

Council

Public minutes of the 67th meeting of the Health Professions Council held as follows:-

Date: Thursday 31 March 2011

Time: 2pm

Venue: The Council Chamber, Health Professions Council, Park House, 184 Kennington Park Road, London SE11 4BU

Present:

Anna van der Gaag (Chair)
Mary Clark-Glass
John Donaghy
Sheila Drayton
Julia Drown (for items 1-17)
Richard Kennett
Jeff Lucas
Morag MacKellar
Penelope Renwick
Annie Turner
Joy Tweed
Diane Waller (for items 1-36)
Neil Willis

In attendance

Catherine Bevis, Hearings Officer
Gary Butler, Director of Finance
Ruth Cooper, PA to the Director of Operations (for items 1-10)
Liz Craig, PA to the Director of Education
Roy Dunn, Head of Business Process Improvement
Abigail Gorringer, Director of Education
Michael Guthrie, Director of Policy and Standards
Louise Hart, Secretary to Council
Teresa Haskins, Director of HR
Kelly Johnson, Director of Fitness to Practise
Jacqueline Ladds, Director of Communications
Steve Rayner, Secretary to Committees

Greg Ross-Sampson, Director of Operations
Marc Seale, Chief Executive and Registrar
Charlotte Urwin, Policy Manager

Item 1.11/29 Chair's welcome and introduction

- 1.1 The Chair welcomed all members to the meeting and thanked those present for accommodating the change to the scheduled start time of the meeting.

Item 2.11/30 Apologies for absence

- 2.1 Apologies for absence were received from Malcolm Cross, John Harper, Arun Midha, Keith Ross, Deep Sagar and Eileen Thornton.

Item 3.11/31 Approval of agenda

- 3.1 The Council noted the following:-
- Item 12 – enclosure 8: Student registration. This paper had been circulated to members on Tuesday 29 March and had been loaded onto the website on Wednesday 30 March. Hard copies had also been tabled and circulated to members of the public.
 - Item 26 – enclosure 22 – Command paper: Action points additional paper: To note. Hard copies had been circulated to Council during the strategy session held earlier that day and hard copies had been circulated to members of the public.
 - Additional Item 29 – AOB – Statutory Regulation of Psychotherapists and Counsellors. Copies of this paper were circulated to members within the main dispatch and available on the website from Thursday 24 March.
- 3.2 The Council approved the agenda including the additional items detailed under 3.1.

Item 4.11/32 Declaration of Members' Interests

- 4.1 The Council noted that John Donaghy worked within the faculty at the University of Hertfordshire that had worked on the physicians' assistants (anaesthesia) application for regulation to be considered under item 15.

Item 5.11/33 Minutes of the Council meeting of 10 February 2011 (report ref:-HPC20/11)

- 5.1 With regard to minute 11.5, page 8 of the minutes entitled “Application for the regulation of sports therapists by the Society of Sports Therapists,” the Secretary to Council noted that during the course of the Council's discussion it was asked whether physiotherapists working in sport had objected to the application for the regulation of sports therapists.
- 5.2 In response, the Executive indicated at the meeting on 10 February that, anecdotally it was indicated that there had been no specific objection to the application. However, the application did not include formal support from any organisations representing physiotherapists working in sport.
- 5.3 The suggestion was made that the minute be amended to more accurately reflect the Council's discussion, a suggestion that Council concurred with.
- 5.4 It was agreed that the minutes of the 66th meeting of the Health Professions Council be confirmed as a correct record and signed by the Chair, subject to the amendment detailed above.

Item 6.11/34 Matters arising (report ref:-HPC21/11)

- 6.1 The Council noted the action list as agreed at the last meeting.

Item 7.11/35 Chair's report (report ref:-HPC22/11)

- 7.1 The Council received a paper from the Chair.
- 7.2 The Chair congratulated Sheila Drayton, Deep Sagar and Joy Tweed on their reappointment to Council for terms ending in June 2014.
- 7.3 The Council noted the following:-
 - That the Chair had attended a meeting of the Scottish Government Health Department Professionalism Workstream on 11 March. This group had been newly formed to look at developing policy on professionalism in health and social care in Scotland. This work was linked to the work on revalidation and would be concluded at the end of 2011;
 - That the meeting with Paul Burstow MP, Minister of State for Care Services on 21 March had been a productive meeting and gave the Chair and Chief Executive the opportunity to update the Minister on how HPC were proceeding with the work on the

transfer of the regulatory function from the GSCC to the HPC, the ongoing collaboration with the social work community and the work on student registration.

