
BDA NI branch. 21st February 2024

Professional Liaison Service

Embedding the updated HCPC standards.

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slido



Where do you work?

ⓘ Start presenting to display the poll results on this slide.

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How long are you qualified?

ⓘ Start presenting to display the poll results on this slide.

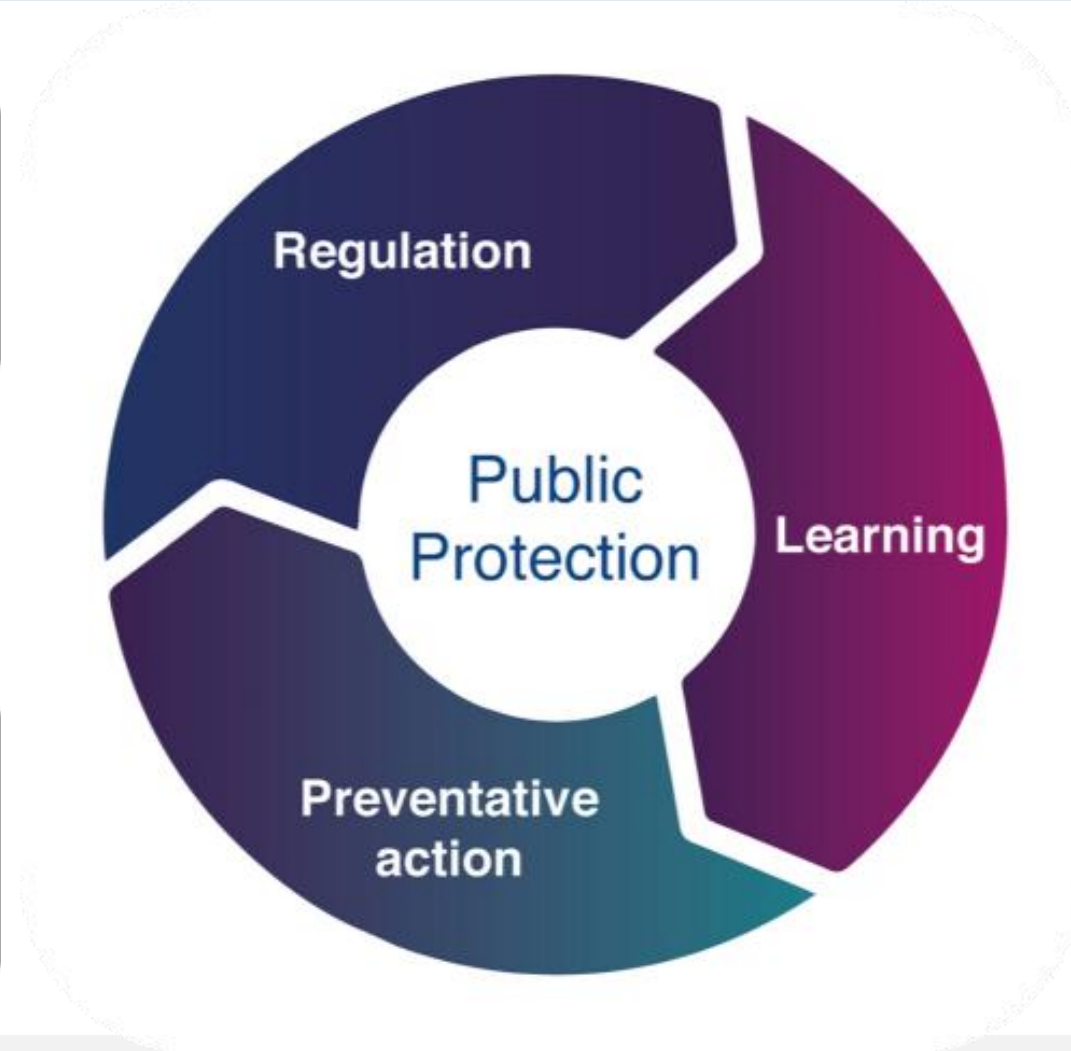
Topics covered.



The Health and Care Professions Council (HCPC)

Quality assuring
education

Responding to fitness to
practise concerns



Professional Liaison Service

Maintaining and
publishing a register
of professionals

Setting appropriate
standards

Summary of changes to the Standards of Proficiency



The HCPC standards

Standards of proficiency

Dietitians

Updated and rolled out on
01 September 2023

Your duties as a registrant

Standards of
conduct,
performance
and ethics

Updates go live from 01
September 2024

Information for registrants

Continuing
professional
development
and your
registration

Renewal window dates

Each profession renews at a set time. These times are the same every two years and are staggered throughout the year:

Profession	Opens	Deadline	
Radiographers	1 Dec 2023	29 Feb 2024	Renew now >
Physiotherapists	1 Feb 2024	30 Apr 2024	Renew now >
Arts therapists	1 Mar 2024	31 May 2024	
Dietitians	1 Apr 2024	30 Jun 2024	

HCPC Standards of Proficiency



- set out safe and effective practice in the professions who fall under the protected title “dietitian”
- ‘threshold’ standards we consider necessary to protect members of the public.
- 15 standards of proficiency in total
- Some standards generic to all professions we regulate
- Some standards are profession specific to dietitians

What has changed in the Standards of Proficiency?



Examples of active language...

Previous

understand the
importance of
maintaining their own
health



Current

understand the importance of
their own mental and physical
health and wellbeing strategies
in
maintaining fitness to practise

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True or false: As a dietitian, I need to meet all the standards of proficiency to remain registered

ⓘ Start presenting to display the poll results on this slide.

The statement is....**FALSE**

The standards of proficiency set clear expectations of our registrants' knowledge and abilities when they *start* practising.

Once on the Register, registrants must continue to meet the standards of proficiency *that apply to their scope of practice*.

Summary of changes to the Standards of Proficiency



Making use of the Standards of Proficiency

Professional Liaison Service

Provides a high-level framework for you

- 'Check in' regularly to ensure practice aligns with the standards
- Add to Team meeting agendas
- Use available resources
- Have conversations with colleagues
- Undertake a gap analysis and address any issues identified

Not prescriptive

- How you meet the standards depends on context
- Room for variation dependent on role and scope of practice

Autonomy and flexibility

- You should use your own professional judgement to assess what is safe and effective in your context
- You can rely on support from practice leads, professional bodies to help you apply any changes that are necessary

HCPC Gap Analysis Tool

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

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

BUSINESS

As part of future planning a dietitian 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.

Further to undertaking the HCPC standards gap analysis a dietitian 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:

- 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.

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.


HCPC resources on the Standards of Proficiency



'In brief' videos

These summary videos go through each of the five key themes, setting out the changes, prompt questions, suggestions and tips on how to begin adapting your practice.

