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Health Professions Council's - Strategic Intent 2005

Park House, 184 Kennington Road, London
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Contents

- I. Foreword**
- II. Purpose of HPC**
- III. Principles**
- IV. Standards & Processes**
- V. Organisation**
- VI. Issues to Resolve**

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I. Foreword



Foreword ...

The Strategic Intent describes the Health Professions Council's (HPC) purpose, principles, standards & processes, organisation & issues to be resolved

- **Replaces HPC's Strategic Intent documents previously published in 2002 & 2004**
- **HPC's Strategic Intent is revised when there are significant changes to the operating environment**
 - It is anticipated that the recommendations of the Department of Health's reviews of medical and non-medical regulation, (the Foster & Donaldson reviews) will be published in early 2006

The HPC is an independent UK statutory regulator of healthcare professionals

- **Health Professions Order 2001**
 - Statutory Instrument (SI) established 1st April 2002
 - Rules & guidance support the SI
 - Initial Rules became operational 9th July 2003
- **Currently 13 Professions**
 - Arts Therapists, Biomedical Scientists, Chiropractors & Podiatrists, Clinical Scientists, Dietitians, Occupational Therapists, Operating Department Practitioners, Orthoptists, Paramedics, Physiotherapists, Prosthetists & Orthotists, Radiographers, Speech & Language Therapists
- **Self financing**
- **Reports to the Privy Council**
 - Body corporate

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II. Purpose

Objective ...

The objective of the HPC is set down in Article 3 (4) of the Health Professions Order 2001

- ***“To safeguard the health and well-being of persons using or needing the services of registrants***
- **Registrants are the healthcare professionals regulated by the HPC**

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III. Principles

The HPC uses six guiding principles

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- 1. Protect the public**
 - Review & amend legislation, standards, guidance & procedures to ensure their relevance & appropriateness
 - Have clear & well publicised complaints & appeals procedures for the public & registrants if dissatisfied with the decisions of the Council & Committees
- 2. Communicate & respond**
 - Ensure wide stakeholder input
 - Seek regular feedback from stakeholders & utilise the information & opinions received
- 3. Work collaboratively**
 - Collaborate with all stakeholders to ensure wherever possible that their needs are met
 - Enable best practices in any one profession to be accessed by all

The HPC operates using six guiding principles, (contd)

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- 4. Be Transparent**
 - Establish fast & accessible procedures
 - Undertake thorough consultations
- 5. Provide value for money & audit**
 - Invest in systems & procedures to provide a value for money services for registrants & the public
 - Be open & proactive in accounting to all stakeholders for the HPC's work
- 6. Deliver a high quality service**
 - Provide a unified service where issues are common & focus on individual activity when significantly different between professions
 - Support training & development of HPC employees as well as registrants

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IV. Standards & Processes

The HPC achieves its objective by managing an integrated process of setting standards & operating processes to maintain the standards

- **Standards**
 - Four sets of standards
 - ¶ Education & Training
 - ¶ Proficiency
 - ¶ Conduct, Performance & Ethics
 - ¶ Continuing Professional Development (CPD)
 - The HPC must consult before establishing standards, rules & guidance
 - HPC currently has no powers to undertake revalidation

- **Four integrated processes**
 - Approval of programs
 - Registration
 - ¶ UK, International & Grandparenting
 - ¶ New professions
 - ¶ Post registration qualifications
 - Fitness to Practise hearings
 - ¶ Protection of title prosecutions
 - CPD assessment

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V. Organisation

The Council is responsible for ensuring that the functions as set down in the Health Professions Order (HPO) are delivered

- **Develop & be responsible for HPC’s strategy & policy**
- **Set certain standards & keeps them under review**
 - Standards of Conduct, Performance & Ethics
 - Standards of Proficiency
 - Standards of CPD
 - Requirements of registrants good health & character
- **Set service standards**
- **Monitor progress against targets**
- **Maintain the financial well being of the HPC**
- **Ensure good corporate governance**
- **Work in partnership with the Executive via a Scheme of Delegation**

There are three Fitness to Practise Committees

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- **Fitness to Practise Committees**
 - Investigating Committee
 - Conduct & Competence Committee
 - Health Committee
 - All three committees use Panels
- **Investigating Committee**
 - Investigates allegations against registrants & decides if there is a case to answer
- **Role of the Conduct & Competence Committee**
 - Considers allegations against registrants' conduct & competence & imposes appropriate sanctions
 - Advise the Council on its performance in relation to standards of conduct performance & ethics
 - Provides feedback to Council, Committees & all stakeholders
 - Advise the Council on its requirements for good health & character
 - On behalf of the Council drafts an annual report on the fitness to practice process, (HPO Article 44)
- **Health Committee**
 - Considers allegations concerning registrants' health & imposes appropriate sanctions

