

Council, 24 September 2020

Matters arising

Introduction

Below is the actions list as agreed at the public meetings of the Council held on 28 July, 21 May 2020 and 4 December 2019

	Action point (and location in minutes)	Action for	Comment
28 July 2020			
	Item 3.i. 20/82 Chief Executive's performance report		
1	The Council requested that a summary of the HCPC's priorities for regulatory reform be provided to members to better assist them in advocating the HCPC's position with stakeholders. It was agreed this would be presented at the September 2020 Council meeting. (3.i.4)	Chief Executive	Included in the Chief Executive's performance report.
2	The Council discussed how the HCPC could strengthen its engagement with employers. It was noted that the Council would undertake its own stakeholder mapping exercise seeking to leverage Council Member networks more effectively. (3.i.5)	Council	This exercise was initiated at the Council seminar in August 2020.
	Item 3.ii. 20/83 Corporate Plan July-December 2020		
3	The Council requested that the HCPC's emerging work on registrant wellbeing be explicitly referred to as helping to inform the FTP Improvement Programme. (3.ii.4)	Director of Business Improvement	Complete
	Item 4. 20/84 Finance report and Q1 budget review		
4	The Council discussed employee turnover rates in FTP. It was noted that this had been an issue for some time which was concerning. The Executive noted that the end of fixed term contracts as a result of the transfer of social workers impacted on the turnover figures, but that employee retention and more efficient ways of recruiting in FTP was a priority of the FTP Improvement Programme, for example an FTP apprenticeship scheme was being developed. The Council requested to see the Executive's plans for reducing this turnover and the timescales for improvement. (4.4)	Director of Business Improvement Director of HR	Included in the Chief Executive's performance report.

5	<p>Item 5. 20/85 Equality, Diversity and Inclusion action plan</p> <p>Additionally, as discussed with Council members during the annual review cycle the Chair proposed that Council take forward a Council member apprentice scheme to assist BAME candidates who did not have boardroom experience. This proposal was supported by Council. (5.4)</p>	Chair / Executive	Proposal paper on the meeting agenda.
6	<p>Item 6. 20/86 FTP Improvement Programme overview</p> <p>The Council agreed the proposed FTP KPIs, to replace those reported against in the Chief Executive's performance report, with the understanding that a full suite of KPIs would be developed as part of the improvement programme. (6.7)</p>	Director of Business Improvement	The new KPIs are included in the CEO report. Longer term KPIs are in development.
7	<p>Item 7. 20/87 Experiences of the fitness to practise process – research report</p> <p>The Council suggested that the development of a set of principles setting out what registrants should expect from the HCPC when going through an FTP process. The Executive agreed to consider this. (7.6)</p>	Head of FTP	We will develop a customer charter in FTP during Q3 of 2020-21, which will set out what registrants and other parties to a case can expect from us.
8	<p>Item 8. 20/88 Professionalism and prevention framework</p> <p>The Council noted that the professionalism and prevention framework would be developed to incorporate their feedback, and would be presented to the Council at its September 2020 meeting. (8.8)</p>	Professionalism and Prevention Lead	On the meeting's agenda.
21 May 2020			
9	<p>Item 7.20/57 Matters arising</p> <p>The Council noted the Executive's response on matter arising four. While the Council accepted that the data was not available to understand the scale or impact of maternity returners to the register, it agreed the issue remained a concern that required future consideration. The Executive advised this issue would be considered when reviewing the return to practice guidance later in 2020. The issue would also be covered in the communications accompanying the fee rise when this is progressed. (7.2)</p>	Executive Director of Policy and External Relations	The review of return to practice guidance is expected to take place in Q1 2021-22.

4 December 2019

10	Item 8.19/177 Chief Executive's organisational performance report The Council agreed that KPIs required review for ongoing suitability. (8.3)	Chief Executive	BDO are undertaking a review of performance reporting which includes a benchmark and best practice for KPI reporting. KPIs will be developed to align with the corporate strategy.
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Decision

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

Background information

Public Minutes of the Council meetings held on 28 July, 21 May 2020 and 4 December 2019

Resource and Financial implications

None

Date of paper

16 September 2020