

Health Professions Council – 20 May 2009

Draft annual report 2008-2009

Executive summary and recommendations

Introduction

The text for the front section of the Health Professions Council 2008-2009 annual report is attached. The document covers the financial year, 1 April 2008 to 31 March 2009. Financial statements ('back section') will follow.

Decision

The Council is asked to approve the following document, subject to minor editorial amendments. The Council is also asked to agree that the Audit Committee and the Finance and Resources Committee will be jointly responsible for reviewing the annual report and accounts and for agreeing any amendments.

Background information

The document has been edited by the Publications Manager in line with the HPC's house style.

At its meeting on 11 December 2008, the Council agreed that the annual report should be prepared as a word document which would meet the minimum reporting requirements set out in the Government Financial Reporting Manual. See Council paper available on HPC website at:

<http://www.hpc-uk.org/assets/documents/100025E016Annualreportandaccounts.pdf>

Resource implications

None

Financial implications

None

Appendices

Text for front section of HPC 2008-2009 annual report.

Date of paper

28 April 2009

1 April 2008 to 31 March 2009

Health Professions Council
Annual report and accounts 2008–09

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Foreword from the President

I am very pleased to present the 2008 - 09 annual report to you. The past year was one of unprecedented turbulence in the world's financial markets, and, as a result, the work of the financial regulators has come under increased public scrutiny. These external events rightly have an impact on all of us within the wider regulatory world. At the HPC, we have re-examined our own vision and strategy for the future and have reaffirmed our ongoing commitment to being a transparent and robust regulator, providing efficient, value for money regulation.

Looking back over the past year, the Council has continued to work hard to raise awareness of the role of the HPC and to engage with the professions we regulate, employers, professional bodies and others with an interest in what we do.

Since 2006 it has been compulsory for our registrants to meet our standards of continuing professional development (CPD). In the last year, we began the first round of CPD audits, with chiropodists / podiatrists and operating department practitioners the first professions to be audited. Consequently, CPD has been a focus of our communications work, with numerous presentations held across the UK. We have been pleased by the very positive outcomes of the first audits and plan to produce a separate report for stakeholders.

Our popular Listening Events for registrants have helped to answer questions about a whole range of topics, and these events continue to be an important part of how we engage with registrants. A second round of Employer Events received positive feedback, and we plan to hold more such events in the coming year. We also undertook focused work with charities, advocacy organisations and others to raise awareness of the HPC amongst older people and their carers.

In 2008–09, we continued to work with the governments of the four countries and other stakeholders to influence the policy agenda and ensure that we are well prepared for change. The recommendations of a Professional Liaison Group set up to discuss revalidation highlighted still further the value of working closely with stakeholders and the importance of increasing our efforts to develop the evidence-base for regulation. The Council also undertook work to prepare for reforms which will see it become smaller and more strategic in the coming year.

Our considerable achievements to date could not have been possible without the hard work and dedication of everyone involved. I am delighted to be continuing as Chair of the Council from July 2009 and I am confident that the restructured Council will be even better equipped to work with the challenges of the coming years.

Anna van der Gaag, President

Introduction from the Chief Executive

This has been another year of growth and development at the Health Professions Council and there is every indication that 2010 will be no different.

Last year the Register grew further, reaching a new high of 185,000 by year end. In the coming year, we expect this number to grow still further. Subject to legislative approval, we will welcome seven types of practitioner psychologist into statutory regulation for the first time. In the past year we also worked in partnership with the Hearing Aid Council to consult on standards of proficiency, in preparation for the regulation of hearing aid dispensers in late 2010. We also established a Professional Liaison Group (PLG) to work with the psychotherapy and counselling professions to make recommendations about their future statutory regulation. I strongly believe that the HPC remains well placed to regulate these professions and that regulation is of benefit to both the public and the professions themselves.

Early in 2008–09, a new part of our building was opened, providing the extra space on our existing site that we needed to ensure we continue to perform our role effectively. In particular, the extra space has meant that we can now hold more fitness to practise cases at Park House than ever before. The number of cases continues to rise with x allegations received and x conduct and competency and health committee hearings held, an increase from 424 allegations and 156 hearings last year. However, our fitness to practise cases still involve only a very small minority of practitioners, just x% of registrants were subject to a complaint last year.

I would like to take this opportunity to thank the members of the Council, the Committees, our partners, and our employees for their hard work, commitment and enthusiasm over the past year.

Marc Seale
Chief Executive and Registrar

The Council

The Council submits its seventh annual report together with the audited financial statements for the year ended 31 March 2009.

Legislative and regulatory background to the Council

The Health Professions Council (HPC), a 'Body Corporate', was set up on 1 April 2002 by the Health Professions Order 2001. The HPC replaced the Council for Professions Supplementary to Medicine (CPSM). The Council is one of nine UK statutory regulators of healthcare professionals. The Council currently regulates approximately 185,000 individuals. These are known as registrants and are members of the 13 professions regulated by the HPC. The number of registrants changes on a daily basis. The Council is an independent organisation. It is self-funding. It is regarded as a public body but it is not part of the four Departments of Health for the UK or the NHS UK. Virtually all its financial costs are funded by fees from registrants. The fees are set out in the Health Professions Council (Registrations and Fees) Rules. Any fee increase is subject to a consultation and must be approved by The Privy Council. In May 2005 the Council purchased a subsidiary, 22-26 Stannary Street Limited, to acquire the adjoining land and buildings of 22-26 Stannary Street.

