
Fitness to Practise Directorate – Council meeting, 14 May 2014

The following provides an update about the work of the Fitness to Practise Directorate

Case Information

The statistical information and commentary on information relating to the work of the Fitness to Practise Department can be found in the management information pack. This document provides other relevant information. It should also be noted that as we have reached the year end for 2013/14, the Executive are in the process of preparing the Fitness to Practise Annual report. The report is a statistical report analysing the arrangements that have been put in place to protect the public and analyses all phases of the process.

Key Forecast and Management Information Summary

The number of open cases both at the Pre ICP and Enquiry was higher than was forecasted at the 9 month point. More detail is provided later in this report on the activity we are undertaking to ensure case progression.

The number of cases per case manager increased to above forecast levels in March. This is in part due to resignations in January and February. The vacant positions and new positions for 2014/15 have now been filled which should reduce case numbers per case managers back to forecast levels. We are currently undertaking a piece of work to aid us in ensuring and improving resilience in the case management function. We are also looking at the mix and complexity of cases to ensure appropriate resources are allocated to the management and investigation of cases.

GSCC transfer cases August 2012-March 2014

At the end of March there were 5 open cases pre ICP and 23 open post ICP. We are anticipating concluding those cases shortly. Further analysis of GSCC transfer cases will be undertaken as part of the annual report preparation.

Case Progression

A key component of the work of the department is to ensure effective progression of cases. Since January, we have been working to enhance our processes and to establish if there are areas where we need to take a different approach to case management activities, or if there are themes or trends that can be identified at an early stage that may impact on future planning or progression

Our current optimum lifetime of an FTP case is 15 months in duration, from receipt of complaint to conclusion at a final hearing. There are several sub stages within this lifetime, each with their own measure which are used to monitor progression and management of cases.

These are: meeting the standard of acceptance(SOA) (2 months), consideration at Investigating Committee panel (within 7 months), and conclusion at final hearing (within 15 months).

The Professional Standards Authority measures all regulators performance from the date of receipt of the complaint.

Our analysis has demonstrated that it is taking longer to obtain the appropriate information to meet the SOA within two months from receipt of the complaint. There are a range of reasons for this: the changing nature of the cases received and their complexity; the increase in cases relating to vulnerable parties; and the source of the complaint changing to include more members of the public, or organisations that have traditionally not had involvement with HCPC or its processes.

Currently, 45% of cases that have not met the SOA are up to two months old; 65% are up to four months old; 84% are up to seven months old, and 94% are up to 12 months old, when measured from the receipt of the initial complaint.

The time taken to obtain this initial information can impact on future progression activities. Currently, 60% of cases that are awaiting an ICP consideration are within the service standard measure of up to seven months. Similarly, 62% of cases that are awaiting a final hearing are currently up to 15 months old.

In order to establish how we can manage this, we have reviewed all cases that are outside of the service standards, and assigned a risk rating. Cases rated as red have an escalation plan and are monitored at the FTP Management Meeting. Amber rated cases are also monitored and assessed to see if additional input is required, and green cases have been assessed as outside of the service standard due to an isolated issue, but are now progressing to plan.

For these cases, we are developing an approach on closure, to review and identify triggers that will help our ability to identify similar cases in the future, or that will indicate changes to our training or systems. Examples may include how we use our existing powers to request information under article 25, or how we monitor and escalate the chasing of this information throughout the lifetime of the case. We have also already started to meet with employers or stakeholder groups to clarify our powers and the timescales for sending information.

We have also analysed the case progression from the point where the SOA has been met. It is clear that once the SOA is met, the process moves as anticipated, with 85% of the cases awaiting an ICP consideration being up to 7 months old, and 76% of those awaiting a final hearing being under 15 months old.

The difference between current performance and the 90% internal measure at each stage is only 15 of the 307 cases awaiting an ICP, and 44 of the 350 cases awaiting a final hearing.

We are updating the management information pack to provide more information on the proportions of cases at each stage in the process, and their age. We are also reporting on an exception basis for cases that fall outside of the measures described above.

These new measures will be included in the next Council paper, including data that commences with activity from 1 April 2014.

Stakeholder Meetings

Members of the department met with the following groups in April 2014

Department of Health/Regulators Meeting(s) re Law Commission Bill
Patients Association
CLN Never Events
Care Quality Commission
Zubin Austin
Picker Europe
Kingsley Napley
CHSEO

Other Activity

Independence in Adjudication and Increased Efficiency

We are undertaking work to look at the mechanisms we can undertake to improve and insure independence in adjudication. Council will be asked to consider a paper looking at this at its meeting in July 2014. We are also looking at a range of technological solutions to increase the efficiency of our adjudication function.

Quality Assurance Framework

We have a comprehensive programme of assurance activities that cover the operational decision making and monitoring of compliance with process and procedures. Such monitoring feeds into our learning and enhancement to process. The framework supports the activities within the work plan. As part of the framework we are reviewing the recent audit report by the PSA on the performance of the NMC initial stages and this review is due to be considered by Council in July 2014.

Recent enhancements to the framework have included the establishment of the Decision Review Group to ensure that broad themes and learning points from panels are considered, and that links with training, processes and resource planning are revisited throughout the year. The group considers papers looking at issues such as adjournments levels, not well founded decisions and audits of the ICP decision making process. It is anticipated that Council will receive a paper on a 6 monthly basis based on the output of this group.

We have also undertaken additional audits of closed cases to ensure that we have assurance that existing processes and approval mechanisms are being complied with. We have also undertaken a comprehensive review of our ICP decision making process.

Mediation

We have extended the period for the mediation pilot to ensure that we are able to properly evaluate its use and value to HCPC's regulatory regime.

Guidance for Employers/Employer Engagement

We are working with the Policy and Standards Team to develop guidance on when to make a referral to the fitness to practise process. We are also looking at providing further guidance on the local resolution of cases. As part of our work in this area we will also be mapping the location of our cases.

Patients Association Audit

The Patients Association review of our fitness to practise took place in early May. The report is due in June. We will report to Council in due course on the findings of the Patients Association.

