quick and it was hard to absorb all the information.
- More information regarding the airport to come to needed
- All presentations well delivered
- Workshops could have been longer
- Talks came across a bit rushed and speakers seemed very conscious of time

Edinburgh
- Excellent opportunity to engage with the HPC regarding current issues
- Useful update
- Excellent venue and speakers
- Main advantage is the accessibility of the HPC
- Very difficult to hear the presenter
- Acoustics poor
- Very well presented, focused and relevant.

- Speak slower. Can be difficult to pick up all the information.
- Very informative – could have been longer

Suggestions for the future:
Do you have any topics for future events or workshops for employers?

London
- CPD feedback once analysis of first audits complete
- Very useful as HR professional (not a registrant)
- Too rushed – need some topics but more time for Q&As etc and discussion.
- Sessions for employees on CPD.
- It would be useful to run a combined event with NMC re fitness to practice as employers are moving to different systems. It would be good to have shared learning from this.
- A workshop for third sector employer organisations perhaps.
- Live website link.
- Outcomes of CPD reviews and of fitness to practice investigations.

Cardiff
- Professionally isolated registrants.
- Links with the other regulatory bodies.
- Make the location more accessible to Mid-Wales.
- The fitness to practise issues could possibly have a separate workshop/morning aimed at practitioners.
- More of the same.
- Hearings – how to prepare for.
- 'What ifs' dealt with as with as workshops are similar, might be worth having a few scenarios.
- Returning to practice – especially after a lapse in registration. (e.g. after longer career break)
- Explanation of role of caseworkers and HPC in recruitment process.
- Perhaps more examples in practise.

Leeds
- More CPD
- More information on why people fail audits
- Email notification of any significant changes to policy, practice or professional issues.
- How HPC works with professional bodies
- More in depth on CPD please
- Understanding scope of practice

Belfast
- Cover returners to practice
- More time for discussion
- Event for HR managers on the responsibilities to refer misconduct to HPC/ provide evidence.
- Preparation for HPC approvals visit
- Redevelopment situations

Edinburgh

- It would have been good to have a session on returners to practice (x4)
- More case studies on FTP
- Keep employers up to date with outcomes of the CPD audit
- Publish Q&A from all events on your website

Communication with employers:
Is there anything that the HPC could do to improve their communication and involvement with employers?

London
- Trust/PCT based events that employ significant numbers of registrants.
- I feel it is good already.
- Inform employers of what action will/won't be taken against employees asap.
- Are social services invited?
- Come out to major employers perhaps, so more of my colleagues can hear the messages first hand and see where their money goes.
- Communicate and work together with HR and employee relations departments at various trusts – x 2
- E-mail alerts – monthly or something for those who don't sign up to newsletters

Cardiff
- Already done with employer section on website.
- Communication via e-mail to registrants essential. Will it be possible for there to be a 'list' we can access of names of staff chosen for the audit (within our profession within our trust) so we as managers know who will have to submit their profile.
- You appear to be aware of communication issues and those are being resolved.
- Employers' questionnaire to get feedback.
- Improve communication with lapsed registrants. Would be useful to know if some registrants have been sent reminders.
- Would welcome the HPC being able to confirm re-registration of individuals to the employing organisation – e-mail?
- Can the slides be e-mailed to attendees for their use within their own organisations? (including workshop slides)
- More of the same as an annual update.
- When reporting incidents better communication re decision making processes.
- Online registration.

Leeds
- Going from strength to strength
- Always grateful for any ideas to help staff
- Would the HPC consider joining the NMC for employer events
- Include HRD's in communications
- Send general information to HR sections especially local authorities who may not be aware of the HPC
- Reminders about registration

Belfast

- Ensure employers are aware of website and newsletter
- Notify us of pending cases
- Excellent that there is now the capability to check multiple registrants on line.
- Have a query service
- Ensure communications directly to HR Directors in each trust.
- Does the HPC have any guidance in relation to recruitment of staff if they have convictions?
- Is it possible to create an employers database?
- Continued information on professional bodies
- Perhaps target AHP leads within trust and enquire whether information could be circulated via trust intranet.
- Continued events like today

Edinburgh
- Good communications
- Raise profile of website and newsletter
- Publicity over new professions being registered
- All communications seem effective and efficient
- Would have preferred a choice of just one workshop
- Try to have session like this held even further north than Edinburgh
- Current system is very good

Fitness to Practise (FTP) Workshop Feedback

Are there any specific comments you would like to make about this

workshop?

