

# An HCPC update and the Standards of proficiency

Kim Tolley, Professional Liaison Consultant (England), HCPC

# The Health and Care Professions Council

Professional Liaison Service



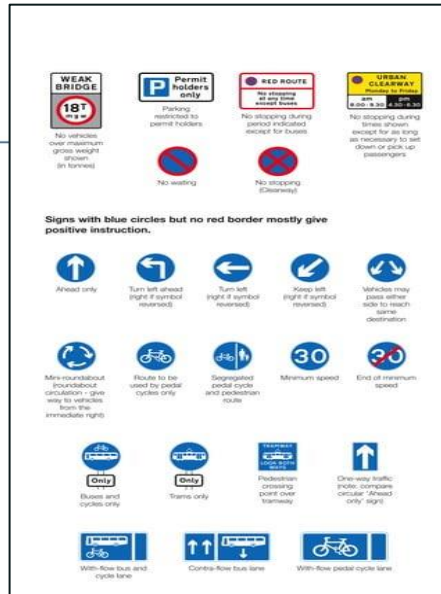
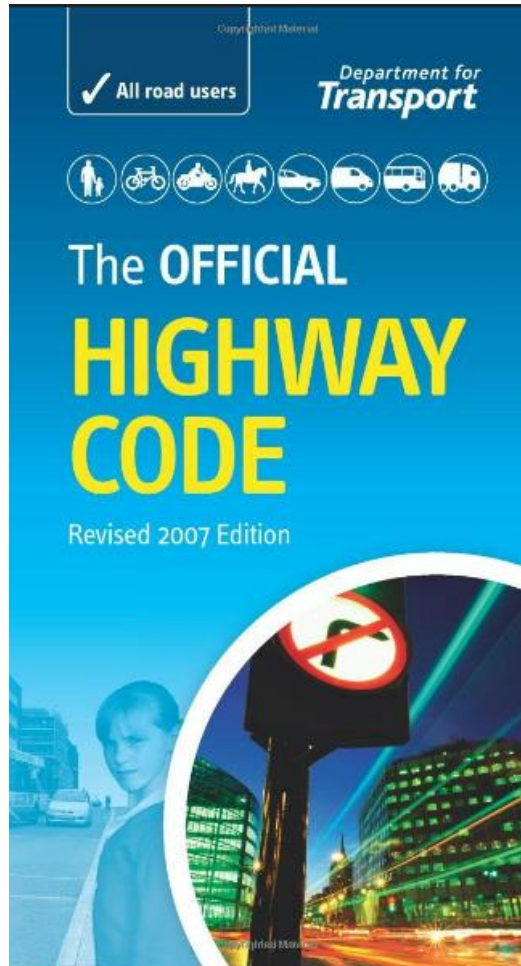
Quality assuring education

Maintaining and publishing  
a register of professionals

Responding to fitness to  
practise concerns

Setting appropriate  
Standards

Upstream regulation is the process of taking learning from fitness to practice concerns, specific intelligence, research and cross regulatory and agency working to support registrants to give the best care they can, to reduce harms and to protect themselves and their reputation



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**Maintaining and publishing  
a register of professionals**

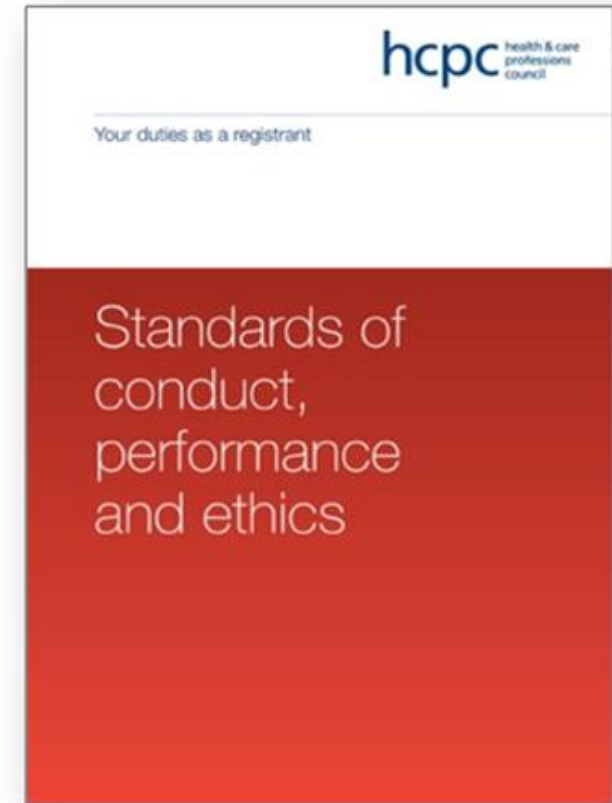
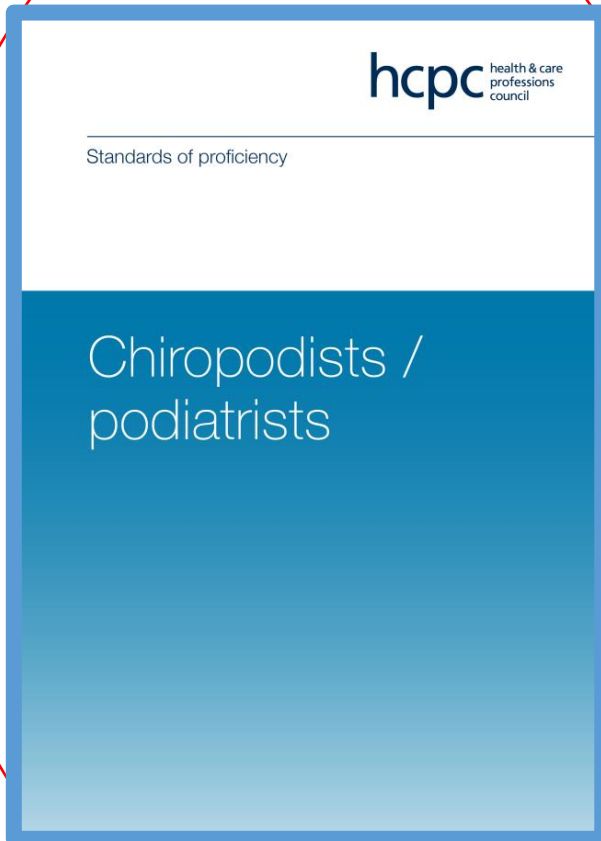
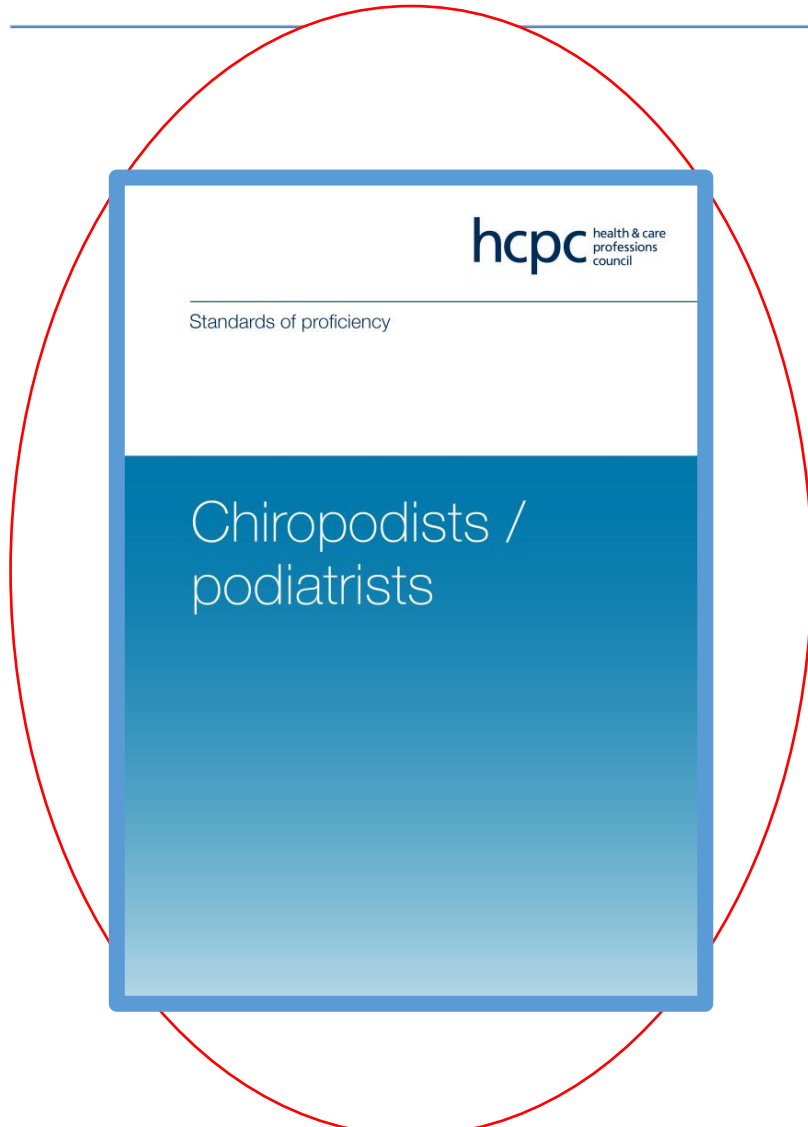
**Responding to fitness to  
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# HCPC standards