Whistleblowing

By virtue of the Public Interest Disclosure(Prescribed Persons) (Amendment) Order 2013 (SI 2013/2213) which implements a recommendation from the Francis Report that health and social professional regulatory bodies should be added to the list of prescribed persons to whom a whistleblower can make a qualifying disclosure to, HCPC became a prescribed person with effect from 1 October 2013. We are currently establishing the procedure and process to ensure that any public interest disclosures made to the HCPC is clearly identified and properly recorded and to ensure that HCPC evaluates and manages any such disclosure, including taking appropriate follow up action.

Cost Efficiencies

We are engaging Centre for Health Service Economics and Organisation to undertake research into the economic costs of fitness to practise investigations and how these costs vary across registrants with different characteristics.

Information Sharing and Memorandums of Understanding

We are in the process of finalising the MOU, Operating Protocol and Information Sharing Agreement with the Care Quality Commission. We continue to provide information to the CQC in response to the request for information as part of their inspection process. We are nearing completion of the MOU with the Disclosure and Barring Service and continue to provide information and data to the other Care Councils.

Financial Forecasting

We have engaged an external provider to review the FTP forecast model to ensure that it is FAST compliant. That review is due to complete by the end of May 2014.

Public Law Tender

We are currently in the process of preparing the tender documentation for the tender of public law and other portfolio services. It is hoped that this tender process will have completed by December 2014

Practice Note/Policy Review

We have set up a review cycle to review our practice notes and policy documents. This will help to ensure a systematic approach is taken to reviewing this documentation, with feedback sought from relevant stakeholders as appropriate. We will also update the practice notes and policy documents as required with any learning from reviews of decisions (including learning points received from the Professional Standards Authority) and relevant case law

Website Content Refresh and Maintenance

We have set up an internal team of FTP webmasters to review the information available in the FTP section of the HCPC website. The team has met with the Communications Department to arrange for the necessary changes to be made.

Transcription Tender

We are nearing the conclusion of the transcription tender. Interviews took place on 25 April 2014.

Registration Appeal Process Review

We have undertaken a review of the registration appeals process. This included a review of the use of case conferences and how bundles are prepared for hearing. The revised process was rolled out in early April 2014

Professional Body/Trade Union Partnership Forum

We have been working with Representative Bodies of the professions that we are responsible for regulation to set up a Partnership Forum. It is anticipated that the forum will meet every 6 months to discuss matters relating to HCPC's fitness to practise process. The purpose of the forum is to provide a means to communicate and share a common understanding of issues relating to the fitness to practise process, to provide an arena for dialogue on a range of issues including rules, policies, guidance, practice and procedure relating to the process, work in partnership to address specific concerns including those of registrants, complainants and the witnesses involved in the FtP process, seek to enhance the efficiency, integrity and robustness of the FtP process, provide an opportunity to provide updates on relevant policies or initiatives.

Recruitment

Employees

The budgeted headcount within the department is 88 including two people on maternity leave. There are currently 5 vacancies within the department according to the 2014/15 budget. We are currently recruiting for an Assurance and Development Officer following Kayleigh Birtwistle's move to the Business Process Improvement Department

and the new post of FTP Trainer. Following a recent round of recruitment we have filled the two vacancies within the Case Advancement Team (Richard Westlake and Katia Vandenbrouke – both existing case managers) and the 4 vacancies within the case management team (two of those posts arising out of Katia and Richard's move). We will also be shortly recruiting for a replacement scheduling officer following Amanda Viriri's move to the Case Management Team.

The training plan for the department for 2014/15 has been prepared and distributed. The plan includes a range of internal workshops, as well as media training, training with MIND on dealing with vulnerable complainants, situational leadership training and proofreading. The Case Managers are also undertaking a professional award in complaints handling and investigation and will undertake further advocacy training later in the year.

Partners

Members of the Adjudication team are currently involved in the shortlisting and interviewing of a number of new partner roles. The new roles are panel members for 10 professions, lay panel members and Panel Chairs

The team is also preparing the training material for the upcoming partner training for new panel members, refresher panel training, new chair training, refresher chair training and a review day for the legal assessors.

Fitness to Practise Department

Management Information Pack

Kelly Holder, Director of Fitness to Practise
Mar-14

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Key Forecast and Management Information Summary

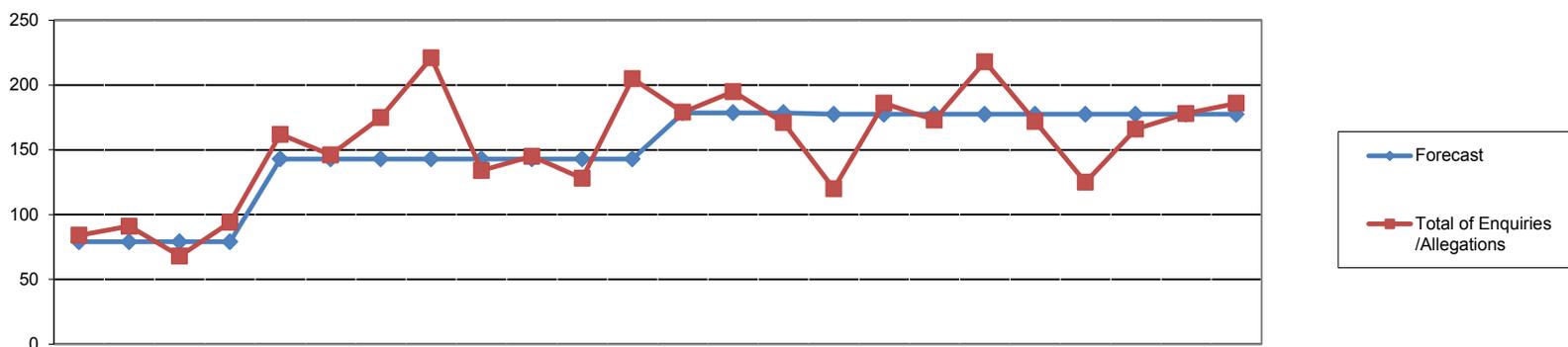
	13/14 Actual												13/14 Forecast				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Year End Forecast	3 month re-forecast	6 month re-forecast	9 month re-forecast	Year end
Cases Received	179	195	171	120	186	173	218	172	125	166	178	186	2,144	2,147	2,099	2,061	2,069
Cases pre ICP & Enquiry	918	976	1,001	985	1,039	1,040	1,086	1,115	1,098	1,059	1,143	1,162	892	959	1,027	1,058	1,162
Cases closed pre ICP	67	87	99	72	76	96	92	78	89	94	76	98	1,314	1,302	1,150	1,103	1,023
Case to Answer percentage	38%	49%	61%	52%	57%	59%	53%	48%	53%	46%	47%	59%	50%	50%	52%	53%	53%
Cases awaiting hearing	260	267	268	262	273	286	298	309	321	323	336	350	288	319	332	372	350
Cases per case manager	45	42	46	47	46	48	52	53	47	45	42	54	42	42	42	42	54

