



Council
18 July 2024
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 that a reading fee for Professional Conduct Committee members be automatically paid where the total number of pages in the bundle exceeds 750 pages.3. To agree that the mandatory online training modules for new members of the governance structure be a paid activity amounting to no more than a half-day fee.
Financial and resourcing implications	<p>The financial report for Quarter 1 of financial year 2024-25 is attached at Annex A.</p> <p>A performance measurement report, considered by Audit Committee is attached at Annex B.</p> <p>The Business Plan monitoring report is attached at Annex C.</p>
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	None.
Annexes	<ol style="list-style-type: none">A. Financial report to 30 June 2024B. Performance Measurement Report, 2023-24C. Business Plan Monitoring Report
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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:
 - The Professional Standards Authority have published their report into our performance for 2023-24. We have once again passed all Standards of Good Regulation for the fourteenth year.
 - We have attended and participated in three regional roadshows organised by the Institute of Osteopathy, with more to follow in 2024 and 2025.
 - We have been discussing with the People Committee the implications of the judgement handed down in relation to NMC v Somerville. Decisions for Council will come later in the year.
 - A meeting with Australia and New Zealand counterparts was held in June 2024.
 - Work is continuing on a number of recruitment campaigns.
 - The People Committee met in June 2024 and have recommended changes to the payment of reading fees for Professional Conduct Committee members and payment for mandatory online training for new members of the governance structure.

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.
2. The report also provides an update on the GOsC non-executive appointment and reappointment processes.

Professional Standards Authority for Health and Social Care (PSA)

Performance Review 2023-24

3. The PSA have published their report into our 2023-24 performance where we have once again - for the fourteenth year in a row - met all 18 Standards of Good Regulation, maintaining our unblemished record.
4. The PSA Report can be found here: [GOsC Performance Review Report 2023-24](#)
5. We take great pride in this outcome and we note that the report references the work we have been doing around equality, diversity and inclusion, in

strengthening patient and public partnership in osteopathic education and ensuring that our fitness to practise processes are efficient, timely and fair.

6. To ensure that we mark this achievement we will be bringing the staff team together to recognise their work, commitment and success as part of a team training session (date to be confirmed).

Bilateral meeting

7. There was a bilateral meeting between the PSA and GOsC held in-person at the PSA offices in May 2024. The purpose of the meeting was introductory in nature and allowed space for conversation around the new GOsC Strategy, the PSA approach to performance reviews and the PSA forward looking activity around their Safer Care for All report.

Department of Health and Social Care (DHSC)

Legislative reform

8. We responded to the General Medical Council consultation on the rules, standards and guidance needed to implement the regulations to bring Anaesthesia Associates and Physician Associates into regulation. We will brief Council on any developments in this area of work as we become aware of them.

Institute of Osteopathy (iO)

9. Since the previous meeting of Council we have attended and participated in the Institute of Osteopathy roadshows in Kent, Swansea and Newcastle, with future attendance scheduled for Stirling (20 September), Birmingham (27 September) Leeds (16 November) and London (23 November) and potentially Norwich and Plymouth in 2025 (dates for these to be confirmed).
10. We are discussing how the iO and GOsC work together to support the profession to continue to develop and deliver high-quality patient care, whilst helping to clarify to osteopaths how our roles and responsibilities differ.
11. We would be delighted to be joined by Council members at the roadshows. Please do let me know if you would be interested in attending a future roadshow event.

UCO/AECC introductory meeting

12. An introductory meeting between GOsC and UCO/AECC was held in June 2024 involving Matthew Redford, Fiona Browne, Steven Bettles from GOsC and Sharon Potter, Steve Vogel and Lesley Haig from UCO/AECC respectively.

International matters

Osteopathic International Alliance (OIA) conference 2024

13. The OIA is an international 'organisation of organisations' which brings together osteopathic medicine and osteopathy by connecting schools, regulatory bodies, and regional, national, and multi-country groups.
14. In May 2024 Council discussed workforce issues and, as part of that conversation, signalled the need to reintegrate the GOsC into international discussions to help understand where there may be barriers and challenges around international registration pathways.
15. To ensure that we are rebuilding our international relationships and to engage with our partners overseas, I will be attending the OIA conference in Sydney at the end of October 2024. I will report back to Council at the November 2024 meeting on the conference.
16. In advance of the OIA Conference, I attended an online meeting with my counterparts from the Australian Health Practitioner Regulation Agency and the New Zealand Osteopathic Council. We shared updates from what is happening within our respective countries and agreed to meet again online in September 2024.

