Report to the Council from the Statutory Panellist Assurance Committee (SPC) meeting on 18 May 2017

<table>
<thead>
<tr>
<th>Purpose of paper</th>
<th>To report on the key items considered by the Statutory Panellist Assurance Committee at its meeting on 18 May 2017.</th>
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<tbody>
<tr>
<td>Status</td>
<td>Public session</td>
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<tr>
<td>Action</td>
<td>For noting.</td>
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<tr>
<td>Corporate Strategy 2016-19</td>
<td>Objective 1: To improve our performance across all our functions so that we are highly effective as a regulator.</td>
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<tr>
<td>Business Plan 2017</td>
<td>2017 Priority one: Continue to build a cost effective and efficient organisation</td>
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<tr>
<td>Decision Trail</td>
<td>In accordance with the General Dental Council Standing Orders for the SPC 2016 the SPC will report to the next Council meeting following its meeting.</td>
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<tr>
<td>Next stage</td>
<td>N/A.</td>
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<tr>
<td>Recommendations</td>
<td>• The Council is asked to note the report of the Statutory Panellist Assurance Committee meeting on 18 May 2017.</td>
</tr>
<tr>
<td>Authorship of paper and further information</td>
<td>Pauline Kemp, Governance Manager <a href="mailto:pkemp@gdc-uk.org">pkemp@gdc-uk.org</a> 020 7167 6204</td>
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<td>Appendices</td>
<td>None.</td>
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1. Executive summary

The purpose of the SPC is to assist the Council in connection with the exercise of any function relating to the appointment of statutory committee members, including the selection, appraisal and performance of statutory committee members.

In accordance with the GDC’s Standing Orders for the Statutory Panellist Assurance Committee 2016, the SPC is required to report to the Council meeting following each meeting. This paper reports on the key items considered by the Committee at its meeting on 18 May 2017.

2. Items discussed at the SPC meeting on 18 May 2017

Chair’s Introduction

The SPC Chair briefed the committee on recent discussions with the GDC Chair, which included Council Member recruitment and the future strategy of Fitness to Practice (FtP).

Chief Executive’s Report

The CEO updated the committee on the high-level restructuring within the GDC. The new Executive Director, Organisational Development had been appointed and would be working with SPC.

The CEO briefed the committee on the staff consultation relating to Terms and Conditions. Shifting the Balance was progressing positively and an end-to-end review of Fitness to Practice would start imminently.

The new Council appointments would be made in July, with individuals taking office in October 2017. SPC members would meet the new Council members as part of their induction.

3. Recruitment, Induction & Training

FtP Training Programme

The committee received an overview of the 2017 training programme which SPC members were invited to attend. EMT supported the development of an e-learning platform across the organisation.

FtP & Investigating Committee: Update on Development Review Process

Appraisal Training for Chairs

The committee were updated on appraisal training for Chairs.

Feedback from External Consultant

The committee received a report on the themes arising from the Chairs appraisals. There were no pressing issues, but some suggestions made by the Chairs were noted.

Appointment of 2 new Investigating Committee Chairs

The committee approved the appointment of 2 new Investigating Committee Chairs.

Reappointing Members of the Investigating Committee

The committee were advised that, following a reappointment process, 9 members had been appointed and 7 were unsuccessful. There were no challenges to the decisions made.

Fitness to Practise Panel Chairs – consider direct recruitment to Chair option

The Committee received and discussed a paper comparing the internal development and recruitment process currently in place at the GDC with the model of direct recruitment used by all the other regulators. The Director of FTP reported that the other regulators were interested in the GDC model and recognised the advantages of developing panellists to become Chairs.

The Committee also discussed the MPTS model of legally qualified Chairs. Although the GDC had the power to appoint legally qualified chairs, the removal of legal assessors and therefore any significant cost saving, required legislation.
The Committee took the view that it would be premature to take a decision on direct recruitment before the issue of legally qualified Chairs had been resolved.

**Appointment of Medical and Professional Advisers**
The committee considered and approved the appointment of 3 Medical Advisers and 6 Professional Advisers.

**Reappointment of Panellists: - Development of criteria and process.**
54 Panellists would be coming to the end of their terms over the next 2 years. The Committee considered a paper proposing criteria on which re-appointment decisions would be made.

The Committee agreed that it was important to be transparent with panellists about the data that would inform re-appointment decisions. It was also agreed that the data available from complaints, QAG and PSA learning points should feed into the re-appointment process. It was suggested that the self-assessment, which formed part of the proposed process, could require panellists to reflect on the way they had learned from feedback. It was agreed that a redrafted paper would be brought back to the next meeting on 21 September. As the re-appointments are not due until 2018 a decision in September would still allow panellists to be informed in a timely manner.

4. **Fitness to Practise Improvement Programme, including projections for PSA Standards**
The committee noted there were 6 active projects. In future, the committee would receive End-to-End Review updates in place of the FtP Improvement Programme updates. The committee would be advised on the outcome of the PSA performance review in the usual way.

5. **Investigating Committee Feedback**
The committee received the feedback for the period January to April 2017. There were no issues of concern.

6. **Case Examiner Feedback Process & Performance Post Implementation**
The committee received the feedback for Q1 2017 and a high level of engagement and satisfaction was noted.

7. **Quality Assurance of Legal Advisers**
The committee considered and approved the Quality Assurance process and associated reporting mechanisms for 60 Legal Advisers. This addressed compulsory attendance at annual training sessions, 360-degree feedback, serious concerns escalated and independent assessment, with the focus on e-learning. A similar process would be implemented for Legal Assessors. A paper relating to an Integrated Assurance Approach would be brought back to the May SPC.

8. **Quality Assurance Group report on Statutory Committee Members**
The committee considered a paper summarising the work of QAG in Q1 2017. 30 decisions had been considered. Of these 21 received full assurance, 8 partial assurances and one a poor level of assurance. The red rating related to dishonesty about whether a bone graft had been carried out. The key issue was evidence which had not been appropriately considered. QAG had referred the case to the PSA who decided not to take any action. Of the 19 QAG actions in the first quarter 2017, 8 have been completed and the remaining 11 were underway.

9. **Risk**
**Strategic Risk Register**
The committee considered the Strategic Risk Register. There there were no new items of risk identified by the Committee.

10. **Governance**
It was agreed to consider increasing the number of SPC meetings in 2018 to ensure the committee meetings were aligned with FtP business, and to reduce the need for decisions to be taken by email or teleconference.
11. **Any Other Business**  
**SPC Appraisals Process**  
The committee noted there was a requirement for SPC committee members to be appraised. The process would need to be approved by Council. It was envisaged this would be similar to the appraisal process used for Council members. The SPC Chair would appraise the committee members and the Chair of Council would appraise the SPC Chair.

Tim Skelton completes his first term of appointment in December 2017 and the other committee members in December 2018. Members, if they so wished, could be considered for a further term of up to 4 years, subject to a satisfactory appraisal.