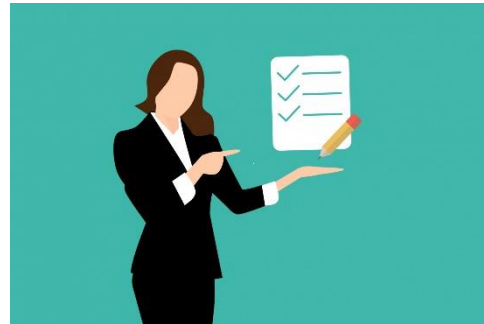
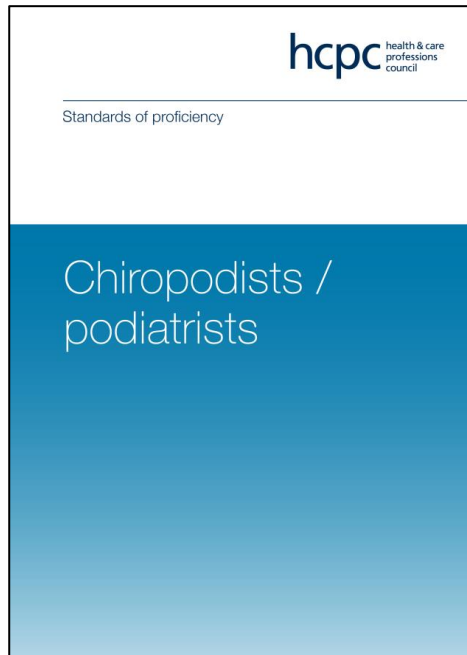
## Professional Liaison Service



# What has changed in the Standards of proficiency ?



# Mythbusters #1 HCPC Standards of Proficiency



~~“I will need to prove I meet the new standards”~~

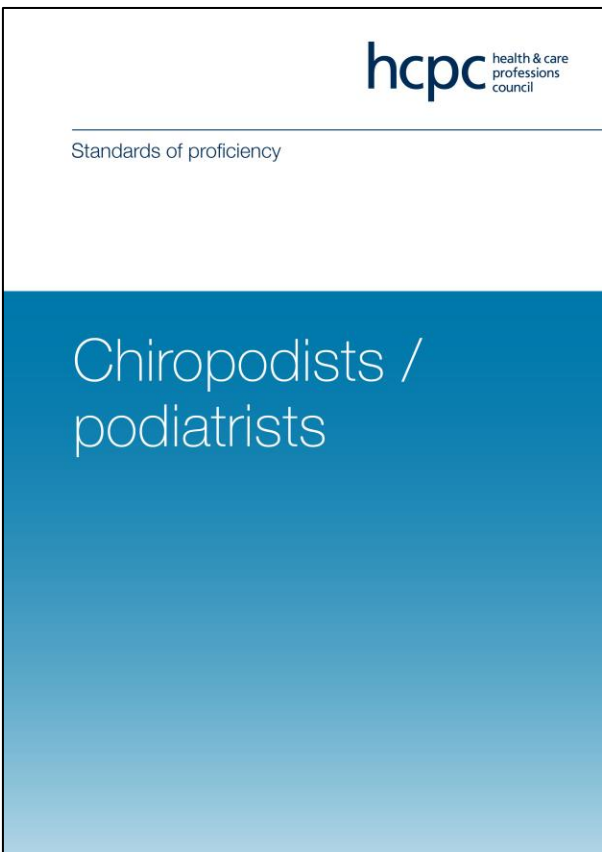
You will be asked to sign the professional declaration when you come up for renewal

You must make a professional declaration once every two years in order to stay registered

You are confirming that you:

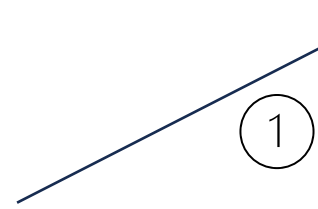
- Continued to meet the HCPC’s Standards of proficiency for the safe and effective practice of my profession
- Have not had any change relating to your good character
- Had any change relating to your health which may affect the ability to practice safely and effectively; or
- Continued to meet the HCPC’s standards for continuing professional development

