

## November Board meeting Wednesday, 20 November 2024



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### Chair's Report

- 1.1 Our Board last met on 18 September 2024 in London. At that meeting we said goodbye to Tom. This meeting we will be saying goodbye to Moi. Both Tom and Moi have been fantastic Board members, each serving for eight years. It feels like the end of an era.
- 1.2 Given that we will shortly have vacancies on the Board, we are now deep into the recruitment process for two new Board members. We have been working with Saxton Bampfylde on campaigns in Northern Ireland and Scotland. We have shortlisted candidates and will be interviewing in Northern Ireland on 12 November 2024 and in Scotland on 13 November 2024. I am grateful to all Board members involved in this process. I will update the Board on these campaigns at our meeting on 20 November 2024.
- 1.3 As you will be aware, we are still awaiting the publication of two further reports on the NMC, one on culture and one on FtP cases. These reports are scheduled to be published by the end of November, 2024. These reports are in addition to the Independent Culture Review published in July 2024. The NMC's Chair, Sir David Warren, has kindly agreed to lead a session, hosted by us, with the other nine statutory regulators on his reflections on lessons learned from the initial NMC report. This will take place on 18 November 2024. For your information, the NMC launched its search for a new Chair on 27 September 2024. The new Chair will be involved in the process to appoint a permanent Chief Executive and Registrar.
- 1.4 We were due to launch a consultation on our Standards of Good Regulation this autumn, however, it is likely that this will be delayed until the New Year. This is to ensure that we capture any learning from the NMC reviews. In particular we may wish to think about the weighting we give to the FtP process (which generally represents more than half of a statutory regulator's employee time and budget) as well as thinking about whether a governance/well led standard would be appropriate and any other further changes. This is clearly very important work for the PSA as it will set the parameters for performance reviews for the next five years or more. It must therefore be sensible that we take the time to get this right. Board members will have lots of opportunity for input into the process, including on the content of the consultation.
- 1.5 Over the last month I have been meeting with Board members as part of the mid-year appraisal cycle. I have been grateful for everyone's time. Key themes to emerge were as follows:
  - Strong support for the leadership, executive and staff and a very positive staff survey.

- A general feeling that the PSA is in a good place but that this is also a period of transition given the change in the UK government, the NMC reviews and the potential for further regulatory reform.
- A desire for the PSA to play an even greater thought-leadership role.
- Some apprehension about the scale of Board member turnover in the coming months.
- A view that the PSA is pretty effective at hearing the issues relating to health and social care from all parts of the UK and a strong desire for this to continue with the upcoming Board changes.
- Desire to learn from the recent NMC review.
- Support for an in-depth review of our Standards of Good Regulation.
- A view that the PSA's three committees work well – strong support from the executive, the right issues being discussed and effective chairs.
- A view that the S29 review needs to come to a conclusion.
- Positive reflections on the recent Research Conference and the PSA's ability to convene key stakeholders in the sector.
- Desire for the next Right Tough Regulation report to say something new and impactful.
- A need to undertake a review of the AR appeals process once the current appeal is complete. This appeal has taken a great deal of Board member time. A recommendation will go to Nominations Committee on remuneration for non-standard work done by Board members.

1.6 It is always interesting to reflect on issues that were not raised, as well as those that were. In the past EDI has been a key concern of Board members. During this appraisal round it was hardly mentioned. This may be reflective of the work that has been done by the PSA in recent years. In the past members have raised issues about the balance of home/office working. Again this did not come up this time perhaps indicating confidence that the current system works. Sustainability issues were also not mentioned. Regulatory reform also came up very little, perhaps reflecting the very slow pace of change.

1.7 I look forward to seeing everyone on 20 November 2024 in London.

Caroline Corby

6 November 2024