The functions of the Education & Training Committee

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- **Education & Training Committee**
 - Sets and monitors the Standards of Education & Training
 - Advises the Council on the Standards of Proficiency
 - Publishes list of approved courses
- **Responsible for developing & monitoring the Council’s Education & Training Strategy**
 - To dovetail with HPC’s Communications Strategy
- **Reports**
 - To provide feedback to educators via an annual report on the approvals & monitoring process
 - Publish an annual report on the HPC CPD process
- **Home country different systems**
 - Ensure that HPC education standards & processes are appropriate for the four home countries

The Education & Training Committee has established two Non-Statutory Committees to assist it in discharging its functions

- **Approvals Committee**
 - Responsible for developing the process to approve & monitor programmes
 - Approves programmes

- **Registration Committee**
 - Responsible for advising the Education & Training committee on matters relating to registration

The HPC has established four Non-Statutory Committees which report directly to the Council

- **Finance & Resources Committee**
 - Responsible for developing & monitoring the Council's
 - ¶ Annual budget
 - ¶ Five year financial plan
 - ¶ Human Resources strategy
 - ¶ Investment strategy
 - ¶ IT strategy
 - ¶ Risk mitigation strategy

- **Remuneration Committee**
 - Responsible for setting the remuneration for HPC's employees

- **Audit Committee**
 - Responsible for overseeing the role of the external & internal auditors

The Health Professions Order requires the HPC to inform & educate registrants & inform the public about its work & this task is overseen by the Communications Committee

- **Communications Committee**
 - Non-statutory committee
 - Responsible for developing & monitoring the Council’s communications strategy
 - Oversees HPC’s Patient & Public involvement strategy

- **HPC uses a range of communications techniques to raise awareness amongst its stakeholders**
 - Advertising
 - Electronic newsletter
 - HPC web sites
 - ¶ www.hpc-uk.org
 - ¶ www.hpcheck.org
 - “Listening Events”
 - Lobbying
 - Market research
 - Publication of brochures & leaflets

The Executive is responsible for a range of tasks

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- **Responsible for day-to-day management of the HPC**
- **Implements the Council’s Strategic Intent & annual plan**
- **Implements specific strategies**
 - Communications, Customer Service, E&T, Financial, HR, Investment, IT & Risk Mitigation
- **Maintain & increase service quality using HPC’s financial, systems & employee resources**
 - Document processes
 - ISO 9001/2000 registration
 - Plain English accreditation
- **Organisational growth**
 - Matching the capacity of the organisation to demand
 - Investing in systems to build capacity

The Council & the Executive also use Partners & PLGs to deliver a number of functions

- **Partners**
 - Partners are individuals who work with the HPC on a range of decisions
 - ¶ Approving of programmes
 - ¶ CPD assessments
 - ¶ Fitness to Practise cases
 - ¶ Grandparenting applications
 - ¶ International registration applications
 - ¶ Registration appeals
 - The HPC is responsible for the recruitment, training & management of Partners

- **Professional Liaison Groups, (PLGs)**
 - PLGs are established to investigate & to the Council on specific issues when the Council & the Executive do not have the appropriate expertise
 - The Executive
 - ¶ Manages the recruitment to PLGs
 - ¶ Provides secretarial support
 - ¶ Facilitates their work
 - It is envisaged that not more than two PLGs will be established at the same time

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VI. Issues to Resolve

If implemented, the potential recommendations of the Foster & Donaldson reviews may fundamentally change the role & responsibilities of the HPC

- **Potential changes to the processes used to regulate healthcare professionals**
 - Appoint registrant members to Councils as opposed to existing system of elections
 - Commence the statutory regulation of Complementary & Alternative Medicine, (CAM)
 - Expand the responsibilities of CHRE
 - Harmonise legislation
 - Introduce Revalidation
 - Statutory regulate of non-professional healthcare workers
 - Remove the Investigating &/or Fitness to Practise process from regulators
 - Reduce the number of UK regulators of healthcare professionals

- **Review of Registered Medical Practitioners to report at the same time**
 - Donaldson review
 - Public announcement expected January 2006

- **Amendments to the Health Act 1999 &/or Section 60 Orders will be required**
 - January 2008 earliest date for implementation of new Act

Notwithstanding the outcome of Foster & Donaldson reviews, the HPC will resolve a number of outstanding issues by December 2006