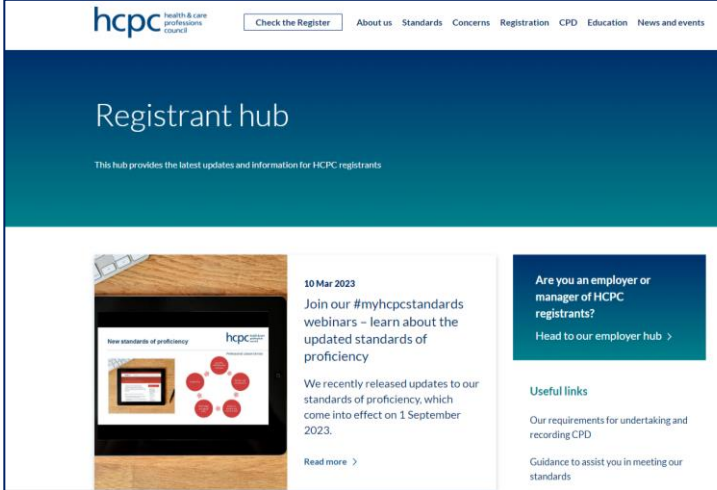
[Watch the videos >](#)



Webinars

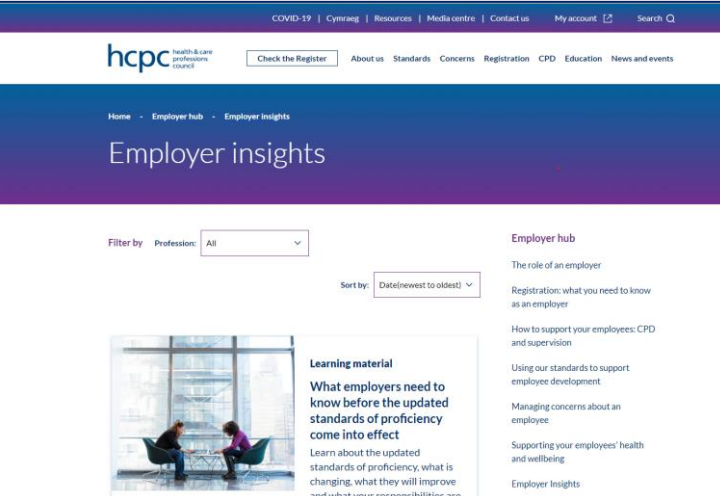
Our 45-minute webinars, hosted by HCPC's Professional Liaison Consultants, take a more in-depth look at each theme, with insight and examples from guest speakers.

[Watch the webinars >](#)

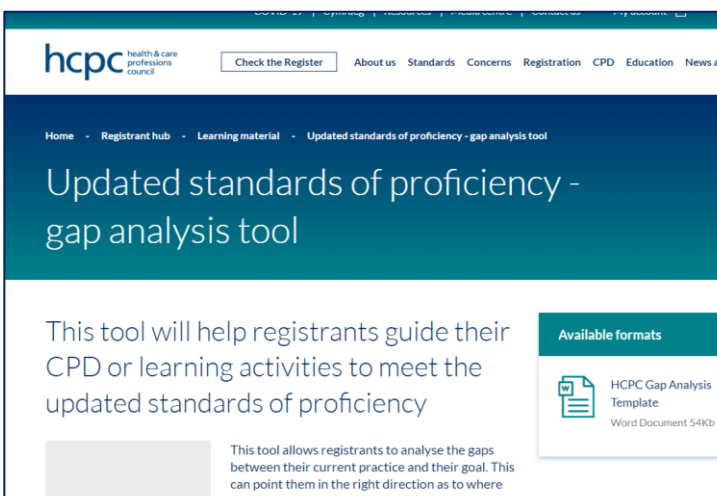


The screenshot shows the 'Registrant hub' page with a navigation bar at the top. The main heading is 'Registrant hub' with a sub-heading 'This hub provides the latest updates and information for HCPC registrants'. There is a featured article titled '10 Mar 2023 Join our #myhcpcstandards webinars - learn about the updated standards of proficiency' with a 'Read more >' link. A sidebar on the right contains a call to action 'Are you an employer or manager of HCPC registrants?' with a 'Head to our employer hub >' link, and a 'Useful links' section with links for 'Our requirements for undertaking and recording CPD' and 'Guidance to assist you in meeting our standards'.

Professional Liaison Service



The screenshot shows the 'Employer insights' page. It features a navigation bar with 'Check the Register' and various menu items. The main heading is 'Employer insights'. Below this, there are filters for 'Profession: All' and 'Sort by: Date (newest to oldest)'. A featured article titled 'What employers need to know before the updated standards of proficiency come into effect' is visible, along with a list of topics under the 'Employer hub' section: 'The role of an employer', 'Registration: what you need to know as an employer', 'How to support your employees: CPD and supervision', 'Using our standards to support employee development', 'Managing concerns about an employee', 'Supporting your employees' health and wellbeing', and 'Employer insights'.



The screenshot shows the 'Updated standards of proficiency - gap analysis tool' page. It features a navigation bar with 'Check the Register' and various menu items. The main heading is 'Updated standards of proficiency - gap analysis tool'. Below this, there is a description: 'This tool will help registrants guide their CPD or learning activities to meet the updated standards of proficiency'. A sidebar on the right contains an 'Available formats' section with a document icon and the text 'HCPC Gap Analysis Template Word Document 54Kb'. At the bottom, there is a brief description of the tool's purpose: '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.'

Summary of changes to the Standards of Proficiency



Looking ahead to the Standards of Conduct, Performance and Ethics

Standards of proficiency

Arts
therapists

Your duties as a registrant

Standards of
conduct,
performance
and ethics

Information for registrants

Continuing
professional
development
and your
registration

Standards of conduct, performance and ethics

Current standards

- 1 Promote and protect the interests of service users and carers
- 2 Communicate appropriately and effectively
- 3 Work within the limits of your knowledge and skills
- 4 Delegate appropriately
- 5 Respect confidentiality
- 6 Manage risk
- 7 Report concerns about safety
- 8 Be open when things go wrong
- 9 Be honest and trustworthy
- 10 Keep records of your work

The Standards of conduct, performance and ethics and guidance review

These standards are important because they:

set out, in general terms, how we expect our registrants to behave.

outline what the public should expect from their health and care professional.

help us to make decisions about the character of professionals who apply to our Register.

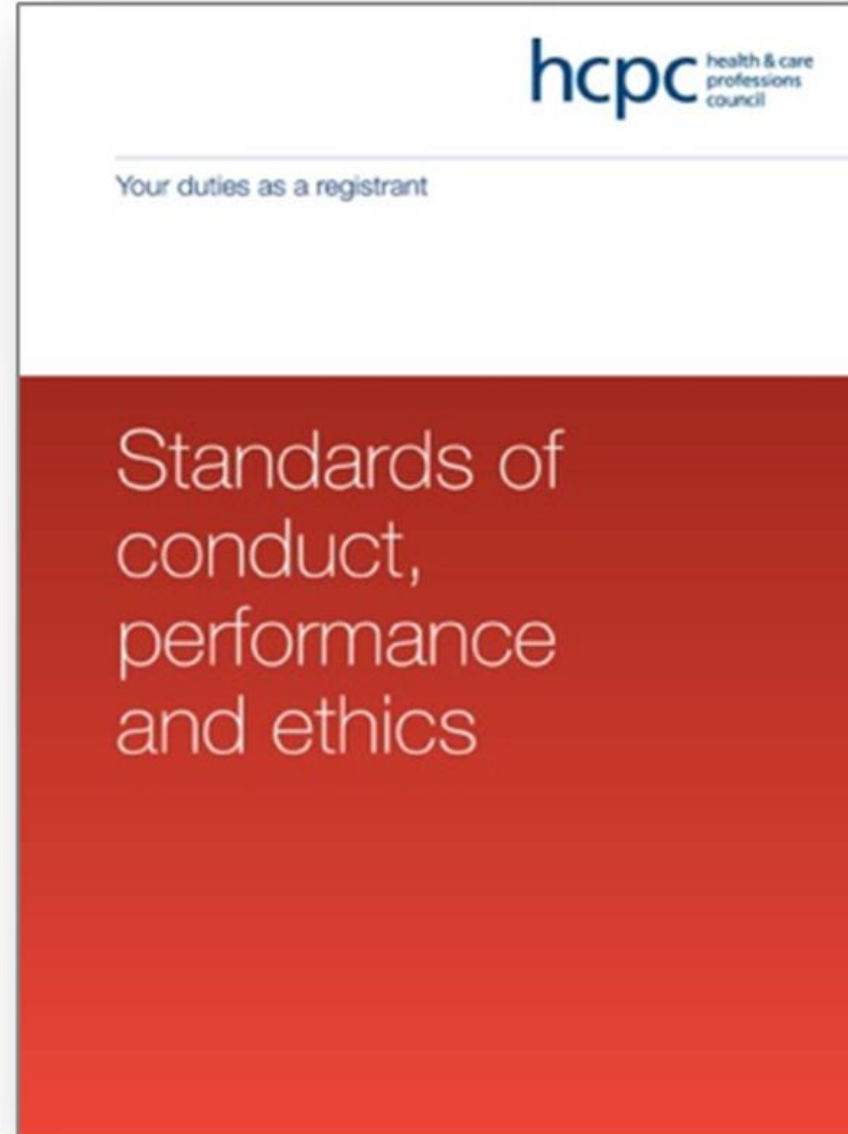
are used if someone raises a concern about a registrant's practice. When things go wrong, they help us to decide whether it is necessary to take action.