# Mythbusters #2 HCPC Standards of Proficiency

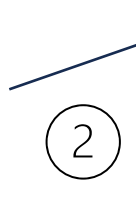


~~“If I am called for CPD audit I would need to evidence how I meet all the standards point by point”~~

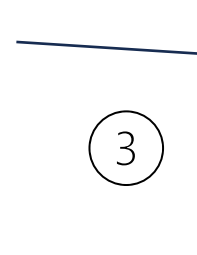
You will be asked to describe current role, then list CPD activities, then option to reflect on 4-6 of them and how they changed practice



Describe your current role and the work you do



Provide a dated list of your CPD activities

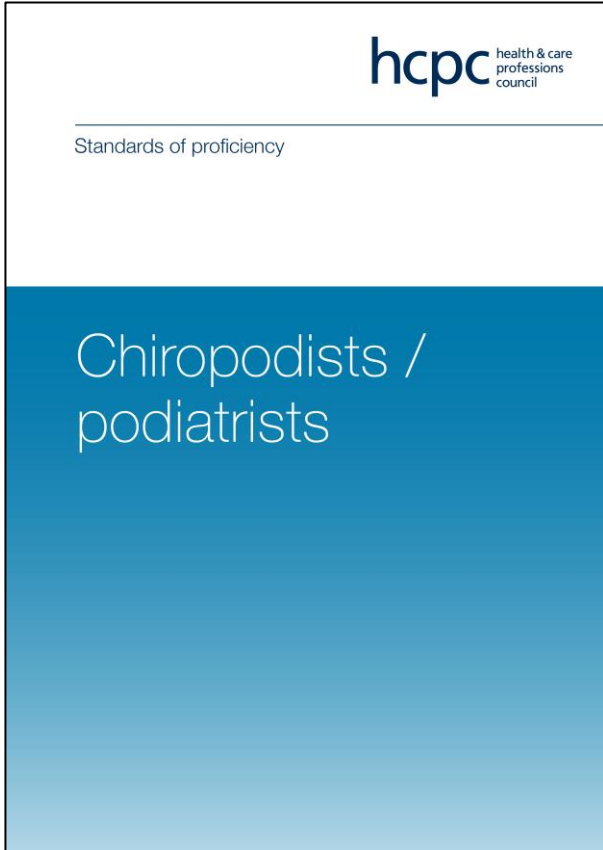


Choose 4-6 activities, describe them, what you learnt and how they improved your work for patients



Give evidence which shows the CPD activities you have written about have taken place

# Mythbusters #3 HCPC Standards of Proficiency



~~“The updated standards are introducing new expectations into my practice”~~

Revised to better reflect both contemporary practice and service-user needs, and developed with registrants and professional bodies

# Equality, diversity and inclusion

We have significantly expanded the role of equality, diversity and inclusion (EDI), placing specific importance on making sure that practice is inclusive for all service users.

The key changes in the updated standards of proficiency can be grouped into a number of themes, of which this is one. The changes in the updated standards extend beyond these themes. To see them all, download the [full standards for your profession >](#)

## Why?

The HCPC is committed to ensuring that registrants can provide healthcare to all their service users. EDI requirements already existed in the standards of proficiency and the standards of conduct, performance and ethics, and these changes have strengthened our EDI commitment.

## Specific standards:

Registrants must:

- 5: recognise the impact of culture, equality and diversity on practice and practise in a non-discriminatory and inclusive manner

## Revisions to the standards of proficiency

Active implementation of the standards

Promoting public health and preventing ill-health

### Equality, diversity and inclusion

Further centralising the service user

Registrants' mental health

Digital skills and new technologies

Leadership

What's the same

Why and how we revised our standards of proficiency

Resources

Summary of the changes

Specific standards detailed

- 5.3: recognise the potential impact of their own values, beliefs and personal biases (which may be unconscious) on practice and take personal action to ensure all service users and carers are treated appropriately with respect and dignity
- 5.4: understand the duty to make reasonable adjustments in practice and be able to make and support reasonable adjustments in theirs and others' practice
- 5.5: recognise the characteristics and consequences of barriers to inclusion, including for socially isolated groups
- 5.6: actively challenge these barriers, supporting the implementation of change wherever possible
- 5.7: recognise that regard to equality, diversity and inclusion needs to be embedded in the application of all HCPC standards, across all areas of practice

