

HCPC - Multi Professional Regulation

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INPTRA - Singapore - 30th April 2015

UK comprises four Nations England, Northern Ireland, Scotland & Wales



Nine UK statutory regulators of healthcare professionals

**General
Chiropractic
Council**



**General
Dental
Council**



**General
Medical
Council**

General Optical Council



**General
Osteopathic
Council**

**General
Pharmaceutical
Council**

hcpc health & care
professions
council

NMC Nursing &
Midwifery
Council

**Pharmaceutical
Society**
of
Northern Ireland

HCPC UK statutory regulator of healthcare professionals

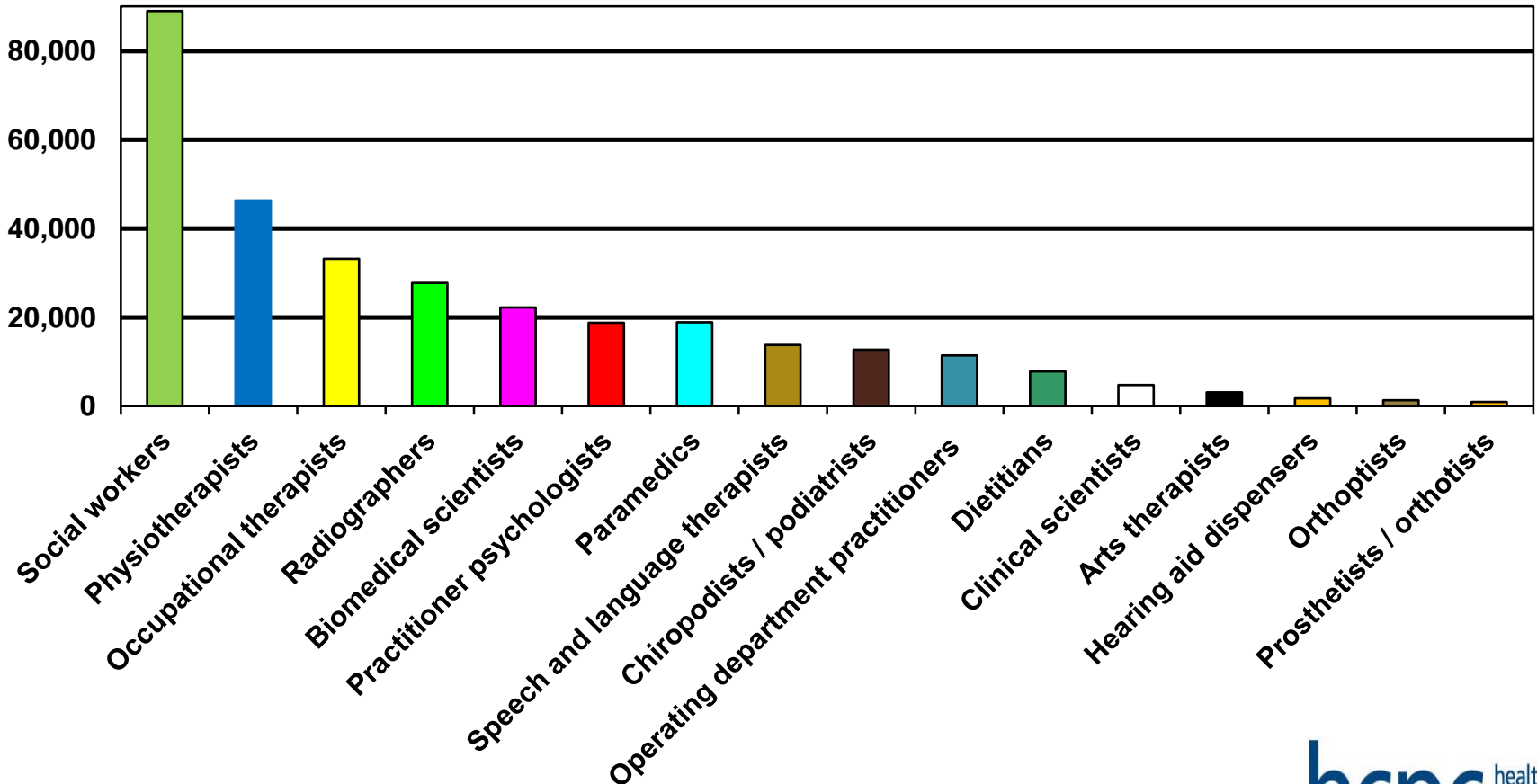
- **Health and Social Work Order 2001**
 - Secondary legislation (SI 2002 No. 254)
- **Independent of Government**
 - Not part of Ministry - Department of Health
 - Not part of National Health Service, (E,NI, S & W)
 - Not an Arms Length Body
 - Employees are not Civil Servants
- **Corporate Governance**
 - Council of twelve
 - Public appointment processes