7.4 The Council noted the report.

Item 8.11/36 Chief Executive's report (report ref:-HPC23/11)

8.1 The Council received a paper from the Chief Executive.

8.2 The Chief Executive congratulated the Chair on her reappointment for a term ending in June 2015.

8.3 The Council noted the following:-

- That the Chair and Chief Executive had been engaged in ensuring that the civil servants and the Minister had all the information and briefings required in advance of the debate on the Health and Social Care Bill at the Public Bill Committee meeting on 29 March;
- The Committee had agreed the Health and Social Care Bill on 29 March 2011 with no amendments carried;
- That the recent "Meet the HPC" events in Anglesey and Derry had been well attended and thanks were conveyed to those Council members who attended those meetings;
- In response to a question on the number of complaints received between April 2010 and February 2011 relating to misuse of title, the Executive undertook to provide members with a breakdown of these figures on the members' extranet.

8.4 The Council noted the report.

Strategy and Policy

Item 9.11/37 Budget for year to 31 March 2012 (report ref:-HPC24/11)

9.1 The Council received a paper for discussion/approval from the Executive.

9.2 The Council noted that the draft budget had been produced in accordance with the budget process which included an "away day" attended by the Chair of the Finance and Resources Committee and the Chair of Council.

- 9.3 The Council noted that the budget had been considered by the Finance and Resources Committee on 27 January 2011 and 17 March 2011 and, following detailed discussion, the Committee had recommended the budget to the Council for approval.
- 9.4 The Council noted that this was the third year running that registration fees would not be increased and an appropriate press release would be issued.
- 9.5 The Council approved the annual budget for 2011-12.

Item 10.11/38 Consultation response analysis on proposed changes to the generic standards of proficiency (report ref:- HPC25/11)

- 10.1 The Council received a paper for discussion/approval from the Executive.
- 10.2 The Council noted that at its meeting on 7 July 2010, it had decided to consult on a range of proposed changes to the generic standards of proficiency. The consultation had been carried out between 28 July and 20 October 2010.
- 10.3 The Council noted that as a result of the consultation responses received, the Executive had recommended some amendments to the proposed generic standards of proficiency.
- 10.4 The Council noted that there had been some discussion at the meeting of the Education and Training Committee about the inclusion of a new standard specifically on leadership. However, the decision was reached that there should not be a separate standard on leadership since the existing standards already included leadership qualities within the other generic standards.
- 10.5 During the course of discussion, the following points were made:-
- That the National Leadership Council and NHS Institute for Improvement and Innovation who delivered the Clinical Leadership Competency Framework and who suggested the inclusion of an individual standard on leadership should be informed that HPC recognises the importance of nurturing leadership qualities in professions it regulates. However, at present, HPC felt that this could be achieved without the need for a separate standard;
 - That appropriate references to leadership would be incorporated into relevant publications and documentation going forward.
 - That the roll out of these standards would be achieved on an incremental basis, working closely with key stakeholders;

10.6 The Council agreed that:

- the amendments to the proposed generic standards on page 27 of the document should be approved;
- the text of the consultation responses document (subject to minor editing amendments) should be published on the HPC website; and
- further work should now be undertaken to revise and implement new profession-specific standards under the new generic standards of proficiency.

10.7 The Chair thanked the Policy and Standards Department and the members of the Generic Standards Review Group for their work on producing the revised generic standards of proficiency.

Item 11.11/39 The principles for establishing voluntary registers (report ref:- HPC26/11)

11.1 The Council received a paper for discussion/approval from the Executive.

11.2 The Council noted that, at its meeting on 10 February 2011, it had considered a paper on the content of the Health and Social Care Bill 2011. In particular, the Council had discussed the provisions which would, if passed, allow the regulatory bodies to establish voluntary registers (subject to impact assessment and consultation).

11.3 The Council noted that this paper followed-on from that discussion. It summarised the key points arising from the Council's previous discussion, the Health and Social Care Bill 2011 and the recently published Command Paper 'Enabling excellence' and outlined the potential benefits of voluntary registration and the range of different working regulatory models.