NB: this does not include GSCC transfer cases

Cases per case manager

Month	Current month / variance	Month forecast	Year end forecast	Commentary
March	54/+9	45	45	<p>*The number of cases per case manager increased to above forecast levels in March</p> <p>* This is in part due to resignations in January and February creating vacancies that were not all filled in March</p> <p>* Recruitment for the bulk of the vacant posts has taken place, with new Case Managers due to commence in late April and early June. Further, two Case Managers have returned from maternity leave and another Case Manager is due return from a period of secondment in April</p>
February	42/-3	45	45	<p>* The number of cases per Case Manager has reduced in February. It is now below forecast levels</p> <p>* Whilst there is sufficient headcount and the average number of cases per case manager is below forecast, it should be noted that the distribution of cases is uneven. This is accounted for by a number of new starters commencing in post, a number of case managers finishing up and working down their case loads and sickness absence and some performance issues.</p>
January	51/+5	45	45	<p>* The number of cases pe Case Manager has increased from last month and remains above forecast.</p> <p>* This is in part explained by a number of Case Managers leaving</p> <p>* The Case Managers recruited in November commenced in post in January.</p> <p>* Cases are not evenly distributed amongst Case Managers because there are three new starters who have not completed their induction and are not yet ready to take on full caseloads. Further, there are some on going sickness and capability issues which have necessitated a reduction in some caseloads in order to manage those issues</p> <p>* Temporary Case Managers will remain in post until the end of March in order to provide sufficient resource to cover the transition between Case Managers leaving and new starters becoming fully trained.</p>

Enquiries and Allegations Received by type: April 2012-March 2014



	2012			2013									2014									09/10	10/11	11/12	12/13	13/14			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	YTD
Forecast	79	79	79	79	143	143	143	143	143	143	143	143	179	179	179	177	177	177	178	178	178	178	178	178	n/a				
Enquiries	64	69	45	76	145	134	162	200	120	130	116	191	162	184	157	111	168	167	209	167	120	162	172	181	243	275	500	1,170	1960
Allegations	20	22	23	18	17	12	13	21	14	15	12	14	17	11	14	9	18	6	9	5	5	4	6	5	529	484	425	201	109
Total of Enquiries /Allegations	84	91	68	94	162	146	175	221	134	145	128	205	179	195	171	120	186	173	218	172	125	166	178	186	772	759	925	1,653	2,069
Article 22(6)/Anon	7	0	3	8	1	4	5	7	5	3	7	8	11	6	2	4	4	5	7	14	2	5	9	8	107	166	283	58	77
Employer	22	32	14	35	57	40	40	59	41	28	23	44	47	63	42	49	58	46	58	45	34	48	48	55	260	217	289	435	593
Other	0	19	4	3	10	3	6	13	5	12	7	5	4	7	9	4	5	8	10	10	6	6	2	10	59	18	33	87	81
Other Registrant	6	6	7	2	5	20	5	10	13	10	4	11	5	6	10	7	8	2	7	3	2	14	6	8	39	74	53	99	78
Police	1	4	0	2	2	5	2	2	1	3	3	2	4	3	4	2	5	5	4	2	2	3	2	1	40	25	27	27	37
Professional body	2	0	0	0	0	1	2	6	2	4	3	1	1	1	1	2	0	1	4	1	0	1	1	1	1	3	12	21	14
Public	27	18	30	34	65	54	75	92	46	53	52	88	76	74	73	29	67	72	77	70	58	58	77	62	266	256	228	634	793
Self-referral	19	12	10	10	22	19	40	32	21	32	29	46	31	35	30	23	39	34	51	27	21	31	33	41	NA	NA	NA	NA	396

Cases Received: Profession & source of complaint April 2009 - March 2014

	Article 22(6)/Anon	Employer	Other	Other registrant	Police	Professional bodies	Public	Self referral	09/10 FYE	10/11 FYE	11/12 FYE	12/13 FYE	13/14 YTD
Arts therapists	0	1	1	0	0	0	1	1	5	9	4	7	4
Biomedical scientists	2	20	2	3	0	1	4	18	39	36	66	37	50
Chiropractists & podiatrists	8	17	2	3	2	3	26	10	76	74	55	53	71
Clinical scientists	0	0	0	1	0	0	0	2	4	10	9	9	3
Dietitians	2	10	0	0	0	0	6	3	12	9	12	13	21
Hearing aid dispensers	1	2	1	1	0	1	15	1	n/a	44	23	25	22
Occupational therapists	2	41	5	2	3	1	23	28	79	63	96	76	105
ODPs	6	20	2	3	1	1	3	27	37	39	63	45	63
Orthoptists	0	0	0	0	1	0	0	1	2	0	2	2	2
Paramedics	13	62	4	13	6	1	32	135	162	188	253	262	266
Physiotherapists	2	33	7	8	8	0	58	18	127	104	118	123	134
Practitioner psychologists	3	18	9	10	1	2	100	14	149	117	139	179	157
Prosthetists & orthotists	0	1	0	0	0	0	1	0	7	1	2	1	2
Radiographers	2	27	3	0	3	0	9	15	47	40	58	55	59
Social workers	36	328	45	34	12	4	509	117	n/a	n/a	n/a	733	1085
SLTs	0	13	0	0	0	0	6	6	26	25	25	33	25
Total	77	593	81	78	37	14	793	396	772	759	925	1,653	2,069

