

Chair's Report – December 2022

1. Purpose of Report

To update Council about the Chair's activity and developments on HCPC issues and to give colleagues an opportunity to update Council on projects and initiatives referenced herein.

It is hoped that our December meeting is able to take place face-to-face. It will be the final formal gathering of the year and is significant for several reasons, so I am taking a moment to appreciate and warmly thank our valued close colleagues.

2. Chief Executive and further strengthening the leadership team

After three years as CEO and Registrar and over 10 years of service at the HCPC, John Barwick has made the decision to move on from the HCPC. The Council and I are united in thanking him for his loyalty, diligence and hard work, including pushing forward the HCPC's improvement agenda, during such a difficult time for health and care services, and the wider world. He has been a great asset to this organisation, and we all wish him well.

During his tenure, he has been instrumental in the development of the HCPC's Corporate Strategy, and he has guided the organisation through the most testing of times, inflicted by the COVID-19 pandemic.

John will be leaving us on 31 December 2022. John and I, together with Council colleagues, have discussed the importance of ensuring that the HCPC continues to have a strong leadership structure in place pending the appointment of his successor.

I am pleased to say that we have appointed our Executive Director of Regulation Andrew Smith as Interim Deputy CEO. Our Head of Governance, Claire Amor is joining the Executive Leadership Team as Executive Director of Governance, Assurance and Planning. Andrew and Claire have been central to the progress we have made so far. In their new roles, they will play a pivotal part in maintaining our improvement path and increasing the pace of progress. I look forward to continuing to work closely with them both.

Efficiency starts at the top. To ensure that the HCPC's leadership is well-run, efficient and co-ordinated, we are establishing a new Office of the Chief Executive and Chair. This will not only ensure smooth and effective working between the Chair and the Chief Executive; it will also deliver a more joined-up approach between the Executive and the Council.

The HCPC remains committed to continuing to deliver against our Corporate Strategy 2021 - 26 and we are confident that these changes will allow us to embed our successes and make further improvements.

3. Council Members

Council members Eileen Mullan and Stephen Cohen will leave us at the end of 2022, having served their full 8-year terms. The HCPC will be sorry to see them go, both having contributed so much to the HCPC's governance and performance over the years, playing key roles in shaping how we work as a Council today.

I am particularly grateful to Stephen for his leadership as Interim Deputy Chair during the period preceding my appointment, and for his incisive and energetic chairing of our People and Resources Committee. Eileen has been a beacon of good governance, a visible champion for EDI, was a great support in getting our innovative Council Apprentice scheme established and is hugely appreciated by me for her wise counsel as the Senior Independent Member. They have both embraced the challenges of change and have actively coached or mentored executive team members. What a loss, and yet a gift to the other organisations in which they are involved.

4. Council appointments

I am pleased to share news that the appointment of two new Lay members of the Council has been confirmed by the Privy Council. A press release will be issued in the new year when the appointments commence. My thanks to member Maureen Drake, as well as independent panel members Alistair Grey and Satjit Singh for their considerable skills, and the time commitment in joining our appointment panel. I would also like to compliment Claire Amor for her impeccably smooth recruitment planning and delivery and to thank Zoë Allan, Governance Officer, for her unstinting support.

5. Committee Members

Julie Parker, Independent member of the Audit and Risk Assurance Committee and Luke Jenkinson Independent member of the Education and Training Committee will also be leaving us at the end of 2022. Julie first joined us in 2014 as our first independent member of ARAC and has set a high bar for her successor to follow. Luke joined us in 2017 as the first new graduate independent member of ETC, making a success of the role so early in his career as a newly registered physiotherapist.

The appointment campaign to find our next independent member of ARAC is now live and interviews will be held early in the new year.

