

Board meeting
Minutes of the public meeting
15 January 2025



Approved Minutes of the Board meeting, 15 January 2025

Present

Caroline Corby (CC - Chair)
Alan Clamp (AC - Chief Executive)
Marcus Longley (ML)
Candace Imison (CI)
Juliet Oliver (JO)
Nick Simkins (NS)
Ali Jarvis (AJ)
Geraldine Campbell (GC)
Ruth Ajayi (RA)

In Attendance

Marija Hume
Dinah Godfree
Akua Dwomoh-Bonsu
Osama Ammar
Rachael Culverhouse-Wilson
Jen Hurst
Suzanne Dodds
Oyinkan Onile-Ere
Rebecca Moore
Collette Byrne
Amrit Kaur
Jemima Grimwade
Melanie Venables
Jane Carey
Graham Mockler
Douglas Bilton
Melanie Hueser (Secretariat)

Observers

See below

1. Welcome and Introductions & Declarations of Interest

- 1.1 The Chair opened the meeting and welcomed everyone to the Board meeting. Observers included members of staff and external observers: Carole Haynes (NMC), Anisah Chowdhury (GMC) and Nasia Nicou- Panayiotou (HCPC).
- 1.2 This was the first Board meeting for AJ and GC. The Chair welcomed them, and the Board members introduced themselves.

2. Apologies

- 2.1 There were no apologies.

3. Minutes of meeting held on 20 November 2024

- 3.1 The minutes of the last Board meeting held on 20 November 2024 were accepted as a true and correct record and approved.

4. **Actions and Matters Arising from the meeting on 20 November 2024**

- 4.1 All actions were complete or on track.

5. **Chair's report**

- 5.1 The Chair introduced the item and updated the Board on further activities. The recruitment for the new Welsh Board member was on track and interviews were planned for 17 February.
- 5.2 It was confirmed that CI and AJ will join the Scrutiny Committee and GC will join the Audit and Risk Committee.
- 5.3 The Board agreed that plans for more engagement with staff would be welcome.

Action: AC and CC to discuss opportunities for staff to engage with the Board.

6. **Executive report and project dashboard**

- 6.1 The Chief Executive introduced the item. The Standards review project was on track for the consultation to begin in February.
- 6.2 The latest regulator registrants figures had been confirmed as being close to 2 million healthcare professionals.
- 6.3 An announcement on the Government's priorities for professional regulation had not yet been received from the government. The Board will be kept updated on any announcements, including in relation to regulatory reform.
- 6.4 AC had given evidence to the Thirlwall Inquiry in January, primarily in relation to regulation of managers. The invitation for this had come after the PSA had approached the Inquiry and offered for AC to give evidence.
- 6.5 AC will also give evidence to the Fuller Inquiry, likely around regulation of mortuary technicians and funeral directors. The Board will be kept informed.
- 6.6 The Board queried what work was being done on non-surgical cosmetics and it was confirmed that the issue was kept live and was raised where appropriate. The Policy team were engaging with the consultation team in Scotland at the moment. The Board agreed that this engagement was useful and hoped that it could be used as well to encourage more cooperation with the UK Government on the issue. The Board welcomed the suggestion that something will be planned for this quarter.

Action: MV to bring an update on non-surgical cosmetic interventions to the March Board meeting.

- 6.7 **Section 29:** It was confirmed that training for panel members was progressing and that the number of statutory deadline decisions which had been high due to low numbers of panel members was now decreasing.
- 6.8 **Accredited Registers Programme:** An appeals panel had upheld the appeal from The International Foundation for Therapeutic and Counselling Choice, which had appealed the initial assessment that they did not meet Standard 1. They were submitting further information and a Share Your Experience process will take place.

- 6.9 The event in Belfast on 24 January which was being organised in partnership with the Patient and Client Council was up to 100 attendees. CC, AC, GC and MV were all due to attend.
- 6.10 The PSA's new website had now launched. MV thanked the Comms team for their work on this.
- 6.11 Work around parliamentary engagement was showing success. More invitations and requests for meetings had been received.
- 6.12 A summary of the Research Conference feedback was included in the report. There had been a small cost to the event of about £2500. The Board queried whether a small increase in attendee fees might be possible so that the event became cost neutral.
Action: DB to update the Board in March about the Research conference delegate fee increase to cover cost.
- 6.13 It was highlighted that while the main research from the conference had not been published yet the conference was only one of a number of opportunities to share the learning and that other events were being organised.
- 6.14 It was confirmed that the Board will be consulted about themes for future conferences.
- 6.15 The final report for the work commissioned by the General Teaching Council of Scotland was scheduled to be completed in mid-February.
- 6.16 **Corporate Services:** The internal audit report on accounts payable had been received, with three recommendations. The interim NAO report had also been received and preparations for the annual audit had started.
- 6.17 Regulator registrant numbers had been received and confirmation of the fees from the Privy Council was expected soon.
- 6.18 A session on the new pension scheme for staff will be organised.
- 6.19 It was confirmed that the internal EDI culture assessment will take place over the next three months.