Commentary

Month	Commentary
March	<ul style="list-style-type: none">* Fitness to practise referrals in relation to Social Workers constitute 52% of the total referrals received in 2013/14* Members of the public remain the largest source of fitness to practise referrals, accounting for 38% of referrals received in 2013/14* 64% of referrals received from members of the public in 2013/14 related to Social Workers
February	<ul style="list-style-type: none">* Fitness to practise referrals in relation to Social Workers remain just over half (52%) of the total referrals received in YTD.* Members of the public remain the largest referral group, accounting for 39% of the total.* 64% of referrals from members of the public in YTD relate to Social Workers.
January	<ul style="list-style-type: none">* 53% of fitness to practise referrals received relate to Social Workers* Members of the public remain the largest complainant group* Almost 47% of referrals made in relation to Social Workers come from the public

Length of Time Open Pre ICP April 2012 - March 2014

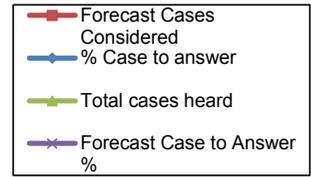
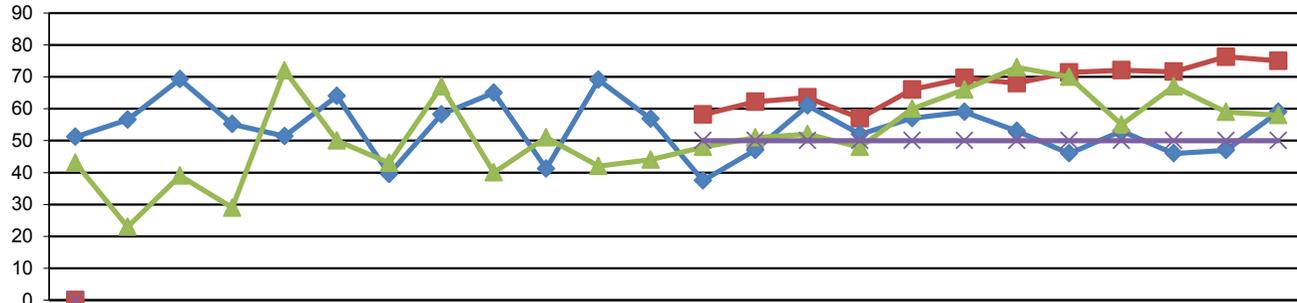
		2012												2013												2014											
Months		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Cases awaiting ICP	0-4	139	143	113	137	120	202	222	149	139	146	151	160	155	159	163	183	206	217	229	203	178	189	192	206	155	159	163	183	206	217	229	203	178	189	192	206
	5-8	53	58	62	66	50	43	30	25	29	26	22	20	34	33	38	40	41	47	51	60	65	65	69	63	34	33	38	40	41	47	51	60	65	65	69	63
	9-12	37	38	27	29	20	20	16	14	14	14	13	15	9	12	12	8	13	14	13	18	16	20	21	24	9	12	12	8	13	14	13	18	16	20	21	24
	13-16	13	12	21	21	21	14	12	10	9	6	8	8	11	9	8	7	6	6	3	0	5	5	7	6	11	9	8	7	6	6	3	0	5	5	7	6
	17-20	8	4	2	7	7	10	12	12	13	8	6	4	2	5	7	6	5	2	1	3	3	2	3	1	2	5	7	6	5	2	1	3	3	2	3	1
	21-24	2	1	3	3	2	3	1	1	1	7	8	10	9	4	3	2	2	3	4	1	1	2	1	2	9	4	3	2	2	3	4	1	1	2	1	2
	25-28	0	1	1	1	2	0	1	1	0	0	0	1	1	2	7	9	10	3	1	1	1	1	2	1	1	2	7	9	10	3	1	1	1	1	2	1
	29-32	0	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	6	7	4	3	0	0	1	0	0	0	0	0	6	7	4	3	0	0	1
	over 33	1	1	1	1	1	1	0	0	0	1	1	1	1	1	0	0	0	0	0	0	0	3	3	3	1	1	0	0	0	0	0	0	0	3	3	3
Open Cases Pre ICP		253	258	230	265	223	294	295	213	206	208	209	219	222	225	238	255	283	298	309	290	272	287	298	307	222	225	238	255	283	298	309	290	272	287	298	307

Commentary

Cases over 5 months pre-ICP

Month	Current month / variance	Internal Measure	Commentary
March	61%/-12%	Pre ICP - 73% 5 months old or less	<ul style="list-style-type: none"> * The internal measure for cases obs'd within 5 months of receipt was not met in March. However, the variance since February is marginal and can be explained by movement within the case management team as a result of staff turnover * The project to address the length of time of cases is underway and will form an on going piece of work in 2014/15 * Through that project, case escalation routes have been identified for the small number of cases where progression actions have been identified. This project complements the other monitoring processes in place (such as the monthly case progression conference) to ensure the expeditious movement of cases through the FTP process
February	64%/-9%	Pre ICP - 73% 5 months old or less	<ul style="list-style-type: none"> * Although the internal measure for cases obs'd within 5 months of receipt (73%) remained unmet, the February figure of 64% is a marked improvement on January. * The project to address the length of time of cases, which was reported in January, is moving forward. * As reported previously, performance against the internal measure should improve once new Case Managers are in post.
January	59%/-14%	Pre ICP - 73% 5 months old or less	<ul style="list-style-type: none"> * The internal measure is that 73% of cases received should be obs'd within 5 months of receipt * The internal measure has not been met in that 41% of cases are more than 5 months old since receipt and have not yet been obs'd * The Management Team has commenced a project specifically addressing the length of time cases take to progress through the FTP process. Additionally, the Case Progression Conference has shifted focus to also provide further scrutiny of older cases * It is anticipated that performance against this internal measure will improve once the newly appointed Case Managers are in post and have completed their initial training as this will result in a more even distribution of cases amongst Case Managers and provide sufficient resource to enable Case Managers to progress cases to obs stage in a timely manner

