

Professor Norma Brook CBE



Professor Norma Brook, former President of the Health Professions Council (HPC), sadly passed away on Wednesday 31 December 2008. Following her appointment by the Secretary of State for Health in May 2001, Norma was President of the HPC until her retirement in July 2006. Over 200 people attended her funeral on Tuesday 20 January 2009.

As President, Norma's dedication and enthusiasm welded the Council's lay and professional members' commitment

to public protection. Norma worked tirelessly to ensure that the HPC delivered its legislative objectives by way of its new fitness to practise processes, overseeing the quality standards of numerous health education programmes, and the regulation of new health professions. Norma worked with all of the HPC's stakeholders including consumer organisations, registrants, professional bodies, employers, educators and the governments of the four home countries. Under Norma's leadership the HPC gained international recognition and was committed to working with other international regulators of healthcare professionals to share best practice.

The HPC's Chief Executive, Marc Seale, commented: "I was very saddened to hear about the death of Professor Norma Brook. Norma had many attributes. They included the skills to mould a vision into the day-to-day reality of an organisation, the tenacity required to form successful partnerships and an ability to make and retain friendships with those she worked with. The Health Professions Council is an outstanding success and without Norma this would not have been achieved. My condolences to her family and friends – she will be sorely missed."

Prior to her appointment as President of the HPC, Norma was a member of the Council for Professions Supplementary to Medicine and chaired its Physiotherapists Board. She was also a member of the Council for Healthcare Regulatory Excellence. Following her retirement from the HPC Norma continued her commitment to the statutory regulation of healthcare professionals and was a Council member of the Hearing Aid Council.

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Welcome to the first edition of HPC In Focus of 2009, which is packed with news and information from the Health Professions Council.

In this issue we have a short report on the first meeting of the Professional Liaison Group which is considering the regulation of psychotherapists and counsellors by the HPC. Also, the next round of Employer Events in Leeds, Edinburgh and Belfast is coming up in February and March. There are still a few places available – turn to page 3 for details of how to book. And if you are a paramedic or orthoptist, turn to page 9 for details of an opportunity to get involved in the work of the HPC by using your skills as a Continuing Professional Development Assessor.

Look out for issue 22 of HPC In Focus in your inbox on Friday 3 April 2009.

Jonathan Jones, Editor

This newsletter and previous issues can be downloaded from the website at www.hpc-uk.org/publications/newsletter
To have it sent straight to your inbox, please email newsletter@hpc-uk.org

Professor Norma Brook CBE (continued)

In 2007 Norma was awarded a CBE for her services to healthcare in Worksop, Nottinghamshire. It followed an impressive list of achievements, including honorary doctorates from Robert Gordon University, the University of East Anglia, Sheffield Hallam University, the University of Brighton and the University of Central England. In 1995 Norma was also awarded a Fellowship of the Chartered Society of Physiotherapy for her contribution to the development of physiotherapy education and her expertise in connective tissue manipulation. She was a Visiting Professor of Physiotherapy Education for the Royal College of Surgeons in Ireland and was an external examiner for the University of Malta.

Psychotherapists and counsellors – Professional Liaison Group

In 2007, a government White Paper said that psychotherapists and counsellors were one of the priority groups for future regulation and that they should be regulated by the Health Professions Council.

We recently held the first meeting of the working group (known as a 'Professional Liaison Group' or 'PLG') to explore possible arrangements for how psychotherapists and counsellors might be regulated.

The meeting began with a presentation from Niall McDermott, Head of Secondary Legislation at the Department of Health, on the background to the proposed regulation of psychotherapists and counsellors. There was also a presentation from Michael Guthrie, Head of Policy and Standards at the HPC, which outlined the workplan for the group over the following meetings.

The group also discussed an overview of the responses that we received to the 'Call for Ideas' that we ran earlier during the year. The Call for Ideas sought the views of stakeholders on the future regulation of psychotherapists and counsellors.