Osteopathy Europe

17. Osteopathy Europe promotes standards, regulation and recognition for osteopaths in Europe and represents osteopaths and osteopathic institutions in 22 countries.
18. Osteopathy Europe came about as a merger between the European Federation of Osteopaths (EFO), and the Forum for Osteopathic Regulation in Europe (FORE) in March 2018. One of the successes of the two organisations is the establishment of the European CEN (Centre Européen de Normalisation) Standard for Osteopathic Healthcare Provision in 2015.
19. The Autumn conference and the next AGM of Osteopathy Europe is in Luxembourg on 11/12 October and Jo will be attending in her capacity as Chair of Council. A report back to Council will be made at the November meeting.

Danish Osteopathic Research Committee

20. We were delighted to hear from the Danish Osteopathic Research Committee who wished to use our graphics from materials that we produce being: visiting an osteopath, patient history, and goal planner which they would like to create in Danish. We have been happy to share our resources for which we will receive credit aligned with our copyright rules and procedures.

NMC Employment Tribunal: Somerville

21. We reported in May 2024 on the judgement that had been handed down in the case of NMC v Somerville at the May 2024 Council meeting. We have been reflecting on the implications for the GOsC by establishing an internal working group to work through the judgement. In June 2024 we also engaged our People Committee and Audit Committee on this topic.
22. There will be decisions for Council that need to be taken around the application of holiday pay, pensions and other associated matters. We will bring a paper to a future Council meeting for decision.

Equality, Diversity and Inclusion (EDI)

23. Since the previous meeting of Council a survey collecting EDI monitoring data from members of the GOsC governance structure and staff team closed. The EDI survey received an 80% response rate from members of the governance structure (41 responses from 51 people) and a 74% response rate from staff (20 responses from 27 people).
24. We reported the full results to the People Committee in June 2024 and discussed how we may wish to use the data including how to benchmark the results against wider data sources.
25. At the end of June 2024 we attended Pride in London alongside colleagues from the Institute of Osteopathy, the National Council for Osteopathic Research, osteopaths, students and GOsC staff. We had a greater number of attendees this year compared to 2023 and there was positive support for maintaining our presence as a demonstration of our commitment to inclusivity within the osteopathic community.

Appointment and reappointment activity

Current recruitment campaigns

26. Since the May 2024 meeting of Council, there has continued to be a significant amount of work relating to Governance appointments.

Council member, Wales

27. We received 20 applications for the position. Following longlisting and shortlisting four applicants were invited for interview. As this position is subject to PSA oversight and Privy Council approval we will update Council when we have more we can share.

Council members, osteopathic

28. We have received 10 applications for two osteopath Council positions that we need to fill from 1 April 2025. One of these posts must be from Scotland and we received four applications which fit that criteria. Shortlisting has concluded and will be interviewing later in the year. We will keep Council updated on progress.

Professional Conduct Committee

29. We received an excellent response rate with 144 applications received. Longlisting has taken place with 23 lay applications and 12 osteopathic applications sent to the selection panel for shortlisting.

Investigating Committee

30. In July we launched the campaign to appoint new Investigating Committee members. To support the recruitment, an online webinar is being held mid-month, chaired by Brian Wroe, Chair of the Investigating Committee.

Policy and Education Committee (PEC)

31. The campaign to recruit two lay and two osteopath members of the PEC has begun. As with all current roles, we would encourage members of Council to support the recruitment by using their networks to promote these positions.

People Committee: remuneration decisions

32. The People Committee met in June 2024 and have made the following recommendations to Council in relation to non-executive remuneration.
- a. **Reading fees:** to streamline when a reading fee for Professional Conduct Committee members is paid (£75 per case), the People Committee recommend introduction of a system of automatic payment where the total number of pages in a bundle exceeds 750 pages. If the bundle is just below the threshold, the discretion for payment of the reading fee will sit with the Director of Fitness to Practise and General Counsel.
 - b. **Online training:** that the mandatory online training modules be a paid activity amounting to no more than a half-day fee.

External meetings – bringing insight into our business

33. 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
- Osteopathic Development Group
- Inter-regulatory forums including education, research, EDI, governance and performance, Alliance UK Regulation in Europe
- Regular meetings with Mott MacDonald regarding quality assurance of education
- National Council for Osteopathic Research Trustee Board
- Institute of Osteopathy (iO) meetings
- Michael Evans, IT Consultant and BPI On Demand (Salesforce)
- Andrew Harvey, Chair of the Professional Conduct Committee
- Haysmacintyre, Audit Partner and Manager
- Bev Messinger, external HR consultant (longlisting and shortlisting, non-executive roles)
- Nick Jones, Chief Executive and Registrar, General Chiropractic Council
- Contract management meeting with Mott MacDonald
- Ongoing engagement with patients including contributions to consultations and focus groups
- Nockolds solicitors: inter-regulatory complaints forum
- Admincontrol board portal
- Suzanne Rastrick, Chief Allied Health Professions Officer, England

Recommendations:

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