HCPC UK statutory regulator of health & care professionals (contd.)

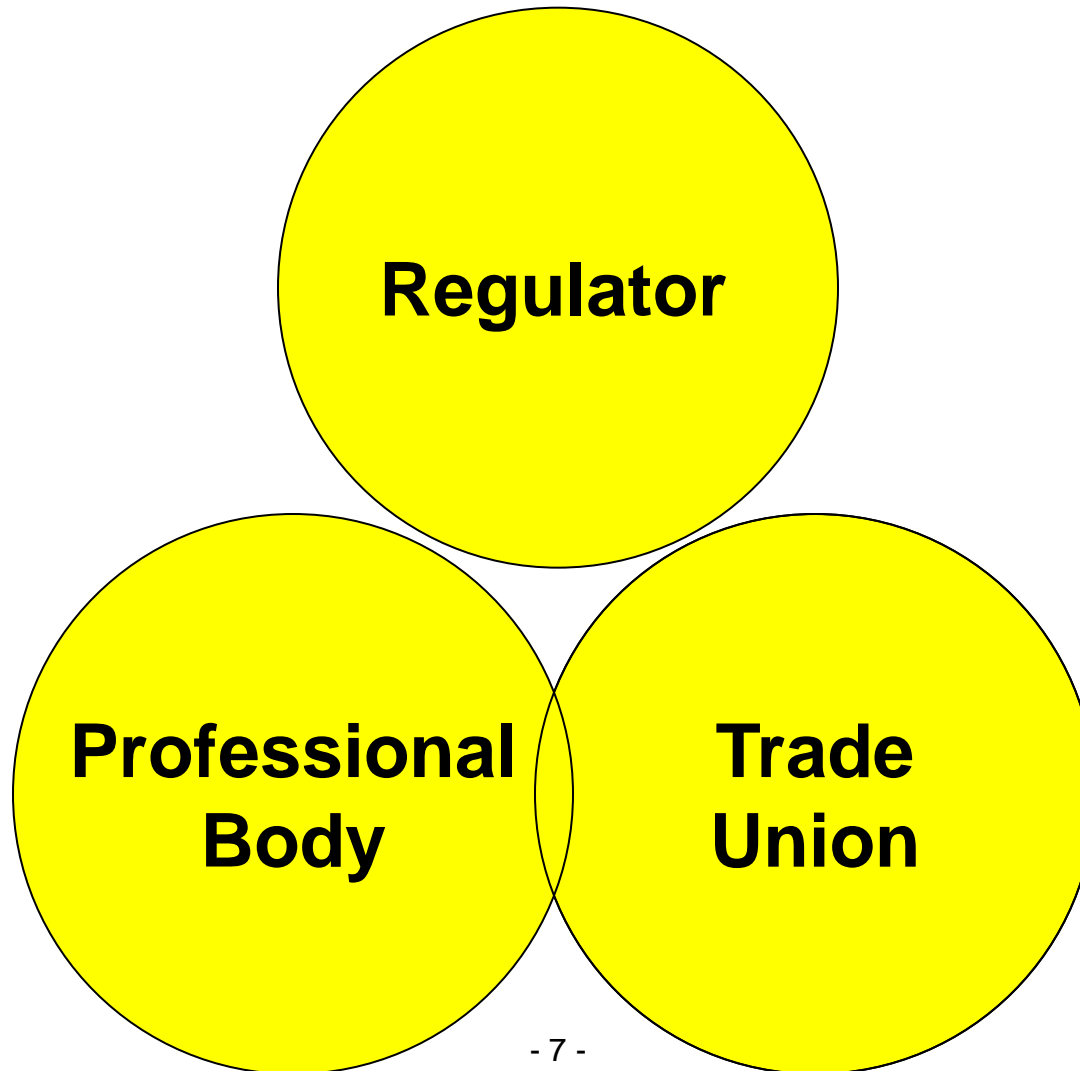
- **Body Corporate**
 - Self-financing
 - Not a Charity
- **History**
 - HCPC predecessor organisation the CPSM founded in 1961
 - GMC statutory regulation of Medical Practitioners established in 1858
- **Multi-professional**
 - Health & care professionals