Why use our standards?

Provides a high-level framework for you to use your professional judgement

Not prescriptive – how to meet them depends on your practice and context

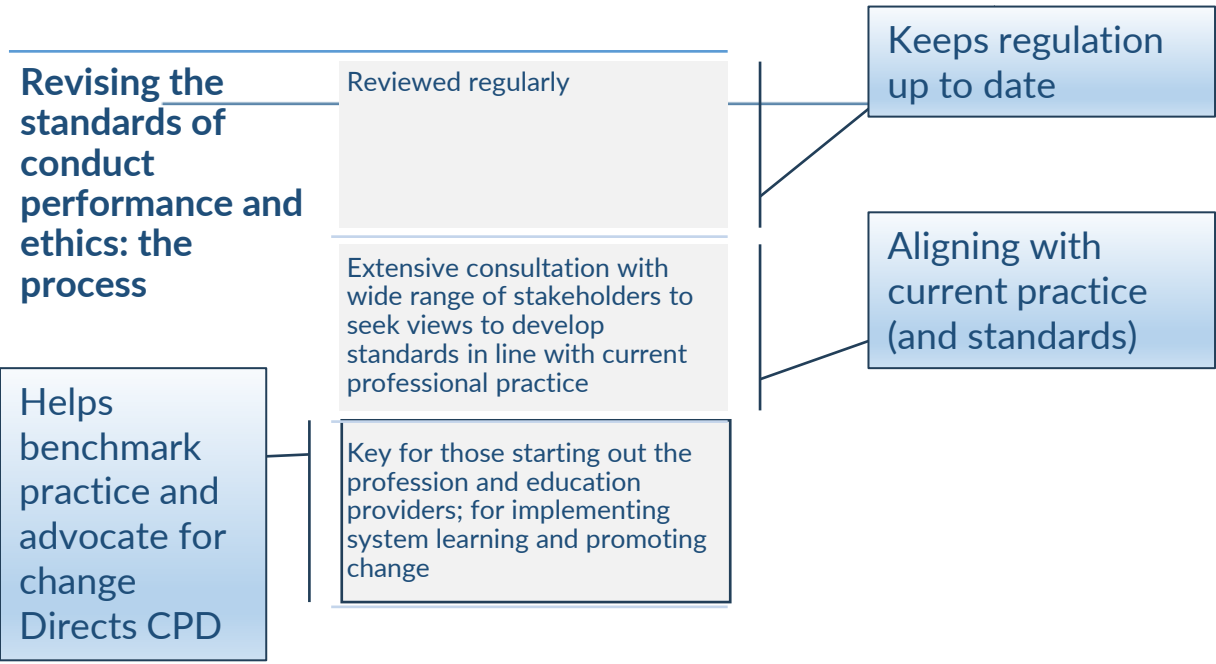
Provides you with autonomy and flexibility



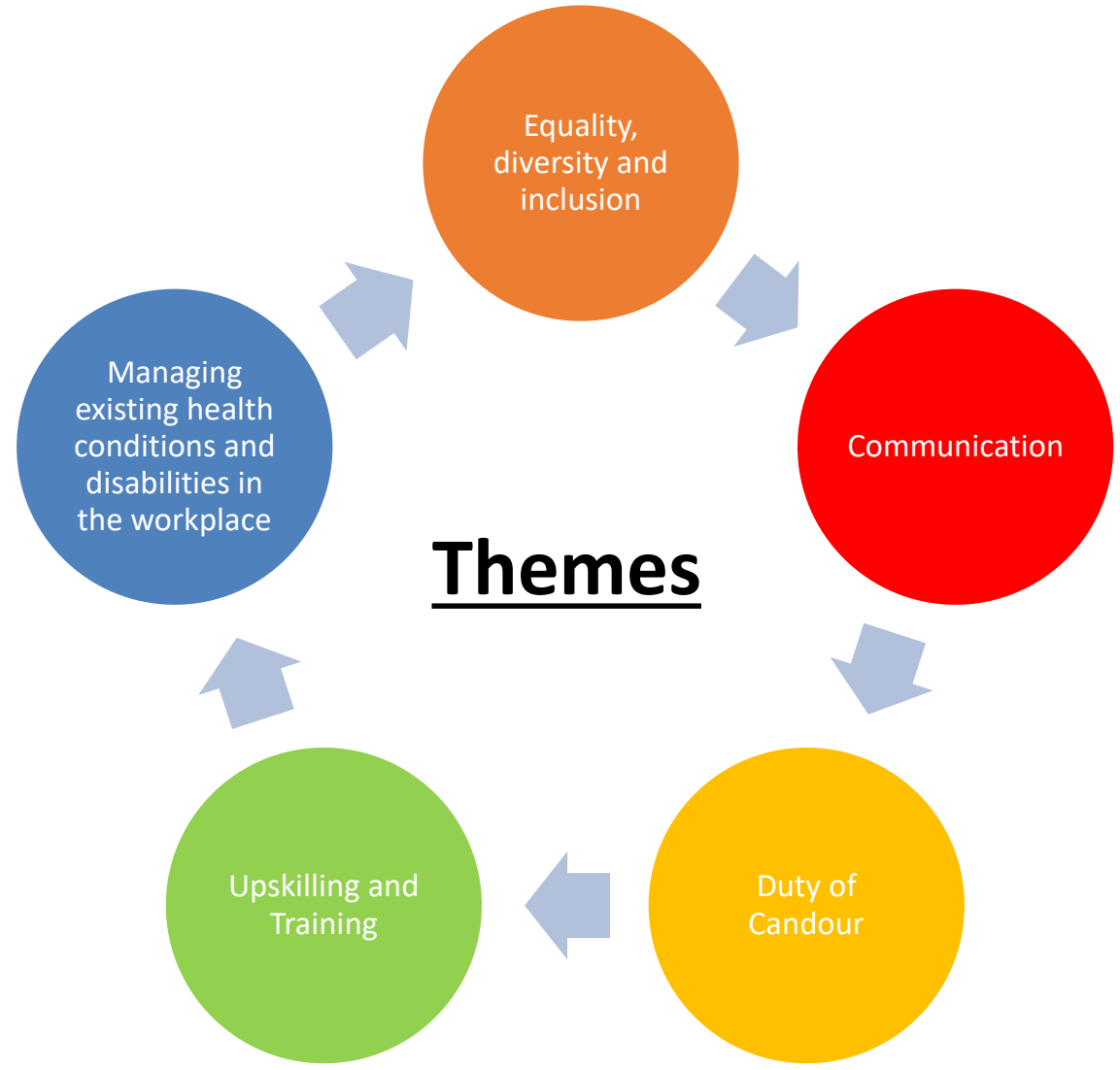
Standards of conduct performance and ethics review