London
- Very helpful as I was unaware of the process. I know it happens but didn't know how.
- Very helpful to clarify HPC role/responsibilities. Process of dealing with allegations etc.
- Might have been interesting to see a few more examples of the cases that went to a full hearing.
- Thank you for a useful review of the process.
- More question time about procedure.
- Not sufficient time for both case studies.
- The aims and learning outcomes were not clarified well. Should have included some points about how and when to refer, as was for employers.
- Not enough time for questions.
- Good workshop producing lots of discussion – need more time.
- Only had time to look at one case-study as presentation over-ran due to questions.
- Good presentation.
- It felt slightly rushed at the end.
- I don't know if there were any legal bods speaking, would it be appropriate for HPC lawyer to be involved – present case.
- Seemed rushed – but appreciate the content was an interesting topic.
- Not really suitable for me in my role but very interesting subject matter and background information.
- Much more time for discussion and learning needed. This is a huge area to

- learn about!
  - Upstairs was too open and noisy.
  - Informative- puts into context the process, useful as seeing more 'capability issues.
  - Details about timescales was provided on questioning. Have made a report on registrant who we dismissed on competency grounds but we know is still practising.

Cardiff
  - Would be useful as whole day.
  - I think this was an excellent presentation – clear and concise. Some really useful tips and resources. NB how about top tips on website e.g. frequency of checking registration
  - More time would have been nice. Also some further clarity on the process where the HPC step in and the role played by the caseworker. However given the timeframe it was a very informative session.
  - Very useful. - x 2
  - Good choice of case study as it contextualised the presentation.
  - Although had an answer regarding overseas practitioners, does the HPC have a central database of eligible universities and learning curriculum, so managers would be able to contact the HCP for advice on the reliability of education background when selecting job candidates.
  - Would have liked more time for case study (and more interactive) and less for initial presentation. – x 2
  - It would have been good to have learnt what the plans for re-validation would have been. Nothing though in relation to FTP.
  - Case studies helpful to consider when making referrals to HPC.
  - Case studies – very interesting and useful – further discussion would be good.
  - More case studies.
  - Unable to hear all content very clearly as mikes not always used for queries by presenters 100%.
  - Difficult, I know, but perhaps examples relevant to more professions.
  - More practical case studies about what and when to refer. – x 2
  - More time. – x 3
  - Concerned that people need to be told when to refer and when to follow standard procedure.
  - Would have liked paper copy of template as too small to read and also sample profile was very useful activity as it made clear what is good and what is not.
  - More clarity on when and what should be referred to HPC. – x 2
  - Good discussion.
  - Very informative from a HR perspective.
  - Perhaps smaller group discussions.
  - Useful as whole day.

Leeds
  - Very useful introduction to the FTP process
  - Good opportunity for questions which were very informative
  - A bit rushed
  - The speaker didn't seem very confident

- Greater information regarding constitution of panel
- Feels a bit grey
- A very useful workshop
- A little short on time
- More case studies for discussion
- Interesting debate
- Could have looked more at evidence/reasons for decisions not just when to refer to the HPC.
- Can guidelines be available on the website?

Belfast
- Very clear and useful
- A few more case studies would be useful
- Much more verbal information was given than was on the slides.
- Time limited
- How the organisation's procedures fit in with HPC protocols
- Presentation didn't flow easily to me

Edinburgh
- Very Informative
- Felt some more time could have been made available
- It doesn't feel like the process for allegations takes into account needs of employers such as time scale
- Very difficult to hear
- More case studies
- This ended up rushed, could have done with more time for Q&A
- More time for work shops
- More discussion around case studies
- Glad speakers had hand outs
- More interaction
- More slides

Is there anything else that would have liked included in this workshop on FTP?

London
- No – content was enough.
- Perhaps a little more guidance on what evidence is needed – i.e. what's enough.
- Live web link to show aspects of website discussed.
- Clearer boundaries info between employer capability and HPC FTP guidelines? Flow chart.
- More definitive guidance on when it is best to consider referral and details of hearing procedures.
- What happens before an accusation?

Cardiff
- No. – x 3
- Article 25 powers – more details.
- More time for questions.

Leeds
- Case study examples for all professions to take away for reference
- More discussion time for case studies
- More time needed
- What is the process and support for witnesses at FTP hearings?
- More on the role of the CHRE
- Group work – Learning from each other.

Belfast
- Perhaps more examples and follow up of examples used
- More time needed
- Longer discussion for case studies

Edinburgh
- More case studies
- First 20-25 minutes not very relevant
- Exploration of what FTP is and how it works
- Smaller groups

Continuing Professional Development (CPD) Workshop Feedback

Are there any specific comments you would like to make about this

workshop?

