

## Council Meeting

A meeting of the Council will take place as follows:

**Date:** Wednesday 20 March 2024

**Time:** 11am

**Venue:** HCPC Offices, Park House, 184–186 Kennington Park Road,  
London SE11 4BU

Please contact the Council Secretary by email to [secretariat@hcpc-uk.org](mailto:secretariat@hcpc-uk.org) if you are unable to attend or in the case of any enquiries.

### Public meeting agenda

- |    |   |                         |        |
|----|---|-------------------------|--------|
| 1. | <b>Chair's welcome and introduction</b>   | 11.00-11.05<br>(5 mins) | verbal |
|    | a. <b>Apologies for absence</b>   |                         |        |
|    | b. <b>Approval of agenda</b><br>To approve the agenda, including agreement to any change to the order of business at the meeting  |                         |        |
|    | c. <b>Declaration of members' interests in relation to agenda items</b><br>To disclose any personal interest in any matter under consideration at the meeting, whether or not declared previously |                         |        |
|    | d. <b>Minutes of the Council meeting on 15 February 2024</b><br>To approve  |                         | paper  |
|    | e. <b>Matters arising</b><br>To note the responses to the actions from the previous meeting(s) held in public   |                         | paper  |
| 2. | <b>Chair's Report</b><br>To note<br>Christine Elliott, Chair  |                         | paper  |

## Performance reports

- |    |   |                          |       |
|----|---|--------------------------|-------|
| 3. | <b>Chief Executive’s Performance Report</b><br>To discuss<br>Bernie O’Reilly, Chief Executive and Registrar | 11.05-11.15<br>(10 mins) | paper |
| 4. | <b>Finance Report</b><br>To discuss<br>Alastair Bridges, Executive Director of Resources                    | 11.15-11.30<br>(15 mins) | paper |

## Items for discussion/decision

- |    |  |                          |              |
|----|--|--------------------------|--------------|
| 5. | <b>Reserves policy</b><br>To approve<br>Alastair Bridges, Executive Director of Resources  | 11.30-11.45<br>(15 mins) | paper        |
| 6. | <b>Standing orders of the:</b> <ul style="list-style-type: none"> <li>• <b>People and Resources Committee</b></li> <li>• <b>Education and Training Committee</b></li> <li>• <b>Audit and Risk Assurance Committee</b></li> </ul> To approve<br>Karen Flaherty, Head of Governance<br>Sue Gallone, Chair of People and Resources Committee<br>Helen Gough, Chair of Education and Training Committee<br>Lianne Patterson, Chair of Audit and Risk Assurance Committee | 11.45-11.50<br>(5 mins)  | paper        |
| 7. | <b>Reflections on HCPC mentoring schemes</b><br>To discuss<br>Alastair Bridges, Executive Director of Resources<br>Tehmina Ansari, Learning and Development Manager  | 11.50-12.10<br>(20 mins) | presentation |

## Items for noting

- |     |   |                         |        |
|-----|---|-------------------------|--------|
| 8.  | <b>Chair’s report and draft minutes of the meeting of the People and Resources Committee held in public on 28 February 2024</b> |                         | paper  |
| 9.  | <b>Chair’s report and draft minutes of the meeting the Education and Training Committee held in public on 6 March 2024</b>      | 12.10-12.15<br>(5 mins) | paper  |
| 10. | <b>Chair’s report and draft minutes of the meeting of the Remuneration Committee held in public on 7 March 2024</b>             | 12.10-12.15<br>(5 mins) | paper  |
| 11. | <b>Chair’s report of the meeting of the Audit and Risk Assurance Committee held in public on 13 March 2024</b>                  |                         | verbal |

12. **Introduction to Council Apprentices** 12.15-12.25 verbal  
 To note (10 mins)  
 Geraldine Kinkead-Richards, Council Apprentice  
 Jordan McKenna, Council Apprentice
13. **Council reflection** 12.25-12.30 verbal  
 To offer views on the meeting, including what went well and (5 mins)  
 what could be improved

14. **Resolution**

To resolve that the remainder of the meeting shall be held in private, because the matters being discussed relate to the following;

- (a) information relating to a registrant, former registrant or application for registration;
- (b) information relating to an employee or office holder, former employee or applicant for any post or office;
- (c) the terms of, or expenditure under, a tender or contract for the purchase or supply of goods or services or the acquisition or disposal of property;
- (d) negotiations or consultation concerning labour relations between the Council and its employees;
- (e) any issue relating to legal proceedings which are being contemplated or instituted by or against the Council;
- (f) action being taken to prevent or detect crime to prosecute offenders;
- (g) the source of information given to the Council in confidence; or
- (h) any other matter which, in the opinion of the Chair, is confidential or the public disclosure of which would prejudice the effective discharge of the Council's functions.

Item	Reason for Exclusion
15	H
16	H
17	B, D and G
18	H
19	C and H
20	H
21	H
22	H
23	B, D, G and H
24	H
25	H

**Break (including meeting with mentors from Reverse mentoring and mentees from Beyond Barriers programmes)**

**Private meeting agenda**

15. **Minutes of the private session of the Council meeting on 15 February 2024** 1.30-1.35 paper  
 To approve (5 mins)

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|---|-------|
| 16. <b>Matters arising</b><br>To note the responses to the actions from the previous meeting(s) held in private | paper |
|---|-------|

Items for discussion/decision

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|--|------------------------|-------|
| 17. <b>Pay policy and principles</b><br>To approve<br>Bernie O'Reilly, Chief Executive and Registrar   | 1.35-1.45<br>(10 mins) | paper |
| 18. <b>Future fees review</b><br>To approve<br>Alastair Bridges, Executive Director of Resources   | 1.45-2.05<br>(20 mins) | paper |
| 19. <b>Corporate Planning 2024-25</b>  |                        |       |
| a. <b>Budget 2024-25</b><br>To approve<br>Alastair Bridges, Executive Director of Resources  | 2.05-2.45<br>(40 mins) | paper |
| b. <b>Corporate Plan 2024-25</b><br>To approve<br>Andrew Smith, Executive Director for Education, Registration and Regulatory Standards and Deputy Chief Executive               | 2.45-3.45<br>(60 mins) | paper |
| 20. <b>Regulatory systems review: Executive perspective</b><br>To discuss<br>Bernie O'Reilly, Chief Executive and Registrar<br>Alastair Bridges, Executive Director of Resources | 2.45-3.45<br>(60 mins) | paper |

Items for noting

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|---|------------------------|--------|
| 21. <b>Draft minutes of the meeting of the People and Resources Committee held in private on 28 February 2024</b>   |                        | paper  |
| 22. <b>Draft minutes of the meeting the Education and Training Committee held in private on 6 March 2024</b>        | 3.45-3.55<br>(10 mins) | paper  |
| 23. <b>Draft minutes of the meeting of the Remuneration Committee held in private on 7 March 2024</b>               |                        | paper  |
| 24. <b>Report of the meeting of the Audit and Risk Assurance Committee held in private on 13 March 2024</b>         |                        | verbal |
| 25. <b>Council reflection</b><br>To offer views on the meeting, including what went well and what could be improved | 3.55-4.00<br>(5 mins)  | verbal |