



Council
2 February 2023
Chief Executive and Registrar's Report

Classification	Public
Purpose	For decision
Issue	A review of activities and performance since the last Council meeting not reported elsewhere on the agenda.
Recommendations	<ol style="list-style-type: none">1. To note the content of the report.2. To agree the appointment of Hays Macintyre as external financial auditors for a period of three years, which may be extended for a further two years, subject to performance.
Financial and resourcing implications	The half-year accounts are presented at Annex B.
Equality and diversity implications	The paper sets out what we have done since the previous Council meeting on matters related to equality, diversity and inclusion.
Communications implications	The decision of Council to appoint external auditors will be communicated to the successful firm after the meeting.
Annexes	<ol style="list-style-type: none">A. Business Plan monitoring report - 31 DecemberB. Six-month accounts to 31 December
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Key messages from this paper:

- The report sets out the activities undertaken by the team since the previous Council meeting not reported elsewhere on the agenda. Headlines include:
 - An external audit tender process has been conducted. The selection panel recommended to Audit Committee the appointment of Hays Macintyre as external financial auditors for a period of three years, which may be extended for a further two years, subject to performance. Audit Committee now make this recommendation to Council for approval.
 - The Professional Standards Authority have published a consultation on their strategic plan for 2023-26. The Executive are currently working on a response to the consultation which closes towards the end of February 2023.
 - We have received our Draft Compliance Notice for the new Welsh Language Standards. The Chief Executive and Registrar and Senior Engagement and Insight Officer are working through the Compliance Notice. We have until 22 March 2023 to respond.
 - The research GOsC has co-funded into Under-represented Groups Experiences of Osteopathic Education and Training (UrGEnT) is progressing very well, with a one-day event planned for April 2023 to disseminate research findings.
 - YouGov have been engaged to undertake the patients perception survey activity. We are planning to bring headline findings from the survey to the Policy and Education Committee meeting in March 2023.

Introduction

1. This report gives an account of activities of note that have been undertaken by the Chief Executive and Registrar and colleagues since the previous Council meeting, which are not reported elsewhere on the agenda.

External financial audit tender

2. Council agreed at its November 2022 meeting that a tender exercise for external audit services be undertaken. Maxine Supersaud, Head of Resources and Assurance, oversaw the tender process which resulted in three audit firms being interviewed in January 2023. The selection panel consisted of:
 - Chair of Audit Committee – Dr Denis Shaughnessy
 - Head of Resources and Assurance – Maxine Supersaud
 - Chief Executive and Registrar – Matthew Redford
3. The selection panel reached a decision and, in accordance with the agreed process, submitted its recommendation to all members of Audit Committee for

approval. The selection panel recommendation was for the appointment of Hays Macintyre as external financial auditors for a period of three years, which may be extended for a further two years, subject to performance.

4. Audit Committee have reviewed the selection panel decision and submit to Council the recommendation for approval.
5. With this decision, Hays Macintyre will replace Crowe as the external financial auditors for the GOsC. We would like to place on record our thanks to Crowe for their work and for the assurance Audit Committee and Council have been able to place on their work.

Professional Standards Authority for Health and Social Care (PSA)

Strategic Plan consultation:

6. The PSA have published a consultation on their [Strategic Plan 2023-26](#) which concludes on 24 February 2023. The Executive team are developing a response to the consultation for submission. The three strategic aims from the PSA Strategic Plan 2023-26, and the underpinning objectives, are:

Strategic Aim 1: to protect the public by delivering highly effective oversight of regulation and registration

- To deliver our statutory duties, targeting our resources where there is greatest risk to the public.
- To support high standards in health and social care regulation and registration through our performance review, section 29, accredited registers, policy and communications functions.
- To review and improve our processes (including legislative changes if necessary) to ensure they are effective and efficient.

Strategic Aim 2: to make regulation and registration better and fairer

- To lead the development of more effective regulation through reviewing our standards, research, policy advice and quality improvement activities, such as sharing good practice.
- To promote, influence and support regulatory reform.
- To promote and monitor equality, diversity and inclusion in our work and in those we oversee

Strategic Aim 3: to promote and support safer care for all.