11.4 During the course of discussion, the following points were made:-

- The importance of the inclusion of the word "assured" when referring to voluntary registers;
- That whilst HPC was in a strong position to deliver voluntary registration, it was important to bear in mind those individuals that would choose not to register but who posed a risk in terms of public protection;

- That it was important that risk was the determining factor in deciding the appropriate model of regulation as opposed to cost;
- That communication would be very important in minimising confusion amongst the public once different models of regulation were introduced;
- That HPC would be working closely with the CHRE in relation to its work on voluntary registers. The difference in approach between the two bodies was that HPC would hold voluntary registers but CHRE would “kitemark” voluntary registers held by professional bodies;
- That any voluntary register needed to be proportionate in terms of the threshold levels of entry;
- That the impact assessment which would be carried out to determine the model of regulation would identify the risks;
- That communications around professional voluntary registers needed to be managed carefully since there could perceivably be fewer “benefits” with this model although the fee may be pitched at a similar level;
- That with regards to 6.5 of the paper, consideration also needed to be given to those individuals with higher paid roles (such as care home managers); as well as those in lower paid roles.
- That it was important to look at the feasibility of setting up a voluntary register as well as the risk;
- That the models contained within the appendix were working models and an “in principle” decision was being sought in order that further work could be carried out;
- That the models of voluntary registration adopted by the Care Councils in Wales, Scotland and Northern Ireland would be looked at to identify areas of best practise.

11.5 The Council:-

- (i) agreed, in principle, the working regulatory models outlined in appendix 1 for further development; and
- (ii) instructed the Executive to return to the next Council meeting on 12 May 2011 to seek agreement on the principles for establishing voluntary registers (informed by the legislation) which would govern the HPC’s approach in this area.

Item 12.11/40 Student registration (report ref:- HPC27/11)

- 12.1 The Council received a paper for discussion/approval from the Executive together with an additional paper circulated on 29 March 2011.
- 12.2 The Council noted that the paper explored the area of student registration in light of the Health and Social Care Bill 2011. The paper proposed that the HPC should commence a process which would enable a decision to be made about the voluntary registration of students in due course.
- 12.3 This proposal was made in light of the Health and Social Care Bill 2011 which, if passed, would give the regulators discretionary powers to establish voluntary registers for students, subject to impact assessment and consultation. In addition, the General Social Care Council (GSCC) currently maintains a voluntary register of student social workers. Given the Government plans to provide for the transfer of this register to the renamed Health and Care Professions Council, full consideration of the best approach to assuring safety and standards for student social workers would need to be undertaken.
- 12.4 During the course of discussion, the following points were made:-
- That with regards to student registration, it was possible that different conclusions could be reached for different professions;
 - That the impact of the vetting and barring scheme needed to be considered when carrying out further work on the voluntary registration of students;
 - That it was important to note that whilst HPC does carry out government policy, it remains an independent body;
 - The CHRE concluded in 2007 that there was insufficient evidence to suggest that registration of students was necessary to protect patients and the public;
 - That further information was awaited from the GSCC relating to their current process for holding a register of students;
 - That any decision on whether to proceed with student registration needed to be evidence-based;
 - That the current fee for student registration at the GSCC was subsidised;
 - That the Health and Social Care Bill would allow the regulators to establish voluntary registers for students but that it was for the

HPC to determine how these discretionary powers would be exercised.

12.5 The Council agreed the following 'in principle':

- (i) to consider the issue of student registration as a discrete area separately from its discussions around establishing the other types of voluntary register;
- (ii) to consider the issue of student registration across the Register ('in the round'), with the register of student social workers as one relevant factor to consider; and
- (iii) to expedite the process of considering the HPC's ongoing approach to the voluntary registration of students.

Item 13.11/41 Practice Notes (report ref:- HPC28/11)

- 13.1 The Council received a paper for discussion/approval from the Executive.
- 13.2 The Council noted that, at its meeting in February 2011, the Fitness to Practise Committee had considered seven updated practice notes and recommended that the Council approve those practice notes. Details of the changes to these practice notes were included in the paper.
- 13.3 The Council noted these practise notes reflected case law as it currently stands.
- 13.4 The Council approved the following practice notes, subject to minor editorial amendments:
 - Adjourments and Postponements;
 - Finding Fitness to Practise is "Impaired";
 - Case to Answer;
 - Case Management and Directions;
 - Drafting Fitness to Practise Decisions;
 - Disposal of Cases via Consent;
 - Equal Treatment.

