

Health Professions Council – 11 December 2008

Reports from Council representatives at external meetings

Executive summary and recommendations

**Introduction**

The attached feedback forms have been received from the following members of Council, reporting back from meetings at which they have represented the HPC;

Anna van der Gaag (2)  
Keith Ross

**Decision**

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

**Background information**

None

**Resource implications**

None

**Financial implications**

None

**Appendices**

None

**Date of paper**

21 December 2008

## ATTENDANCE AT MEETINGS TO REPRESENT HPC

<b>Name of Council Member</b>	Anna van der Gaag
<b>Title of Conference/Meeting</b>	Joint Regulators PPI Meeting
<b>Date of Conference</b>	24 September 2008
<b>Approximate number of people at the conference/meeting</b>	13
<b>Issues of Relevance to HPC</b> <p>The Group agreed revised terms of reference, in particular revisions related to committing resources to PPI initiatives. There was a presentation by Mike Andrews from CHRE on the CHRE audit on the initial Fitness to Practice stages.</p> <p><b>Other outcomes from discussion:</b></p> <ol style="list-style-type: none"><li><b>1. Complaints from private practitioners</b> GCC to coordinate an information gathering exercise from all the regulatory bodies to establish the trends in relation to complaints about professionals in private practice.</li><li><b>2. Coordinating information on commissioning and outputs from opinion surveys</b> The Group agreed that more information could be shared on opinion gathering exercises as well as consultations across the regulatory bodies.</li><li><b>3. PPI initiative aimed at Council members</b> The Group considered proposals for increasing PPI awareness and understanding amongst regulatory body Council members and agreed that the decisions made at Council meetings should give consideration to the implications for PPI.</li><li><b>4. Older people seminar</b> The seminar on 25 November at HPC was attracting interest from a range of organisations concerned with older people and arrangements were in place for speakers.</li></ol>	
<b>Key Decisions Taken</b>	

Please complete as much of the above as you can and return by post to Alison Roberts, Secretariat Team Administrator, Health Professions Council, Park House, 184 Kennington Park Road, London, SE11 4BU,

July 2007

## ATTENDANCE AT MEETINGS TO REPRESENT HPC

<b>Name of Council Member</b>	Anna van der Gaag
<b>Title of Conference/Meeting</b>	Managing poor performance in doctors – a tough nut to crack
<b>Date of Conference</b>	8 July 2008
<b>Approximate number of people at the conference/meeting</b>	<b>50</b>
<p><b>Prof Charlotte Humphreys' presentation on equality and diversity issues was of particular interest in relation to HPC and its Fitness to Practice work</b></p> <p><b>Key messages</b></p> <p><b>1. Previous research has shown that overseas qualified doctors (OQD) proportionately represented in GMC Fitness to practice processes overall, but are over-represented in the later stages of that process and more OQDs referred by public bodies to GMC.</b></p> <p><b>2. Prof Humphreys and colleagues are now undertaking three new projects with the GMC</b></p> <ul style="list-style-type: none"> <li><b>a. Clarify factors associated with the progression of cases in the GMC's fitness to practice processes (05/06)</b></li> <li><b>b. Measure organisational attitudes to diversity</b></li> <li><b>c. Undertake a literature review of issues</b></li> </ul> <p><b>Other relevant questions for HPC...</b></p> <p><b>What are the precursors of medical performance problems? What are the challenges encountered by ethnic minority doctors. What about other health care professionals in relation to ethnicity and referral?</b></p> <p><b>In addition there were interesting presentations from Melody Rhydderch, Cardiff, on the biopsychosocial factors associated with performance and John Fromson Harvard on a behavioural programme for doctors in the US. (Details upon request)</b></p>	
<p><b>Follow up with Charlotte Humphreys on possible avenues of research on HPC Fitness to Practice data</b></p>	

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**FEEDBACK SHEET TO BE COMPLETED AFTER THE MEETING**

<b>Name of Council Member</b>	Keith Ross
<b>Title of Conference/Meeting</b>	IAMRA 8 <sup>th</sup> International Conference on Medical Regulation
<b>Date of Conference</b>	6-10 October 2008
<b>Approximate number of people at the conference/meeting</b>	200
<p><b>Issues of Relevance to HPC</b>  Entire conference focussed on regulatory issues with an emphasis on medical regulation. Sessions covered professionalism, ethics, workforce governance, revalidation, performance assessment, fitness to practise, the context of practise, individual and system failures, assessment and remediation, experiences of international graduates. Although focussed on medical issues, the conference sessions highlighted issues of relevance to HPC and confirmed that regulatory issues are common across health professions. Other regulators are grappling with the same issues as HPC, and we can learn from them, as they can learn from our experience. A number of sessions dealt with the issues of poor performance, competence, remediation, and systematic and objective ways of measuring performance. They highlighted the significant time and cost of introducing and maintaining such systems – highly relevant in the context of our discussions on revalidation. The focus of time money and effort – running to millions – on what was universally acknowledged to be around 1% of the professional population was not seen as an issue in itself nor questioned as a value for money issue. It was very useful to meet and talk to representatives of regulators from a wide variety of systems.  We also had the opportunity to see part of the South African healthcare system and to discuss with healthcare professionals, the issues they face, both in terms of healthcare and regulatory systems. A very worthwhile conference.</p>	
<p><b>Key Decisions Taken</b>  This was not a decision making forum, although there was some discussion about the future direction of the association and the content and format of future conferences.</p>	

Please complete as much of the above as you can and return by post to Alison Roberts, Council and Committee Secretariat, Health Professions Council, Park House, 184 Kennington Park Road, London, SE11 4BU, or alternatively by e-mail to [alison.roberts@hpc-uk.org](mailto:alison.roberts@hpc-uk.org)