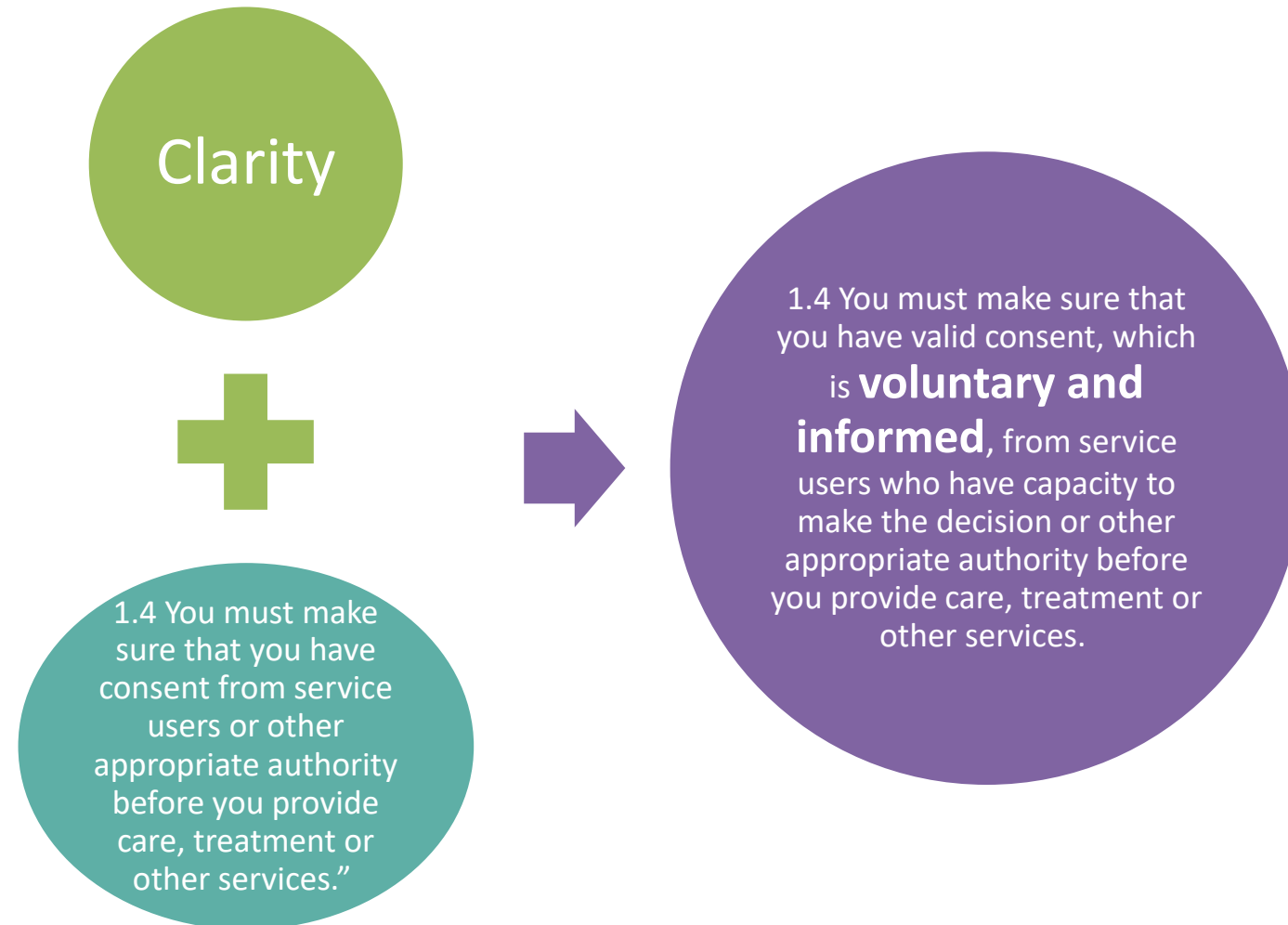
Revisions to the standards of conduct, performance and ethics

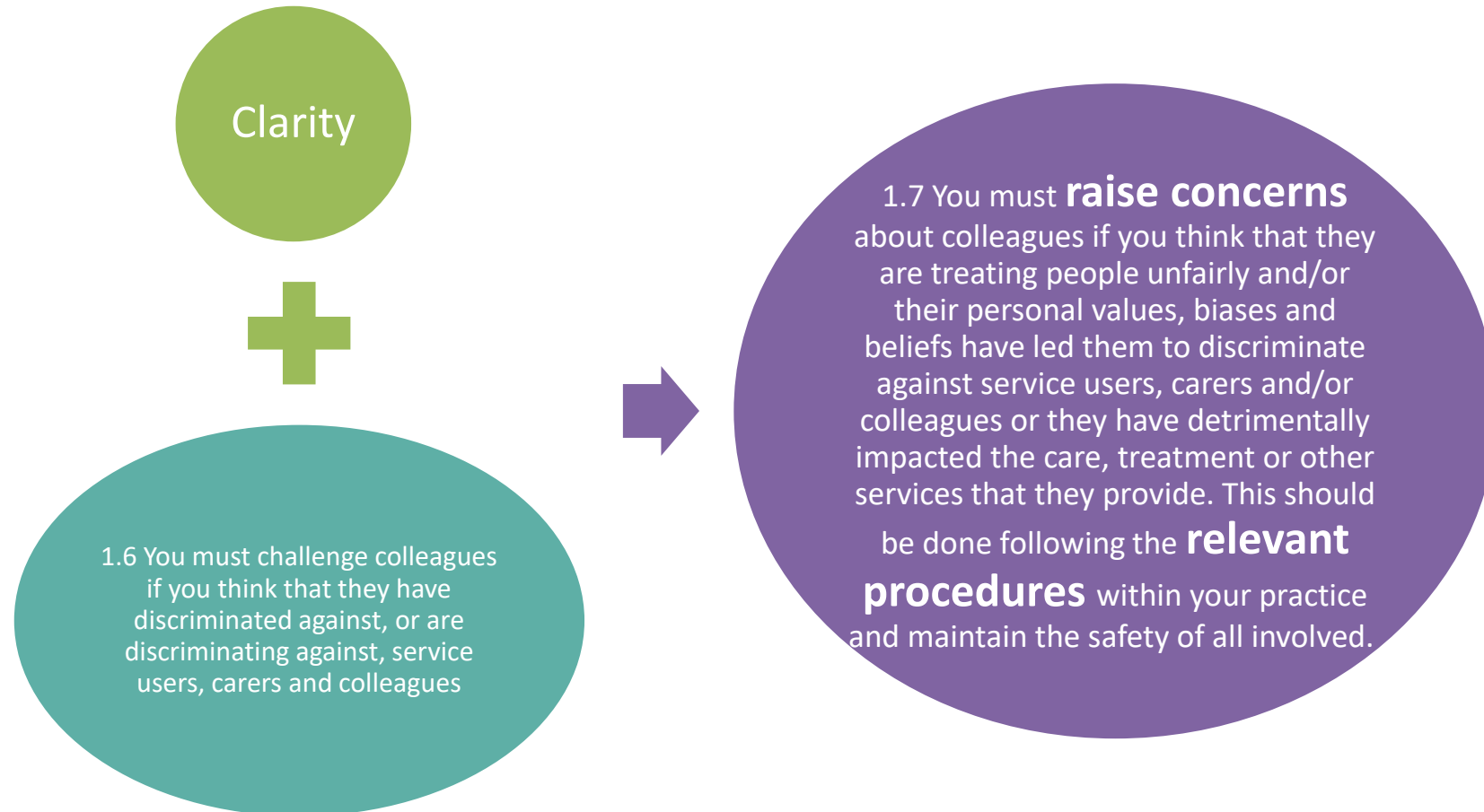
Why the changes?



