

Chair's Report – 22 May 2025

1. Purpose of Report

To flag developments at the HCPC from the Chair's perspective and to update on activities of note.

2. Highlights

HCPC people

Conversation with Christine session 13 May

I had the privilege of hearing from James Wilson (Quality Assurance Manager), Michael Glass (Case support officer), Karishma Pankhania (FTP Training and Development Partner) and Sandra Memudu (Talent Acquisition Officer) at my most recent session with employees. Colleagues share their experience of the HCPC, I listen and if they wish, answer questions that may be on their minds.

It is truly heartening when a wide range of employees and stakeholders make time to observe Council meetings. By way of improving inclusion and participation, following on from Tony Glazier's memorable reflection on his thirty years at the HCPC, we are asking employee colleagues to do the reflection at the end of the Council's public meeting.

The Council as a whole is looking at how better to connect with the wider organisation and its stakeholders, I would like to be able to liberate the talent around the table so we can learn from each other and strengthen organisational bonds.

Council

Quarterly reflections with Council Apprentices

Our new Council Apprentices are 'launched', and I have already had a first review with Sejal Patel and Alice Gair, who seem to be getting on swimmingly and are always disarmingly curious! They also much appreciate the support they have been getting from executive and non-executive colleagues.

Council efficacy - seminar 8 May

Following a thorough debrief on the findings of the Samir Review, the Council reconvened to consider and discuss which actions should be prioritised. We were conscious of wanting to allow the Governance team, within Corporate Affairs and led by Claire Amor, the space to be able to deliver a considerable programme related to

strategy and engagement as well as co-ordinating the Council's next steps of its effectiveness.

Our collective view was that Yasir Samir's work had been exemplary, wide-ranging and thorough. We had found the involvement of the Executive Leadership Team (ELT) and wider HCPC very valuable. We did have to be reminded that the score card from the exercise was extremely positive, the Council had judged itself quite sternly!

A programme of activity has been agreed, and this will be shared with the Council as well as ELT. We plan review points at six and twelve months.

Quarterly meeting with Senior Council Member (SCM) 19 May

As ever, my meetings with Senior Council Member David Stirling always give me pause for thought. We discussed how the future ambition for the HCPC might look, mindful that we are once again at a critical inflection point. We have both been impressed and assured by how quickly our four new Council members have integrated, bringing refreshed thinking, clarity and new intellect to the table as well as clearly compatible values and a real sense of purpose.

Council reappointments

2024 was a busy year for Council appointments with four new members joining us. While we will not be undertaking an appointments campaign in 2025, five members of the Council will reach the end of their current terms by 31 December 2025, all five members are eligible for another term of varying length. The Governance team are currently launching the reappointment process to consider the reappointments of these members in late June. My thanks to Lianne Patterson who has agreed to join the reappointment panel, along with an independent specialist in public appointments, as per the HCPC's Council appointment process.

Welcome meetings

I have meetings in view with Helen White, Education and Training Committee (ETC) independent member and Dabbi Taylor, Education and Training Committee student representative. The HCPC's independent members bring great insight and value to our committees and are being encouraged to come along to the Council to get to know the wider team and see how we go about our decision making.

Stakeholders

Katie Hilton, registered dietician and TikTok influencer

It was energising to meet Katie, who has made it her mission to combat the disinformation prevalent on social media about what constitutes 'healthy' eating. She is quite the phenomenon (in a good way) on TikTok! We had a lengthy conversation, found lots of common ground and Katie is going to be interviewed by me for our current social channels. She also going to include a clip on her TikTok channel.

‘Royal National Institute of the Deaf’ (RNID) 3 April

Claire Amor and I met representatives of the RNID, the national hearing loss charity. We discussed ways in which we could mutually support one another. The RNID has educational objectives and the HCPC is seeking to have patient influence from the outset of our strategy formation. A most productive meeting and important new relationship.

Fitness to Practise Performance Improvement Board 24 April

It is four years since the Board, which I chair, was formed, in response to our then long term failure to meet Professional Standards Authority (PSA) Standards. Today, thanks to the unswerving dedication and professionalism of Laura Coffey (Executive Director of Fitness to Practise and Tribunal Services) and her team, supported by Andrew Smith (Deputy Chief Executive and Executive Director of Education, Registration and Regulatory Standards) and over the last two years by our Chief Executive Bernie O’Reilly, Fitness to Practise (FTP) is in a strong position.

We all agree that we are not at all complacent, but at the same time, we are confident that the culture of problem solving, and continual improvement will maintain and improve our performance across the Standards.

We are not yet meeting Standard 15, timeliness, but a thorough re-appraisal is underway, and we remain focused on achieving it despite unprecedented levels of demand. The Board had an open discussion about what more could be done, and we encouraged the PSA to feed back any examples of best practise that could assist us.

We have always said that our aim was to be not just ‘good enough’ but to become the best we can be and with that in mind, the Board has re-named itself, the ‘FTP Performance Excellence Board.

Throughout the Board’s lifespan, we have been immensely grateful for the participation of the Department of Health and Social Care and of the PSA, whose role has been to offer feedback when appropriate. We are delighted that they have confirmed their continuation on the Board.

Continuing Professional Development (CPD)

My study in the period has included:

How to deliver inclusive growth (Andy Haldane, CEO of the Royal Society of Arts, formerly Chief Economist of the Bank’ Gillian Tett, Financial Times)

AI: The Medical Protection Society online symposium on AI safety 29 April;
How great managers win in the AI era; How to create and delegate work to your own AI agent; How product managers use AI to simulate other people; Agentic AI for Leaders.

Mentoring craft day – a workshop with career mentors and coaches considering the themes facing organisations currently and in the near future and how best to support their leaders.

3. Regulation

There has been no further news about the regulation of NHS Managers. However, we did receive (along with the other regulators concerned) a letter from Minister (Karin) Smith setting out the Government's intention to reform the legislation of the HCPC and the Nursing and Midwifery Council (NMC) within the lifetime of the current Parliament.

Executive colleagues are taking a measured approach to commenting on the several iterations of changes in the General Medical Council's legislation, which we are being asked to do. The aim is to indicate our commitment to and enthusiasm for, reform, without over-stretching resources in what could be a long wait.

4. Fee increases for registrants

The statutory instrument bringing the fee rise into effect has become Law and the planned communications activity to support its introduction has been initiated.

5. Stakeholders and colleagues

During the period, I met colleagues and stakeholders including:

PSA Chair and CEO (with HCPC CEO)

Helen Gough, Council Member

RNID

PwC technology partner – market update

PPL – participant in Chairs' 'Consent' group, with deep expertise in NHS and community systems