

GENERAL OSTEOPATHIC COUNCIL
Minutes of Part I of the 69th meeting of the Education Committee which
took place on Thursday 20 September 2012 at
Osteopathy House, 176 Tower Bridge Road,
London SE1 3LU

Unconfirmed

Chair: Professor Ian Hughes

Present: Dr Jorge Esteves
 Professor Bernadette Griffin
 Mr Jonathan Hearsey
 Mr Robert McCoy
 Mr Brian McKenna
 Mr Liam Stapleton
 Ms Julie Stone
 Ms Alison White

Guest: Ms Barbara Edwards, QAA

In Attendance: Mr Tim Walker, Chief Executive and Registrar
 Ms Fiona Browne, Head of Professional Standards
 Mr Marcus Dye, Professional Standards Manager
 Ms Meera Burgess, Professional Standards Assistant
 Ms Marcia Scott, Council and Executive Support Officer

PART I (*items which will be reported to the Public Session of Council at its next meeting*)

ITEM 1: APOLOGIES AND INTERESTS

1. There were no apologies.
2. Ms Barbara Edwards of the Quality Assurance Agency (QAA) for Higher Education who was invited to comment on items relating to quality assurance.
3. Members were requested to advise of any interests held at the time when the item was to be discussed.

ITEM 2: MINUTES

4. The minutes of the previous meeting were agreed for accuracy and confirmed as a true record.

ITEM 3: MATTERS ARISING

5. There were no matters arising not already covered on the agenda.

ITEM 4: CHAIR AND PROFESSIONAL STANDARDS DEPARTMENT ACTION AND REPORT

6. The Chair reported that Jonathan Hearsey had stepped down from the Education Committee although he still remained a member of the Council. The Committee thanked Jonathan for his service and contribution to the Committee during his membership.
7. The Head of Professional Standards introduced the paper and responded to questions from the Committee on the following.
 - a. An update was given on discussions between the GOsC and the Osteopathic Council of Ireland (OCI). The Committee was advised the OCI were seeking advice and support in best practice in the development and running of their register. As the organisation was still developing there were currently no clear opportunities for sharing ideas. The Committee was informed a school had been established in the Republic of Ireland and the course had been validated by a UK University. It was confirmed there were a small number of Republic of Ireland based osteopaths on the GOsC register.
 - b. Recognised Qualification (RQ) Status beyond the UK: A question was raised on the possibility of providing RQs outside the UK. It was agreed a past paper discussing the idea and possibility of income generation from RQs would be re-circulated to members with the opportunity for further discussion at a future meeting.
 - c. Return to Practice Meetings: The committee sought clarification in explaining the rise in numbers of osteopaths requesting return to practise interviews since 2009. It was confirmed a review was being conducted as there were resource implications. Reasons suggested for the rise particularly in October were possible links to children returning to school and also the economic climate.
 - d. Dustie Houchin Mentoring and Business Development: The Head of Professional Standards confirmed that this teleconference was set up at the request of ESO and Dustie Houchin who was interested in better supporting students as they made the transition to practising osteopaths. Dustie was interested in hearing more about our preparedness to practise research to undertake her work more effectively.
 - e. UKIPG CPD Forum Meeting: The Committee were given further details of the presentation to the UKIPG CPD Forum given by the Head of Professional Standards. The presentation was well received and opened up an area for shared learning. It reassured the Committee to know that the GOsC was not in a very different place to many other regulators and bodies.

- f. Brazilian Register: The Committee were given an update on a meeting held with representatives from the Brazilian Osteopathic Register who were looking for support and advice as they continued to develop osteopathic regulation in Brazil. Following the recent Olympic and Paralympic Games, there was also a discussion on regulation and supporting continued osteopathic involvement with the Games.
8. In addition to the written paper, the Chief Executive reported on a meeting with Oxford Brookes University (OBU), also attended by the Head of Professional Standards, where they were informed that the institution is now consulting on ceasing to recruit to the osteopathy programme and to eventually cease the course in 2016. The consultation would remain open until the end of September 2012. The Committee would be kept updated of the situation.

Noted: the Committee noted the report.