London
- Most helpful talk on CPD I have attended to date! V. reassuring.
- Very clear overview about the expectations required if picked for audit.
- Good clarity of what will be required.
- Easy to understand.
- Again the aims and learning outcomes may have helped to ID about profiles for registrants rather than employers.
- A moving mic may have been helpful during the discussions as it was difficult to hear some comments.
- Perhaps to ask what priorities are taking place in different areas. How ideas may come up.
- Picked up some useful tips to feedback to colleagues.
- Good presentation.
- Slightly more time for discussion of the examples but not at the expense of the presentation.
- V. beneficial, cleared-up many points.
- Excellent – really useful to feedback to colleagues re CPD audit which is causing some concern.
- Very useful to be able to look at the case study. Good, clear information about what is expected for CPD.
- Good workshop covered current concerns with the new process.
- Slides had wrong set up with white background, very difficult to read.
- The support that is available to make this work.
- I had heard about the presentation from a colleague. Very good.
- Informative, well presented really clear what expectations are. Useful resources and info to disseminate to team.
- Good learning to take back. Will approach managers of HPC registered staff.

(ODPs in theatre specifically) re renewal audit. Have any of our staff been selected for audit? Are they aware of CPD requirements? Is it happening?

Cardiff
- Told me everything I needed to know - excellent.
- Very well-run. All questions dealt with completely. Good session.
- Probably more time to go through case studies – useful to have health/disability examples often more … to deal with.
- Very useful. – x 11
- Excellent – would like the presentation electronically to rollout to colleagues to increase awareness. Are they available? – x 3
- Time allocated too short for case studies but overall an excellent informative presentation on CPD.
- Excellent - reinforced the need to educate staff around the CPD and the implications of not doing this.
- Very useful but more suitable for registrants that employers.
- Information on evidence needed was useful.
- More case studies would have been more useful. X 2
- Not enough time to look at case study.
- A little rushed. – x 3
- Could have been longer to allow time to do more interactive work. – X 2
- Didn't need so much explanation following the case study.
- From a HR side this gave lots of excellent information.
- More examples.
- Great to see examples and advice on what's suitable.

Leeds
- Very clear presentations
- Helpful – feel a responsibility to help employees who are finding the process stressful.
- Rushed
- An excellent presentation
- Time rather too tight
- Took away the 'fear' that I may be one of the 'lucky' few.
- Why not have just one speaker because of time restraints?
- Very informative
- Good pace
- Maybe more examples
- Feel much more relaxed and will take the information back to colleagues to reassure.
- HPC need to create more promotional materials

Belfast
- Very useful guidance to take back to team
- All sessions very informative and well delivered
- More examples needed
- Information was clearly presented
- Well balanced, made CPD interesting
- Sample submissions very useful
- Reassuring information to share with staff
- Have heard Mark before, he is an excellent natural presenter

Edinburgh
- Very useful discussion
- Very interactive – good style
- Excellent presentation
- Not much time
- Look at more examples
- It was difficult hearing the speaker
- Very helpful and encouraging
- Keen to take back to staff so that they are informed
- Very concise and informative

Is there anything else that would have liked included in this workshop on CPD?

London
- How the benefits/advantages of the audit process will be measured.
- Another sample profile in a different style to show how it meets the HPC standards.
- No – very comprehensive.
- Perhaps a little rushed – because of time limits but key points were well stated.
- I was surprised CPD didn't involve more about identifying gaps in learning, PDPs, self-reflection etc. Which would all help provide more concrete evidence of real learning.

Cardiff
- No x 3
- Demonstration of different types of portfolio submission.
- More links made re professional guidance, KSF and HPC

Leeds
- Feedback from some of the registrants who have been through the audit process.
- Not enough time for profiles
- Are these presentations on the website?
- Could the form be even more directive in its format?
- Would like a talk organised for my trust
- Should regional networks be set up to ensure all are following standards, share thoughts etc.

Belfast
- If someone is struck off what are the implications for the registrant and their employer

Edinburgh
- Employers responsibilities
- More time on case studies
- Explore employers role in supporting CPD even if not their responsibility.

Sign up and stay in touch:

The feedback sheet asked attendees to sign up to receive FTP alerts and the In Focus newsletter.