The wording of the standards has changed to move registrants away from a passive understanding of the standards and towards active implementation of them







Active language

- 1.8 You must **consider** the potential impact that the position of power and trust you hold as a health and care professional may have on individuals when in social or personal settings.
- 1.9 You must **take action to** set and maintain appropriate professional boundaries with service users and/or carers and colleagues.
- 1.10 You must **use appropriate methods of communication** to provide care and other services related to your practice
- 1.11 You must **ensure** that existing personal relationships do not impact professional decisions.
- 1.12 You **must not abuse your position** as a health and care practitioner to pursue personal, sexual, emotional or financial relationships with service users and/or carers, or colleagues.

Equality diversity and inclusion



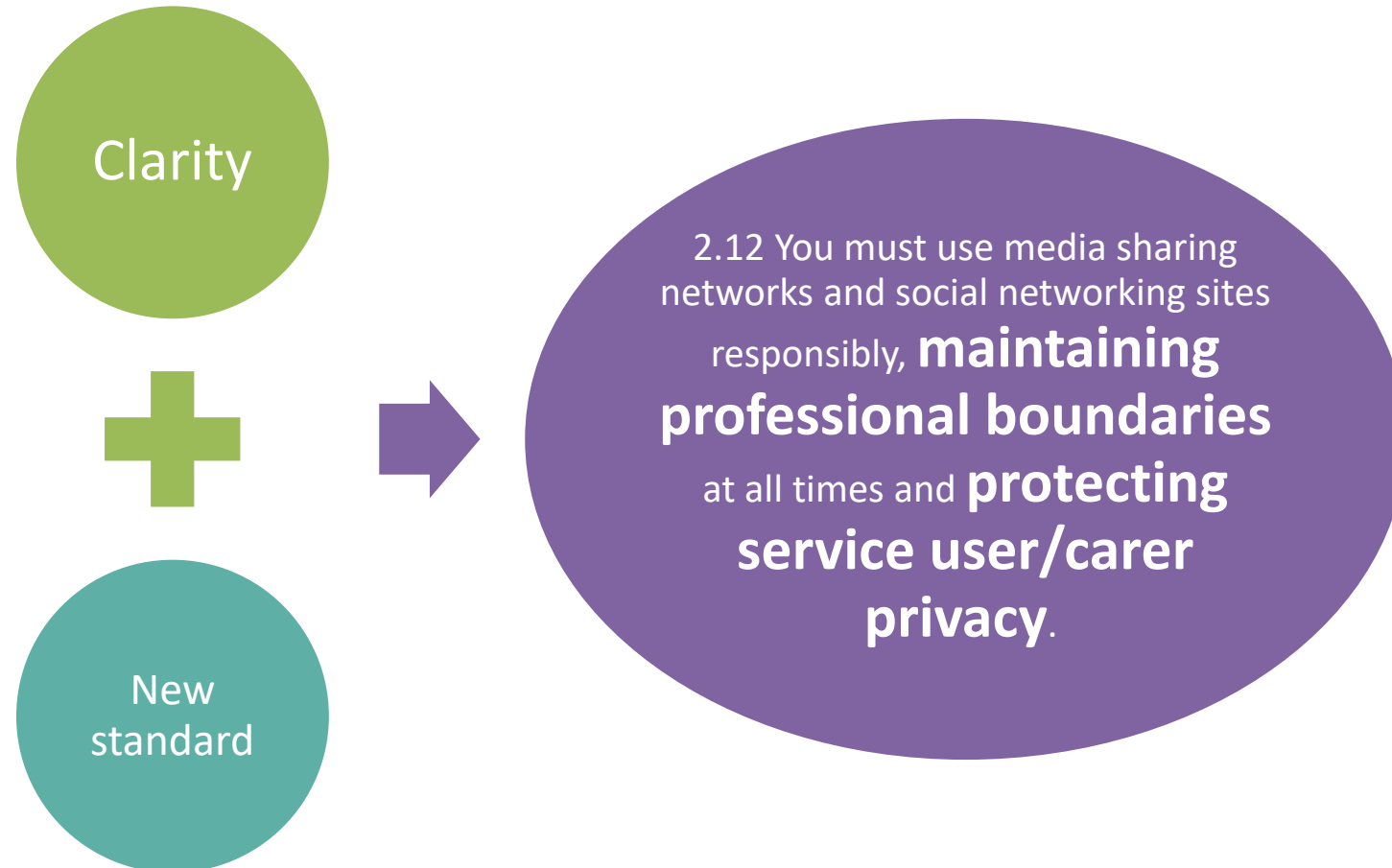
Clarity



New
standard



2.11 You must **make reasonable checks** to ensure information you share is accurate, true, does not mislead the public and is in line with your **duty to promote public health** when sharing information on media sharing networks and social networking sites.



Duty of candour

Alignment with our guidance

8.1 You must be open and honest when something has gone wrong with the care, treatment or other services that you provide by:

“informing service users or, where appropriate, their carers, that something has gone wrong;

apologising;

taking action to put matters right if possible; and

making sure that service users or, where appropriate, their carers, receive a full and prompt explanation of what has happened and any likely effects.”



8.1 You must be open, honest and candid when something has gone wrong with the care, treatment or other services that you provide by:

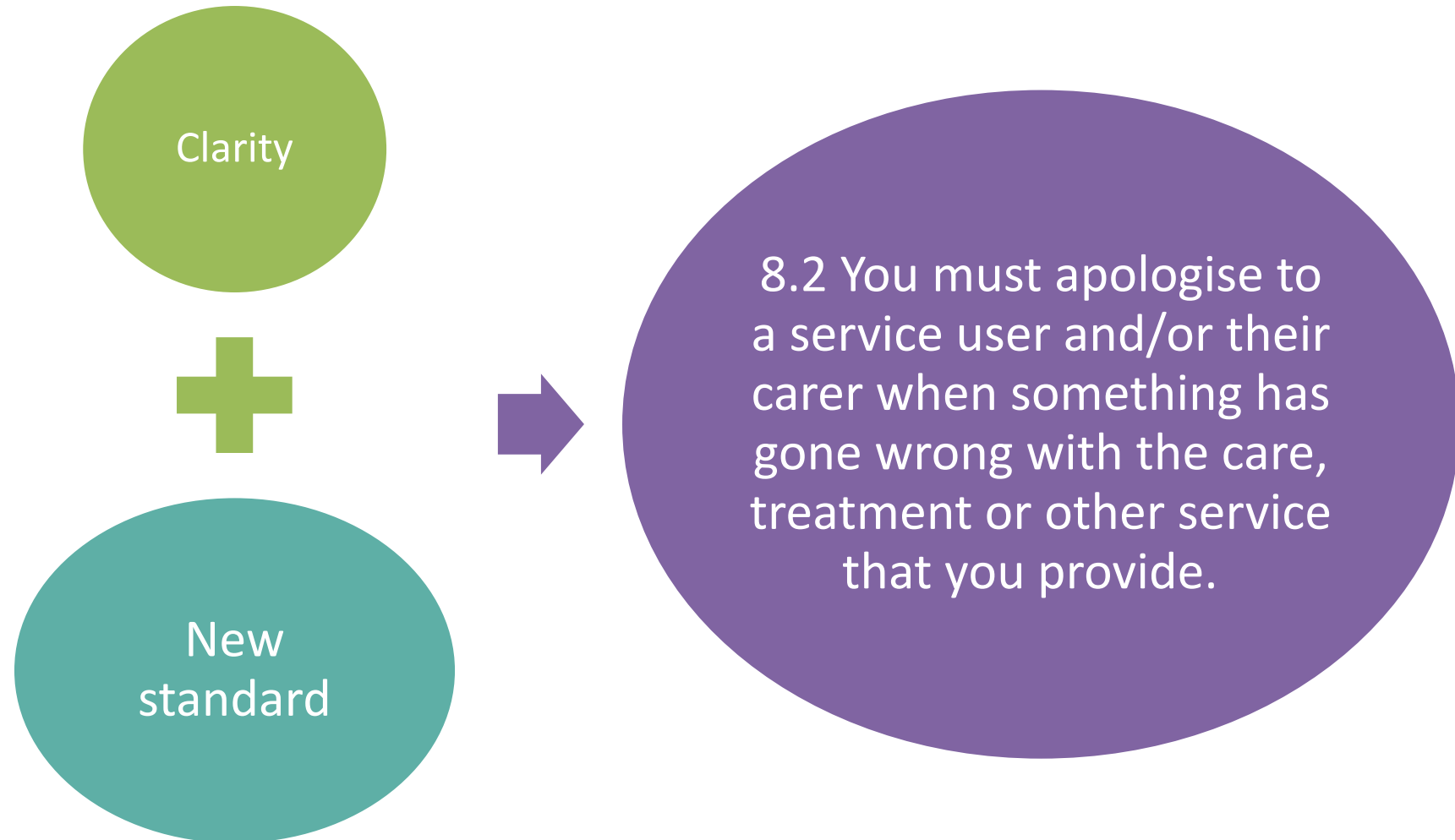
Where applicable, alerting your employer of what has gone wrong and following the relevant internal procedures.

Informing service users and/or where appropriate, their carer or where you do not have direct access to these individuals, the lead clinician, to inform them that something has gone wrong,

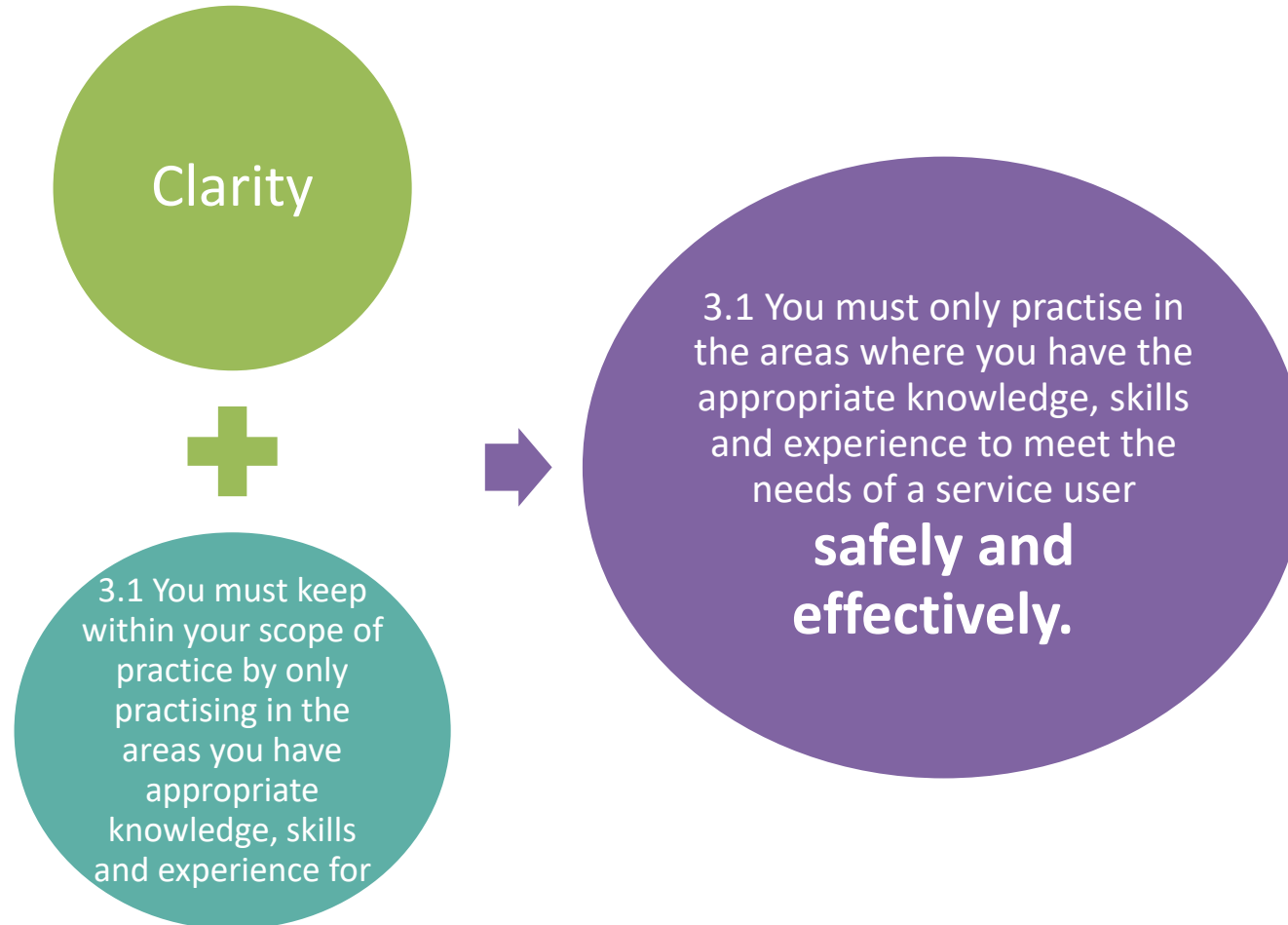
Providing service users and/or their carer with a detailed explanation of the circumstances in which things have gone wrong and the likely impact

Taking action to correct the mistake if possible and detailing this action to the service user and/or where appropriate, their carer.