Multi-professional statutory regulator 16 professions - 330,000 registrants,

@ April 2015



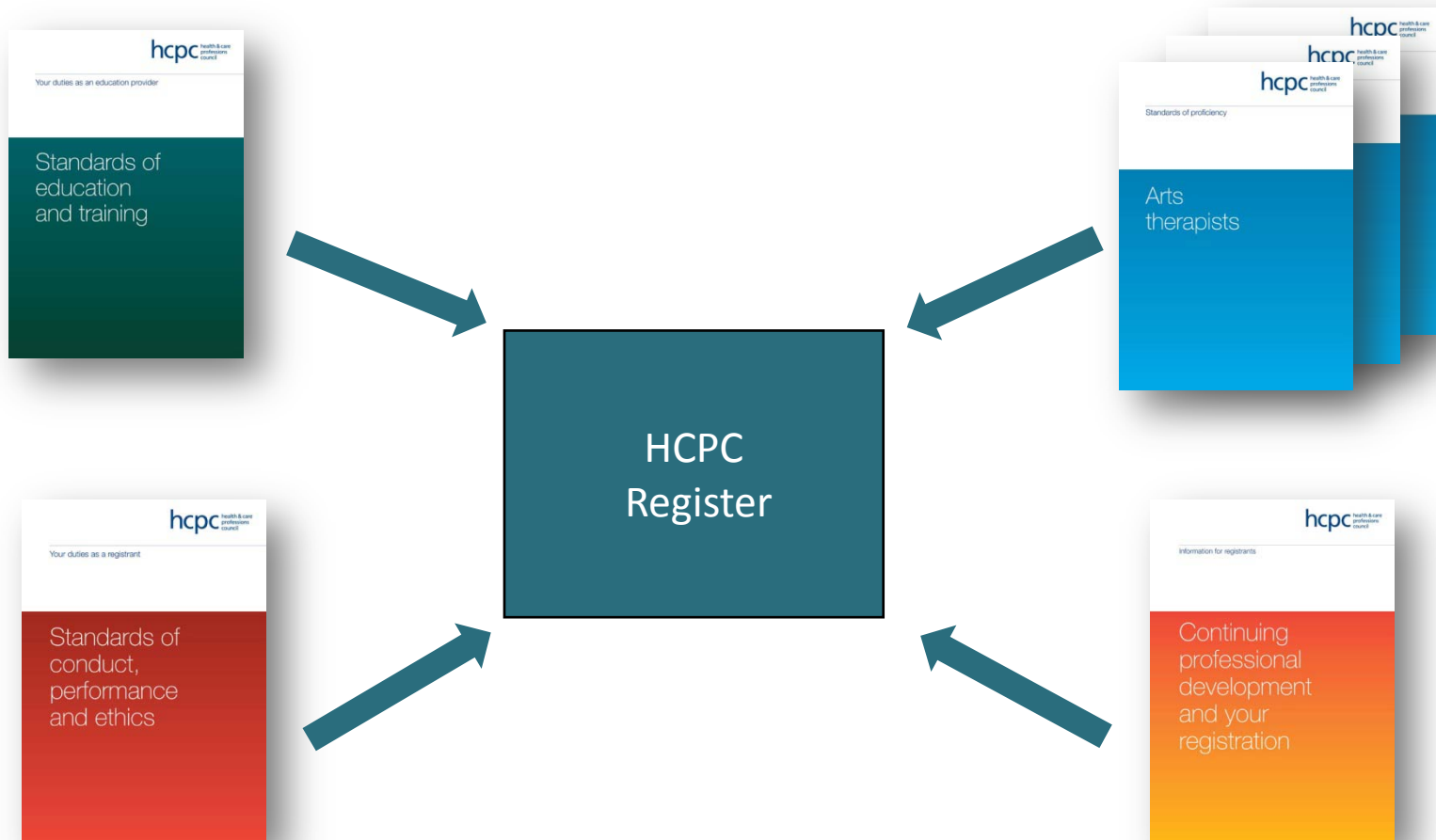
HCPC independent from Professional Bodies / Trade Union