London
- 28 out of 39 respondents signed up

Cardiff
- 45 out of 56 respondents signed up

Leeds
- 29 out of 44 respondents signed up

Belfast
- 21 out of 33 respondents signed up

Edinburgh
- 29 out of 34 respondents signed up

Delegates:

Some of the job titles of delegates included:
- Director of Human Resources
- Head of Administration & Human Resources
- Assistant Director for Allied Health Professionals
- Workforce Development Manager
- Senior Human Resources Manager
- Head Occupational Therapist
- Regional Training Officer
- Team Manager Adaptations and Community Equipment Team
- AHP Practice Education Facilitator
- Head Biomedical Scientist
- Head of Service, Head of Therapies
- Senior Chief Biomedical Scientist / Lab Manager
- Training & Quality Manager -Haematology Department
- Director of Music Therapy Services
- Head of Human Resources
- Director of Community & Therapy Services
- Head Of Ambulance Education and Training
- Radiotherapy Services Manager
- Head of Podiatry and Orthotic Service
- Therapy Services Manager
- Operational HR Service Manager
- Head of Professional Development
- Head of Radiation Protection Service
- Associate Director Service and Professional Development
- Head of Nutrition & Dietetic Services

Please request a full list of delegates from the Public Affairs and Stakeholder Manager.

Material provided:

Each delegate received a pack of information and this was very well received. This included:
- Programme
- Feedback forms

- Presentations x 4
- Delegate list
- FTP process brochure
- Employer information concertina / quick reference cards
- Public Affairs Manager's business card
- how to sign up and order more campaigns material flyer
- public facing information leaflet
- Older people 'be healthwise' campaign postcard
- Health professionals must be registered so you can be sure…' poster
- HPC pen
- Renewal dates reminder poster for employers

Observations:

- The new format of presentation with Q&A, tea/coffee break, followed by workshops and lunch, worked well with delegates appreciating the more interactive and personal aspects that a workshop can offer.
- The workshops were very well received overall and delegates thought that the case studies and examples were useful.
- Once again, it worked well having lunch at the end and most of delegates stayed to network and speak to HPC staff.
- One of the overall themes was that there was not enough time in the workshops and for Q&A. It was interesting to note that many delegates this year thought that the whole event could be longer, which is reassuring as the event and content is seen to be of value.
- The time between start of registration (at 11am) and the start of the session (11.20am) seemed a little too long as most people arrived on time and were keen to get started. Although it was a good opportunity for delegates to look at publications and other literature.

Specific points to note:

- The Leeds event was fully booked almost two weeks before the event, as was the London event. We will once again need to decide on maximum numbers for future events, especially as we don't want the workshops to be too big and prevent decent interaction.
- Important to try and keep balance between HR personnel and service managers (who are often HPC registrants) right.
- Overall many employers were impressed with the quality of information being provided and felt confident about helping employees with CPD and dealing with FTP cases. They were keen that the level of communication continue, especially through future Employer Events.
- Suggestions for gathering information from employers through employers questionnaire.
- Events and employer section on the website very well received. Many were keen to see this continued and updated as it was seen as a useful tool to communicate.

Ongoing recommendations to be used in the development of Employer Events in 2009/10:

- Main presentations to be further developed to include information on finances and how the HPC spends its money, information on partners and assessors, revalidation and returners to practice (although RTP may be suitable for a workshop topic).
- Extend the length of the main presentation slightly and have more time for Q&A. Quite a few people said that it was a lot of information to digest so more time to go through issues and / or clarify during the Q&A would have been useful.
- Start the programme a little later, say 10am, to allow delegates time to travel from further away.
- Decide on maximum numbers for each event, bearing in mind size of workshops. 80 people maximum worked well for these events, although some delegates didn't turn up on the day.
- Perhaps include more information on joint working with other regulators / memorandums of understanding.
- Key theme was not enough time in workshops to cover all case studies and allow enough time for questions. Therefore workshops would be slightly longer, at 1 hour and 15 minutes each.
- Delegates thought that the **CPD workshop** should include information on the audit process – outcomes, benefits, lessons learnt, why people 'fail'. Also include more examples.
- Delegates thought that the **FTP workshop** could include more examples and longer discussion on case studies. Other requests were for guidance on evidence from employers and information on constitution of panel.
- Once again, extend the type of employers that attend the events. Especially with practitioner psychologists coming on to the Register in summer 2009.
- **Format for future Employer Events**: one of the key themes was not enough time. Therefore make the whole programme longer. Start at say, 10am, and finish by about 3pm. This would mean that we would have the presentation followed by Q&A in the morning, then have an earlier lunch, followed by both FTP and CPD workshops in the afternoon (with a comfort / tea break in between).