- To work with others to establish the full range of functions of Health and Social Care Safety Commissioners in each of the four countries of the UK.
- To work with UK governments to develop regulatory strategies to support the workforce strategies.

- To work with regulators, accredited registers and other stakeholders to resolve any conflicts between business priorities and patient safety; and between safe spaces, accountability and the duty of candour.

Intelligence sharing:

7. On 28 November, I met with Melanie Venables, PSA Head of Accreditation, and attendees from the British Association for Counselling and Psychotherapy (BACP). This meeting was facilitated by the PSA who asked if I would share our approach and insight into our use of Enhanced Checks for Regulated Activity. The BACP found the meeting of value and our insights will help shape any future policy development of their own.

PSA Appointments Seminar:

8. On 17 January, Amanda Chadwick, Human Resources Manager, attended an online seminar discussing the PSA scrutiny role within Council appointments and reappointments processes. The seminar was also attended by Ceri King, Head of Secretariat from the Privy Council.

Devolved nations

Scotland:

9. The Scottish Government are looking to introduce a Patient Safety Commissioner for Scotland and the Bill is currently at Stage 1, which means it has been assigned to the Health, Social Care and Sport Committee for scrutiny. The Committee will examine the Bill and take evidence from officials, stakeholders and Ministers before publishing a Stage 1 report, which will be the subject of a debate in Parliament. The timing of the debate is yet to be determined.
10. Additionally, we have received further positive feedback about our involvement in the Scottish Regulatory Conference, which was held in October 2022 and have referenced this activity within the Patient Engagement paper set out on the February 2023 Council agenda.

Northern Ireland:

11. We meet with osteopaths from Northern Ireland on 19 November as part of our engagement activity. The event will provide us with the opportunity to discuss professional judgement especially in clinical settings, promote and discuss shared decision making and values-based practice, and to demystify anything around our role as a regulator. We were delighted that Dr Patricia McClure, Council member based in Northern Ireland, was able to attend.

Wales:

12. We have received from the Welsh Language Commissioner our Draft Compliance Notice in relation to the new Welsh Language Standards. The Chief Executive and Registrar and Senior Engagement and Insight Officer (Communications) are working through the Draft Compliance Notice to identify the implications for the GOsC.
13. We have until 22 March 2023 to respond to the Welsh Language Commissioner to outline any standard which we think is disproportionate and/or unreasonable, including the evidence for that view, or whether we think a standard should be varied to our circumstances which would make the standard more reasonable or proportionate.
14. There will then be a six-month window during which any conversation / negotiation can happen before the Welsh Language Commissioner issues a Final Compliance Notice.
15. We will keep Council members informed of progress in this matter.

Patient perceptions survey

16. In accordance with the Governance Handbook procurement approach, three tenders were obtained from companies with suitable experience to undertake the patients perception survey. Following an assessment process, YouGov have been engaged to undertake this work and our plan is to bring headline findings to the Policy and Education Committee meeting in March 2023.

Quality Assurance contract

17. In 2020 Mott MacDonald were appointed as the GOsC's new quality assurance services provider. The contract was initially for a period of three years which could be extended by two years subject to performance and review. Initial conversations with Mott on this matter have commenced. A report will be presented to Policy and Education Committee in March 2023 with a paper before Council in May 2023.

Equality, Diversity and Inclusion

18. In 2021, Council co-funded research into Under-represented Groups Experience of Osteopathic Education and Training (UrGEnT), alongside the Institute of Osteopathy, University College of Osteopathy and Osteopathic Foundation.
19. I am pleased to report that the research, under the guidance of Dr Jerry Draper-Rodi, has been progressing very well – headlines from the work to date include:
 - A systematic review was conducted looking at students from underrepresented groups' experience during undergraduate training in

physiotherapy, chiropractic and osteopathy training. It was published in open access.