### Resources

#### Fact sheet on EDI

##### EDI fact sheet (PDF)



Equality, diversity and inclusion  
Adobe PDF Document 169Kb

#### Summary video on EDI



<https://www.hcpc-uk.org/standards/standards-of-proficiency/>



Resources:  
Factsheet  
Summary video  
45 min webinar



In brief

hcpc  
health & care  
professions  
council

# Registrants' mental health

Updated standards  
of proficiency

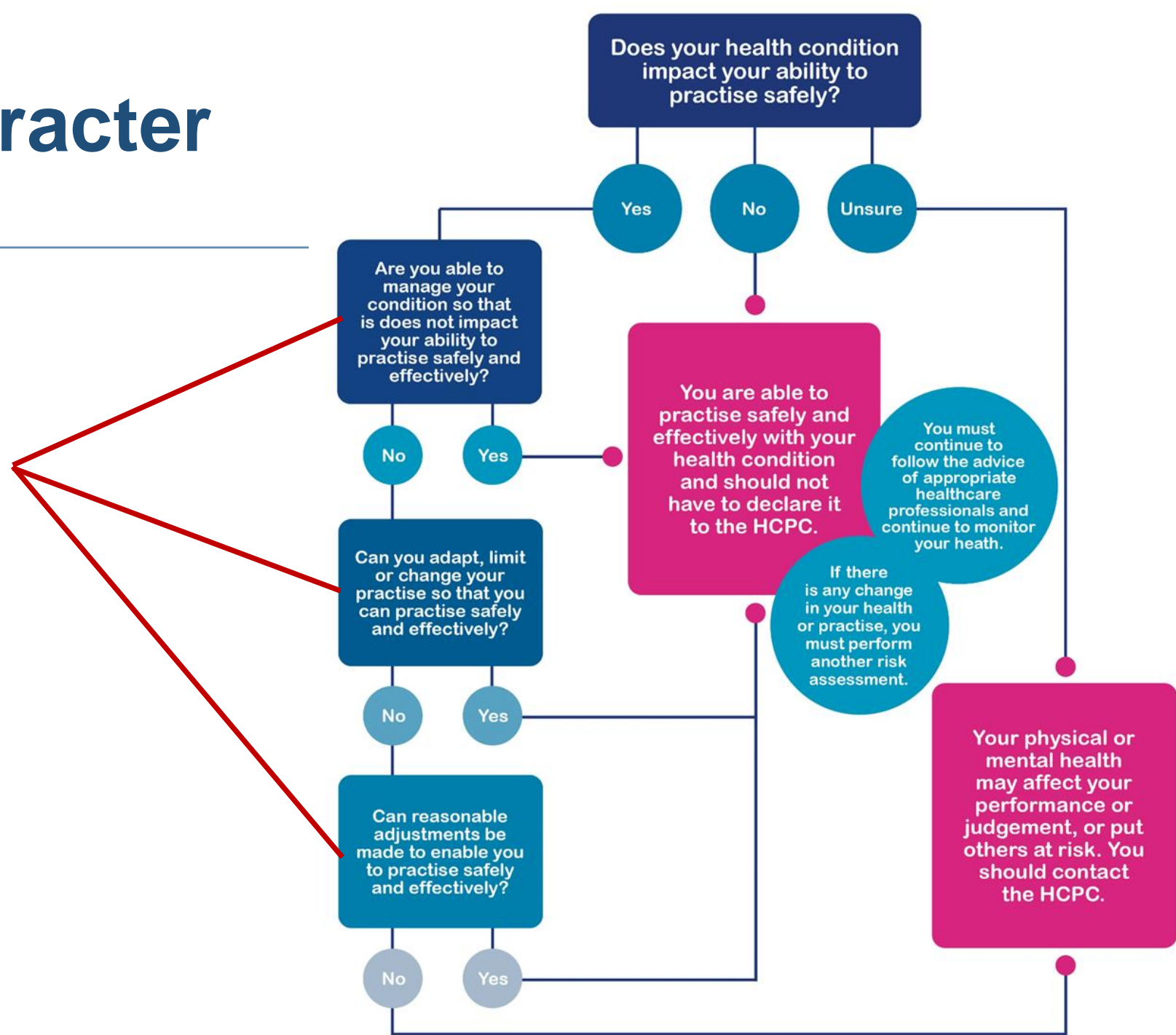




# Health and character guidance

## Key Questions:

- Are you able to manage the condition effectively?
- Can you adapt limit or change practice?
- Can reasonable adjustments be made?



# HCPC Gap Analysis Tool

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This tool allows registrants to analyse the gaps between their current practice and their goal. This can point them in the right direction as to where they may wish to focus CPD activities or learning, in order to meet the updated standards of proficiency.

## Standards of proficiency

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### Gap analysis tool

The HCPC standards of proficiency are the professional standards all HCPC registrants must meet in order to join the Register and remain on it. Updates to the standards, which come after extensive consultation with a wide range of stakeholders, come into effect on 1 September 2023. All HCPC registrants need to meet these standards, as far as they relate to their scope of practice.

This tool can be a useful first step in identifying gaps between the updated standards and your current practice. You can then focus on addressing the gaps as part of your continuing professional development (CPD) or learning and development plans.

We recommend using this tool to look at a small number of updated standards, and repeating the exercise for all the updates that relate to your scope of practise.

To get started, you'll need to familiarise yourself with the updated standards of proficiency:

- [Updated standards for all professions](#)
- [Updated standards \(and summary tables\) for each profession](#)
- [Helpful resources on key themes in the changes](#)

1. Choose **one or more of the updated standards** and try to **summarise it** below.

Standard number and text:

# Taking HCPC standards into practise

LOGO

As part of future planning an Arts therapist working as a sole practitioner, is considering offering remote consultations and treatments to patients, so decided to initially focus on the digital skills and new technologies standard.

## Actions:

- Reviews remote consultations resources.
- Explores how others offer remote consultations.
- Gained the opinions of her patients.
- Work overlaps with centralising the service user HCPC standard.

BUSINESS

Further to undertaking the HCPC standards gap analysis an Arts Therapist working as part of a team identifies that their highest priority is to develop a greater understanding of their own mental health and wellbeing in maintaining fitness to practise.

## Actions:

- Watches HCPC webinars on the standards change.
- Reflect on their gap analysis in supervision.
- Proposes a change to supervision template to include opportunities to meaningfully discuss wellbeing.
- Change is rolled out across the team.

[Home](#) - [Standards](#) - [Standards relevant to education and training](#) - [Standards for podiatric surgery](#)

# Standards for podiatric surgery

# HCPC standards

Person Service

hcpc health & care professions council

Standards of proficiency

Chiropodists / podiatrists

hcpc health & care professions council

Information for registrants

Continuing professional development and your registration

hcpc health & care professions council

Your duties as a registrant

Standards of conduct, performance and ethics

## The Standards of conduct, performance and ethics and guidance review

# What's the same?

There are still 10  
Standards of  
conduct,  
performance and  
ethics

We have not  
changed the  
structure of the  
standards

The standards  
continue to set  
out how we  
expect registrants  
to behave

# Overview of areas of change

Your duties as a registrant

## Equality diversity and inclusion;

The changes made promote an active approach to ensuring that registrants' practice supports equality, diversity, and inclusion.

## Communication with colleagues, service users and carers;

The changes made ensure registrant responsibilities towards their colleagues, service users, carers and the public are clear. We have also updated our accompanying Guidance on social media to further support registrants in meeting these standards.

## Duty of candour;

The changes made ensure that registrant practice is open, honest and promotes learning from when things go wrong.

## Upskilling and training responsibilities; and

The changes made ensure that registrants understand the relationship between their scope of practice and practising safely and effectively.

## Managing existing health conditions and disabilities in the workplace.

The changes made support registrants with health conditions and disabilities to continue practising in a safe and effective way.

Standards of  
conduct,  
performance  
and ethics

# Guidance on social media

## Valid from 1 September 2024

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- ✓ Challenge discrimination
- ✓ Maintain appropriate boundaries
- ✓ Communicate appropriately
- ✓ Respect confidentiality
- ✓ Be honest and trustworthy



## Insights for employers

August 2023

[View in browser](#)