The next meeting of the PLG will be held shortly before this edition of HPC In Focus goes to press – on Wednesday 28 and Thursday 29 January 2009. They will meet again on Tuesday 3 and Wednesday 4 March 2009. Meetings are open to the public. Further information, including minutes of previous meetings and details of how to attend, is available on our website at www.hpc-uk.org/aboutus/professionalliaisongroups/psychotherapistscounsellors

Come and meet us

The HPC will be exhibiting at the following events where representatives from the HPC will be available to answer queries and provide HPC literature. Why not come along and meet us?

Health and Wellbeing @ Work

This is a leading event for HR and occupational health professionals, rehabilitation and therapy specialists, disability employment advisors, ergonomists and other professionals responsible for the environment, health and wellbeing of work-aged people.

Tuesday 24 and Wednesday 25 February 2009
The National Exhibition Centre, Birmingham
www.healththatwork2009.co.uk

British Association of Prosthetists and Orthotists (BAPO) Annual Conference

The BAPO conference is continuing with its expanded programme with the same emphasis on clinical practice. The focus will be on sharing expertise and improving practice.

Friday 27 to Sunday 29 March 2009
De Vere Whites Hotel, Bolton
www.bapo.com

Employer Events – Leeds, Belfast and Edinburgh events booking fast



The next series of Employer Events is fast approaching and places are booking up fast. If you are an employer of our registrants, do not miss this opportunity to hear from and speak to HPC employees. Places are still available but be sure to register for this free event as soon as possible to avoid disappointment.

Employer Events aim to provide useful and practical information for human resources and personnel directors within the NHS, service managers and others who employ HPC registrants in local authorities and private practice. Each event will start with a presentation followed by more in-depth workshops. The presentations will cover information for employers on registration and renewal, and updates on developments at the HPC. In-depth workshops will focus on fitness to practise and continuing professional development – key areas for both employers and registrants, especially with the first CPD audits having taken place in 2008. Experts from the Fitness to Practise, Registration, Policy and Standards and Communications Departments will also be on hand to answer your questions and offer support and advice.

Leeds Employer Event

Tuesday 24 February 2009, 9.30am – 2pm
The Golden Lion Hotel, 2 Lower Briggate,
Leeds LS1 4AE

Belfast Employer Event

Thursday 26 February 2009, 9.30am – 2pm
Stormont Hotel, Upper Newtownards Road,
Belfast BT4 3LP

Edinburgh Employer Event

Tuesday 3 March 2009, 9.30am – 2pm
The City Chambers, High Street,
Edinburgh EH1 1YJ

Registration is free but places are limited. If you employ or manage registrants on the HPC Register and would like to attend, please sign up online at www.hpc-uk.org/mediaandevents/events/employer. Alternatively, email your full name, job title, organisation, email address and contact telephone number to employers@hpc-uk.org or call 020 7840 9806.

Not relevant to you? Please pass this information to colleagues who may be interested in attending.

Listening Events

These events continue to play an important role in the HPC's events programme. They are a great opportunity for us to meet with registrants and discuss current issues and future developments. Most importantly they give us the opportunity to listen to you!

In January registrants from Northern Ireland were invited to take part in Listening Events in Enniskillen and Craigavon. Overall the feedback was positive, with registrants commenting that they were pleased to be able to attend an event local to them. Here are some of the positive comments from attendees:

– "I learnt a lot about the HPC and found the panel informative, knowledgeable and approachable."

– "Very informative and worthwhile two hours."



The next series of Listening Events will take place in the London area:

Croydon Listening Event

10 March 2009, two identical sessions at 1.45pm – 4pm and 5.45pm – 8pm

The Croydon Park Hotel, 7 Altyre Road, Croydon CR9 5AA

West Ham Listening Event

12 March 2009, two identical sessions at 1.45pm – 4pm and 5.45pm – 8pm

The West Ham United Hotel, Boleyn Ground, Green Street, Upton Park E13 9AZ

Brentford Listening Event

17 March 2009, two identical sessions at 1.45pm – 4pm and 5.45pm – 8pm

Holiday Inn London-Brentford Lock, High Street, Brentford TW8 8JZ

Enfield Listening Event

19 March 2009, two identical sessions at 1.45pm – 4pm and 5.45pm – 8pm

The Royal Chace Hotel, The Ridgeway, Enfield EN2 8AR

Visit www.hpc-uk.org/mediaandevents/events/listening now to sign up.

