

Accredited Registers Business Plan 2022-23

1. Introduction

The Accredited Registers programme provides oversight for health and care roles that are not required to be registered by law.

Our mission is to help keep people safe when they are getting help from unregulated health and care practitioners. We do this by only awarding our Quality Mark (below) to registers that meet our standards, so that anyone can choose a practitioner with confidence.



The Accredited Registers programme is run by the Professional Standards Authority. The legislation underpinning our powers to accredit registers is set out within the National Health Service Reform and Health Care Professions Act 2002¹. The Authority publishes an annual Business Plan setting out its overarching plans, which includes work to oversee the performance of the statutory regulators and undertaking research into best practice in health and care regulation.

The Authority's overarching strategic objectives for 2020-23 are to:

- **Strategic aim 1:** To protect the public by delivering highly effective oversight of regulation and registration.
- **Strategic aim 2:** To ensure an effective and coherent approach to protecting the public from harm by promoting and facilitating cooperation and collaboration between regulators.
- **Strategic aim 3:** To ensure the Authority is well led, with a clear focus on quality improvement, effective financial management, equality and diversity, and investment in our people.

This document sets out the key aims for the Accredited Registers programme in 2022/23. It is published as a separate business plan for the first time, to support transparency about priorities and how resources will be used in 2022/23.

¹ <https://www.legislation.gov.uk/ukpga/2002/17/contents>

2. Our plans for 2022/23

In 2020, we launched a strategic review of the programme. The aims of the review² were to identify how it could achieve greater traction and financial sustainability, and to develop a mechanism for determining whether a role fell within the scope of the programme. We consulted with stakeholders on our proposals for achieving these aims in December 2020 to February 2021. You can read the report of the consultation here³.

As a result of this work, in July 2021 we introduced some changes to the programme. This included a new 'public interest test', to enable us to consider whether the benefits of the activities offered by registrants outweighed the risks. We also changed our assessment cycle from a full assessment annually, to once every three years with regular monitoring through our annual checks. We also introduced a new fees model, with a higher per-registrant contribution, to better reflect the differences in size of the Registers.

The strategic review also identified some longer-term strategic objectives. These form the basis of our business plan for 2022/23, and are to:

- Objective One: Apply the streamlined assessment approach and 'public interest test'.
- Objective Two: Ensure that Accredited Registers access appropriate criminal records checks for self-employed registrants
- Objective Three: Raise recognition, use and awareness of Accredited Registers.

Objective One: Apply the streamlined assessment approach and 'public interest test'

We expect to complete six full renewal assessments of Accredited Registers in 2022/23. This will involve an audit of their published register and a sample of complaints received. We will also review information received through our 'Share Your Experience' invitation. We will check whether our new minimum requirements⁴, introduced in July 2021, are met. Decisions are made by an internal Panel, which can issue Recommendations for good practice or Conditions if there are areas that need to be addressed to meet our Standards.

All Accredited Registers that do not have a full assessment in 2022/23 will have an annual check instead, to see if there have been any changes that could affect their performance against our Standards. We expect to do fourteen annual checks in 2022/23. If needed, we will do a more in-depth targeted review against a Standard. Following a targeted review, Recommendations or Conditions may be issued by a Panel.

² <https://www.professionalstandards.org.uk/news-and-blog/latest-news/detail/2020/06/08/the-authority-announces-a-strategic-review-of-the-accredited-registers-programme>

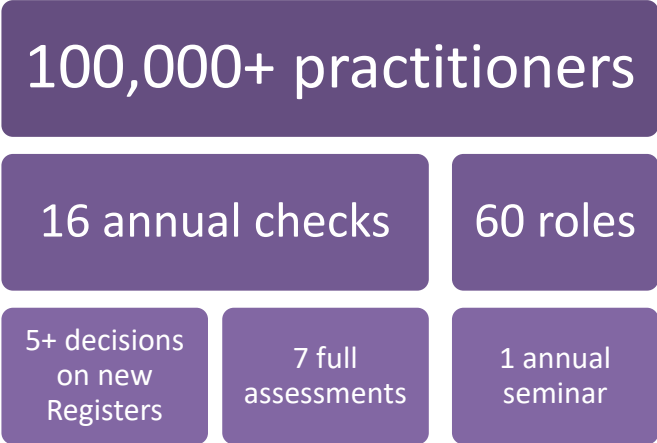
³ <https://www.professionalstandards.org.uk/publications/detail/the-future-shape-of-the-accredited-registers-programme---consultation-report>

⁴ https://www.professionalstandards.org.uk/docs/default-source/accredited-registers/standards-for-accredited-registers/accredited-registers-evidence-framework-for-standards.pdf?sfvrsn=55f4920_6

We are assessing current Accredited Registers against our new ‘public interest test’ (Standard One) in parallel, for this first year of its introduction. Any changes that could affect Standard One will be considered through the full assessments or annual checks. In 2022, we will develop a new Standard on Equality, Diversity and Inclusion (EDI).

Although we currently look at aspects of EDI through our assessment, having a dedicated Standard in this area will allow us to be clearer in our expectations for Accredited Registers, such as to be gathering and using data to be actively identifying potential disproportionate outcomes. We will work with Accredited Registers to identify opportunities to collaborate on issues relating to EDI and to share best practice.

