

HCPC new Standards of conduct, performance and ethics

What are the HCPC Standards of conduct, performance and ethics?

Please refer to the following link for the new HCPC Standards for conduct, performance and ethics: [revised-standards-of-conduct-performance-and-ethics.pdf \(hcpc-uk.org\)](https://www.hcpc-uk.org/revised-standards-of-conduct-performance-and-ethics.pdf). These standards:

- Set out thresholds that the HCPC considers necessary to protect the public.
- They set clear expectations of registrants' conduct, performance and ethics.
- They outline what service users and the public should expect from their health and care professional.
- The HCPC uses their standards if someone raises a concern about a registrant's practice.

The HCPC regularly reviews the Standards of conduct, performance and ethics to make sure they are relevant to current practice, and can be clearly understood by those who use them. This review of the standards began in May 2022 and included workshops, and engagement across stakeholder groups.

The HCPC regulatory standards complement the RCOT Professional standards for occupational therapy practice, conduct and ethics (2021): [Professional standards for occupational therapy practice, conduct and ethics - RCOT](#). The HCPC recognises the valuable role played by professional bodies in providing guidance and advice on good practice.

When are the new HCPC Standards of conduct, performance and ethics coming into effect?

The updates will come into effect on the 1st of September 2024.

What changes have been made to this version compared to the previous one?

Some standards have changed whilst others have stayed the same. The key changes are summarised in the following themes:

Equality, diversity and inclusion – the HCPC have promoted an active approach to ensuring that registrants' practice supports equality, diversity, and inclusion. These changes align with amendments to the HCPC standards of proficiency. More active language clarifies expectations of registrants around issues such as challenging discrimination, empowering service users, and maintaining professional boundaries.

Communication - Changes made to ensure registrant responsibilities towards their colleagues, service users, carers and the public are clear. Given how we communicate continually evolves, the HCPC have made changes in their standards to reflect this. The changes encourage registrants to

focus on what they say and the language they use regardless of whether they are communicating with service users, carers and colleagues in person, on social media and / or networking sites.

Duty of candour – The HCPC have made changes to ensure that a registrant is open, honest and promotes learning when things go wrong. It sets out a process for registrants to follow when things go wrong which better aligns with HCPC guidance and gives clear steps to follow.

Upskilling and training responsibilities – Changes ensure registrants understand the relationship between their scope of practice and practising safely and effectively. The HCPC often receives questions from registrants regarding scope of practice. The changes provide further guidance and highlights the need to ensure registrants have the knowledge, skills and experience to practise safely and effectively. Registrants need to use their professional judgement to determine if they are working within their scope of practice or not. Is the activity restricted by law (e.g. prescribing) and if so, can a registrant do it? Does the registrant's professional indemnity insurance cover the activity, or not? Please refer to further information on the Professional Advisory Service FAQ webpage ref scope of practice: [Professional Practice Enquiries FAQs \(Members Only\) - RCOT](#)

Managing existing health conditions and disabilities in the workplace – The HCPC made changes to their standards to support registrants with health conditions and disabilities to continue practising in a safe and effective way. Registrants do not need to stop practising simply because they have a physical or mental health condition. Where a registrant's physical or mental health will detrimentally impact their ability to practise safely or effectively, they will need to adjust their practice. If this is not possible, they will need to stop practising.

Do the standards affect the HCPC CPD audit?

No.

For the HCPC CPD audit, the CPD assessors are assessing against the [CPD standards](#). You need to demonstrate you are meeting the HCPC CPD standards within your CPD profile.

There is a gap analysis tool from the HCPC, which allows registrants to analyse gaps between current practice and the **HCPC standards of proficiency**. This can help focus CPD activities and learning / development plans: [Updated standards of proficiency - gap analysis tool | \(hcpc-uk.org\)](#)

Please refer to the RCOT website for a webinar between RCOT and HCPC on supporting you with the HCPC CPD audit: <https://www.rcot.co.uk/cpd-rcot/supporting-you-hcpc-cpd-audit-0> and the information on HCPC and CPD and the career development framework: <https://www.rcot.co.uk/cpd-rcot>

Any further questions

Please contact the Professional Advisory Service via professional.advisoryservice@rcot.co.uk or 020 3141 4630. The service is open from Monday - Friday from 9am-5pm.