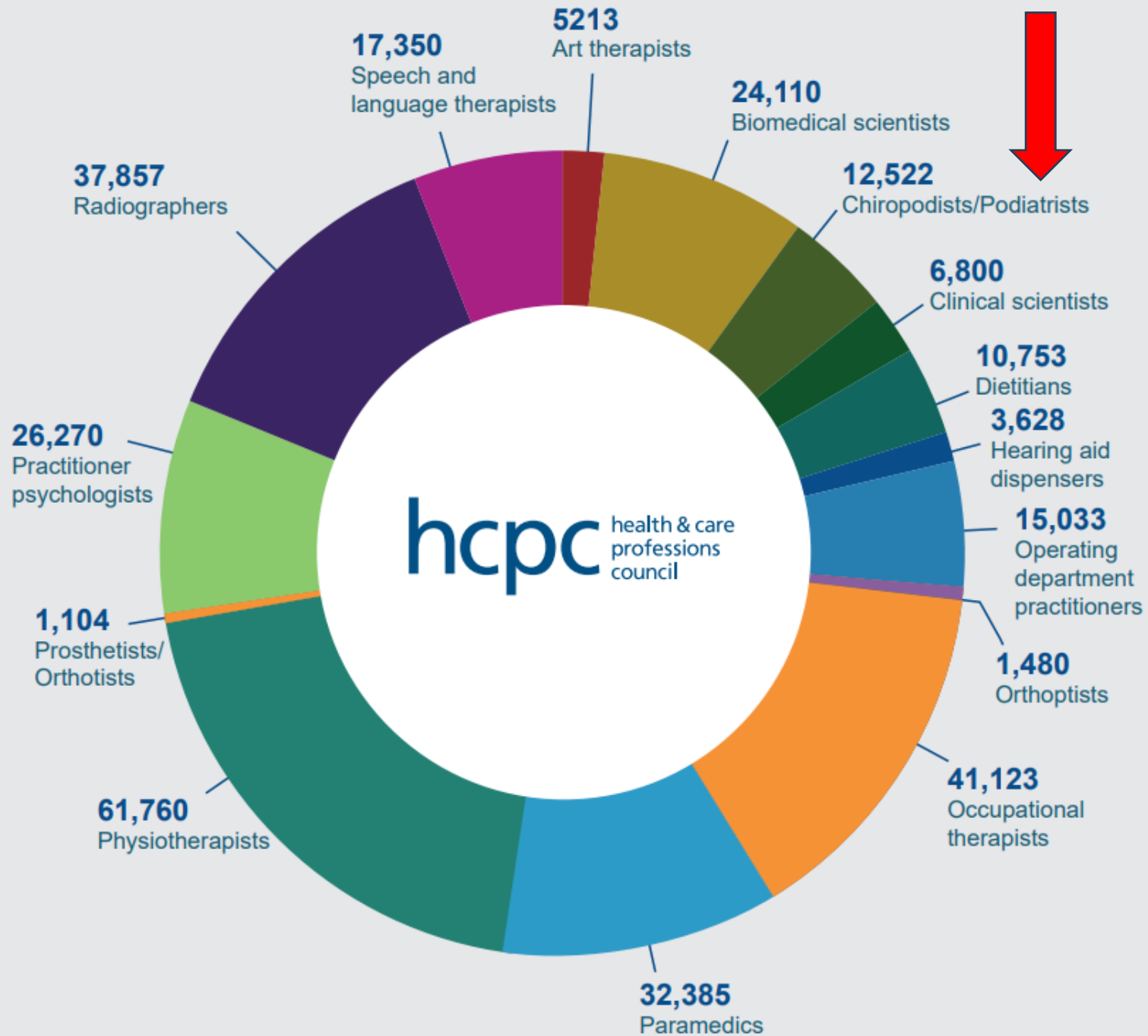
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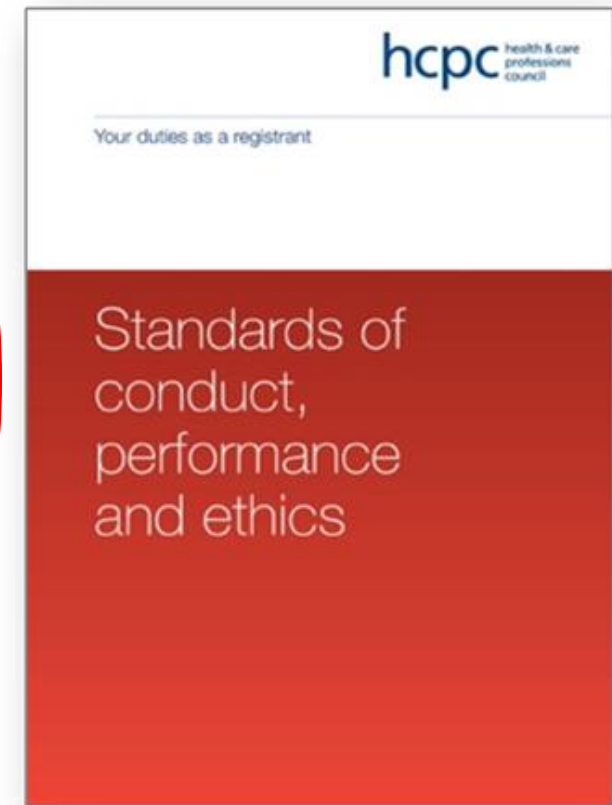
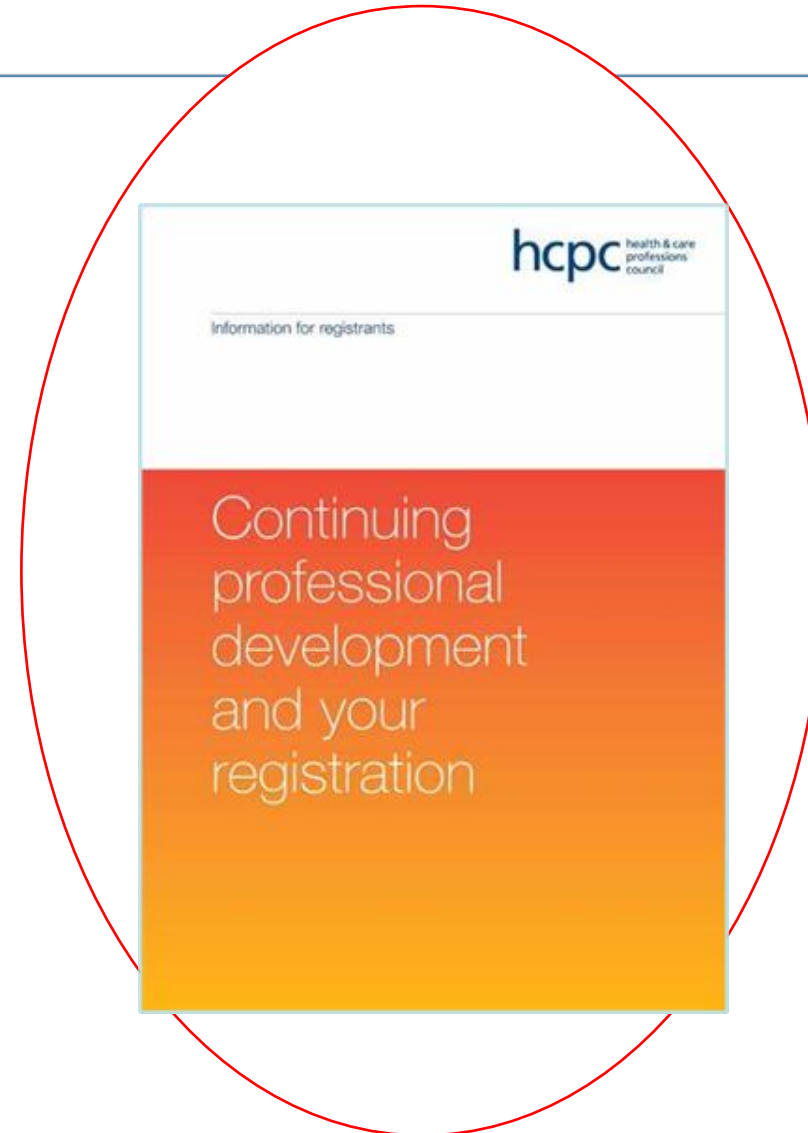
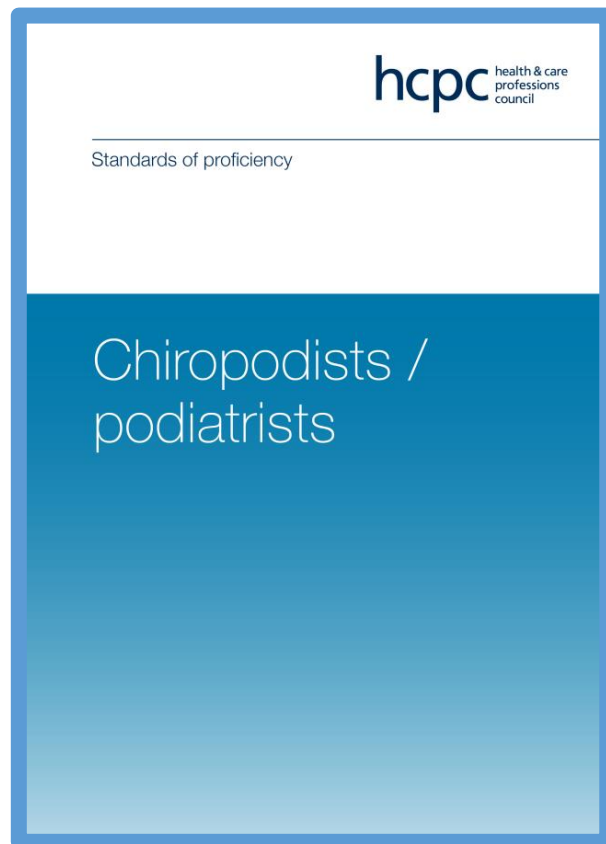
# Renewal of registration

