

## **Background Information**

Five possible options were identified on how the structure of the Council could be changed.

- i. Annual Conference
- ii. Geographical Model
- iii. Groupings cohorts
- iv. Momentum
- v. Single “Big” Election

Further details of the options, including some strengths and weaknesses, are listed below in alphabetical order.

### **(i) Annual Conference**

Establish an Annual Conference comprising a uniform number of members, (two to three), from each regulated profession. The Annual Conference would then meet to elect members of the Council and statutory committees. The resulting Council would have fewer members than the number of professions regulated.

Strengths:

- Equanimity as no Groupings/Cohorts required.
- Straight forward to communicate the role of the Annual Conference.
- Achieves a small Council.

Weaknesses:

- “Slates” or factions could develop
- No existing precedents to enable comparisons or draft legislation.

**Status:**

Most popular option of special Council meeting.

### **(ii) Geographical Model**

The registrant electorate would be split into discrete geographic areas, for example the four Home Countries. The number of Council members would be in direct proportion to the registrant numbers in each area, for example, England 77% and Wales 6%. Any registrant living or working mainly or wholly in the area could stand for election.

Strengths:

- Ensures Home Country participation.
- Straightforward for registrants to understand process.

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Structure of Council background  
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Status  
Final  
DD: None

Int. Aud.  
Public  
RD: None

Weaknesses:

- Requires equitable process to prevent four Council members being elected from the same profession.
- Larger professions would dominate each geographical area.

**Status:**

Rejected by special Council meeting as least preferred option.

### **(iii) Groupings/Cohorts**

Group professions and limit number of members of Council from each group to less than the number of professions in each group. It is envisaged that there could be between four and six groups. Groups could be made up according to:

- The number of registrants.
- Similarity of profession for example delivery treatments.
- Randomly.
- Alphabetically.

Eligibility could be organised so that membership of Council would be rotated, by standing down for one or two years after Council membership. This would ensure that all professions would have members on the Council during a fixed period of time.

Strengths:

- Easy to understand and equitable.
- Direct link between registrants and Council membership.
- Avoids voter fatigue.

Weaknesses:

- Justification for the membership of groupings.
- Does not address geographical issues.
- Method to decide into which group to put a new profession.

**Status:**

Second most popular option.

### **(iv) Momentum**

Do not change the relationship between the number of professions regulated and the number of members of Council.

Strengths:

- No significant changes to the Health Professions Order.

**Weaknesses:**

- A council of over 30 members would hinder good decision-making and corporate governance.
- In sharp contrast to the Councils of other UK regulators of health professionals, which are being reduced in size to create smaller and dynamic councils.

**Status:**

Rejected by special Council meeting.

**(v) Single “Big” Election**

Any registrant could vote for any candidate. Safeguards may need to be incorporated to ensure for example that if there were more than one candidate from a single profession that both were not elected. Likewise if a profession had not had a Registrant on the Council for a certain number of years, then nominations for a “protected” profession could be sought.

**Strengths:**

- Existing and new professions on an equal footing.
- Direct link between Registrants and member of Council.

**Weaknesses:**

- Complexity of voting system (ballot paper)
- Breaks direct link between single profession and particular Council member.
- Smaller professions may never have a council member.

**Status:**

Rejected by special Council meeting



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