Investigating Panel decisions and referrals April 2012 - March 2014

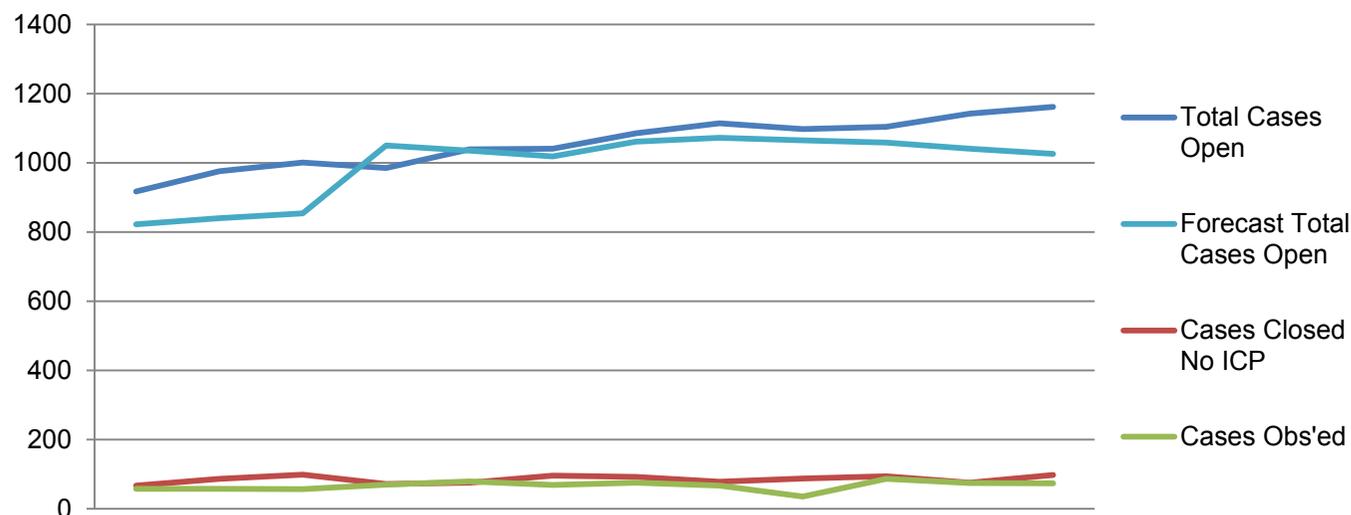


	2012			2013									2014									10/11	11/12	12/13	13/14					
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD		
Forecast Cases Considered	n/a												58	62	64	57	66	70	68	71	72	72	76	75						
Total cases heard	43	23	39	29	72	50	43	67	40	51	42	44	48	51	52	48	60	66	73	70	55	67	59	58	533	516	543	707		
Case to Answer	Referred to CCC (Reg representations)	12	7	16	13	20	19	11	26	13	15	17	12	14	17	15	16	18	19	24	16	14	21	16	20	178	176	181	210	
	Referred to CCC (Rep representations)	1	0	3	0	5	2	1	3	3	2	1	8	2	4	5	4	2	5	3	4	2	3	4	4	22	19	29	42	
	Referred to CCC (No representations)	9	6	8	3	11	9	5	10	9	3	8	2	2	3	10	4	11	14	9	11	10	6	7	10	79	49	83	97	
	Referred to HC (Reg representations)	0	0	0	0	1	2	0	0	1	0	0	1	0	0	0	0	2	0	0	1	2	0	1	0	6	6	5	6	
	Referred to HC (Rep representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	0	0	
	Referred to HC (No representations)	0	0	0	0	0	0	0	0	0	1	0	2	0	0	0	1	1	0	0	1	1	0	0	0	5	0	3	4	
	Referred to IC (Reg representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
	Referred to IC (Rep representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Referred to IC (No representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	Forecasted Cases Referred	n/a												27	29	30	28	32	34	33	35	35	35	37	37	n/a	n/a	n/a	394	
Total case to answer	22	13	27	16	37	32	17	39	26	21	29	25	18	24	31	24	34	39	36	32	29	31	28	34	306	254	304	360		
Forecast Case to Answer %	n/a												50	50	50	50	50	50	50	50	50	50	50	50	50	n/a	n/a	n/a	n/a	
% Case to answer	51	57	69	55	51	64	40	58	65	41	69	57	38	47	61	52	57	59	53	46	53	46	47	59	57	49	56	53		
No case to answer	Not referred (Reg representations)	17	7	7	8	26	11	21	24	11	25	7	12	23	21	19	15	21	19	25	29	21	25	24	14	195	197	176	256	
	Not referred (Rep representations)	2	1	1	3	4	4	3	0	2	1	6	1	2	2	1	2	0	3	3	3	3	3	3	6	13	21	28	31	
	Not referred (No representations)	0	2	2	1	4	0	2	2	0	0	1	4	4	2	0	5	4	2	4	2	1	6	3	2	10	29	18	35	
	Total cases not referred	19	10	10	12	34	15	26	26	13	26	23	17	29	25	20	22	25	24	32	34	25	34	30	22	223	246	231	322	
Further Information	2	0	2	1	1	3	0	2	1	4	2	2	1	2	1	2	1	3	5	4	1	2	1	2	21	18	20	25		

**Commentary
Cases Considered**

Month	Current month / variance	Month forecast	Year end forecast	Commentary
March	58/-12	70	742	<ul style="list-style-type: none"> * The number of cases considered in March was again below forecast. * This continues to some extent to reflect low numbers of cases obs'd in December. The numbers should rise significantly as the high numbers of cases obs'd in January (87) and February (75) reach ICP. * 707 cases have been considered in the year. * The ICP work is continuing.
February	59/-17	76	811	<ul style="list-style-type: none"> * The number of cases considered in February was below forecast. * This reflects the very low number of cases obs'd (36) in December, resulting from of a management decision not to send obs letters to potentially vulnerable registrants in the run-up to Christmas when they would be unable to access advice or support over the holiday period. * YTD 649 cases have been considered against a revised forecast of 811 (20% below forecast). * The ICP review work is continuing.
January	67/-5	72	759	<ul style="list-style-type: none"> * The number of cases considered in January was marginally below forecast * YTD 590 cases have been considered against a forecast of 660 (11% below forecast) * Analysis of numbers of cases being put to ICP remains a live project * Failure to achieve the higher than forecast projection for cases considered is the result of numbers of registrants requesting an extension of time to respond to allegations.