Item 14.11/42 Updating the 'Guidance on health and character' (report ref:- HPC29/11)

- 14.1 The Council received a paper for discussion/approval from the Executive.
- 14.2 The Council noted that, as a result of a recent review of the process for considering self-referrals, the Education and Training Committee agreed in November 2010 that the process for considering self-referral

cases should be changed. Following the Committee's decision, self-referrals were now assessed by the Fitness to Practise Department to decide if the information merits referral for consideration as a fitness to practise allegation.

14.3 The necessary resulting changes to the 'Guidance on health and character' were summarised in the consultation document, and set out in the revised guidance document, which was appended to this paper. The paper proposed a period of consultation between April and July 2011, with the results of the consultation brought to Council for consideration at its September 2011 meeting.

14.4 The Council agreed to:

- (i) consult on the amendments to the 'Guidance on health and character'; and
- (ii) to discuss and approve the attached consultation document and revised 'Guidance on health and character' (subject to minor editing changes).

Item 15.11/43 Application for the regulation of Physicians' Assistants (Anaesthesia) by the Association of Physicians' Assistants (Anaesthesia) (report ref:- HPC30/11)

15.1 The Council received a paper for discussion/approval from the Executive.

15.2 The Council noted that, its meeting on 9 December 2010, it had considered an application for the regulation of Physicians' Assistants (Anaesthesia) submitted by the Association of Physicians' Assistants (Anaesthesia) (APA(A)) and at that time further information was requested.

15.3 The Council noted that the Health Professions Order gave the Council discretionary powers to recommend statutory regulation to the Secretary of State and Scottish Ministers and these powers would be unaffected by the Health and Social Care Bill 2011. In addition, the Council had discretionary powers to establish criteria to assist it in making these recommendations. The new professions / aspirant groups process, including the current approach to applications from aspirant groups, was developed as a means of assisting the Council in exercising its powers.

15.4 The Council noted that in light of the Command Paper and its statement of Government policy on statutory regulation, the Executive had written to groups that were in the process of making, preparing or considering an application to the Council to advise them of its content, given that this affected the likelihood that their profession might become statutory regulated in the future.

- 15.5 The Council noted that in response (on 29 March), the APA(A) had expressed disappointment at the change in Government policy and had indicated that they anticipated that the Council would not now consider their application as a result.
- 15.6 In light of this, the Executive recommended that the Council should not give any further consideration to the application.
- 15.7 In addition, the Executive proposed that, given the content of the Command paper, consideration should be given to cease considering applications via the new professions process, pending Council's consideration of how these matters might be handled once the Bill is passed. This decision would not prevent the Council from exercising its power to recommend in the meantime, should it identify the need to do so, but would prevent the Council from considering applications when there appears to be little likelihood that any ensuing recommendations would be implemented.
- 15.8 The Council agreed to:-
- (i) Give no further consideration to the application for the regulation of Physicians' Assistants (Anaesthesia) by the Association of Physicians' Assistants (Anaesthesia) at this time;
 - (ii) Cease considering applications via the new professions process, pending Council's consideration of how these matters might be handled once the Health and Social Care Bill 2011 is passed; and
 - (iii) Instruct the Executive to write again to those groups preparing an application to advise them of the situation.

Item 16.11/44 Document Retention Policy – Fitness to Practise and Regulatory Activity (report ref:- HPC31/11)

- 16.1 The Council received a paper for discussion/approval from the Executive.
- 16.2 The Council noted that in October 2009, it had approved the Document Retention Policy for Fitness to Practise and Regulatory Activity. The Fitness to Practise department had undertaken a review of that policy to ensure that it remained fit for purpose. A copy of the revised document was attached to this paper as an appendix.
- 16.3 The Council noted that contained within the policy was references to "patients" and these would be changed to "service-user."
- 16.4 The Council approved the attached policy (subject to minor editorial amendments).