- The UrGEnT project involved all the OEIs that had students enrolled in their programmes.
 - After discussions with students from two OEIs, a mixed methods study was conducted: a survey was sent to c.1000 students followed by a series of focus groups with students who identified as women, ethnic minorities, living with a disability, LGBTQ+. A final focus group embracing the intersectionality of the project looked at prioritising what OEIs could do to further develop their inclusivity.
 - The results of this project will be presented at the one-day event in April 2023.
20. GOsC representatives will be attending the one-day event in April 2023 and we also intend to bring a fuller report to Council later this year when the research has concluded.
21. Turning to other EDI matters, in 2022 we ran some survey activity with registrants to understand more about what barriers might exist to the collection of EDI information. We are currently in the process of turning the EDI pilot results (arising from this activity) into a user-friendly report for registrants to engage further with these findings and highlight some of our next steps going forward. This user-friendly report on the EDI pilot is due to be advertised in the February ebulletin and be accompanied by a blog by Dr Stacey Clift. The material used for the report will be a repackage of the information reported to Council back in July 2022.

Non-executive recruitment activity

22. Members will be aware that during 2023 we have a number of non-executive recruitments to undertake and that this will result in a reasonable degree of change across Council and its committees, including fitness to practise. As reported to Council previously, we have plans in place to manage these recruitments which include training for selection panels as well as induction processes for new members when appointed. We have been reviewing the competencies required for all of the roles we are recruiting to, and the Chairs of the Investigating Committee and Professional Conduct Committee, have had the opportunity to comment on the competencies for the new members of their respective fitness to practise committees.
23. In relation to Fitness to Practise, I wanted to update Council that we have explored whether, within our existing statutory scheme, we are able to appoint additional members to the Professional Conduct Committee to expand the pool of available panellists. Unfortunately, this is not possible as we are restricted by the Constitution of Statutory Committee Rules in terms of the number of

panellists we may appoint to the Investigating Committee, the Health Committee and Professional Conduct Committee.

24. Nevertheless, and recognising that there will be turnover within our fitness to practise pools, we will ensure that new members are provided with appropriate and rigorous training and induction and that when empanelled, new members are empanelled with more experienced members, so that we can manage a smooth transition and look to ensure that our fitness to practise committees continue to make impartial robust decisions in the public interest during a period of change.

Staff changes

25. Since the previous meeting of Council there are two staff changes to report:

- Carl Pattenden, IT Manager, leaves the GOsC on 3 February 2023 having secured a new IT role within a different sector. We thank Carl for his work which saw significant improvements to our IT infrastructure and security, and which meant we were able to navigate the IT challenges of the pandemic far more smoothly than we might otherwise have done.
- Steve Ladbrook, Facilities Manager, leaves the GOsC on 3 February 2023 having secured a role with Sotheby's. We thank Steve for his work, particularly his dedication to customer service and to ensuring that all in-person meetings, events and functions run efficiently and effectively and that the health and wellbeing of visitors to Osteopathy House is prioritised.

External meetings – bringing insight into our business

26. Since the previous meeting we have participated in several external events with stakeholders and partner organisations which ensure that we are able to bring insight to our work. These meetings, which have not been referenced elsewhere in the report, include:

- Chief Executives of the Regulatory Bodies forum
- Sub-group of the Chief Executives (CO-POD)¹
- GOsC/General Optical Council, Chair/Chief Executive bi-lateral
- Meetings with the DHSC, BEIS
- Directors of Fitness to Practice forum
- Nick Jones, Chief Executive and Registrar, General Chiropractic Council
- Dee Simmons, Chair of the Osteopathic Foundation
- National Council for Osteopathic Research Board meeting
- Osteopathic Development Group meeting
- Speaking Up Partnership Group
- Inter-regulatory forums – multiple

¹ NB: The GOsC has taken on the Chairing responsibilities for CO-POD in 2022 following the change in Chief Executive and Registrar at the General Optical Council.

- University College of Osteopathy Graduation Ceremony
- Jenny Brown, Jemblewren Limited, skills audit planning

Business Plan monitoring

27. The Business Plan monitoring report for the period ending 31 December 2022 is attached at Annex A.

Financial report

28. The financial year end 2022-23 commenced on 1 April 2022. The nine-month accounts to 31 December 2022 are attached at Annex B and the Head of Resources and Assurance will speak to the paper.

Recommendations:

1. To note the content of the report.
2. To agree the appointment of Hays Macintyre as external financial auditors for a period of three years, which may be extended for a further two years, subject to performance.