Pre - ICP case information April 2013 - March 2014



	2013												2014												13/14	
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD	
Forecast cases received	179	179	179	177	177	177	178	178	178	178	178	178	179	179	179	177	177	177	178	178	178	178	178	178		
Cases Received	179	195	171	120	186	173	218	172	125	166	178	186	179	195	171	120	186	173	218	172	125	166	178	186	2,069	
Allegations Open	222	229	238	255	283	298	309	290	272	295	298	307	222	229	238	255	283	298	309	290	272	295	298	307	3,296	
Enquiries Open	696	747	763	730	756	743	777	825	826	810	845	855	696	747	763	730	756	743	777	825	826	810	845	855	n/a	
Total Cases Open	918	976	1,001	985	1,039	1,041	1,086	1,115	1,098	1,105	1,143	1,162	918	976	1,001	985	1,039	1,041	1,086	1,115	1,098	1,105	1,143	1,162	n/a	
Forecast Total Cases Open	823	841	855	1,051	1,036	1,019	1,062	1,073	1,065	1,059	1,041	1,027	823	841	855	1,051	1,036	1,019	1,062	1,073	1,065	1,059	1,041	1,027	n/a	
Percentage of Cases in Pre ICP Remit	24	23	24	26	27	29	28	26	25	27	26	26	24	23	24	26	27	29	28	26	25	27	26	26		
Cases Considered at CPC	5	2	3	2	5	13	6	3	2	1	11	9	5	2	3	2	5	13	6	3	2	1	11	9	62	
Cases Closed No ICP	67	87	99	72	76	96	92	78	88	94	76	98	67	87	99	72	76	96	92	78	88	94	76	98	1023	
% of Cases Closed no ICP	10	12	13	10	10	13	12	10	11	12	9	11	10	12	13	10	10	13	12	10	11	12	9	11		
Forecast % cases closed No ICP	16	16	16	9	16	16	11	12	14	14	15	15	16	16	16	9	16	16	11	12	14	14	15	15	n/a	
Cases Obs'ed	58	58	57	70	79	69	76	67	36	87	75	74	58	58	57	70	79	69	76	67	36	87	75	74	806	
Forecast Cases Obs'ed	62	64	65	66	70	68	68	67	66	70	70	69	62	64	65	66	70	68	68	67	66	70	70	69	804	
% of Pre ICP cases Obs'ed	26	25	24	27	28	23	25	23	13	29	25	24	26	25	24	27	28	23	25	23	13	29	25	24		
Forecast % cases Obs'ed	28	28	28	26	28	28	28	28	28	30	30	30	28	28	28	26	28	28	28	28	28	30	30	30		

Investigating Panel Decisions by profession and source of allegation April 2009 - March 2014

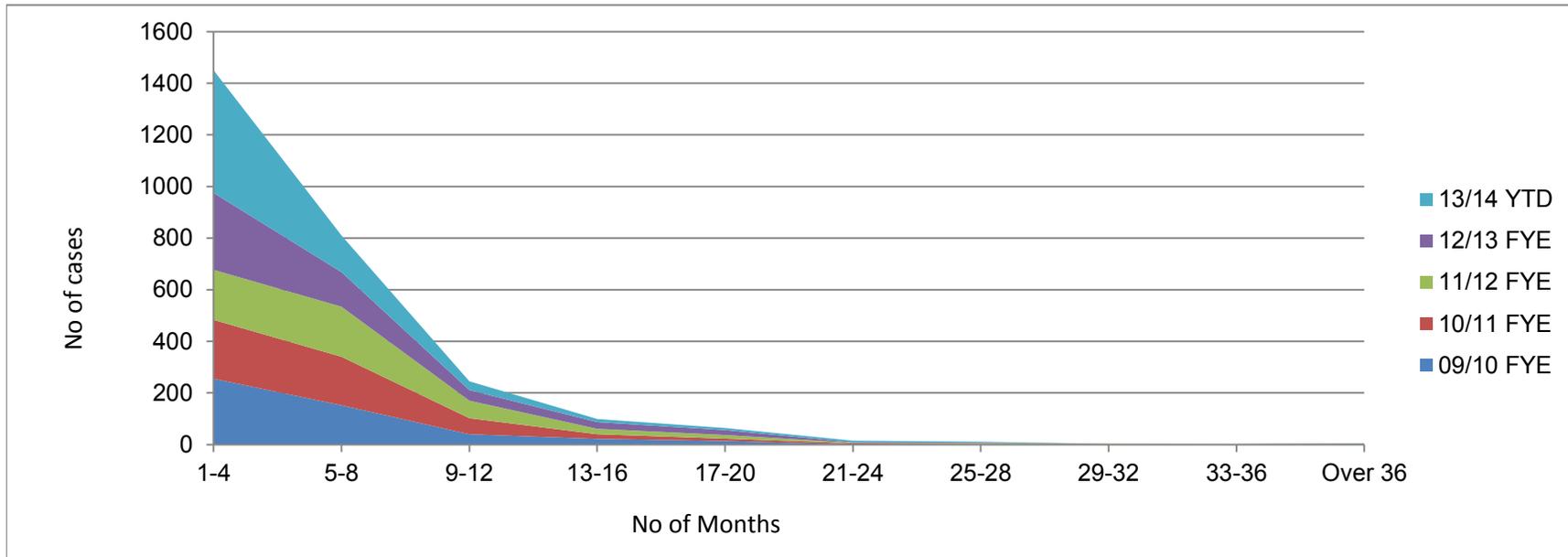
By Profession	No Case to Answer	Further Information requested (FI)	Case to Answer			Total YTD
			CCC	HC	IC	
Arts therapists	0	0	1	0	0	1
Biomedical scientists	8	0	13	2	0	23
Chiropodists & podiatrists	19	2	10	0	0	31
Clinical scientists	1	0	1	0	0	2
Dietitians	4	1	1	1	0	7
Hearing aid dispensers	2	0	3	0	0	5
Occupational therapists	14	4	29	0	0	47
ODPs	10	0	15	0	0	25
Orthoptists	0	0	0	0	0	0
Paramedics	48	0	50	1	1	100
Physiotherapists	36	4	31	0	0	71
Practitioner psychologists	25	0	11	0	0	36
Prosthetists & orthotists	0	0	1	0	0	1
Radiographers	15	1	15	1	0	32
Social workers	134	13	160	4	0	311
SLTs	6	0	8	1	0	15
Total YTD	322	25	349	10	1	707