ITEM 5: WORKPLAN UPDATE

9. The Head of Professional Standards presented the item noting that all projects were on track. It was noted that there would be a delay to the first meeting of the Osteopathic Guidance on Pre-registration Education Committee Working Group and that therefore this would be reflected in the next work plan report.
10. The Committee acknowledged the work done by the Professional Standards team and commented on the usefulness of the work-plan table.

Noted: the Committee noted the report.

ITEM 6: CONTINUING PROFESSIONAL DEVELOPMENT (CPD), OSTEOPATHIC EDUCATION AND RESEARCH

11. The Head of Professional Standards introduced the item explaining that the purpose of the proposed statement in the paper was to clarify the existing policy set out in the *Continuing Professional Development Guidelines (CPD Guidelines)* rather than to change the policy.
12. It was noted that the Council of Osteopathic Educational Institutions (COEI) had asked for clarification from the Education Committee in relation to 'relevance to osteopathic practice' which was a requirement to be satisfied before CPD could be entered onto the CPD Annual Summary Form that all osteopaths needed to submit to the GOSc each year as part of the requirements to maintain registration.
13. COEI reported that there was a perception that the GOSc only recognised CPD related to clinical practice and therefore there was no incentive for osteopaths to undertake CPD in relation to the educational or research aspects of their practice.

14. The *CPD Guidelines* make clear that educational and research aspects of CPD could be regarded as 'osteopathic practice' and therefore CPD in these areas could be submitted each year on the Annual Summary Form. The purpose of the statement before the Committee was to emphasise this point and to remove the perception reported by COEI.
15. In discussion the following points were made:
 - a. If the statement says it is from the General Osteopathic Council it should be signed off by Council.
 - b. Care should be taken with the statement's wording and flow. It was suggested there should be a reordering of the paragraphs to avoid misinterpretation.
 - c. It was also suggested there should be clear advice on the relevant areas of education and experience that could be used to support CPD Annual Summary Forms should be provided. However, it was also acknowledged that the purpose of the statement was not to add to the policy outlined in the CPD Guidelines but to emphasise the importance of CPD in the educational and research sphere.

Agreed: the Committee agreed that the statement would be revised and circulated electronically for agreement.

ITEM 7: OSTEOPATHIC PRACTICE STANDARDS IMPLEMENTATION

16. The Professional Standards Manager presented the paper on this project.
17. Attention was drawn to the recent Osteopathic Registrants Survey showing that the implementation work on the OPS had resulted in an increase of 17.4% in the awareness of the OPS over projects that had not been implemented in the same way.
18. The Committee was informed that the QAA, had now completed the review of the Registration Assessor training materials and delivered training to GOSc registration and return to practise assessors on 19 September 2012. This had been received well.
19. Brian McKenna, Bernardette Griffin and Jane Fox were thanked for their contribution to the project, representing the Education Committee in signing off the revised assessment materials. These were now being designed and printed and would be published on the website shortly.
20. The OPS assessors' guidance was commended for being clear and well defined and it was suggested that it could be used by the Osteopathic Educational Institutions (OEIs) to shape their own assessments. This could be raised with COEI or the GOSc meeting with the OEIs.

21. The Committee noted the further recommendations for revising the assessment procedures and recommendations on how these could be taken forward.

Noted:

A. The Committee noted the progress made with the OPS Implementation Strategy.

B. The Committee noted the recommendations made by the QAA.

ITEM 8: REGISTRATION ASSESSOR RECRUITMENT AND APPRAISAL

22. The Professional Standards Manager presented the paper and advised the item should be discussed in two parts: Recruitment and Appraisals.