- ✓ Registrants need to renew registration every two years by making a professional declaration and paying a fee
- ✓ We communicate via email and SMS reminders when it's time to renew.
- ✓ Professional bodies also help us with communication
- ✓ Check your contact details

	Opens	Deadline
Chiropodists / podiatrists	1 May 2024	31 July 2024

# HCPC standards

## Professional Liaison Service



## English language proficiency consultation

- A statutory and standards requirement, and necessary for safe and effective practice.
- At present, international applicants can self-declare English as a first language, or prove that they have passed one of our two approved tests (IELTS or TOEFL), or a qualification that they can prove is equivalent.
- We are consulting on four proposals that would fundamentally change this system.

## Our proposals

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Proposal 1: ending self-declaration of English as a first language

Proposal 2: list of qualifying countries  
(majority English speaking, primary qualification)

Proposal 3: expanded and exhaustive list of approved tests

Proposal 4: previous registration in listed countries and supervised UK work experience

[Home](#) - [Registration](#) - [Your registration](#) - [Fees and tax](#) - [Changes to our registration fees](#)

# Changes to our registration fees

**Quality assuring education**

**Maintaining and publishing  
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The overwhelming majority of professionals on our Register practise safely and effectively.

Fewer than one percent of the professionals we regulate had a concern raised about them in 2022-2023, which is consistent with previous years.



Health and Care  
Professions Council  
Fitness To Practise  
Annual Report 2022-23

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## What is impaired fitness to practise?

Impaired fitness to practise means more than a suggestion that you have done something wrong. It means a concern about your conduct, competence, health or character that is serious enough to suggest that you are unfit or unsafe to practise your profession without restriction, or at all.

# Sources of Concern

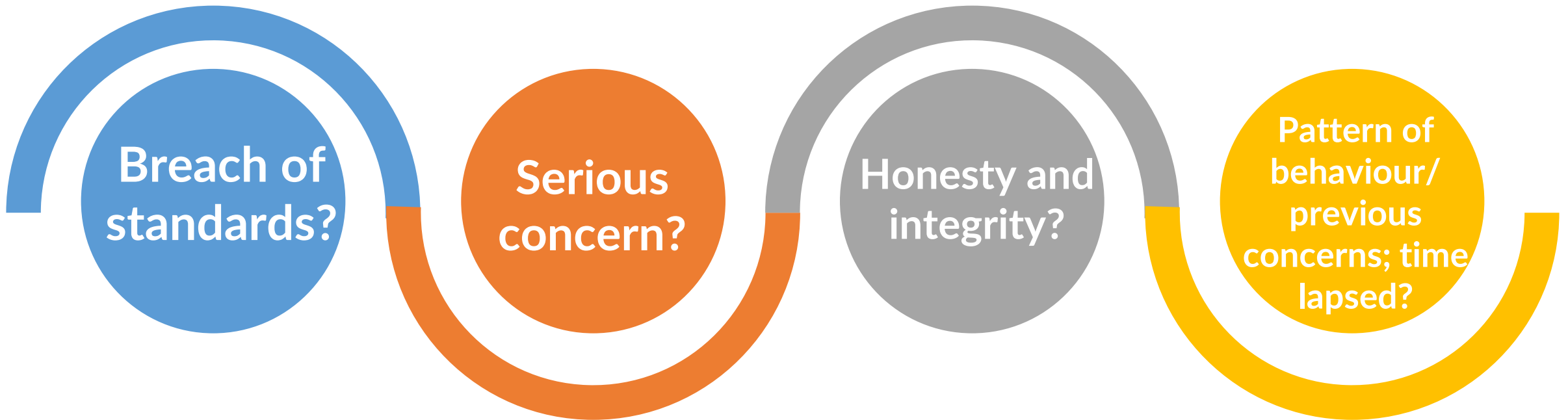
Source of concern	No. of cases	Percentage
Self-referral	327	18.5%
Employer	243	13.7%
Patient/Service User	234	13.2%
Public	159	9.0%
Other	135	7.6%
HCPC registrant	104	5.9%
Anonymous	42	2.4%
Professional Body	27	1.5%
Police	18	1.0%