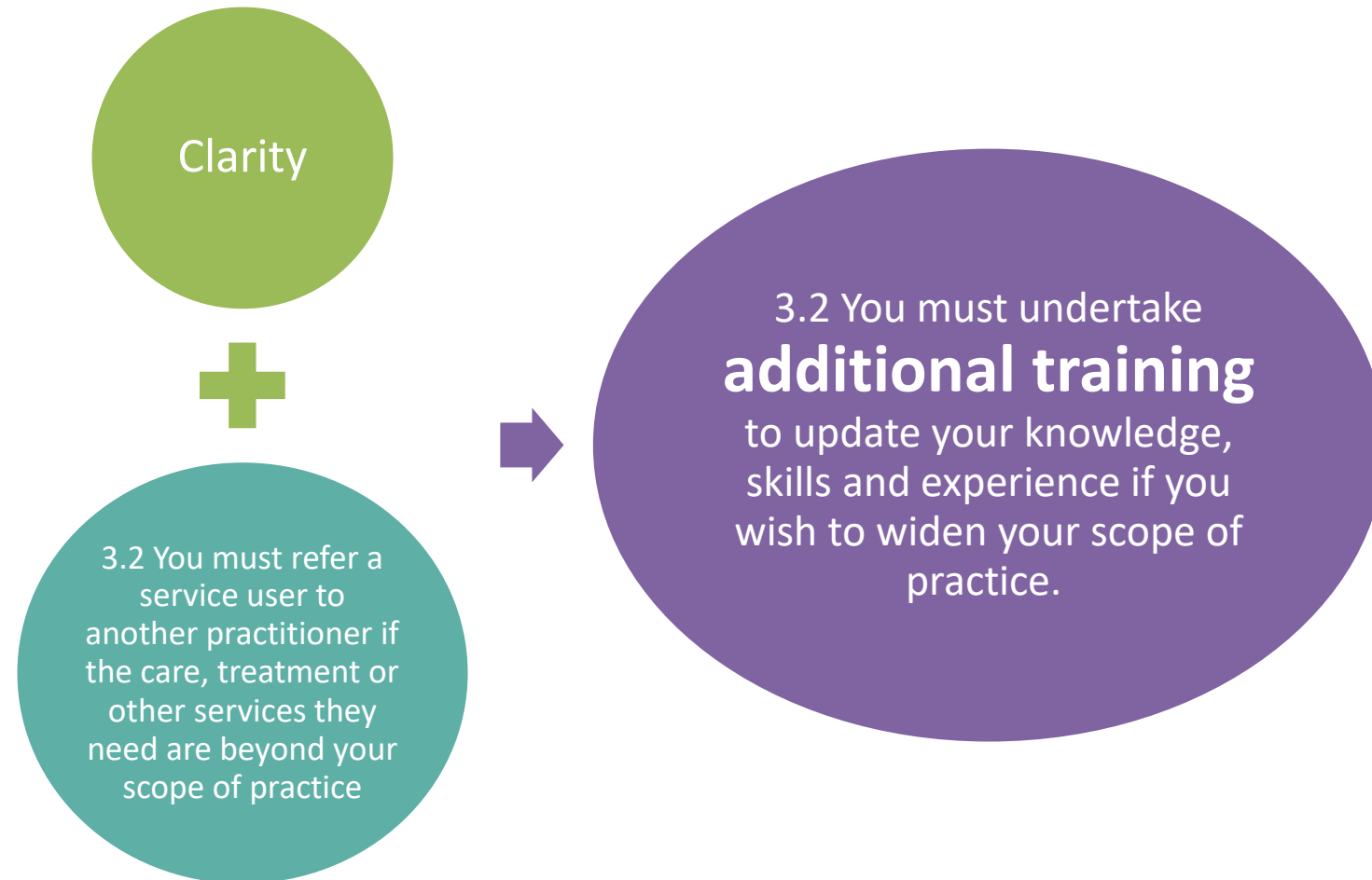
Duty of candour



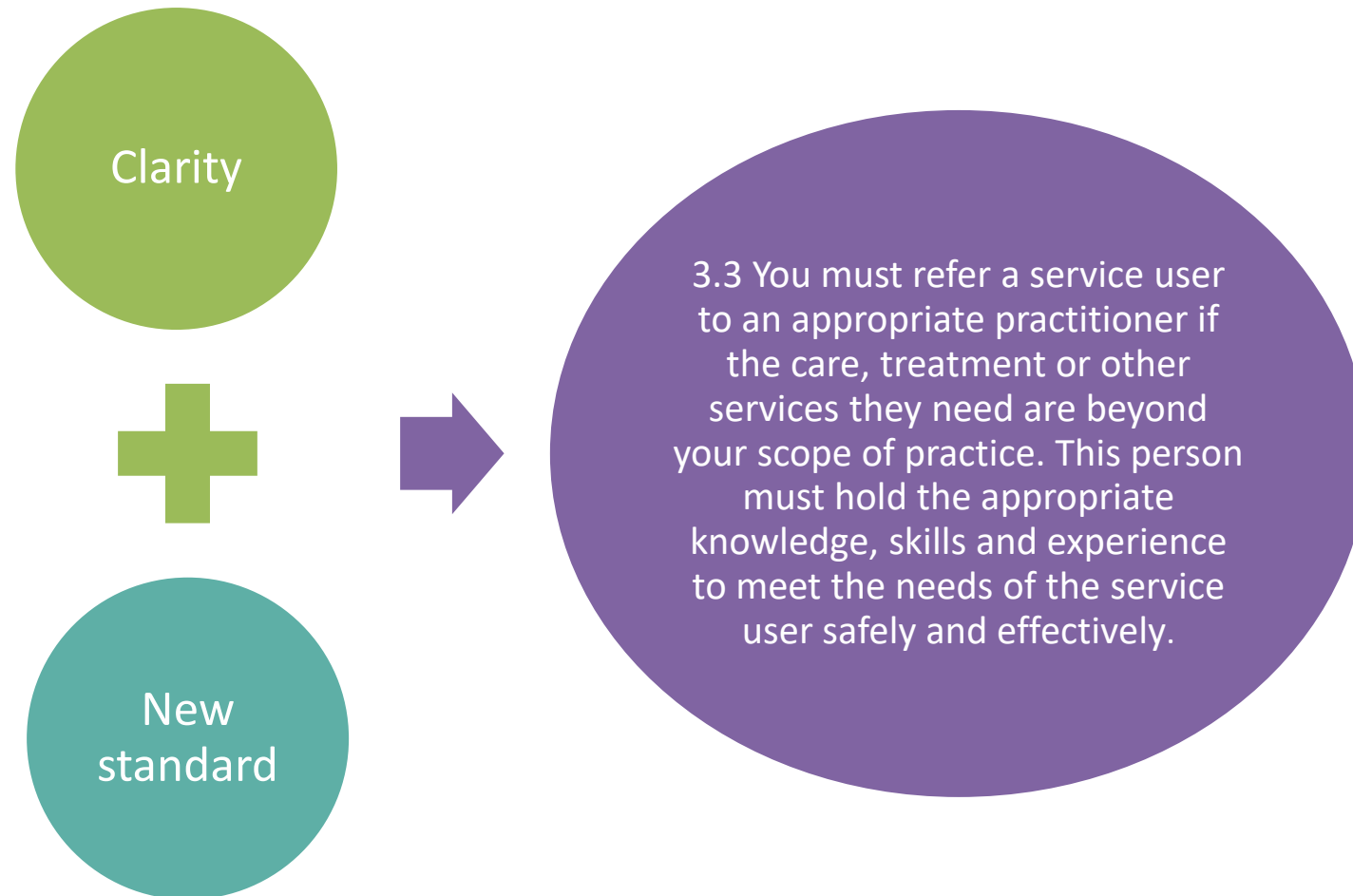
Upskilling and training responsibilities



