

Professional Accountability and Use of Professional Title in the Therapy and Health Science Professions

All Wales Guidance

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Introduction and purpose

The role of the Executive Director of Therapies and Health Sciences (DoTHS) holds responsibility and accountability for all professions regulated by the Health and Care Professions Council (HCPC), together with associated staff groups including those on non-statutory registers and support workers. The role includes providing assurance to Health Boards that therapy and scientific registrants and practitioners work within a clearly defined professional and clinical governance framework. Ordinarily this role is discharged via the Professional Heads of Service but other structures may be in place within Health Boards particularly for smaller professions.

With transformation of health services there has been an increase in the development of non-profession specific job roles where the person specification requires a registrant but identifies that a post-holder could be from a variety of professional backgrounds. Across Wales there are many instances of those professions within the DoTHS responsibility holding such posts and for most there is no defined line of professional accountability to the DoTHS.

This is a complex and challenging issue which is manifested very similarly across Wales, hence the view that a consistent approach through all Wales guidance is helpful.

This paper, commissioned by the DoTHS group, was developed by Assistant DoTHS representing each Health Board in Wales. The purpose is to provide guidance on the minimum processes required to provide DoTHS with the necessary assurance regarding the professional accountability of those professions within their responsibility.

The purpose of this paper is to support the governance of professional staff regardless of the model of their employment within Health Boards. It is for Health Boards to establish local principles and policy to support implementation of this guidance.

For clarity the status of registrants and practitioners within job roles and the expectations regarding professional governance and accountability are defined in 4 groups as follows:

Group	Scope	Expectations
1	<p>This is the most common and also the most straightforward group to define in terms of professional accountability. Here the post-holder is working to their professional role and title within the parameters of a profession specific job description. The individual is operationally and professionally managed and led within the professional structure which is led by the Professional Head of Service and there is a clear line of sight to the DoTHS via the Professional Head.</p>	<p>Role design, recruitment, clinical, managerial, developmental supervision, appraisal and standards for professional registration are all met within the professional service structure. This is led by the Professional Head of Service who is professionally directly accountable to the DoTHS.</p> <p>The requirement for professional registration is entered on ESR and registration status including number is maintained on ESR.</p> <p>Professional title is used in relation to the job role in the Health Board.</p>
2	<p>In this group the post-holder is working in their professional role and title within the parameters of a profession specific job description. They are operationally managed by a team leader who may be from another profession. The individual is professionally led through a professional structure. There is a clear line of sight to the DoTHS via the professional structure which is led by the Professional Head of Service or other defined professional structure within the Health Board.</p>	<p>Role design is managed jointly by the team leader and the professional service.</p> <p>Resources to address professional support to be considered when posts are developed.</p> <p>Recruitment is managed jointly by the team leader and the professional service.</p>

		<p>Clinical, managerial and developmental supervision are managed jointly by the team leader and professional service.</p> <p>Appraisal is managed jointly by the team leader and professional service.</p> <p>Oversight of the standards for professional registration is led by the professional service and assurance provided to DoTHS via the professional service structure.</p> <p>The requirement for professional registration is entered on ESR and registration status including number is maintained on ESR.</p> <p>Professional title is used in relation to the job role in the Health Board.</p>
3	<p>The post-holder is employed in a post which is open to multiple professions. They have a practitioner, rather than profession specific, job description and job title. However, a requirement of the role (as defined within the person specification) is that the post-holder holds professional registration. This individual is operationally managed by a team leader who could be from any professional background. For individuals in these job roles, the line of sight to the DoTHS is not clear as it is not automatically through a professional structure which is normally led by the Professional Head of Service. This is the group which poses greatest risk in terms of professional accountability/governance. This group are mostly employed in patient facing roles. They are providing clinical interventions informed by their professional education and remain accountable to their registering body.</p>	<p>It is a requirement that the professional service is consulted in the design of posts which are to be made available to registrants of the profession. It is part of the workforce planning cycle for professional leads to be aware of the demand for HCPC registered workforce and associated staff groups including those on non-statutory registers.</p> <p>Resources to address professional support must be considered when posts are developed.</p> <p>The professional service is involved in an assessment of risk/need regarding whether a professional service representative is on the interview panel where applicants are registrants of the profession.</p>

	<p>Existing professional governance arrangements are not consistent even within Health Boards and where they do exist, they are largely informal arrangements which do not have the organisational rigour to identify or manage a professional practice issue.</p>	<p>Clinical and managerial supervision provided by line manager.</p> <p>Developmental supervision and appraisal provided jointly by line manager and professional service representative.</p> <p>It is the team manager's responsibility to provide assurance to DoTHS via a locally agreed process that the standards for professional registration are met.</p> <p>If a professional issue arises professional advice and support should be sought via the appropriate Professional Head or professional service structure.</p> <p>The requirement for professional registration is entered on ESR and registration status including number is maintained on ESR.</p> <p>Professional title is not used in relation to the job role in the Health Board.</p>
4	<p>In this group the post-holder is employed in a role where they are not required to be a registrant but the individual is a registrant and is choosing to maintain their professional registration. In order to meet the requirements of the registering body, the individual is using aspects of their employment with the Health Board to provide evidence to renew their registration. For individuals in these job roles, the line of sight to the DoTHS is not clear. This group are often employed in managerial and leadership roles which are not directly patient facing roles but</p>	<p>As registrants the DoTHs must have oversight of these individuals.</p> <p>The professional service is involved in an assessment of risk/need regarding whether a professional service representative is on the interview panel where applicants are registrants of the profession.</p> <p>The Professional Head of Service or appropriate professional structure must be informed by the line manager of the</p>

	<p>they are becoming more prevalent as new roles develop e.g. peer worker roles. .</p>	<p>registrant’s intention to maintain their professional registration.</p> <p>The professional service is available to the individual to support development and maintenance of registration.</p> <p>If a professional issue arises professional advice and support should be sought via the appropriate Professional Head or professional service structure.</p> <p>Professional registration status including number should be entered on ESR.</p> <p>Professional title is not used in relation to the job role in the UHB.</p>
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Summary and conclusion

The DoTHS role includes providing assurance to Health Boards that therapy and scientific registrants and practitioners work within a clearly defined professional and clinical governance framework. This document sets out guidance for the professional accountability and use of professional title for HCPC registered professions associated staff groups including those on non-statutory registers and support workers who are within the DoTHs responsibility. The purpose of this paper is to support the governance of professional staff regardless of the model of their employment within Health Boards. It is for Health Boards to establish local principles and policy to support implementation of this guidance.