Recruitment – In discussion the following points were made:

23. It was suggested all the existing Assessors should re-apply for their posts to ensure that they already met the criteria. However, it was agreed that a balance be struck and that existing assessors were trained to ensure they meet the criteria outlined in the person specifications.
24. It was felt that the specifications were too detailed and that too much was in the essential criteria category and perhaps more of the criteria should be put into the desirable criteria category. Otherwise the field of applicants might be too narrow. It was agreed to amend the specifications and circulate again to Committee for agreement.
25. To ensure recruitment of the best candidates the criteria for the person specification could be amended to reflect awareness of different educational experience and knowledge of osteopathic practice.
26. It was also suggested the applicants should have an awareness of wider healthcare practice.
27. The Committee was advised the actual number of Assessors that are to be recruited would be considered by the Executive.
28. It was agreed that we should recruit but that timescales may be longer than anticipated due to increased numbers applying for jobs in current financial situation. The GOsC would aim for recruitment by Winter but to bear this in mind. Expressions of interest for the Assessor Recruitment Panel should be directed to the Professional Standards Manager.

Appraisals – In discussion the following points were made:

29. The Committee agreed in ensuring best practice for conducting appraisals there should be an opportunity self-reflection and discussion. It was also important to know who would conduct the appraisal and that the appraiser had the

appropriate experience and ability perform an appraisal and ease the process of self-reflection for the appraisee.

30. The system used should be the least burdensome to those involved in the process but make an impact with the best approach.

AGREED:

- A. The Committee agreed to review and re-circulate the person specifications for the assessor pools.**
- B. The Committee agreed to undertake a recruitment exercise to recruit further to the return to practise and registration assessment pools.**
- C. The Committee agreed that a recruitment panel including three Education Committee members should be constituted.**
- D. The Committee agreed that Education Committee members to forward expressions of interest to the Professional Standards Manager.**
- E. The Committee agreed that the appraisal system would be developed on the basis of self-reflection.**

ITEM 9: STUDENT FITNESS TO PRACTISE

31. The Head of Professional Standards introduced the item. The Committee were advised work was underway with Fitness to Practise in building training scenarios and these would be circulated in due course.
32. Julie Stone offered her assistance in building scenarios as she had experience in this area.
33. The Head of Professional Standards was commended for her work and poster presentation at the AMEE Conference in Lyon during August about the development of a professionalism tool in osteopathy for academic and clinical undergraduate students to support the teaching, learning and assessment of professional behaviours during undergraduate education.

Noted: the Committee noted the report.

ITEM 10: COUNCIL FOR HEALTHCARE REGULATORY EXCELLENCE (CHRE) PERFORMANCE REVIEW REPORT

34. The Head of Professional Standards introduced the item It was noted that the GOsC had achieved all the standards for regulation this year and was the only regulator to do so. The Committee also noted the highlighted areas of good practice from other regulators and examples of excellence highlighted in the work of other regulators.

NOTED: the Committee noted the report.

ITEM 11: RESEARCH INTO THE EFFECTIVENESS OF REGULATION

35. The Head of Professional Standards introduced the paper which explored a proposal for undertaking some research about the effectiveness of regulation in the osteopathic context. The purpose of the research would be to better support us to target our activities to be most effective and efficient to support patient safety and quality of care.
36. In discussion the following points were made:
- a. It was agreed the ideas proposed in the paper were exciting; the proposals could help to fill some of the gaps which currently exist in our understanding. The task would be to find a manageable way to conduct the research which could be quite complex.
 - b. Separating what regulation has achieved from what it wants to achieve could be difficult. Confounding factors to consider would include economics and wider healthcare. Although it was also acknowledged that the close relationship between osteopaths and the regulator and the lack of a team or employer would be an interesting environment in which to explore these ideas further.
 - c. It was suggested that for the GOsC this was an important project. Regulatory outcomes were also contributed to by others including those in education and practice. How might we or should we involve other parties within the research?
 - d. It was agreed it would be interesting to undertake the research if a way forward could be found to support and conduct it.
37. The Committee were advised the Chief Executive and Registrar and the Chair had agreed to review GOsC research and the budget and to consider more broadly Council's research strategy. It was suggested the time was right for a review and the proposal could be presented to council as a suggestion after the wider strategy had been determined.

Agreed: the Committee agreed to recommend that Council considers commissioning research about the effectiveness of osteopathic regulation.

ITEM 12: ANY OTHER BUSINESS

38. None.

ITEM 13: DATE OF NEXT MEETING

39. Tuesday 27th November 2012, time to be confirmed.