

## MESSAGE from the CHAIR



I hope everybody is having a good summer.

I am now beginning to become immersed in my new role as Chair of the RCCP.

I have been privileged to sit down with our great team at RCCP Headquarters, our long-standing Directors and our newly appointed Board Members. It is an exciting time to join the RCCP and I can assure that we have not lost any time in taking a long hard look at the direction of travel for the RCCP as it still grapples with huge issues around regulation and how it can best serve the 5460 active members on its register. In order to move forward we have already done the following:

- Reviewed and updated the RCCP Strategic Plan
- Reviewed the role of the RCCP and RCCP governance structures to make it more accessible to the members, Professional Associations and to be 'Fit for Purpose'.
- Appointed new Board members with the following responsibilities:
  - Amanda Orchard – Marketing and Communications.
  - David Mead – Treasurer and Financial management.
- Established Board Sub Committees with responsibilities for:
  - Education and Professional Standards.
  - Finance and Resources
- Set up the RCCP Advisory Council – a new body for stakeholders of the RCCP to meet and discuss key strategic issues affecting the RCCP and its registrants.

The CEO and I have already visited senior representatives of the Professional Associations who are aligned to the RCCP and there are more visits to come.

One of our most important partners is the Professional Standards Authority (PSA) who are the regulator of the regulators and volunteer registers in the medical and healthcare sector. The RCCP recently completed a successful Annual Review of its activities and register.

Managing patient safety and risk management are underlying principles that the RCCP and the PSA share. I advised the new CEO of the PSA that many of our registrants are carrying out highly specialised procedures daily and we believe that these activities should be regulated by statute rather than a voluntary register. The PSA is currently reviewing all of its registers to ensure that appropriate and proportionate regulation is provided. The RCCP and PSA agreed to continue the dialogue in this area and where necessary to collect evidence to make the case for more regulation in some of our key modalities. I have now met representatives of the RCCP modalities and there is a clear appetite for pursuing the regulation agenda as well as for more high level involvement with the RCCP as it shapes its future policies, activities and governance.

Improving communication with our registrants will be a number one priority for us over the coming year alongside raising the profile and knowledge of the role of RCCP practitioners with the general public. This will involve us developing a new Marketing and Communications Strategy and Plan which will involve us in revamping our website and looking at improving our activity on all social media platforms.

One of my major objectives as your new Chair is to be as accessible as possible and to lead a change process that is based on 'listening' to our registrants and stakeholders. To this effect please feel free to write to me on any matter that you feel should be looked at by the RCCP from the simple things that matter to you to the major strategic issues. I can assure you that I and my Board will look at all of these.

Finally, a big thank you to all the RCCP Directors and staff at RCCP headquarters who have made me so welcome and who are working so hard to deliver on our key goals and objectives.

Paul Burgess – MBE – Chair RCCP  
[chair@rccp.co.uk](mailto:chair@rccp.co.uk)



## Register Status

The annual renewals for 2019-2020 commenced on 1<sup>st</sup> April and the final deadline for completing the renewals process was 31<sup>st</sup> Aug 2019. This deadline was mandated as part of our adherence to the Professional Standards Authority's (PSA) accreditation scheme. The RCCP administration team have sent out regular reminders to all registrants who have not completed the annual renewal and any registrant who has failed to pay or failed to complete the annual self-declaration form, has now been deregistered. A letter confirming this change in registration status has been sent to registrants. The current number of active RCCP registrants stands at 5460.

## Educational Audiologists (EA)

The RCCP welcomes Educational Audiologists (EdAud) to the register and a new stakeholder partnership with the British Association of Educational Audiologists (<http://educational-audiologists.org.uk/registration.php>). A number of applications have been submitted, assessed and accepted onto the register. The Standards of Proficiency have been updated to incorporate this new professional group that is a sub-specialty of the 'Audiology' modality.

## 'Promoting professionalism, reforming regulation'

### Department of Health consultation response published (July 2019)

The Department of Health has recently published the outcome of the consultation, 'Promoting professionalism, reforming regulation', a consultation which the RCCP provided input to and we strongly encourage you to read this response (<https://www.gov.uk/government/consultations/promoting-professionalism-reforming-regulation>).

The consultation set out proposals to make professional regulation faster, simpler and more responsive to the needs of patients, professionals, the public and employers, allowing the government to consider future options for healthcare regulation in the UK.

The response recognised the growing importance of the Professional Standards Authority's '**accredited registration**' scheme as an alternative to statutory regulation. RCCP was accredited by the PSA in 2018, the main purpose of becoming an accredited voluntary register being that of public protection and the raising of professional standards. The authority makes sure the public is protected when choosing and using health and care services by independently assessing organisations which register practitioners who are not regulated by law. The PSA accredits organisations that register health and social care practitioners and is an independent body, accountable to the UK Parliament. The authority set high standards for organisations holding registers and the RCCP requires its practitioners to meet those high standards of personal behaviour, technical competence and where applicable, business practice.