7. **NMC Performance Review report and update from the Independent Oversight Group**

- 7.1 The Director of Regulation and Accreditation introduced the paper, seeking the Board's endorsement and feedback on the proposed process of publishing a partial assessment report based on the standards not affected by the NMC's unpublished external reviews.
- 7.2 It was explained that the delays to the NMC's Performance Review had come about due to the delays in publication of the NMC's external reviews. As the delay had been announced in increments the team had to make a decision several times whether to wait with the review or go ahead.
- 7.3 The Board queried whether the PSA had now received assurance that there would be no further delays. There had been no assurance that this would not happen and cut-off points for decision making had been agreed so that there would be enough time to assess the other standards whether the report had been received or not.

- 7.4 The Board highlighted the danger of missing to act on urgent issues if the PSA continued to wait for the report before publishing the Performance Review.
- 7.5 The Board asked for reflection on lessons learned from this issue and how we would act differently in future. It was confirmed that this would be built in, with the option of applying those lessons to future Performance Reviews, which draw on the PSA's own investigations.
- 7.6 It was queried how the PSA could be confident that the NMC reports still expected would not be commenting on areas proposed to be covered in the partial assessment. It was confirmed that this would be highlighted in the partial assessment, including reserving the possibility that additional assessments will be undertaken. The terms of reference for the outstanding reports did not overlap with any of the standards that will be covered by the initial partial assessment.
- 7.7 The Board and executive agreed that there were outstanding risks around further delays and risking publication of the Performance Review and that there was no really good option to choose from at the moment. The team will continue to assess the assessment and publication schedule as more information becomes available.
- 7.8 The Board **approved** the plan to publish a partial assessment of the standards not affected by the NMC's external reviews by 31 March 2025 and then to publish a full report by July 2025. These reports will be accompanied by clear communications about our approach.
- 7.9 The Board also received an update on the NMC Independent Oversight Group, which had now met a number of times. AC will also discuss all of these issues at his introductory meeting with the new NMC Chief Executive which was scheduled for 22 January.

8. Right Touch Regulation (RTR) consultation proposals

- 8.1 The Assistant Director of Intelligence and Insight introduced the item, asking for confirmation from the Board that the work undertaken so far on the proposal was headed in the right direction. The proposal had been informed by discussions had with external stakeholders, including the Institute of Regulation's policy group.
- 8.2 The Board emphasised that both the options of more and less regulation should be considered within this work.
- 8.3 The Board highlighted the need to keep devolution in mind for this work, too, and acknowledged the difficulties around assessing risk.
Action: DB to circulate the RTR stakeholder paper to the Board for comment before issuing and begin planning for a RTR Board session in March 2025.
- 8.4 The Board was **content** with the proposals.

9. Finance report

- 9.1 The Director of Corporate Services introduced the item. The forecast additional deficit was now at £168,000, which was lower than the previous forecast.
- 9.2 It was confirmed that the spend on the website project was within budget.

9.3 The Board **noted** the report.

10. Committee updates

10.1 **Scrutiny Committee:** The Board **noted** the report.

11. Reports from Devolved Administration members

11.1 As Moi Ali and Tom Frawley had ended their term at the PSA on 31 December 2024 they had been asked to submit their reports to the January meeting instead of the March meeting.

11.2 The Wales report will come to the March meeting.

11.3 The Board **noted** the reports.

12. Accredited Registers (AR) Programme final 2025/26 budget

12.1 The Head of Accreditation introduced the item, highlighting the recommendation to keep the current fee model and to align the dates in the AR Programme to align with the wider PSA business planning process.

12.2 The proportion of income allocated to communication and engagement was also recommended to be increased.

12.3 While it was not possible to confirm until registrant numbers were submitted after 1 February, signs from assessments are that registrant numbers are broadly similar or increasing to the previous year.

12.4 It was confirmed that the reserves for the programme were of a sufficient level. The Board advised that the surplus should be monitored closely over the 2025/26 financial year.

12.5 The Board **approved** the AR Programme's business plan.

13. May Board meeting in Northern Ireland

13.1 The Chief Executive introduced the item. The plan was to hold the Board meeting and stakeholder meetings in May in Belfast but for the strategic planning session to take place separately in a Teams meeting in the first half of April.

13.2 The Board **approved** the plan.

14. Board workplan 2024/25

14.1 The Board **noted** the workplan.

15. Any other business

15.1 There was no other business discussed.

16. Questions from Members of the Public

16.1 There were no questions.

16.2 The Chair thanked the observers for their interest in the PSA.

A handwritten signature in black ink, reading "Candice Cwby". The signature is written in a cursive, flowing style.

Signed by Chair

Date 19 March 2025

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Action Log

On track (including not started) Delayed (or medium risk of delay for projects) Overdue (or high risk of delay for projects) Complete

Mtg. Date	Item No.	Action point	Owner	Date required	Action progress	Status
15 January 2025	5.3	Discuss opportunities for staff to engage with the Board.	AC/CC	March 2025	Complete: lunch with the Board planned for after the July 2025 meeting plus follow-up meetings if required.	
15 January 2025	6.6	Bring an update on non-surgical cosmetic interventions to the March Board meeting.	MV	March 2025	Complete	
15 January 2025	6.12	Update the Board in March about the Research Conference delegate fee increase to cover cost.	DB	March 2025	Complete	
15 January 2025	8.3	Circulate the RTR stakeholder paper to the Board for comment before issuing and begin planning for a Right Touch Regulation Board session in March 2025.	DB	March 2025	Complete	