New Council Chamber opened by Kate Hoey MP



Kate Hoey, Member of Parliament for Vauxhall, visited the offices of the HPC on Thursday 11 December 2008 to mark the official opening of the HPC's new Council Chamber.

Kate Hoey is a long-time supporter of the work of the HPC. In her remarks on the day she conveyed her enthusiasm for extending HPC-regulation to further professions. Kate also mentioned that a number of her constituents are HPC employees. The HPC's President, Anna van der Gaag, thanked Kate for her continued support and was delighted to ask her to unveil a

commemorative plaque to mark the occasion. Kate also took time to meet with members of the Registration Department. The new Council Chamber is part of phase one of the refurbishment of recently acquired premises at 22–26 Stannary Street. These premises, directly adjacent to our existing offices in Kennington Park Road, will allow us to offer a better service to registrants, members of the public and other stakeholders, with the addition of new rooms for hearings. Our larger building will also mean we are better placed to meet the challenges of a growing organisation and an expanding workforce. Refurbishment of these new offices was considered a better value-for-money option than moving from the existing premises.

Fitness to practise hearings

Our Fitness to Practise Department is responsible for handling complaints, known as ‘allegations’, about the fitness to practise of professionals we register. When we say that a health professional is ‘fit to practise’ we mean that he or she has the health and character, as well as the necessary skills and knowledge, to do his or her job safely and effectively.

Our main responsibility is to protect the public, maintaining public confidence in the professions and professionals we regulate. We will consider every complaint we receive about a health professional on a case-by-case basis and take action in light of the individual circumstances.

The table below and over the page provides basic details of hearings since the December edition of HPC In Focus. For further information on these, and all other fitness to practise hearings, see www.hpc-uk.org/complaints/hearings

Date of hearing	Name	Registration number	Profession	Details	Outcome
29 October	Charles Danby	PH64425	Physiotherapist	Failure to obtain consent	Conditions of practice
3 November	William Williams	DT18888	Dietician	Conviction for three counts of possession of drugs	Caution
4 November	Akbar I Solaymani	RA33794	Radiographer	Misconduct relating to patient treatment and care	Struck off
4 November	Robert Underwood	ODP14645	Operating department practitioner	Misconduct relating to a salary advance and unauthorised absence	Struck off
10 November	Gordon A Mendy	PH36867	Physiotherapist	Falsification of, and failure to complete, patient records	Struck off
10 November	Andrew Wing	PA03773	Paramedic	Six minute delay in attending to patient emergency	Caution
11 November	Edwin J Cotton	PA07129	Paramedic	Misconduct relating to treatment of patient	Struck off
11 November	Fraser Lewis	CS11392	Clinical scientist	Police caution relating to sexual harassment of female colleague	Struck off
11 November	Brian Mortimer	PA01103	Paramedic	Misconduct in not attending to an emergency call immediately	Struck off
18 November	Paul Manktelow	PA08359	Paramedic	Misconduct relating to the treatment of patient	Struck off
21 November	Roderick Stobart	RA29068	Radiographer	Competence and misconduct in relation to alcohol dependency	Suspended
26 November	Richard J Howlett	PH27999	Physiotherapist	Misconduct relating to patient treatment	Struck off
26 November	Gareth Williams	ODP07924	Operating department practitioner	Conviction for rape and indecent photographs of a female child under 13 years	Struck off
1 December	Augustine Adu – Amankwah	PH69848	Physiotherapist	Poor patient assessment and clinical reasoning	Conditions of practice
1 December	Jane Heyer	PH24397	Physiotherapist	Conviction for theft	Caution