- **Approvals process**
 - Refine existing process
- **CPD**
 - Publish further information & exemplars of CPD submissions
 - Establish operation procedures including the sampling of CPD profiles
- **Equality & Diversity Scheme**
 - Council to agree strategy by March 2006
 - Executive to operationalise strategy, including data collection & analysis
- **Fitness to Practise**
 - Refine existing Case Management system
- **Grandparenting**
 - The pros & cons of replacing the current distributed system of assessment with a centralised process
- **Health, Disability & registration**
 - Implement recommendation following completion of consultation

Notwithstanding the outcome of Foster & Donaldson reviews, the HPC will resolve a number of outstanding issues by December 2006, (contd)

- **Home Country presence**
 - Investigate the pros & cons & cost of establishing a presence in NI, Scotland & Wales
- **Investors in People**
 - Achieve accreditation
- **Returners to practise**
 - Establish standards for registrants seeking to return to the register after periods of absence
- **Size of the Council**
 - Working with the Department of Health amend the HPO to limit the size of the Council while maintaining stakeholder support
- **Stannary Street**
 - Finalise architectural plans & costs of renovating 22 – 24 Stannary Street
 - Commence renovation in summer 2006

Notwithstanding the outcome of Foster & Donaldson reviews, the HPC intends to resolve in the next two to three years the following ten strategic issues

- **Bichard**
 - Implement the recommendations arising from the Bichard inquiry
- **Education**
 - Refine approvals process to minimise necessity for inspections by multiple agencies
 - Increase influence on the education of registrants
- **Europe**
 - Establish HPC’s role in the potential development of “Common Platforms”
- **Fitness to Practise hearings**
 - Ensure the HPC has the financial & other resources to manage in a timely & efficient manner the increasing number of allegations against registrants
- **Fraudulent applications & Identity theft**
 - Enhance existing processes to reduce risk of occurrence

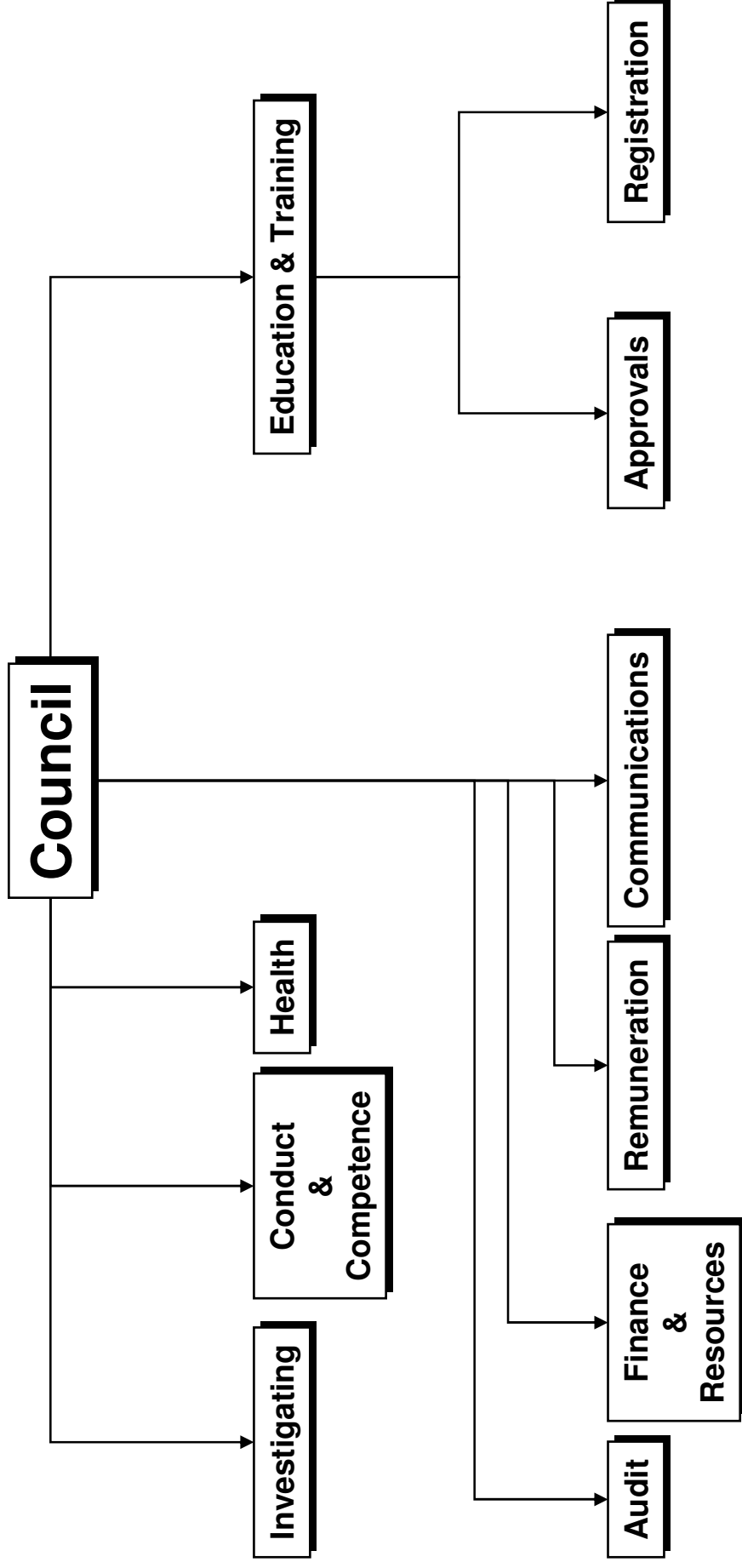
Notwithstanding the outcome of Foster & Donaldson reviews, the HPC intends to resolve in the next two to three years the following ten strategic issues, (contd)