Item 17.11/45 Equality Act 2010 (report ref:- HPC32/11)

- 17.1 The Council received a paper for discussion/approval from the Executive.
- 17.2 The Council noted that the Equality Act 2010 would consolidate into a single Act a range of existing equalities-based legislation. The 2010 Act removed many of the inconsistencies in the law which had arisen as a result of the piecemeal development of the legislation. Revised public sector duties would come into force under the 2010 Act in April 2011 and the remainder of the Act would be implemented throughout 2012 and 2013.
- 17.3 The Council noted that in order to ensure HPC's compliance with the 2010 Act as a body exercising public functions, the current Equality and Diversity Scheme needed to be reviewed and decisions reached on whether it reflected best practice in respect of obligations under the 2010 Act.
- 17.4 The Council agreed to instruct the Executive to review the HPC Equality and Diversity Scheme and report its preliminary findings to Council by September 2011.

Item 18.11/46 Financial reserves policy (report ref:- HPC33/11)

- 18.1 The Council received a paper for discussion/approval from the Executive.
- 18.2 The Council noted that the Finance and Resources Committee had reviewed the reserves policy at its meeting on 17 March 2011. The Committee had recommended that the policy should be amended so that paragraph 2.2 (of the paper presented to Council) be deleted as this was an explanation rather than the policy itself.
- 18.3 The Council approved the Reserves Policy, subject to the amendment detailed in 18.2.

Item 19.11/47 Policy and Standards Department workplan 2011-2012 (report ref:- HPC34/11)

- 19.1 The Council received a paper for discussion/approval from the Executive.
- 19.2 The Council noted that the paper included a draft workplan for the Policy and Standards Department for April 2011 to March 2012 and a revised copy of the standards workplan.

19.3 In response to a question, the Council noted that a flexible approach would need to be taken to accommodate those areas of work that may arise during the course of the year which could not be anticipated. If this situation were to arise, the work plan would be looked at and reprioritised accordingly.

19.4 The Council agreed the Department workplan and Standards workplan.

Item 20.11/48 Transfer of regulatory functions from General Social Care Council to HPC (report ref:- HPC35/11)

20.1 In accordance with the decision of Council to be kept informed of ongoing work relating to the transfer of regulatory functions from the GSCC to the HPC, a verbal update was provided.

20.2 During the course of discussion, the following points were made:-

- That the Hansard record of discussion held in relation to the Health and Social Care Bill would be placed on the members extranet site;
- That a joint Communications plan between HPC and the GSCC had been agreed and this would now be actioned;
- That the operational side of the transfer was progressing well.

20.3 The Council noted the update.

Corporate Governance

Item 21.11/49 Minutes of the Finance and Resources Committee held on 27 January 2011 (report ref:- HPC36/11)

21.1 The Council received a paper for discussion/approval from the Executive.

21.2 The Council approved the recommendations therein.

Item 22.11/50 Minutes of the Fitness to Practise Committee held on 16 February 2011 (report ref:- HPC37/11)

22.1 The Council received a paper for discussion/approval from the Executive.

22.2 The Council approved the recommendations therein.

Item 23.11/51 Minutes of the Communications Committee held on 17 February 2011 (report ref:- HPC38/11)

23.1 The Council received a paper for discussion/approval from the Executive.

23.2 The Council approved the recommendations therein.

The Council noted the following papers:

Item 24.11/52 Enabling Excellence – Autonomy and Accountability for healthcare workers, social workers and social care workers (report ref:- HPC39/11)

Item 25.11/53 Enabling Excellence – Autonomy and Accountability for healthcare workers, social workers and social care workers – Indicative timetable (report ref:- HPC40/11)

Item 26.11/54 Action points arising from the Health and Social Care Bill 2011 and Command Paper ‘Enabling Excellence’ (report ref:- HPC41/11)

Item 27.11/55 Reports from council representatives at external meetings (report ref:- HPC42/11)

Item 28.11/56 Minutes of the Education and Training Committee held on 10 March 2011 (report ref:-HPC43/11)

Item 29.11/57 Any other business

Item 29.11/58 Any other business: Statutory Regulation of Psychotherapists and Counsellors

29.1 The Council received an additional paper on the regulation of psychotherapists and counsellors.

29.2 The Council noted that on 18 February 2011, the Chief Executive had written to Anne Milton MP, Parliamentary Under Secretary of State for Public Health, seeking clarification of the coalition government’s policy on the statutory regulation of psychotherapists and counsellors. The paper included a copy of the letter.

29.3 The Council noted that on 21 March 2011, the Parliamentary Under Secretary of State for Public Health responded to the HPC clarifying the coalition government’s position. The paper included a copy of the letter.