Complementary Roles of Professional Body & Regulator

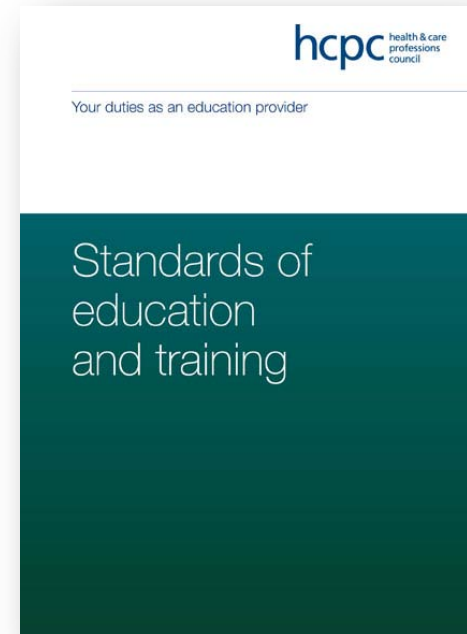
- **Professional Body /Professional Association**
 - Body of knowledge / Learned Society
 - Promotion of profession
 - Curriculum framework
- **Trade Union**
 - Terms & conditions of employment
- **Regulator**
 - Register
 - In UK, four processes & four standards

A Register with four processes & four standards



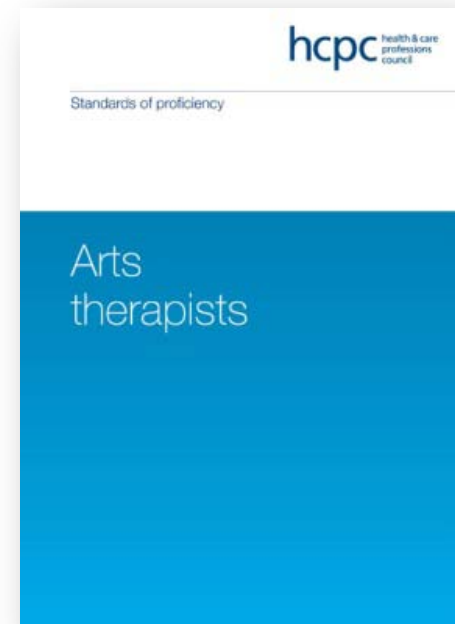
Standards of Education & Training

- **Standards against which we assess education and training programmes**
- **Students that complete a programme that meets the SETs will meet the SOPs**
- **We produce guidance for education providers**
- **952 approved programmes**
- **152 approved providers**
- **50+ visits pa**