- **Post registration qualifications**
 - Quantify the task of increasing the scope of registration
 - Criteria for inclusion on the register
 - Establish approval process
- **Proactive regulation of Aspirant Groups**
 - To date the HPC has waited for aspirant groups to apply for statutory regulation
 - Establish criteria when the HPC will recommend regulation before application received
- **Processes**
 - Revise & update as required
- **Protected Titles**
 - Increase public awareness of the benefits of using statutory regulated professionals
 - Consider increasing number of protected titles for existing statutory regulated professions
- **Rules, Standards & Guidance**
 - Revise & update as required

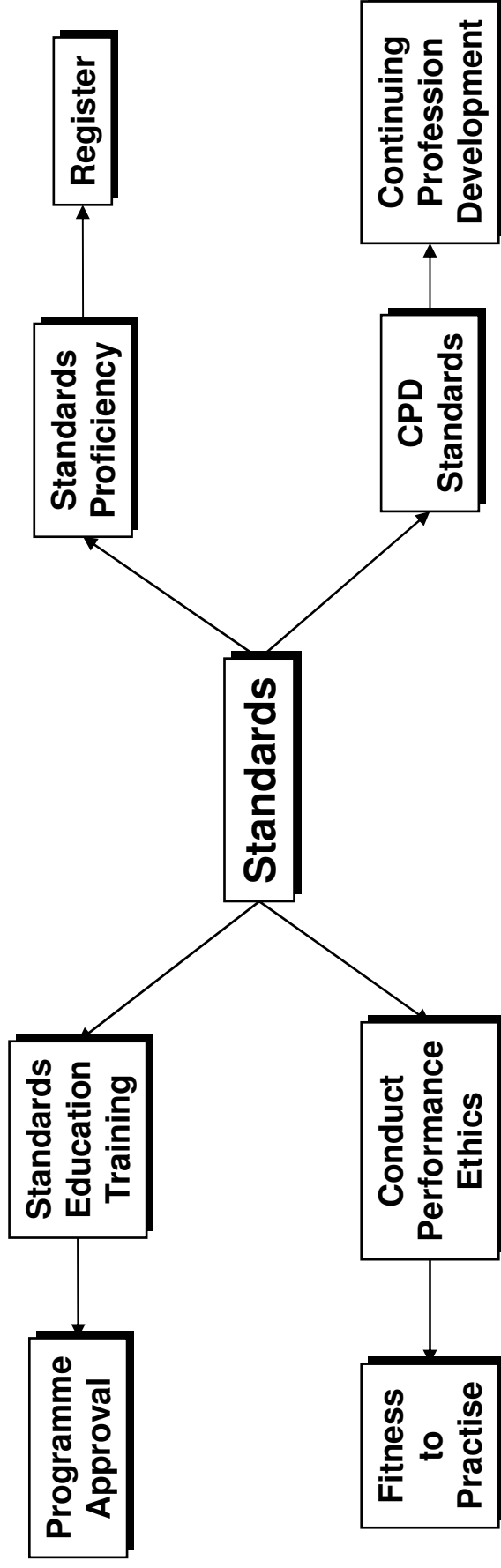
HPC Stakeholders

- **Carers**
- **Clients:Patients:Users**
- **Consumer Associations**
- **Employers**
- **Government**
- **Higher Education Institutions**
- **Members of the Public**
- **Professional Bodies**
- **Registrants**
- **Regulators**
- **Special Interest Pressure Groups**
- **Trade Unions**

The Council has Statutory & Non-Statutory Committees



Integrated process of setting & maintaining standards



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