



Council
12 July 2016
PSA Performance Review 2015-16

Classification	Public
Purpose	For noting
Issue	The paper notes the findings of the Professional Standards Authority 2015-16 Performance Review.
Recommendation	To note the content of the report.
Financial and resourcing implications	None at present.
Equality and diversity implications	None identified at present.
Communications implications	None identified at present.
Annex	Annual review of performance 2015/16
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Background

1. The Professional Standards Authority (PSA) publishes an annual Performance Review of each of the healthcare professional regulators.
2. The 2015-16 Performance Review has followed a different format to previous years. Instead of a report on all of the regulators the PSA now publishes individual reports on each regulator.
3. The review process itself has also changed, with less of a requirement on individual regulators to supply the PSA with written evidence but with a greater requirement for submission of data relating to a variety of aspects of organisational performance. The PSA now undertakes a preliminary review of each regulator and decides on the depth of the further scrutiny that is required.
4. The publication of the regulators' individual reviews and the process leading up to these is staggered throughout the year. The GOsC volunteered to be one of the first of the regulators to be reviewed and is the first to have had its new-style Performance Review published.
5. The GOsC's Performance Review report for 2015-16 can be found at the Annex.

Discussion

The GOsC's Performance

6. The PSA's assessment was that we had not made significant changes to our practices, processes or policies during the Performance Review period and that none of the information available to the PSA indicated any concerns about our performance that it wished to explore in more detail.
7. The PSA therefore concluded that the GOsC has continued to meet all of the PSA Standards of Good regulation. Details of how each standard was met are set out in the Performance Review report.
8. In its assessment of the GOsC the PSA highlighted in positive terms a number of areas of our work, including:
 - a. Ongoing work on the development of our new CPD scheme
 - b. Updating of various guidance documents
 - c. Work relating to the duty of candour
 - d. Development of new guidance for witnesses
9. As part of the Performance Review we discussed in detail with the PSA the approach we have been taking to dealing with complaints about advertising. The PSA concluded that 'We think that the GOsC have taken a reasonable approach

to this issue, taking appropriate steps to ensure that the complaints about registrant advertising are risk assessed and properly considered.'

10. In its 2014-15 report the PSA identified a number of concerns which it revisited in 2015-16. These were:
 - a. Wording of website sections relating to admonishments and removals – the PSA appears to be satisfied with the approach we have taken.
 - b. Informing employers about fitness to practise concerns – the PSA noted the work that we had undertaken to improve performance in this area.
 - c. Fitness to practise risk assessments – the PSA noted the findings from the peer review exercise undertaken which indicated that these had been undertaken appropriately.

Future Performance Reviews

11. It is too early to say whether there will be further changes in the Performance Review process for 2016-17 based on the experience of this year.
12. The PSA has highlighted a number of areas where they (rightly) state that it is too early for us to have assessed the impact of initiatives that we have taken. These include:
 - a. Introduction of new witness guidance.
 - b. Introduction of threshold criteria.
 - c. Introduction of new guidance on drafting determinations and on imposing interim suspension orders.

We will seek to provide further information to the PSA in these areas to inform future reviews wherever we can.

Best practice from other regulators

13. In previous years we have reported to Council how we intend to build into our work best practice from other regulators identified in the Performance Review. Because of the new format, we are unable to undertake this work at present.
14. We will review reports from other regulators published over the next year and consider further how any best practice identified can be incorporated into our business planning for 2017-18.

Recommendation: to note the content of the report.