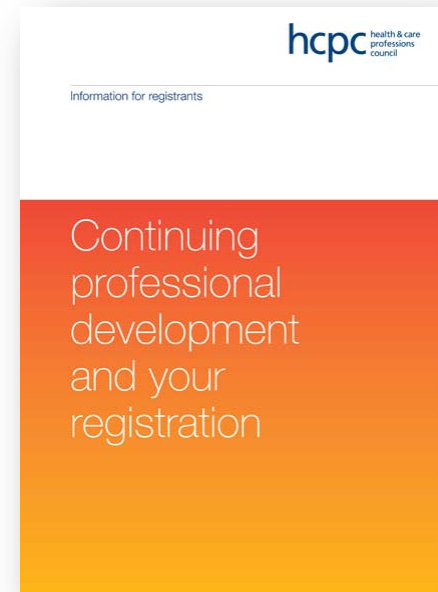
Standards of Proficiency

- **Threshold standards for entry to Register**
- **Safe & effective practice**
- **Generic & profession specific elements**
- **Expectations of skills, knowledge & competences**
- **Recognise that scope of practice will change**



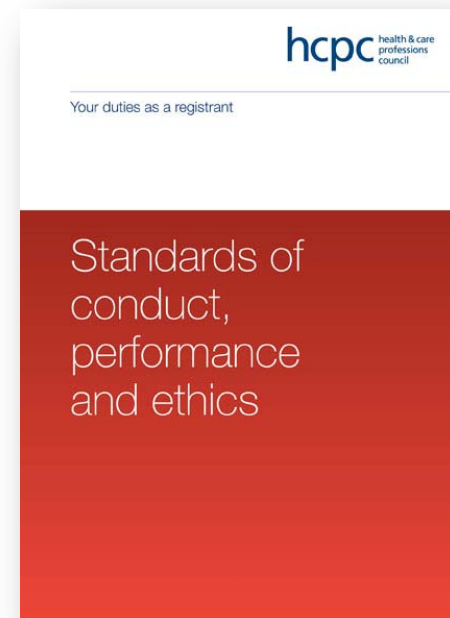
Standards of CPD

- **Requirements for on-going learning**
- **Outcome based approach**
- **Statutory requirement for all HCPC registrants**
- **Computer- generated random sample from 2.5% of each profession**



