HCPC - Multi Professional Regulation

Marc Seale, Chief Executive, Health and Care Professions Council
INPTRA - Singapore - 30th April 2015
UK comprises four Nations
England, Northern Ireland, Scotland & Wales
Nine UK statutory regulators of healthcare professionals
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

Ref:MJS/HCPC/Singapore/April.2015
HCPC independent from Professional Bodies / Trade Union

Regulator

Professional Body

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
  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

Ref:MJS/HCPC/Singapore/April.2015
# HCPC’s growth from regulating new professions & register transfers

<table>
<thead>
<tr>
<th>Profession</th>
<th>Date</th>
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<tbody>
<tr>
<td>Prosthetists &amp; Orthotists</td>
<td>1 Oct 1998</td>
</tr>
<tr>
<td>Arts Therapists</td>
<td>1 Oct 1999</td>
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<tr>
<td>Clinical Scientists</td>
<td>1 Oct 2000</td>
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<tr>
<td>Paramedics</td>
<td>1 Oct 2000</td>
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<td>SLTs</td>
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<td>ODP</td>
<td>18 Oct 2004</td>
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<td>Psychologists (Practitioner)</td>
<td>1 July 2009</td>
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<td>HADs</td>
<td>1 April 2010</td>
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<tr>
<td>Social Workers (England)</td>
<td>1 August 2012</td>
</tr>
</tbody>
</table>
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
EoS Graph ...

**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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