Council objectives

The principal objective of the Health Professions Council is set out in the Health Professions Order 2001. The objective is 'to safeguard the health and well-being of persons using and needing the services of registrants'. The main function of the Health Professions Council is to establish standards of education and training, conduct and performance for members of the relevant professions and to ensure the maintenance of these standards.

Corporate governance arrangements and organisational structure

In accordance with the governance arrangements set out in the Health Professions Order 2001, the Council has four statutory committees. These are:

- the Conduct and Competence Committee;
- the Education and Training Committee;
- the Health Committee; and
- the Investigating Committee.

The Council has also established three non-statutory committees. These are

- the Audit Committee;
- the Communications Committee; and
- the Finance and Resources Committee.

Composition of the Council

Members during the year

All Council members served throughout the year except as shown below:

Anna van der Gaag – President

Registrant members

Karen Bryan
Helen Davis
John Donaghy
Elizabeth Ellis (until 26 November 2008)
Morag MacKellar
William Munro
Pam Sabine
Jeff Seneviratne (from 9 July 2008)
Graham Smith
Annie Turner
Diane Waller
Neil Willis
Stephen Wordsworth (from 9 July 2008)

Alternate members

Ozan Altay
Patricia Blackburn
Sue Griffiths (until 26 April 2008)
Daisy Haggerty
Carol Lloyd
Alan Mount
Helen Patey (until 12 October 2008)
Jacqueline Pearce
Gill Pearson
Doug Proctor
Jacqueline Sheridan
Eileen Thornton
Mark Woolcock

Lay members

Paul Acres
Mary Clark-Glass
Robert Clegg

Peter Douglas (until 31 March 2009)
Sheila Drayton
Christine Farrell
John Harper
Tony Hazell (until 31 December 2008)
Jeff Lucas
Keith Ross
Barbara Stuart

The Health Professions Order 2001 provides for a situation whereby non-Council members can be appointed to any committee of Council.

The Council has appointed the non-Council members to the following committees:

Audit Committee – Richard Kennett
Education and Training Committee – Stephen Hutchins
Finance and Resources Committee – Daniel Ross
Health Committee – Shah Khan
Investigating Committee – Nigel Callaghan

There is currently a vacancy for the non-Council member (a registered medical practitioner) on the Conduct and Competence Committee.

A Register of Interests in respect of all members is maintained. The register is published on the HPC website.

The Chief Executive and Registrar is Marc Seale.

Method of appointment or election of Council members

The full membership of the Council is 40 members, 13 registrant members, 13 alternate members, 13 lay members and a President. The President may be either a registrant or a lay member. There are currently seven vacancies on the Council, one for a registrant member, two for alternate members and four for lay members. The registrant and alternate members are currently elected by registrants from the same part of the Register. The lay members are appointed by the Appointments Commission. The numbers of registrant and alternate members (i.e. 13) is linked to the number of professions currently regulated by the Council. There is an alternate member for every registrant member. Alternate members have the same functions as registrant members but are only able to attend Council meetings in their capacity as a member and vote if registrant members are not present at the meeting. There must be at least one lay member and one registrant or alternate member for each country within the United Kingdom.

Committee Membership

As set down in the Health Professions Order 2001, all committees are chaired by Council members. The majority of committee members are also Council members, however the Council has appointed six non-Council committee members to bring additional professional skills and expertise to committee decision-making. These members were appointed in accordance with the principles set out by the Office of the Commissioner for Public Appointments.

The Council has a number of executive departments operating under the leadership of the Chief Executive. These departments are:

- Communications;
- Education;
- Finance;
- Fitness to Practise;
- Human Resources;
- Information Technology;
- Operations;
- Policy and Standards;
- Registration; and
- Secretariat.

Form of Financial Statements

In accordance with Article 46(1) (b) of the Health Professions Order 2001, the Financial Statements have been prepared in a form directed by the Privy Council in its Accounts Direction, which complies with the HM Treasury Guidance on the preparation of accounts for non-departmental public bodies, as if the Council was a non-Departmental Public Body (NDPB) of the Department of Health.

Corporate, social and environmental responsibility

A 'statement of intent' document relating to corporate, social and environmental responsibilities was approved by the Council in 2007. A number of initiatives were pursued by a cross-directorate working group during 2008–09. These included:

- establishing a Fire and Safety Team (FAST) which includes representatives from each area of the building;
- undertaking an employee attitude survey in summer 2008 which included questions about the working environment; and
- researching and planning the implementation of a childcare-voucher scheme in 2009.

Recycling

In 2008–09, we recycled approximately 1,500 kilos of paper each month. We have also introduced new facilities for recycling plastic drinking cups in our offices and public spaces.

Tree planting

In November 2008, Kate Hoey, Member of Parliament for Vauxhall, planted three trees outside the HPC offices in Stannary Street. The trees were donated by the HPC and supplied by Trees for Cities, a national charity working with local communities on tree-planting and landscaping projects. We also worked closely with the Heart of Kennington Residents' Association in organising the tree-planting ceremony, which received coverage in local media.

In the coming year we plan to continue our commitment to corporate, social and environmental responsibilities and to implement further initiatives involving all HPC employees.

Methods used to assess performance [to be included in remuneration report]

The review system for Council members was agreed by the Council in 2006. The system provides firstly, a mechanism for annual self-appraisal; secondly, appraisal of the President; and finally an opportunity for members to discuss their experiences of the HPC with the President. The system is competency-based, in common with many systems used for review of board members.

Members complete a self-appraisal form and meet with the President for discussion and feedback and identification of any training needs. The President then presents a paper to Council, outlining general themes and conclusions from the process.