The recently updated RCCP Complaints Procedure (<https://www.rccp.co.uk/articles/190/How-to-raise-a-concern-about-a-registrant>) has already incorporated many of the recommendations from this consultation by way of providing a more modern and efficient fitness to practise process. The response also proposed changing the make-up of 'Councils' to a Board structure, something the RCCP have implemented over the last year.

The RCCP are a leading example of a modern, flexible and responsive regulator securing public trust in the Clinical Physiology professions. RCCP registrants can be confident that the organisation still strives for statutory regulation for all Clinical Physiologists and is currently partnering with other accredited registers to strengthen this aim. The consultation response recognised the historical approach and rationale for bringing new groups into statutory regulation had not been consistent and may be reviewed on further consultation. The RCCP will watch this closely and where possible, provide further input.

## Continuing Professional Development (CPD) Audit Activity

The next CPD audit will take place in the autumn of this year. The RCCP recently recruited a number of new assessors to help with this important workstream.

Practitioners registered with the RCCP have the potential to cause harm to patients. To reduce the risk of harm, registrants are required to demonstrate that they are fit to practise, both in terms of their competency and conduct. The RCCP monitor this by auditing 3% of CPD records every 2 years, to check that registrants are maintaining their fitness to practise. Failure to comply with the RCCP CPD requirements (<https://www.rccp.co.uk/articles/86/Want-to-know-more-about-CPD>) will lead to a registrant's suspension or removal from the register.

## Code of Conduct (CoC)

The RCCP recently wrote to the Health and Care Professions Council (HCPC) requesting adoption of the HCPC Standards of Conduct, Performance and Ethics (<https://www.hcpc-uk.org/resources/standards/standards-of-conduct-performance-and-ethics/>) to replace the RCCP Code of Conduct ([www.rccp.co.uk/articles/files/30395/7a\\_RCCP\\_Code\\_of\\_Conduct\\_-\\_February\\_2018.pdf](http://www.rccp.co.uk/articles/files/30395/7a_RCCP_Code_of_Conduct_-_February_2018.pdf)). Mark Searle, the HCPC Registrar and CEO, welcomed the RCCP adopting these Standards. Our Standards of Proficiency (adopted from the HCPC in 2015) and Code of Conduct now align to the Standards expected of HCPC Clinical Scientists.

## RCCP 2019 CPD Audit

The RCCP conducts a CPD audit every 2 years to ensure Registrant compliance with Continuing Professional Development Standards.

The 2019 audit will run from 21<sup>st</sup> October until 18<sup>th</sup> November. You will be notified during the week beginning of 30<sup>th</sup> September if you have been selected to take part along with full instructions on what to do. We thank you in advance for your participation should you be selected.

Please contact the RCCP team on [rccpadmin@rccp.co.uk](mailto:rccpadmin@rccp.co.uk) or 01905 885350 for further information.

**Kelly St. Pier, RCCP Registrar**

## RCCP's New Finance & Resource Committee, Treasurer & Committee Chair

David Mead, The new RCCP treasurer, will chair the Finance and Resource Committee.

The committee will be primarily focused on the financial management and health of the RCCP's finances. This will include maintaining the books of account and financial control, setting annual budgets, management accounting and expenditure and contract approval processes. The committee will also set policies for investing RCCP's cash in a safe and secure manner.

**David Mead, Treasurer & Chair of the Finance and Resource Committee**



## RCCP's New PSE Committee

As part of our new governance arrangements a new committee called 'The Professional Standards and Education (PSE) Committee' will replace the existing Professional Body Education Committee. We would like to thank all those who supported this committee and time given over the years. Particular thanks are due to Lizanne Steenkamp for Chairing the Committee in recent years. Lizanne will be joining us on the new Committee, ensuring that organisational memory is not lost.

The new Committee will have oversight of all processes for prospective registrants joining the RCCP Register and then maintaining their registration. This will include:

- Ensuring that there are clear and consistent criteria for applications to the register
- Ensuring that relevant Standards are developed, updated as necessary and consistently applied,
- Having oversight of the CPD process and,
- Oversight of the accreditation of pre-registration clinical physiology courses.

We are looking for representatives from Professional bodies and Higher Education Institutions to join us on the Committee. We will also be looking for registrants to help us with the assessment of applications, CPD portfolios and accreditation visits. More details will be provided in due course.

The PSE Committee will be a sub-committee of the Board of RCCP and be Chaired by Dr Joy Tweed, lay member. Joy is an educationalist and previous HCPC board member, including a term spent as Chair of the HCPC Education and Training Committee.

**Joy Tweed, Lay Member**



## INTRODUCING ... RCCP's New Advisory Council

We are pleased that one of our longstanding colleagues, **Pete Bill (a Neuro Physiologist)** has agreed to support RCCP in establishing our first ever Advisory Council. The first meeting will be in Birmingham on October 14<sup>th</sup> 2019. Zoey Harries will provide secretarial support.