Fitness to practise hearings (continued)

Date of hearing	Name	Registration number	Profession	Details	Outcome
8 December	Abigail Asimonye	RA49324	Radiographer	Determination by the Nursing and Midwifery Council	Caution
8 December	Ernest Doidge	PA09813	Paramedic	Convictions for taking indecent photographs of children	Struck off
8 December	Thomas Houghton	PH75457	Physiotherapist	Inadequate patient assessment	Conditions of practice
9 December	Balvinder Degan	BS45723	Biomedical scientist	Caution for theft and misconduct in failing to disclose caution	Struck off
9 December	Katrina Dickson	CH16408	Chiropodist / podiatrist	Poor clinical practice	Struck off
11 December	Ann Dickinson	RA12837	Radiographer	Unauthorised and wrong x-rays	Suspended
12 December	Barbara Everest	RA15660	Radiographer	Failure to observe safety checks	Conditions of practice
15 December	David Judd	BS48663	Biomedical scientist	Consumed alcohol whilst on duty and fell asleep in the workplace	Caution
16 December	Jose Unisan	RA41440	Radiographer	Inappropriate comments	Conditions of practice
17 December	Colin Barton	ODP13487	Operating department practitioner	Conviction for rape	Struck off
17 December	Owen Starkey	PA02007	Paramedic	Conviction for driving over the alcohol limit	Suspended
18 December	Simon Whitworth	ODP12694	Operating department practitioner	A number of convictions	Struck off
22 December	Graham Povey	PA17840	Paramedic	Conviction for driving with excess alcohol	Caution

All hearings begin at 10am and are open to the press and public, unless otherwise stated. See the HPC's website for details of forthcoming hearings. To attend a hearing, please contact Ebony Gayle on [+44 \(0\)20 7840 9784](tel:+442078409784) or email ebony.gayle@hpc-uk.org

To receive the 'FTP alert' email which includes details of recent and forthcoming fitness to practise hearings, please send your email address to ftp@hpc-uk.org. To be added to our media alert email list, please send your email address to press@hpc-uk.org

Recruitment of the restructured HPC Council begins

A 2007 a government White Paper made a number of proposals regarding the governance arrangements for the nine UK healthcare regulators. One proposal was that the councils of regulators should be smaller and more 'board-like'. The White Paper also proposed that all council members should be independently appointed rather than elected.

In February 2008 the HPC recommended to the Department of Health that the number of members on the HPC Council should be 20 (including the President), and that there should be an equal representation of registrant and lay members. On 3 July 2008, the Council agreed the criteria which will be used to appoint the Chair and members of the restructured Council.

The recruitment campaign has now begun. Advertisements for the Chair and members of Council are currently appearing in the national press and in newspapers in England, Northern Ireland, Scotland and Wales. Details are also available on the website of the Appointments Commission at www.appointments.org.uk (quote reference REG8507).

Posts will be offered subject to confirmation following parliamentary approval, decisions on which are expected early 2009.

The Health Professions Council (Constitution) Order 2009 – a paper for consultation

The Department of Health is conducting a consultation on a draft order which sets out a proposed constitution for the HPC. It provides details of the composition of the Council, the terms of office of Council members, and criteria for the disqualification, suspension or removal of members from office. The Health Care and Associate Professions (Miscellaneous Amendments) Order 2009 will shortly be laid before the Scottish and Westminster parliaments.

Subject to the approval of both parliaments, it will make a number of changes to the constitutional arrangements for the Health Professions Council. Instead of the constitutional details of the HPC being set out in the Health Professions Order 2001, these details must now be set out in a separate Constitution Order made by the Privy Council. This paper considers the proposed constitution of the Health Professions Council.

To download the consultation document and associated documents, visit www.dh.gov.uk/en/Consultations/Liveconsultations/DH_093275. Responses should be made using the consultation questionnaire and must be submitted by email or post no later than 17 April 2009.

