

Council Meeting

A meeting of the Council will take place as follows:

Date: Thursday 4 December 2025
Time: 11am
Venue: HCPC Offices, Kennington, London

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

Public meeting agenda

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|----|--|-------------------------|--------|
| 1. | Chair's welcome and introduction | 11.00-11.05
(5 mins) | verbal |
| | a. Apologies for absence | | |
| | b. Approval of agenda
To approve the agenda, including agreement to any change to the order of business at the meeting | | |
| | c. Declaration of members' interests in relation to agenda items
To disclose any personal interest in any matter under consideration at the meeting, whether or not declared previously. | | |
| | d. Minutes of the Council meeting on 16 October 2025
To approve | | paper |
| | e. Matters arising
To note the responses to the actions from the previous meeting(s) held in public | | paper |
| 2. | Chair's Report
To note
Christine Elliott, Chair | 11.05-11.10
(5 mins) | paper |

Performance reports

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|----|--|--------------------------|-------|
| 3. | Chief Executive's Performance Report
To discuss
Bernie O'Reilly, Chief Executive and Registrar | 11.10-11.25
(15 mins) | paper |
| 4. | Fitness to Practise Performance Report
To discuss
Laura Coffey, Executive Director of Fitness to Practise and Tribunal Services | 11.25-11.40
(15 mins) | paper |
| 5. | Finance Report
To discuss
Alastair Bridges, Executive Director of Resources
Alan Keshtmand, Head of Finance and Commercial | 11.40-11.55
(15 mins) | paper |

Items for discussion/decision

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|----|--|--------------------------|--------------|
| 6. | Fitness to Practise equality, diversity and inclusion (EDI) supplementary report and diversity profiles
To discuss
Gareth Davies, Head of Insight and Analytics | 11.55-12.10
(15 mins) | presentation |
| 7. | Council Apprentice mentoring arrangements
To discuss
Rebekah Eglinton | 12.10-12.30
(20 mins) | paper |
| 8. | Updates to speaking up (whistleblowing) policy
To approve
Patricia Morrissey, Head of Governance | 12.30-12.35
(5 mins) | paper |
| 9. | Partner remuneration policy and principles
To approve
Uta Pollmann, Partner Project Lead
Alastair Bridges, Executive Director of Resources | 12.35-12.45
(10 mins) | paper |

Items for noting

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|-----|--|-------------------------|-------|
| 10. | Chair's report and draft minutes of the meeting of the Remuneration Committee held in public on 30 October 2025 | 12.45-12.50
(5 mins) | paper |
| 11. | Chair's report and draft minutes of the meeting of the Education and Training Committee held in public on 6 November 2025 | | paper |

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|-----|---|--------------------------|--------|
| 12. | Chair's report of the meeting of the People and Resources Committee held in public on 13 November 2025 | | paper |
| 13. | Chair's report of the meeting of the Audit and Risk Assurance Committee held in public on 20 November 2025 | | paper |
| 14. | Council forward plan | | paper |
| 15. | Council reflection
For Mariam Ndiaye to offer their reflections. | 12.50-13.00
(10 mins) | verbal |
| 16. | 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 applicant for registration;
- (b) information relating to an employee or office holder, former employee or office holder or an 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 or 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
17	H
18	H
19	H
20	H
21	H
22	C
23	H
24	H
25	H
26	H
27	H
28	H
29	H

Break – including student competition presentation

Private meeting agenda

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| 17. | Minutes of the private session of the Council meeting on 16 October 2025
To approve | 2.00-2.05
(5 mins) | paper |
| 18. | Matters arising
There were no actions from the previous meeting(s) held in private | | verbal |

Items for discussion/decision

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| 19. | Update on regulation of hospital managers
To discuss
Bernie O'Reilly, Chief Executive and Registrar | 2.05-2.15
(10 mins) | verbal |
| 20. | Fees review
To approve
Alastair Bridges, Executive Director of Resources | 2.15-2.40
(25 mins) | paper |
| 21. | HCPC corporate strategy update
To discuss
Claire Amor, Executive Director of Corporate Affairs | 2.40-2.55
(15 mins) | paper |
| 22. | Internal auditor appointment
To approve
Anna Raftery, Head of Assurance and Compliance | 2.55-3.00
(5 mins) | paper |
| 23. | Council member appointments
To approve
Patricia Morrissey, Head of Governance | 3.00-3.10
(10 mins) | paper |

Items for noting

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|-----|---|-----------------------|-------|
| 24. | Decisions outside of meetings
Patricia Morrissey, Head of Governance | 3.10-3.15
(5 mins) | paper |
| 25. | Chair's report and draft minutes of the meeting of the Remuneration Committee held in private on 30 October 2025 | 3.15-3.20
(5 mins) | paper |
| 26. | Chair's report and draft minutes of the meeting of the Education and Training Committee held in private on 6 November 2025 | | paper |
| 27. | Chair's report of the meeting of the People and Resources Committee held in private on 13 November 2025 | | paper |

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| 28. | Chair's report of the meeting of the Audit and Risk Assurance Committee held in private on 20 November 2025 | | paper |
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| 29 | Council reflection
To offer views on the meeting, including what went well, what could be improved and how the HCPC's values have been reflected in discussions and decisions. | 3.20-3.25
(5 mins) | verbal |