Standards of Conduct, Performance & Ethics

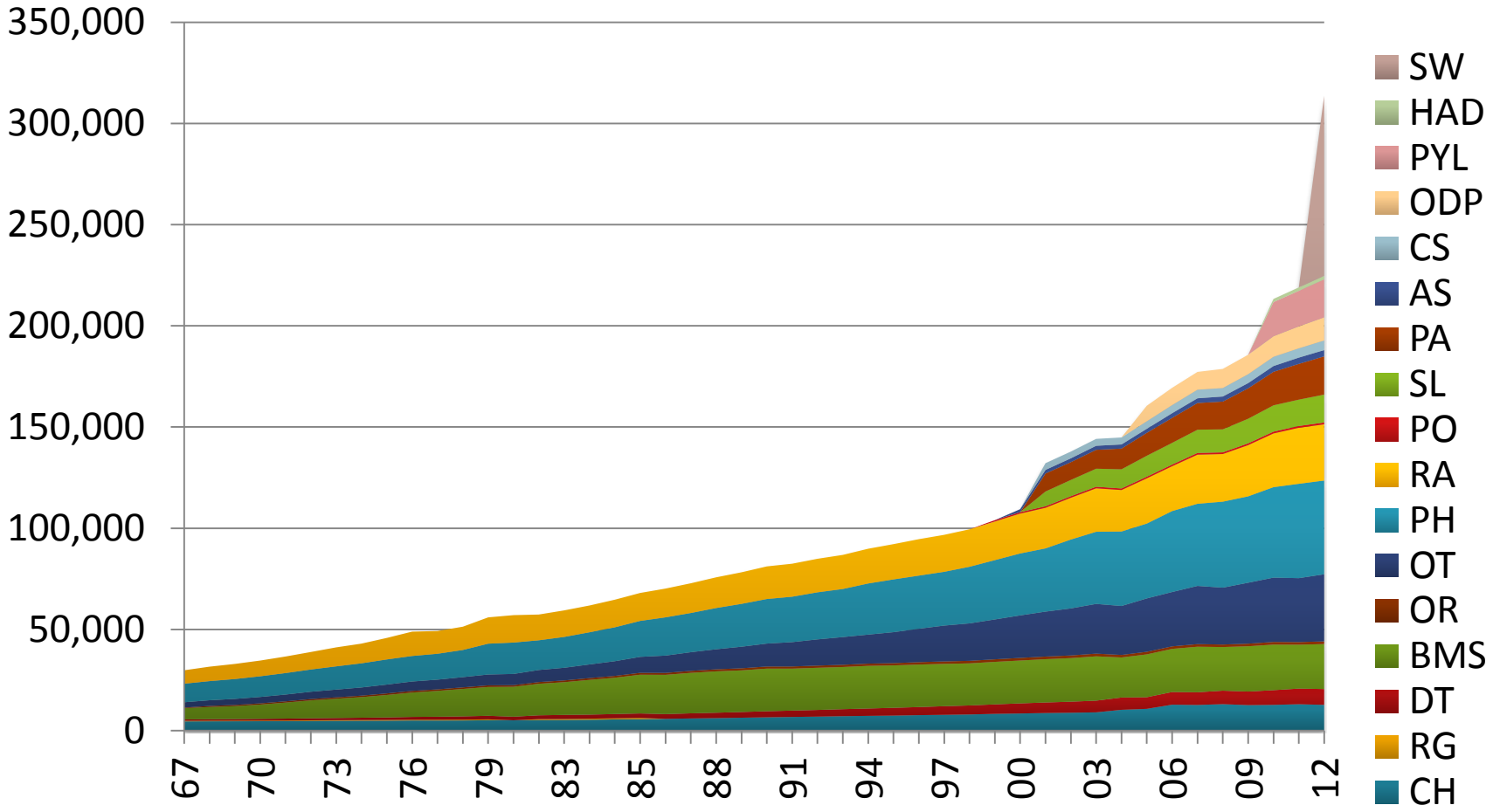
- **Describe the values & behaviours that we expect our registrants to adhere to**
 - 1. Act in the best interests of service users*
 - 2. Act with honesty and integrity*
 - 3. Keep high standards of personal conduct*
 - 13. Behave with honesty and integrity*
- **Apply to current & prospective registrants**
- **Guidance on SCPE for students**



Fitness to Practise

- **Uses the principles of restorative & rehabilitative justice**
 - Non-punitive process
- **Allegations**
 - 29% from employers
 - 34% from members of the public
- **Concerns raised about 0.35% registrants**
- **50 - 75 struck pa**
 - 0.03% of all registrants

