

Council, 26 March 2009

HPC Strategic intent 2009/2010 to 2014/2015

Executive summary and recommendations

Introduction

At its strategy meeting on 10 February 2009, the Council discussed a draft strategic intent document for the period 2009/10 to 2014/15.

This document has now been revised in light of the Council's discussion.

Decision

The Council is invited to discuss and agree the attached strategic intent document (subject to any changes resulting from the Council's discussion).

Background information

Draft strategic intent considered at the Council meeting on 10 February 2009:
<http://www.hpc-uk.org/assets/documents/1000267520090210Council-enclosure2-HPCstrategicintent2009-15.pdf>

Resource implications

None

Financial implications

None

Appendices

None

Date of paper

16 March 2009

Health Professions Council

Strategic intent – 2009/10 to 2014/15

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Introduction

About this document

This document outlines the Health Professions Council's ('the Council') strategic intent for the period 2009/10 to 2014/15.

This document replaces the strategic intent published in 2007 for the period July 2007 to 2011. The strategic intent was previously published in 2002, 2004 and 2006.

The previous strategic intent identified key areas of work structured around three core 'themes':

- Improve

To improve the processes and performance of the organisation

- Influence

To influence the agendas of other organisations and the wider regulatory landscape

- Promote

To promote best practice in regulation

This new strategic intent is more topic focused, identifying the organisation's vision for the future and those areas that form the Council's strategic priorities for 2009/10 to 2013/15. However, the themes outlined above continue to be embedded in the vision and priorities outlined in this document.

About us

The Health Professions Council is an independent UK healthcare regulator set up by the Health Professions Order 2001.

We currently regulate 13 professions:

- Arts therapists
- Biomedical scientists
- Chiropodists / podiatrists
- Clinical scientists
- Dietitians
- Occupational therapists
- Operating department practitioners
- Orthoptists
- Paramedics
- Physiotherapists
- Prosthetists / orthotists
- Radiographers
- Speech and language therapists

Our primary purpose is to 'safeguard the health and wellbeing of persons using or needing the services of registrants' (Health Professions Order 2001, Article 3 (4)).

To protect the public we:

- set standards for entry to the Register and for continued registration;
- approve education and training programmes that successfully deliver those standards;
- maintain a register of individuals who successfully complete those programmes; and
- take action if the standards may not have been met (i.e. via our fitness to practise process)

Unlike other health regulators, our legislation gives us the powers to make recommendations to the Secretary of State on the regulation of new groups.

External drivers

The White Paper 'Trust, Assurance and Safety – The Regulation of Health Professionals in the 21st Century' and the outcomes of working groups set up to implement the White Paper's recommendations will continue to be a crucial external driver.

In particular, this is a period in which there are a number of groups that are likely to become regulated which would lead to a significant growth in registrant numbers.

These groups include:

- Practitioner psychologists
- Hearing aid dispensers
- A range of healthcare scientists
- Psychotherapists and Counsellors
- Dance movement therapists

There may also be developments in the proposed regulation of acupuncturists, medical herbalists and traditional Chinese medicine practitioners and in the possible regulation or licensing of assistants or support workers. Further groups may also be recommended for regulation via the Council's new professions process.

Other White Paper recommendations that may have a significant impact in this period include:

- Proportionate and risk based revalidation of all health professionals
- Review of regulation likely to take place in 2011

The strategic objectives outlined in this document have been developed with reference to these external influences. However, this document will be kept under review and revised when there are significant changes to the internal or external environment.

Internal drivers

The HPC now has a well established culture of continuous quality improvement across all its departments. This culture acts as a catalyst for ongoing review of processes and implementing change where change results in improvement. This aspect of the culture of HPC also guards against any sense of complacency and reflects the overall values of the organisation.

The HPC believes that regulation is a safeguard for the public and a mark of quality for the professions. As such, HPC will seek to drive up standards in the professions it regulates and extend regulatory boundaries beyond the current regulated professions. It will pursue this using a consultative evidence based approach.

Vision and values

Our vision

Our vision is to be recognised internationally as a model of good practice in the regulation of health professionals.

Values

Our values are a set of principles which reflect both the social context in which the organisation operates and its business drive to deliver effective and efficient regulation.

Our values are:

- Transparency
- Collaboration
- Responsiveness
- Value for money
- High quality service

Strategic objectives

The diagram illustrates how the strategic objectives are linked to the organisation's central commitment to public protection.



Beneath each objective, ways of delivering or measuring each objective are outlined. They are not intended to be exhaustive and are for indicative purposes only. However, they do give some indication as to how these objectives will be embedded in workplans and progress measured by the Council and its Committees. There will also be cross-referencing to the risk register held by each department and monitored by Council and its Committees.

1. To maintain and develop good governance during and after the restructuring of the Council

- Ensure continued financial probity of the organisation
- Ensure continued risk management of the organisation
- Maintain regular monitoring of the organisation's performance against its strategic objectives
- Invest in training of employees and Council members to develop skills
- Continue to operate annual performance review of Council members and Chair
- Ensure restructured Council maintains its corporate memory and proactive engagement with the professions

2. To maintain and develop efficient business processes throughout the organisation as it grows

- Revise and update standards and processes as required across all functions
- Maintain and expand ISO registration
- Maintain and develop corporate social responsibility agenda
- Maintain and develop equality and diversity policies
- Build partnerships with suppliers and value for money procurement

3. To increase understanding and awareness of regulation amongst all stakeholders

- Raise awareness and understanding of the HPC's role in regulation across all key interest groups
- Extend engagement with the public through improved access to information about the HPC
- Influence the regulatory agenda through ongoing dialogue and engagement with key stakeholders
- Engage with registrants to increase understanding of the benefits of regulation, the work of the Council and what is required of them
- Engage with registrants to increase understanding of the benefits of regulation, the work of the Council and what is required of them
- Increase engagement with employers, government and other regulatory agencies across the four countries
- Ensure continued participation in the UK and international regulatory forums on best practice in regulation and the importance of global transparency and partnership working

4. To build the evidence base of regulation

- Undertake research and consultation into HPC's current regulatory processes (i.e. fitness to practise, education, registration)
- Undertake research into risk based revalidation and CPD monitoring
- Engender greater understanding of risk based approaches to regulation
- Ensure that research reports are widely disseminated
- Use seminars to discuss research findings with stakeholders
- Ensure that HPC research findings are taken into account in the development of wider regulatory policies

5. To proactively influence the policy agenda on regulation reforms

- Explore alternative models of regulation (i.e. licensing, protection of function) for some groups (e.g. support workers and other occupations) and to make changes to the current systems where appropriate (e.g. extension to number of protected titles)
- Make proactive recommendations made to the Secretary of State and Scottish Ministers about the regulation of new groups and the regulatory impact of new or changing roles across the health and social care sector (e.g. post registration qualifications, number of regulators)
- Undertake more work in raising awareness and understanding of the need for the regulation of new professions
- Ensure HPC's research on revalidation and risk are disseminated
- Explore and make recommendations on the proposals around independent adjudication

6. To ensure that our values and processes dovetail with the respective healthcare delivery agendas in each of the four home countries

- Build relationships and increase understanding through continued meetings with government departments in England, Scotland, Wales and Northern Ireland
- Investigate viability of an increased physical presence in Scotland, Wales and Northern Ireland

Measuring success

The strategic priorities outlined in this document will be embedded and 'operationalised' in the workplans produced by each department or directorate.

These workplans set out each department's work and priorities, including anticipated completion dates, in light of the strategic direction set by the Council.

These workplans are approved, and subsequently monitored, by the Council or a Committee, as appropriate.

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