In March 2022, we announced accreditation of a new Register, the Rehabilitation Workers Professional Network, whose registrants work with people who have experienced sight loss. In 2022/23, we expect to publish accreditation decisions from the five further new applications that were underway at the end of March 2022. We will review our application process to see if it can be streamlined for any further new applications received.



Objective Two: Ensure that Accredited Registers access appropriate criminal records checks for self-employed registrants

To date, Accredited Registers have experienced challenges in accessing criminal record checks for their registrants. This has meant a potential gap in checks for registrants who are self-employed and not having these checks undertaken by employers.

Criminal record background checks are an important part of safeguarding measures to protect patients and the public. Our overall aim is that wherever they are based, the highest level of check available for an Accredited Register practitioner is undertaken.

Criminal records checks are conducted by different agencies, depending on where in the UK the work is being carried out. Checks in Scotland operate on a different basis to that in the rest of the UK, through the Protecting Vulnerable Groups (PVG) membership scheme.

The Disclosure and Barring Service (DBS) oversees checks in England and Wales. In March 2022, we launched a pilot of higher-level DBS checks for a sample of self-

employed registrants of one of our Accredited Registers, the Association of Child Psychotherapists (ACP).

In parallel to our pilot, Government is undertaking an Independent Review of the Disclosure and Barring Regime in 2022. We will contribute to this review, which may bring opportunities to widen access amongst Accredited Register to higher level DBS checks in future.

In 2022/23, we will use the findings of our pilot and monitor progress with the Independent Review to decide whether to introduce clearer requirements for Accredited Registers on criminal records checks. We expect to publicly consult on this issue in Autumn 2022.

You can read more about our work to strengthen safeguarding on our webpage⁵.

Objective Three: Raise recognition, use and awareness of Accredited Registers.

We know that to be effective in protecting patients and raising standards there needs to be greater recognition, use and awareness of Accredited Registers by the public and employers. It also needs to be used by those making decisions about how care is delivered to make sure there are appropriate levels of assurance for those receiving care from unregulated roles.

There is high demand for mental health and wellbeing services across the UK. In 2022/23, we will complete our assessments of two Registers which were appointed by NHS England/Improvement to register a new group of psychological practitioner roles developed to help deliver the Improving Access to Psychological Therapies (IAPT) programme. These registers are held by the British Psychological Society, and the British Association of Behavioural Cognitive Therapists. We will engage with Government, NHS bodies and others across the UK to identify further opportunities for accreditation to support workforce planning.

We will work with our current Registers to encourage collaboration on areas of cross-cutting risks, and to develop a better understanding of the diversity of registrants and service-users to better understand barriers to registration and to accessing care. We will use the information we collect about risks of roles through the 'public interest test' to inform our understanding of the overall risk profile for regulated roles, and to work with others strengthen protection for people accessing services such as baby scanning, and non-surgical cosmetic licensing.

We welcome Government's proposals to introduce a scheme of licensing for non-surgical cosmetic practitioners in England through the Health and Care Bill. In 2022/23 we will work with the two Registers we accredit in this area, the Joint Council for Cosmetic Practitioners and Save Face, and the Department of Health and Social Care to develop the detail of implementation.

We will continue to support prospective applicants and expect to receive further new applications for accreditation in 2022/23. Encouraging growth of the programme will

⁵ <https://www.professionalstandards.org.uk/what-we-do/accredited-registers/accredited-registers-safeguarding-pilot>

allow the public and employers to choose from a larger pool of practitioners bearing our Quality Mark, meaning they have demonstrated their safety and competence.

How we will use our resources in 2022/23

In 2021/22, the Accredited Registers become fully self-funding after we introduced a new fees model that took greater account of the varying numbers of registrants on each Register.

Maintaining financial sustainability is key for 2022/23 and beyond. Fees for 2022/23 for current Accredited Registers have been maintained at the same level as for 2021/22. Fees are calculated by a minimum base fee of £10,500, a per-registrant fee of £5.70, with a maximum cap of £60,000. This means that all Registers will be paying between approximately £11,000 and £60,000 in 2022/23, depending on their size.

The continued growth in applications means that without increasing the size of our accreditation team, we would not be able to deliver key functions in 2022/23 even with our streamlined assessment approach. We will use some of the additional income provided by new applications to expand our team by approximately 30% in 2022/23, which is the same proportion as the growth in Registers expected during this period. We will retain flexibility in our resourcing model and re-assess the size of the team needed for 2023/24 with potential to increase or decrease, as needed.

Income and expenditure

The Accredited Registers programme is financially separate from the rest of the Authority’s regulatory functions. The overriding principle is that all costs incurred by the programme must be met by the fees incurred.

	2021/22 Budget £'000	2022/23 Budget £'000
Income		
Previous fee model	157	0
New fee model	429	561
Other Income	0	
Total	586	561
Expenditure		
Pay costs	321	337
Non pay costs	220	224
Total	541	561
Total surplus/(deficit)	45	0
DHSC funding	0	-
Net surplus/(deficit)	45	0

How we will measure our performance

We will monitor performance against the key performance indicators (KPIs) below. KPIs will be reported to the Authority’s Board at its regular meetings through the Chief Executive’s Report.

- 90% of Registers have a full assessment within three years of the previous assessment.
- 90% of decisions about the annual check within one year of the previous assessment.
- 90% of full assessments are undertaken within one year of a Condition being issued.
- 95% of targeted reviews are completed within three months of the date initiated
- 90% of decisions are made on new applications for accreditation within two months of all information received.