HCPC's growth in registrant numbers



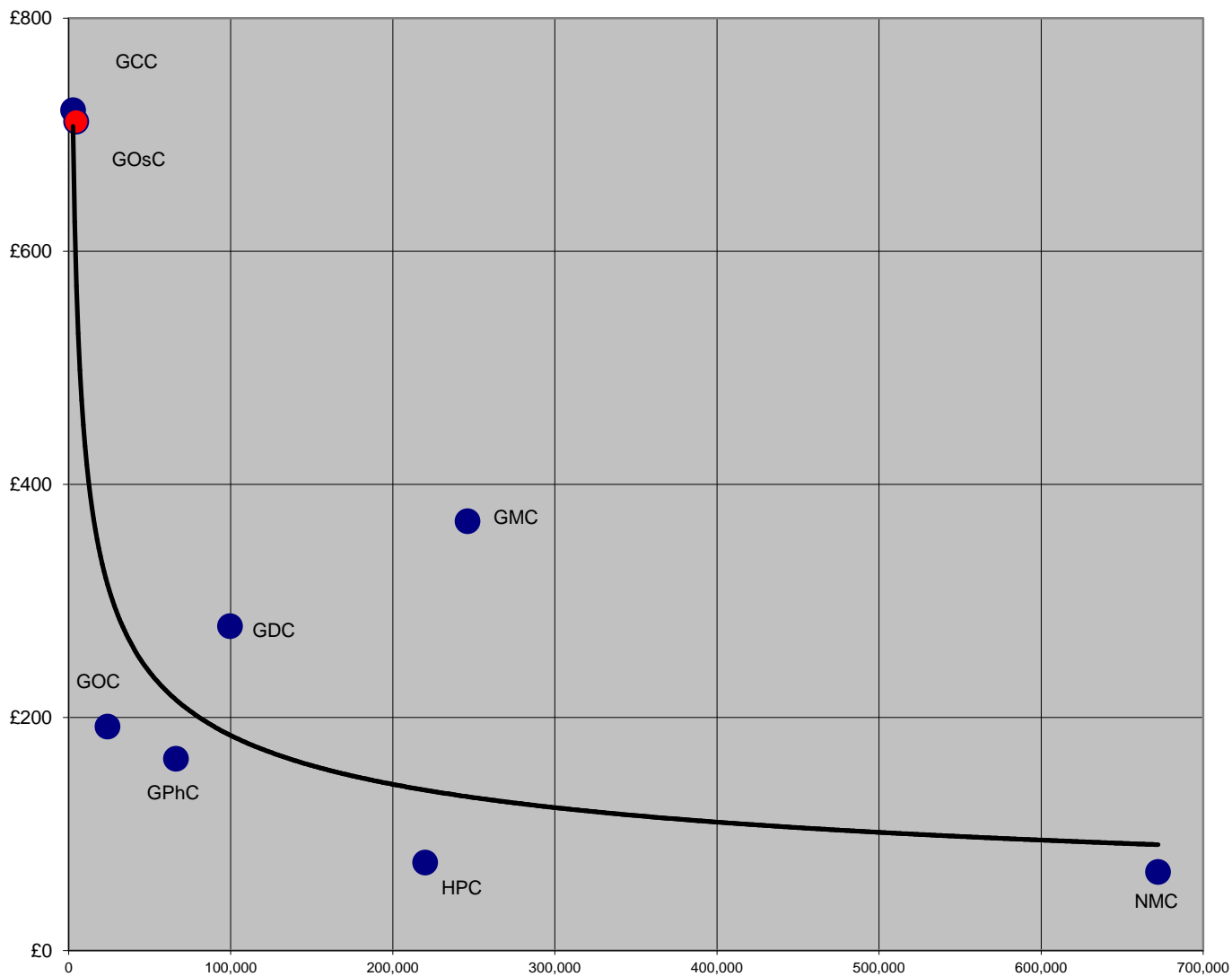
HCPC's growth from regulating new professions & register transfers

Profession	Date
Prosthetists & Orthotists	1 Oct 1998
Arts Therapists	1 Oct 1999
Clinical Scientists	1 Oct 2000
Paramedics	1 Oct 2000
SLTs	1 Oct 2000
ODP	18 Oct 2004
Psychologists (Practitioner)	1 July 2009
HADs	1 April 2010
Social Workers (England)	1 August 2012

Multi-Professional Regulation

- **Governance arrangements**
 - Size & composition of Board/Council
 - Strategic not operational
 - One budget
- **Avoid “Regulatory Capture”**
- **Professional Input**
 - Partners
- **Common Processes & Standards**
- **Minimum efficient plant size**
- **HCPC fees same for all professions**
- **Economies of Scale**

Costs £ UK 2010



Number of Registrants

Takeaway messages

- **Time, place, politics & history**
- **Politicians use Google**

Finding out more & keeping in touch



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