

Council, 1 July 2021

Matters arising

Introduction

Below is the actions list as agreed at the previous public meetings of the Council.

	Action point (and location in minutes)	Action for	Comment
27 May 2021			
	Item 4. 21/68 Fitness to Practice Improvement Plan – progress report		
1	The Council welcomed the benefits trajectory table relating to the perform plus work on page 9 of the report. The Council requested that a forward trajectory be provided for the full programme to map out the next six months of the programme. The Executive Director of Regulation noted that this was in development and would be shared once available. (4.6)	Executive Director of Regulation	Given the short turn around between meetings, this will be included in the September iteration of the report.
2	The Council noted that employee turnover remained high, with significant use of agency staff. Concern was raised that this turnover could reduce the benefits of the perform plus programme as participants left the HCPC. Tom Hampshire, PWC agreed to provide more detail on how the mitigations in place to minimize the impact of this risk. (4.8)	Tom Hampshire PWC	Information detail on the mitigations has been provided.
	Item 7. 21/71 Council appointments, reappointments, and appraisals 2021		
3	The Council agreed that the outcome of competency E should be amended to 'Council Member forms positive working relationships and values and seeks out the views of others.' (7.5)	Head of Governance	Complete
12 April 2021			
	Item 2. 21/57 Interim Budget 2021-22		
4	(The Chair of ARAC) encouraged the Executive to seek to achieve the Corporate Plan 2021-22 within the HCPC's current resource and emphasised the need to ensure that efficiency benefits set out in business cases were subject to benefits realisation monitoring. (2.5)	Executive Director of Corporate Services	A business case template was developed and endorsed by the PRC. The template is now in use.
5	(The Executive Director of Corporate Services) added that a cost improvement programme would be produced and would form part of the financial strategy to be presented to Council in July 2021. (2.11)		The medium-term financial strategy principles are included on the meeting's private agenda as part of the budget item.

6	The Council asked for more detail on the headlines of the costs in table B of the paper. The Executive Director of Corporate Services agreed this would be provided in the full budget. (2.16)		Included in the budget paper.
23 March 2021			
7	Item 3. 21/32 Chief Executive's performance report The Council requested an update on the scale and impact of the return to practice process on maternity leavers. The Executive agreed to provide this update at the May meeting of the Council. (3.3)	Executive Director of Professional Practice and Insight	An equality impact assessment will be brought to Council as part of the RTP consultation papers in September 2021
8	The Chair of the People and Resources Committee requested that cash levels be tracked as part of the standing finance report. The Executive Director of Corporate Services agreed that this was an important measure for the Council to track and that she was working with the finance team to deliver this. (3.7)	Executive Director of Corporate Services	Cash flow statement will be produced as part of the new management accounts format. First reporting to be presented at September 2021 Council.
9	Item 5. 21/34 Equality Diversity and Inclusion Strategy The Council welcomed the report noting the positive findings, members thanked Executive colleagues for the significant work to develop EDI practice which had enabled the positive findings. The Council noted that the HCPC had not met the PSA standard in this area in the previous year and that that it required ongoing focus and investment. The Council agreed that the gap analysis recommendations were accepted and should be taken forward and implemented. The Policy Lead agreed, noting that an action plan in response to the report would be put in place. (5.3)	Executive Director of Professional Practice and Insight	The development of the action plan has been paused until we recruit the new EDI advisor. The recruitment of this post has been delayed as discussions have been held about budgets and our ability to recruit vacant roles.

Longer term actions

1	The Council also agreed to review decisions taken on an annual basis though a risk lens to understand the application of risk appetite in practice and the consequences of those decisions on risk. (5.6) (25/02/2021)	Head of Governance	This annual review will be scheduled into the agenda plan.
2	The Council welcomed the proposed KPI suite noting that it was significant step from the HCPC's previous approach to KPIs. The Council noted its ambition for future reviews to include more output measures, though these could be more difficult to quantify. (6.3) (27/05/21)	Chief Executive	To be actioned at the next review of the KPI suite.

Decision

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

Background information

Public Minutes of the Council meetings referred to.