

**From:** [REDACTED] on behalf of [Christine Elliott](#)  
**To:** [All](#)  
**Cc:** [Christine Elliott](#)  
**Subject:** A message from the Chair  
**Date:** 11 September 2019 16:41:00  
**Attachments:** [image001.png](#)

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Dear All,

I have not forgotten my commitment, at the all-employee development day, to keep you up to date with what is changing as a result of it.

One of the initiatives bubbling up from [REDACTED] and now others, is the idea of getting together to celebrate colleagues' interests and abilities – 'HCPC's Got Talent'. This is the next, informal opportunity that we will have to get together and I look forward to it. We will make sure that Council Members are invited; and I know for a fact that some should be participating!

Meanwhile, I have asked for the all-employee meetings that were scheduled for October 10<sup>th</sup>, to be brought forward to the morning after Council. I have done so because we want to be as open and immediate as possible about communicating the turnaround and transformation plans, which have already begun to be implemented. There will be a presentation and you will have every opportunity, as per the development day, to ask the questions you really want to – unscripted.

[REDACTED]

HCPC is set on a course to become ***the UK multi-profession regulator of choice, delivering lean and intelligent regulation***. This is exciting, ambitious and achievable.

The challenge of change and the uncertainty it brings can be daunting, I know that. But you all have a choice and I hope that for the most part, you will get behind and embrace the new direction in which the organisation is headed.



**Christine Elliott**

**Chair of Council**

PS Any questions – do feel free to drop me an email or have a word when you see me at HCPC.

**From:** [REDACTED] on behalf of [Christine Elliott](#)  
**To:** [All](#)  
**Subject:** A message from Christine Elliott, Chair  
**Date:** 24 July 2019 17:03:00

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Dear Colleagues,

I don't know about you, but after the All-Employee Development Day on July 12, I came away energised, excited by the ideas and insights you had contributed and motivated to do the best job I'm able. Yes, Chairs need motivating too, and you did that for me, so thank you.

Among the big themes were: collaboration; spontaneity; empowerment of all employees; recognition and incentives; being brave, resilient, proactive and agile; devolving decision-making; engaging all employees and liberating their potential to achieve organisational and personal goals. These are great and go hand in hand with your reality check that there are multiple barriers to agility, and we need to change behaviour, attitude and culture in order to become *the UK multi-professional regulator of choice, delivering lean, intelligent regulation*. I wrote this week to the current DHSC Minister to establish our ambition and welcome the help we are receiving from civil servants.

There were also many aspects of who you are and what you and HCPC do that made you proud, including our values, purpose, diversity, fairness, kindness and work ethic.

As promised, I shared that excitement in a recent briefing with Council and to quote one reaction, "Employee day sounds fantastic - I hope there are more of these planned." Let's make sure we include Council members in the next development day. Our efforts are connected up, but it may not always feel that way when you only see most Council members intermittently and then, in the context of formal meetings.

I also undertook to do a blog about what had changed as a result of the Day and I will do so, once we have been able to follow through on more of the actions.


[REDACTED]

Council is most recently concerned at the failure of HCPC to be chosen as regulator for Physician Associates and Anaesthesia Associates and at our continuing failure to meet six of the PSA Standards.

[REDACTED]

It falls to me to remind everyone of Marc's earlier communication about recruitment – there is a recruitment freeze in place unless there is an exceptional reason for either replacement or hiring. Marc will decide on all business as usual appointments, but I have asked to be informed of those decisions as Council is keenly scrutinising finances.

[REDACTED]



Last, I wanted to let you know that Marc and I have agreed a twin-track approach to getting the IT infrastructure we need: we have contracted with IBM to start the build of the new Registration system; and I am also pursuing potential sources of capital funding that would, if we are successful in applying for them, take us much faster towards our goal of 'intelligent regulation' and a world in which we are ever more able to achieve our purpose of protecting the public.

With every good wish,

**Christine Elliott**  
**Chair of Council**