09/10 FYE	10/11 FYE	11/12 FYE	12/13 FYE	13/14 YTD
4	2	1	3	1
26	37	37	26	23
53	60	40	27	31
3	4	10	3	2
7	13	5	14	7
	13	12	9	5
60	48	55	44	47
49	32	37	37	25
0	1	1	1	0
115	113	139	128	100
93	86	65	69	71
38	66	60	67	36
4	4	0	1	1
34	33	39	35	32
			58	311
13	21	15	21	15
499	533	516	543	707

By source of allegation	No Case to Answer	Further Information requested (FI)	Case to Answer			Total YTD
			CCC	HC	IC	
Article 22(6)/Anon	8	1	14	0	0	23
Employer	97	14	203	7	0	321
Other	3	0	13	0	1	17
Other Registrant	11	1	4	1	0	17
Police	7	0	14	0	0	21
Professional body	1	0	8	0	0	9
Public	108	5	20	0	0	133
Self referral	87	4	73	2	0	166
Total YTD	322	25	349	10	1	707

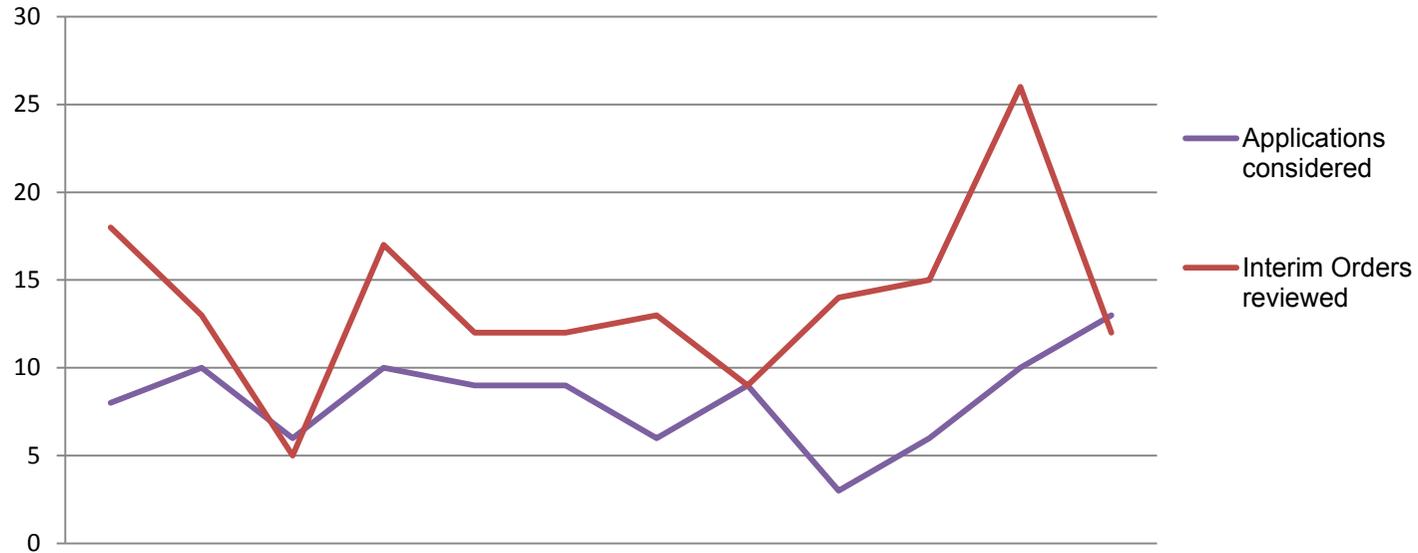
09/10 FYE	10/11 FYE	11/12 FYE	12/13 FYE	13/14 YTD
70	94	139	72	23
211	208	204	263	321
15	13	14	24	17
32	37	22	22	17
29	28	21	17	21
2	2	5	2	9
140	151	111	109	133
n/a	n/a	n/a	34	166
499	533	516	543	707

Length time: Cases Inv Committee (excluding further information) April 2009 - March 2014



Number of Months	09/10 FYE	10/11 FYE	11/12 FYE	12/13 FYE	13/14 YTD
1-4	255	228	194	298	475
5-8	152	188	194	134	142
9-12	40	62	68	41	34
13-16	22	18	21	26	12
17-20	14	9	14	19	8
21-24	1	4	2	2	6
25-28	1	2	3	2	3
29-32	1	1	1	0	0
33-36	1	0	0	0	1
Over 36	2	0	1	1	1
Mean Months	6	6	7	6	5
Median Months	4	5	5	4	3
Total Cases	489	512	498	523	682

Interim Orders Cases April 2013 - March 2014



	2013				2014								13/14 YTD
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Applications considered	8	10	6	10	9	9	6	9	3	6	10	13	99
Applications granted	4	10	6	10	8	8	6	9	2	4	8	13	88
Applications not granted	4	0	0	0	1	1	0	0	1	2	2	0	11
Interim Orders reviewed	18	13	5	17	12	12	13	9	14	15	26	12	166
Interim Orders revoked	0	0	0	0	0	0	0	0	0	0	1	0	1
IO instructed for High Court extension										4	0	3	
Total days (all locations)	11	14	9	11	10	8	8	10	9	9.5	15.5	10.5	125.5
% days at Park House	90	80	68	64	90	100	95	85	95	74	97	90	86
% external	10	20	32	36	1	0	5	15	5	26	3	10	14