Council update – Tony Hazell appointed Chair of the Nursing and Midwifery Council

The HPC welcomes the appointment of Professor Tony Hazell as Chair of the Nursing and Midwifery Council.

Professor Hazell was appointed to the HPC on its inception in early 2001. During his time on the Council he has served on the Education and Training Committee, as Vice Chair of the Audit Committee and as Chairman of the Health Committee.

Commenting on the announcement, Anna van der Gaag, the HPC's President, said: "In addition to his work on the Council and its committees, Tony has made a huge contribution to the work of the HPC. He has been a dedicated ambassador for the organisation at numerous events with our stakeholders and the public. Our pleasure at his appointment is tinged with sadness at his departure from the Council at the end of 2008."

Fitness to practise case study – conduct and competence hearing for two radiographers

The conduct and competence of two radiographers was questioned after a patient was placed in a magnetic resonance imaging (MRI) scanner wearing steel-toe-capped footwear and a full-leg metal calliper in July 2007.

A panel of the HPC Conduct and Competence Committee heard that the fitness to practise of the registrants was impaired by reason of their misconduct and lack of competence in that:

- radiographer A failed to observe appropriate safety checks whilst using a MRI scanner to treat the patient;
- radiographer B failed to ensure their colleague had observed the appropriate safety checks before using the MRI scanner; and
- both radiographer A and B failed to report the incident in line with the appropriate Adverse Incident Policy.

Panel chair Ian Griffiths commented: “The panel considered that radiographer A’s actions had fallen short of the Standards of proficiency for radiographers. The panel concluded that it should be possible for the registrant to take remedial or rehabilitative action and that it would be sufficient to conclude this case with a conditions of practice order.”

Radiographer A must comply with seven conditions of practice for a period of three years. These conditions include indentifying and appointing a supervisor, who must be both a registered radiographer and senior to radiographer A.

In respect to radiographer B, the Panel noted that the Registrant went on maternity leave after the incident, has undertaken refresher training on her own initiative since returning to practice in September 2008, and has also applied to attend a retraining course in January 2009. The insight which radiographer B demonstrated, and her acceptance of her role in the incident, led the panel to conclude that her current fitness to practise is not impaired.

Dates for your diary

HPC Council and committee meetings are held in public. More information, including minutes and agendas can be found on our website at www.hpc-uk.org/aboutus/council

Council and committee meetings: February 2009 – March 2009

Tuesday 10 February 2009	Council
Thursday 12 February 2009	Investigating Committee
Thursday 19 February 2009	Conduct and Competence Committee
Thursday 26 February 2009	Audit Committee
Tuesday 3 and Wednesday 4 March 2009	Professional Liaison Group (psychotherapists and counsellors)
Monday 16 March 2009	Finance and Resources Committee
Wednesday 25 March 2009	Education and Training Committee
Thursday 26 March 2009	Council

Appointments

Continuing Professional Development Assessors – paramedics and orthoptists

We are currently recruiting for the role of Continuing Professional Development (CPD) Assessors who review CPD profiles for the purpose of continuing registration.

Successful candidates will have sound written and verbal communication skills and the ability to analyse complex information to form reasoned decisions. Training will be provided. A fee will be paid, as will travel and accommodation expenses in accordance with the HPC Partner Expense policy. The appointment will last for two years from commencement, and will then be subject to reappointment.

The HPC does not accept CVs so for a recruitment pack and further details about the role, please see www.hpc-uk.org/aboutus/partners or email partners@hpc-uk.org

Please contact Marche Wilson, Partner Administrator, on 020 7840 9771 for further information about this position.

Closing date: Sunday 1 March 2009

The HPC is committed to equality of opportunity and actively guards against unfair discrimination on any grounds (including sexual orientation, religion or beliefs, race, sex, age or disability).

Contact us

What do you think of this newsletter? Is there anything you would like to see in future issues? We would like to hear your views, so please email newsletter@hpc-uk.org

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