# Summary: What should be referred to the HCPC

- Serious or repeated failings in clinical assessment, decision-making or care
- Bullying, harassment, racism or homophobic behaviour towards patients, colleagues or other members of the public
- Deliberate, reckless, large scale or serious breaches of confidentiality
- Dishonesty or fraud, including theft and misrepresentation
- Fraudulent or incorrect registration with a regulator
- A caution or conviction for a criminal offence
- Actions or behaviour that might undermine public confidence in the profession



# Further threshold considerations



# Assessing immediate risk

- Some categories of cases may indicate an interim order is required
- This is where a registrant is suspended or has restrictions placed on practice while investigation takes place

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Serious violence

Sexual  
assault/indecent

Improper  
relationship with  
service user

Serious or  
reckless errors

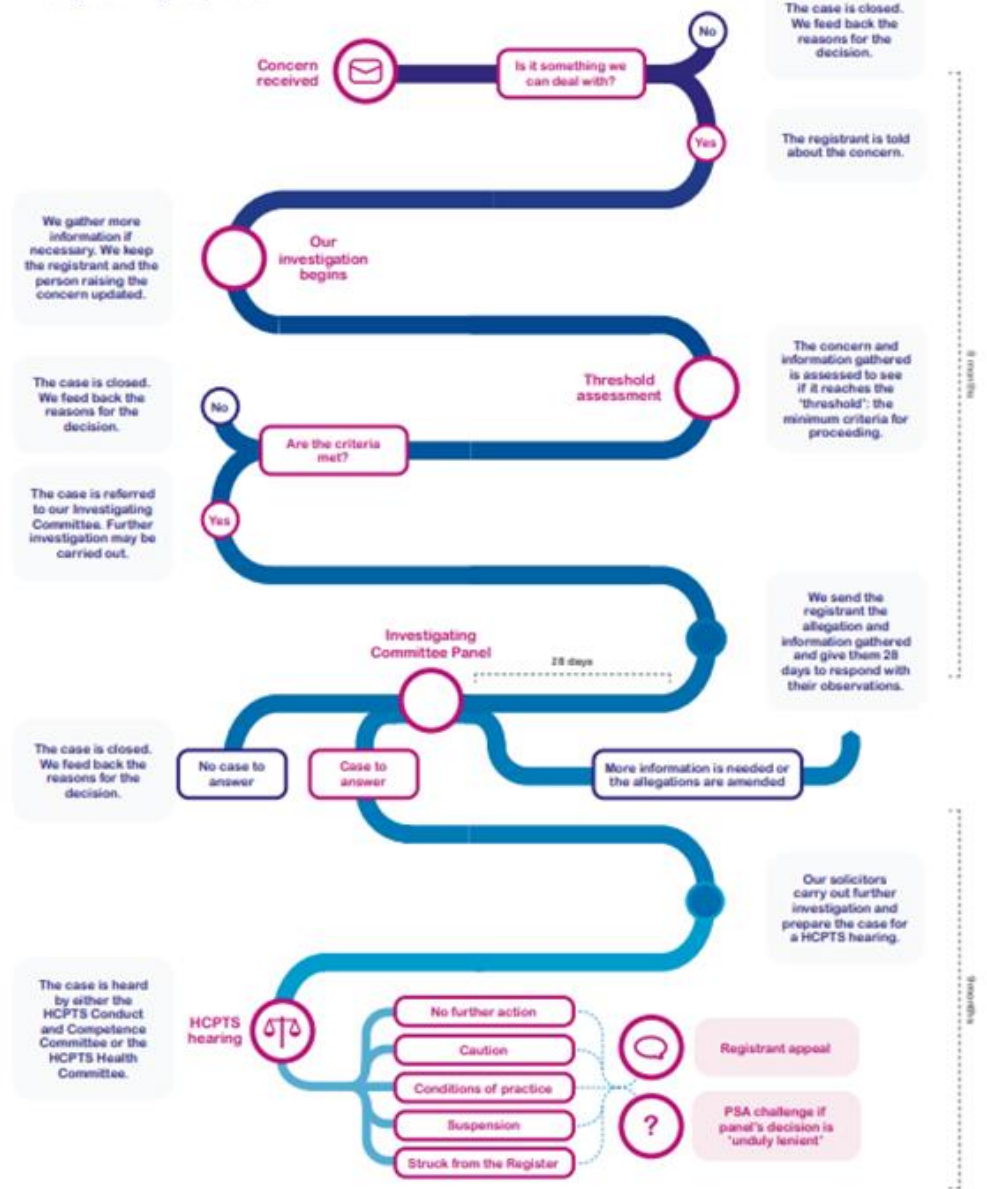
Criminal offences  
relating to  
children

# Our investigations process flowchart

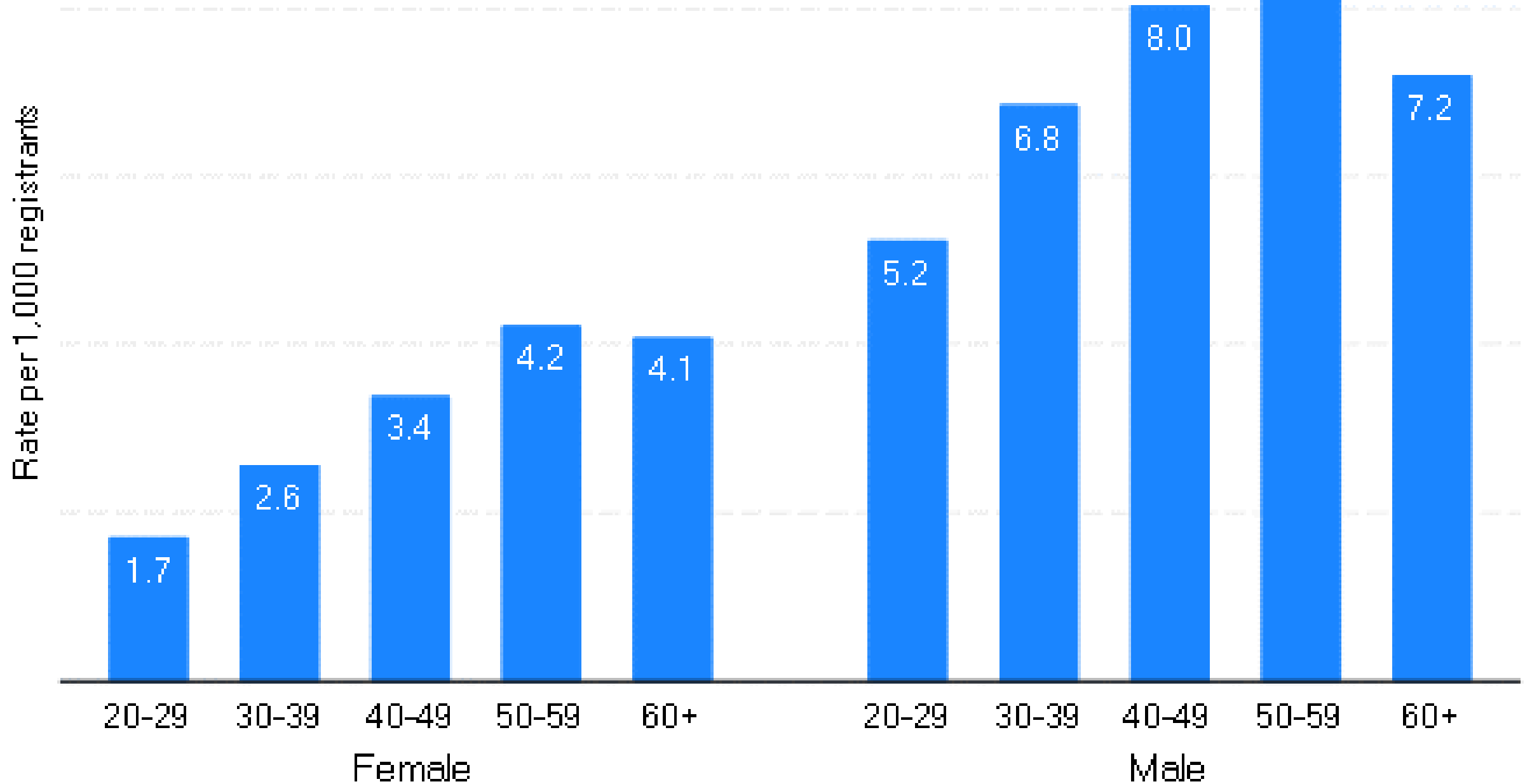
1. Concern received – is it something we can deal with?
2. If YES an initial investigation is undertaken and then there is a threshold check
3. If threshold is met case is referred to an investigating committee and a panel is held where it is decided if there is a case to answer
4. If YES then the case is passed to solicitors and the tribunals team for a hearing
5. Possible results – no further action, caution, conditions of practice, suspension or struck off