This advisory body will bring together representatives from our previous RCCP Council together with many other stakeholders from organisations which have an interest in physiology. We will invite colleagues from the PSA and from Education whilst we are also very keen to harness the patient voice. Please contact Zoey directly if you are interested in finding out more.

**Zoey Harries, Office Manager**  
[zoeyharries@rccp.co.uk](mailto:zoeyharries@rccp.co.uk)



## RCCP New Lay Member

Amanda Orchard has worked for over 20 years in the field of Marketing and Communications on consumer brands, heading up marketing teams in large FMCG businesses, developing & leading strategic marketing plans on new product development and producing large scale TV & digital media campaigns. She currently works as a marketing consultant on various national and international projects bringing her expertise and knowledge to different emerging business environments.

Amanda sits on various boards as a Lay Member at National level including the Royal College of General Practitioners, The Royal College of Surgeons and is also a disciplinary panel member of English Netball and British Canoeing. She is also a volunteer within her local community as a trustee of a cancer charity, a patients association and is a magistrate sitting on the Cambridgeshire bench.

**Amanda Orchard, Lay Member**



### **We want to hear from YOU!**

Would you like further information regarding the new structure? Would you like to be part of the RCCP Team?

Contact us for further information: **01905 885350** or [admin@rccp.co.uk](mailto:admin@rccp.co.uk)

Come by our office to meet the RCCP admin team in:

**Droitwich Medical Centre, Ombersley Street, Droitwich, WR9 8RD**

## Thank You Pete Byrom

We could not let this opportunity to communicate with you all go without saying thank you to Pete Byrom (who has been a registrant of RCCP since November 2001) and who is leaving us this month.

Pete was instrumental in encouraging many students to join RCCP and his enthusiasm for this organisation was infectious!

Pete was a key member of Council for many years and latterly had been the RCCP Treasurer, steering us through the process to become a community interest company (CIC). With the appointment of our new Non Executive Director David Mead, as Treasurer, Pete has decided that now is the time to move on and to continue to develop his own business further.

RCCP Chief Executive, Lesley remembers that "from the first moment that I met Pete I felt that he was someone who believed so passionately in RCCP and its purpose that it shone through all that he did. He helped me to understand the organisation and quickly get to grips with challenges"

Thank you Pete for everything you have done for RCCP and we look forward to your continued support and involvement with future projects.



## Making a difference within the Community

We were delighted to have **Marnie Harkus** from Droitwich Spa High School join us for her work experience placement in July this year.

Marnie fitted into the team quickly and demonstrated excellent communication skills and an ability to work efficiently in the office. She was enthusiastic, flexible and keen to learn and most of all, Marnie had a good work ethic and actively listened to instructions and asked questions as and when required. We would like to thank Marnie for all of her hard work this week and wish her well with the future!

**Zoey Harries, Office Manager**

**Do you know anyone who would be interested in a work experience placement with RCCP?**

Contact [zoeyharries@rccp.co.uk](mailto:zoeyharries@rccp.co.uk) for further information.



## A DAY IN THE LIFE OF:

"Hello, my name is Alphonsa, and I'm here to do a scan of your heart" - What a fabulous way to start my day as a physiologist - 'The Leeds way'.

I am flabbergasted to be a new registrant with RCCP and work as a specialist cardiac Physiologist for Leeds Teaching Hospitals Trust (LTHT). Being a newly recruited member of staff from overseas (India), the RCCP and my hospital have helped me to improve my qualities as a physiologist.

I am so lucky to get an opportunity to work for LTHT, being one of the main cardiac centres in northern England - A pioneer in various fields in interventional cardiology, cardiothoracic surgery, cardiac genetics and research.

I really enjoy doing cardiac ultrasound and helping the doctors to treat their patients. My days at Leeds are flying by, working in various speciality clinics in cardiac ultrasound such as the TAVI clinic; Palpitation clinic; AF clinic; Heart failure clinic; Valve clinic; ICC, covering outpatient and inpatient services etc. Each speciality clinic opens a wide world for me to daily improve as a physiologist and I can foresee a steep learning curve in my career progression. Along with opportunities at LTHT, the RCCP training and policies have helped me to polish my skills and overcome the new challenges I face in the field of my work. Obviously, there will be more than one patient for me to scan a day, but from a patient perspective, I am the only person to attend to them, on a particular day for a particular appointment time. This means that it is even more important to not only be a highly quality professional, but that I also offer my service with care and compassion; a caring touch and smile. In return, I receive a ray of happiness in their eyes and that is what really matters to me at the end of each day.

I look forward to my days at Leeds as an RCCP registrant physiologist and I am aiming for further development as a high quality physiologist and compassionate health care professional."

**Alphonsa Matthew, Specialist Cardiac Physiologist at Leeds Teaching Hospital**

**We would love to hear how you spend your day!**

Contact [zoeyharries@rccp.co.uk](mailto:zoeyharries@rccp.co.uk) to find out how you can be in our next newsletter..