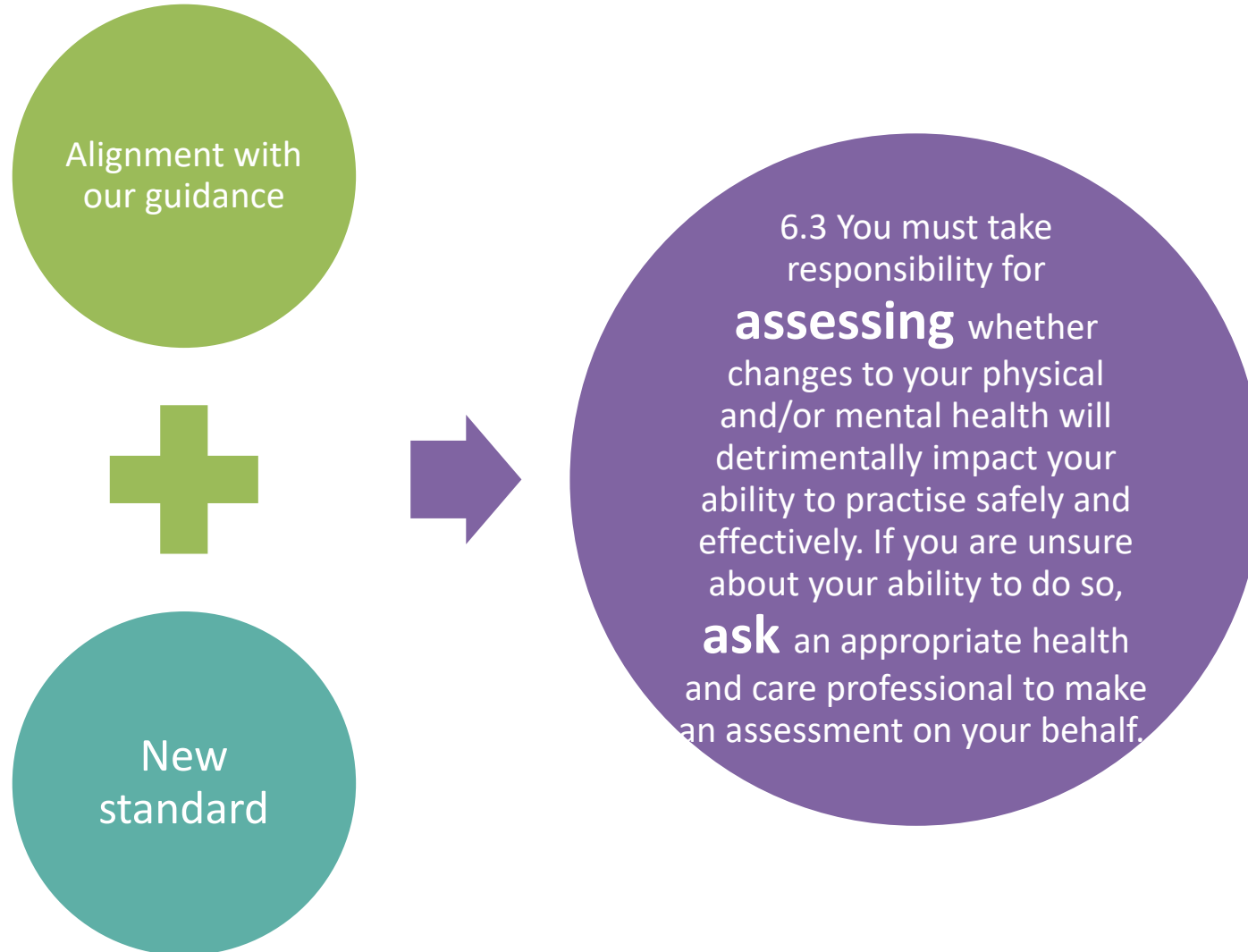
Upskilling and training responsibilities



Upskilling and training responsibilities



Managing existing health conditions and disabilities in the workplace





Active language

6.3 You must **take responsibility for assessing** whether changes to your physical and/or mental health will detrimentally impact your ability to practise safely and effectively. If you are unsure about your ability to do so, **ask** an appropriate health and care professional to make an assessment on your behalf.

6.4 You must **adjust your practice** if your physical and/or mental health will detrimentally impact your ability to practise safely and effectively.

These adjustments must promote **safe and effective** practice. Where it is not possible to make these adjustments within your scope of practice, you must stop practising

Summary of changes to the Standards of Proficiency



Social media
related
concerns
Jan 2017-
June 2023

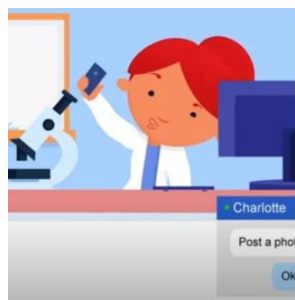
Year of receipt of concern	Number of concerns
2017	5
2018	5
2019	21
2020	55
2021	61
2022	54
2023	24
Grand Total	225

Sanctions (including Interim Orders)	2017	2018	2019	2020	2021	2022	2023	Grand Total
Caution	1	0	5	0	0	0	0	6
Struck off	0	0	1	0	1	0	0	2
Suspension	0	0	3	0	2	0	0	5
Suspension - Interim Order	0	0	0	0	0	1	0	1
Grand Total	1	0	9	0	3	1	0	14

1. Top tips

The following are some top tips for using social media in a way which meets our standards. Information about how to put these into practice is below.

- **Think before you post.** Assume that what you post could be shared and read by anyone.
- **Think about who can see what you share** and manage your privacy settings accordingly. Remember that privacy settings cannot guarantee that something you post will not be publicly visible.
- **Maintain appropriate professional boundaries** if you communicate with colleagues, service users or carers.
- **Do not post confidential or service user identifiable information.**
- **Do not post inappropriate or offensive material.** Use your professional judgement about whether something you share falls below the professional



Social media case studies

These case studies demonstrate the positive and negative effects social media use can have on registrant's practice

[Read more >](#)

2. How to use social media

+ Respect confidentiality

+ Communicate appropriately

+ Be honest and trustworthy

+ Maintain appropriate boundaries

+ Benefits of social media

[Download the guidance >](#)

Download the revised standards of conduct, performance and ethics



Revised standards of conduct performance and ethics

Adobe PDF Document 161Kb



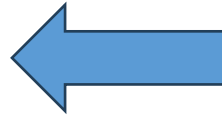
List of changes - Revised SCPEs

Adobe PDF Document 176Kb



Revised guidance on social media

Adobe PDF Document 258Kb



Consultation outcome document - Revised SCPEs

Adobe PDF Document 897Kb



Equality Impact Assessment - Revised SCPEs and guidance

Adobe PDF Document 242Kb

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

**#myhpcstandards:
development plan
2024**

Webinars

Introducing the updated standards and exploring your scope of practice

Getting it right when something goes wrong

‘Send to all!’ challenges and opportunities of social media

**#myhpcstandards:
development plan
2024**

Workshops

Getting it right when
something goes wrong

Challenging
discrimination

Boundaries matter:
challenging sexual
misconduct

Resources available

Key documents

Revised standards document

- How we expect registrants to behave

Revised guidance on social media

- How to apply the Standards when using social media

How we made the changes

Consultation outcome document

- What we heard in the consultation and the changes we made as a result

Equality Impact Assessment

- How we considered different protected characteristics in making our revisions

Understanding the changes

Main news story

- Website announcement of the revisions with key links

Key changes document

- Sets out key changes across the Standards