## OUR INVESTIGATIONS PROCESS

As a regulator, one of our responsibilities is to ensure HCPC registrants are fit to practise. If someone raises a concern about a registrant's fitness to practise, we investigate it using this process.

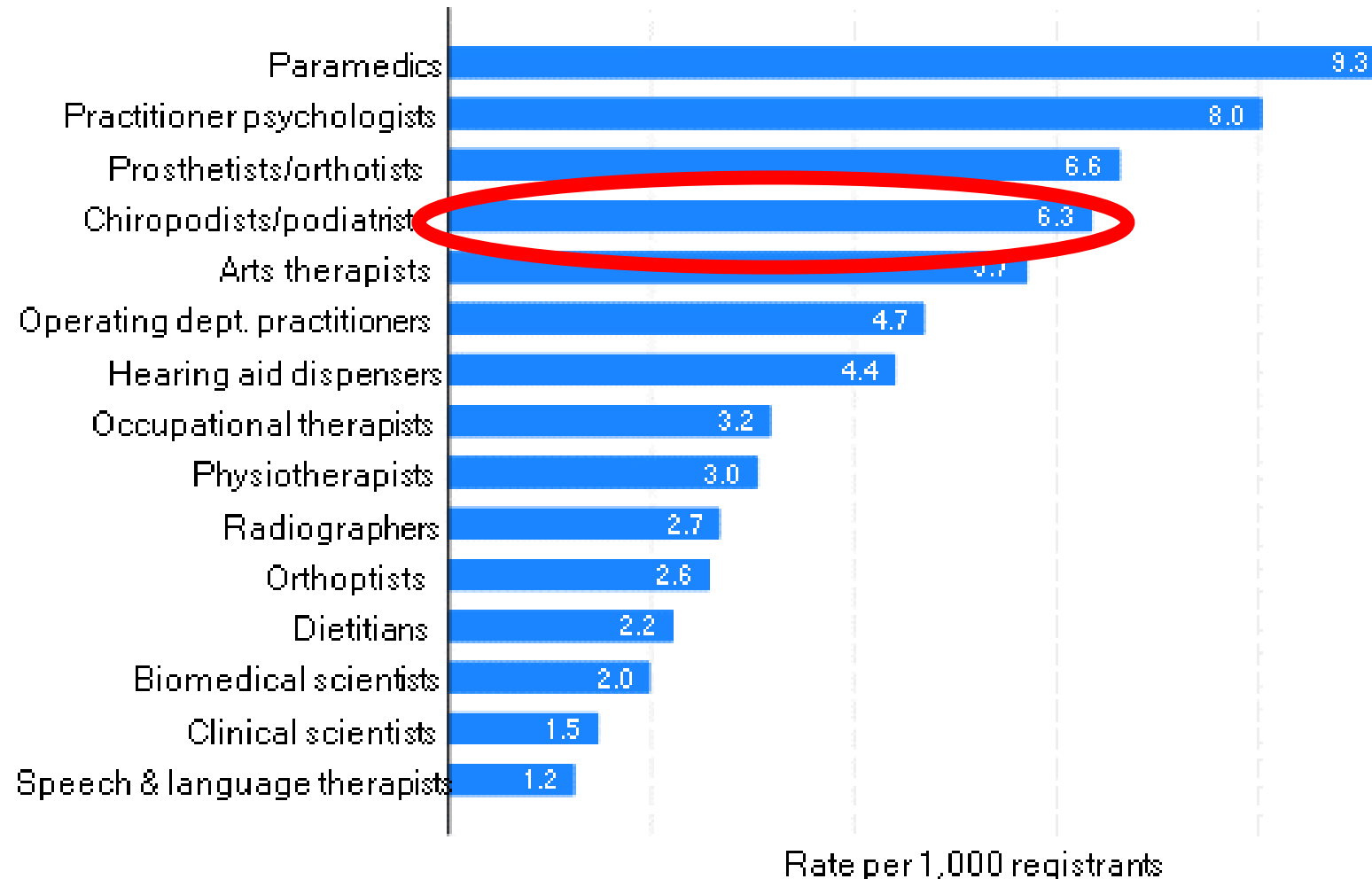


# Age-sex referral rates per 1000



# Profession rates per 1,000 registrants

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## Final hearing outcomes 2022-2023

Not well founded	74
Removed following fraudulent or incorrect entry process	1
Struck off	41
Suspended	37
Conditions of practice	12
Cautioned	30
Removed by consent	21

# Fitness to practise fact sheets

These fact sheets provide more information and guidance to support you through the different parts of the FTP process.

[Home](#) - [Concerns](#) - [How we can support you](#) - [FTP registrant support service](#)

# FTP registrant support service

[Check the Register](#)

[About us](#)

[Standards](#)

[Concerns](#)

[Registration](#)

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# Fitness To Practise Annual Report 2022-23



Any questions?

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