29.4 During the course of discussion, the following points were raised by members:-

- That members felt that the HPC should not abandon the principles of public protection and withdraw from the regulation of psychotherapists and counsellors completely;

- That there was a duty of care towards the public and so any potential new approaches to the regulation of this group needed to be considered;
- That once the process for setting up voluntary registers was agreed, HPC should look at whether this model was appropriate for the regulation of psychotherapists and counsellors;
- That it was for HPC to consider the risk of not regulating psychotherapists and counsellors and this ought not be overridden by any political appetite for no further statutory regulation;
- That there were several workstreams moving forward in parallel, such as the work on assured voluntary registers and the ongoing communication with CHRE; that, in addition, a paper recording the conclusions of the PLG would be submitted to the Council meeting in May; and that, with all this additional information, Council would then be in a better position to further consider the most appropriate way forward.

29.5 The Council agreed that any decision on the regulation of psychotherapists and counsellors should be made when further information relating to voluntary registers was available.

Item 30.11/59 Date and time of next meeting

30.1 The next meeting of the Council would be held at 10:30am on Thursday 12 May 2011.

Item 31.11/60 Resolution

The Council agreed to adopt the following resolution:-

“The Council hereby resolves that the remainder of the meeting shall be held in private, because the matters being discussed relate to the following;

- (i) information relating to a registrant, former registrant or application for registration;
- (ii) information relating to an employee or office holder, former employee or applicant for any post or office;
- (iii) 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;
- (iv) negotiations or consultation concerning labour relations between the Council and its employees;
- (v) any issue relating to legal proceedings which are being contemplated or instituted by or against the Council;
- (vi) action being taken to prevent or detect crime to prosecute offenders;

- (vii) the source of information given to the Council in confidence; or
- (viii) 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
32	ii, iii, iv, v, viii
33	-
34	ii, iv
35	viii
36	iv
37	iv, viii
38	iii, iv, vii
39	iv, vii
40	iv

Summary of those matters considered whilst the public were excluded

Item 32.11/61 Minutes of the Private part of the Council meeting held on 10 February 2011 (report ref:-HPC44/11)

- 32.1 The Council considered and approved the minutes of the private part of the Council meeting held on 10 February 2011.

Item 33.11/62 Matters arising

- 33.1 The Council noted that there were no matters arising from the private part of the Council minutes of 10 February 2011.

Item 34.11/63 Transfer of regulatory functions from General Social Care Council to HPC (report ref:-HPC45/11)

- 34.1 The Council received a verbal update from the Chief Executive relating to the transfer of the regulatory functions from the General Social Care Council to HPC.

Item 35.11/64 Transfer of Cases from the GSCC to HCPC (report ref:-HPC46/11)

- 35.1 The Council agreed the approach to be taken to the transfer of conduct cases from the General Social Care Council (GSCC) to what will become the Health and Care Professions Council (HCPC).

Item 36.11/65 New pay system and policy (report ref:- HPC 47/11)

36.1 The Council agreed the pay system and policy for employees.

Item 37.11/66 Transfer of regulatory functions from General Social Care Council to HPC – Risk register (report ref:- HPC 48/11)

37.1 The Council discussed the risk register relating to the project to transfer regulatory functions from the General Social Care Council to HPC.

Item 38.11/67 Minutes of the private part of the Finance and Resources Committee held on 27 January 2011 (report ref:- HPC49/11)

38.1 The Council considered the minutes of the private part of the Finance and Resources Committee held on 27 January 2011 and agreed the recommendations therein.

Item 39.11/68 Minutes of the private part of the Fitness to Practise Committee held on 16 February 2011 (report ref:- HPC50/11)

39.1 The Council considered the minutes of the private part of the Finance and Resources Committee held on 16 February 2011 and agreed the recommendations therein.

Item 40.11/69 Minutes of the private part of the Finance and Resources Committee (sitting as the Remuneration Committee) held on 3 March 2011 (report ref:- HPC 51/11)

40.1 The Council considered the minutes of the private part of the Finance and Resources Committee (sitting as the Remuneration Committee) held on 3 March 2011 and agreed the recommendations therein.

Item 41.11/70 Any other business for consideration in private

41.1 There were no items for consideration in private.

Chair:

Date: