

## Chair’s Report – February 2020

### 1. Purpose of Report

To update Council about the Chair’s activity and developments on HCPC issues.

### 2. Chair’s meetings

Date	Meeting
December 2	CEO recruitment briefing – update on search scope and methodology.
December 3	<p>Chairs, GMC and NMC – With the imminent advent of a new PSA Chair, we discussed what productive future PSA engagement might look like and drafted preliminary thoughts.</p> <p>Systems Strategic Review tender – discussion about the bids and selection of the successful party (PWC).</p> <p>Briefing by Safia Iman, FTP.</p>
December 4	Royal College of Occupational Therapists – Christmas address and networking. It was particularly useful to connect with CEO Julia Scott, who attended the HCPC’s outgoing CEO’s farewell event.
December 11	Marc Seale farewell event at HCPC – there was representation from Council (thank you to colleagues who joined us), the PSA, the Department of Health and Social Care and a handful of professional bodies as well as current and former colleagues. I was delighted that former HCPC Chair Anna van det Gaag was able to give the preliminary speech.
December 12	General Optical Council – Introductory meeting with Helen Tilley, CEO and Mike Galvin, Chair.
December 16	Eileen Mullan - discussion about the Senior Council Member’s role scope and remit.
December 17	<p>Isabel Ayo Ajao – update meeting with Chair of the HCPC Employee Forum.</p> <p>Vural Algamaz – update on potential salary range for HCPC CEO recruitment.</p>

December 19	Pelham Allen – update on SMT progress on the change plan.
January 10	PWC – debrief on initial stage of IT baseline review (attended by John Barwick and Pelham Allen).
January 14	Anne Owen – discussion about brief for next Council workshop.
January 15	Ekim Consultants – introduction to principals in established recruitment and coaching consultancy (attended by Claire Holt).  Daniel Wise – introduction to recruitment consultant introduced by PSA source.  Chartered Society of Physiotherapists - Karen Middleton – discussion to build on the relationship and update about mutual progress.
January 17	Introductory call with Scottish Chief Allied Health Professions Officer – with John Barwick.
January 21	Change programme implementation – briefing by Pelham Allen and ensuing discussion.  Head of Policy and Standards – briefing on Policy department work streams.  Council of Deans reception – HCPC singled out, with Suzanne Rastrick (Chief England NHS AHP Lead), as honoured guest.
January 22	InsideOut Mental Health Awards chairing – links with HCPC wellbeing agenda.
January 23	Kathryn Foreman – update on Remuneration Committee plans.  Vural Algamaz, Claire Holt – update and sense check on potential CEO candidates.
January 24	FTP Task-and-Finish Group – first meeting to establish group’s scope and key issues needing its attention. Attendees: Council members Gavin Scott and Maureen Drake, Tribunal Advisory Chair Marcia Saunders; Executive team led by John Barwick.
January 27	Unison – with John Barwick, discussion to agree format for our addressing Unison Health Conference, Brighton, in April.  Eileen Mullan – built on initial discussion to develop our priorities, plan and aims for the year.

### **3. Strategy and Policy**

A follow up to Council's initial workshop has been planned for 9 March. It will cover:

- Crystallising the new mission
- Agreeing the process for arriving at a new strategy
- How Council works together
- How the Executive and Council work together

#### **3.1. Change Plan**

A draft corporate plan has been prepared for discussion by Council. It carefully prioritises the mission-critical activities on which the Senior Management Team (SMT) will focus from now to July.

#### **3.2. Proposed fee increase**

A plan has been prepared whose aim is to get a revised proposed fee increase laid before Parliament in April. This revised proposal will be considered by Council at its 25 March meeting.

#### **3.3. IT**

The initial by-product of the baseline IT systems strategy review is the opportunity to reformulate deliverables for the final six-month period of the Registration Transformation and Improvement project work to achieve optimal outputs. The strategically important independent recommendations on HCPC's future approach are still under consideration.

It will need to address (inter alia):

- What are the system and platform options and what are the investment steps and strategies to realise them;
- How will the proposed approach deliver data-driven management information and intelligence in a joined-up way;
- What is HCPC's capability and capacity to manage a vendor or partnership;
- Where is the evidence to support recommendations on a possible partner.

## **4. Succession Planning**

### **4.1. Senior Council Member**

Eileen Mullan and I have had two meetings to date, during which we made progress on agreeing a the priorities for the Senior Council Member role. Among the non-executive strands that Eileen will lead from a Council perspective are Equality, Diversity and Inclusion; and a review of Committee purpose and governance.

### **4.2. HCPC Leadership**

The search for a permanent CEO will culminate in early March interviews. The Chair, Senior Council Member and an Independent Member, Alistair Gray, will form the selection panel.