6. Committee appointments

Following an expression of interest from members, I am pleased to confirm the Committee appointments from 1 January 2023:

Education and Training Committee	Audit and Risk Assurance Committee	People and Resources Committee & Remuneration Committee	Senior Council Member
Helen Gough (Chair) Katie Thirlaway Stephen Vaughan Maureen Drake Penny Joyce (independent member)	Sue Gallone (Chair) David Stirling New Council member New independent member (to be appointed)	Valerie Webster (Chair) Rebekah Eglinton Kathryn Foreman New Council member Neville Hounsome (independent member)	Maureen Drake

7. Council apprentices

The end of 2022 will also see our two apprentices, Heeral Davda and Meera Burgess end their time with the Council, Both Heeral and Meera have been a joy to have with us over 2022 and I wish them every success in going on to secure rewarding non-executive roles in which they can continue to contribute their valuable skills and experience.

The campaign to find our 2023 Council apprentices is now live and I look forward to meeting and working with our year three intake.

8. Council of Deans Chief Executive

Since our last meeting, news arrived that the inspirational Dr Katerina Kolyva will be leaving the Council of Deans in February 2023 to become Chief Executive of the Education and Training Foundation. The polylingual (five) Katerina has led strategic reviews on education and research for the EU, implemented large scale programmes of change in UK healthcare regulation and engaged extensively with governments and parliaments influencing agendas on public services. Her role at the Council of Deans has been transformational and we look forward to continuing the strong partnership between our organisations.

9. Council engagement sessions

In my recent reports, I raised the question of how we could respond to the request for more Council Member visibility. I am pleased to say that Council Members have been able to engage in a first round of 'get to know' conversations and will be building on those in the new year.

10. Office of Chair and Chief Executive

The new Office of the Chair and Chief Executive is being designed to facilitate seamless working between the non-executives and executives leading HCPC. While I am firmly of the view that we have leadership at all levels of the organisation, there are some specific Council-ELT programmes of external and internal engagement that could be enhanced by a new approach. We will be hearing more on these plans in the new year.

11. PSA and Health and Care Regulators Chairs - round table

On November 14, PSA Chair Caroline Corby hosted a meeting of health and care regulators at the Authority's premises. The discussion topics were largely derived from the PSA's report, 'Safer Care for All'. There was also (inter alia) discussion about regulators' desire to facilitate diverse and inclusive recruitment, and the effect of the PSA's policy on redaction.

The regulators welcomed the initiative and agreed that a bi-annual meeting would be productive.

12. Reform – and regulatory flexibility

A timetable for the technical reforms yet to be enacted in legislation remains keenly awaited. HCPC has undertaken planning to the extent that it can.

13. Strategy and Finance – Sustainability

The Executive Director of Resources and Business Performance and Head of Estates and Facilities Management led a stimulating workshop (November 24) on key sustainability questions. It was especially insightful to have external contributors and Council Members were able to assist with the direction and priorities of our work. We considered sustainability through the lens of opportunity and innovation, as well as risk, cost and obligations.

14. Independent Inquiry on Child Sexual Abuse

I joined a pan-service workshop to consider how best to take forward the Inquiry's powerful and widely accepted recommendations. Council Member Dr. Rebekah Eglinton, who was the Inquiry's Chief Psychologist and Head of the Inquiry's Support and Safeguarding Teams, made a compelling case for changes in practice and I fully anticipate that HCPC can play its part.

15. Doctors in Distress

At the invitation of Council Member Stephen Cohen, I attended a meeting (November 29) of this charity, which is dedicated to suicide prevention. We were privileged to see the reading of a play that humanely, humorously and with great poignancy exposed the pressures and challenges of current GP practices. Despite the darker aspects, the camaraderie and professionalism of doctors – and other health and care professions – was strongly communicated.

At this time of year, and at this juncture in the economic and social cycle, who could fail to be aware of the cost of living, energy, enormous workplace pressures and serious concerns affecting a swathe of citizens, registrants, colleagues, families and those who live more isolated lives. Compassion, empathy and kindness operate beyond boundaries of work, home and our overlapping worlds. May you all experience peace and contentment and kindness as the year concludes and we move to new horizons.