Commentary

Cases within 6 months of IO expiry pre-ICP

Month	Current month / variance	Month forecast	Year end forecast	Commentary
March	13	n/a	n/a	<p>*There are 13 cases that are due to expire within the next 6 months; this is 1 less case than last month.</p> <p>*11 cases are in the Conduct and Competence Committee remit, and 2 are in the Health Committee remit, one of which is a GSCC transfer case. Similar to last month, there are no cases in the Pre ICP stage.</p> <p>*7 out of the 13 cases have been scheduled for final hearings and 3 cases are ready to fix. The scheduling team are in the process of arranging hearing dates.</p> <p>*The other 3 cases are currently being investigated by our external solicitors in which we are waiting for signed witness statements and clarification regarding an expert report.</p>
February	14	n/a	n/a	<p>* There are 14 cases that are due to expire within the next 6 months, this is 2 less than last month.</p> <p>* 12 out of the 16 cases are in the Conduct and Competence Committee remit, and 2 are in the Health Committee remit. There are no cases in the Pre ICP stage. 2 of these cases are GSCC transfer cases.</p> <p>*6 cases are currently being investigated by our external solicitors, we are waiting for notification that the final hearing can be fixed. These cases are regularly checked on the WIP by CTM's to ensure We will be presenting 1 case in-house, therefore the CM is currently preparing the case and sending the ready to fix email to the scheduling team.</p> <p>*4 cases have been scheduled for final hearings and are due to take place between March and June 2014. There are 3 cases that are ready to fix, the scheduling team will be treating these cases as a priority.</p>

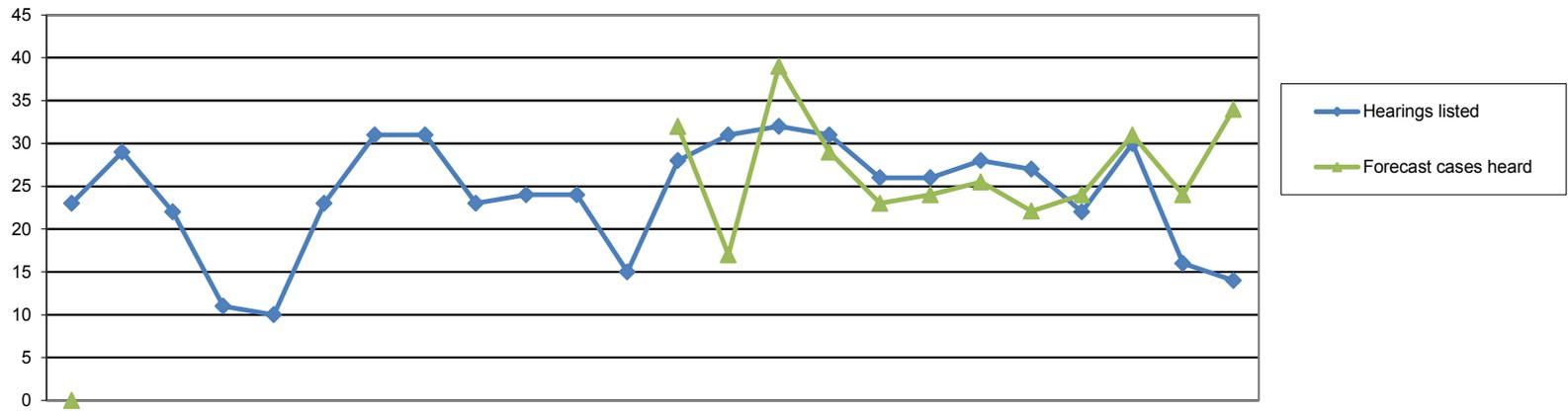
January	16	n/a	n/a	<p>*Like last month, there are 16 cases that are due to expire within the next 6 months.</p> <p>*Out of the 16 cases, 11 are in the Conduct and Competence Committee remit, 1 case is in the Health Committee remit and 4 are in the Pre ICP stage.</p> <p>*In relation to the 4 cases that are in the pre-ICP stage, they all relate to criminal investigations. 2 cases have concluded and will be put forward to ICP's in February and March. In 1 case we are still waiting for the conclusion of the Criminal investigations before we can proceed. With the other case we have recently received notification that all criminal charges have been dropped, therefore we are reviewing the file to see if there are any misconduct issues or whether the matter should be closed.</p> <p>*5 cases have been scheduled for final hearings and are due to take place between February and June 2014. There are 3 cases that are ready to fix, the scheduling team are currently in the process of fixing dates.</p> <p>*3 cases are currently being investigated by our external solicitors, we are waiting for notification that the final hearing can be fixed. CM's are reviewing these cases on a regular basis.</p> <p>*1 case is currently in the process of being disposed of by conditions, the scheduling team are in the process of fixing a hearing, however the Interim Order is due to expire at the end of March, therefore we will need to instruct BDB.</p>
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Mean and median Length of Time

Month	Current month / variance	Year cumulative Total	Forecast	Commentary
March	24 days Mean 18 days Median	21 days Mean 18 days Median	15 days Mean 15 days Median	<p>*There were 12 applications made in March, this has increased by 2 compared to last month.</p> <p>*3 of the applications were within forecast, the remaining 9 cases were outside of our forecast taking from 18-50 days, this is a similar picture to last month.</p> <p>*Panel members have previously raised concerns regarding service for Interim Order applications, therefore this has had an impact on the forecast.</p> <p>* We will continue to monitor to ensure we improve on our length of time.</p>
February	25 days Mean 19 days Median	20 days Mean 18 days Median	15 days Mean 15 days Median	<p>*10 applications were made in February. This is 4 more than last month.</p> <p>* The length of time has improved compared to last month.</p> <p>*Out of the 10 applications made, 2 cases were within forecast, taking 14 and 15 days. However the remaining 8 cases were outside of our forecast taking from 18-51 days.</p> <p>*For the case that took 51 days to list, the matter was already scheduled for an earlier hearing, however the case was adjourned. The decision to apply for an IO for this case and another case was also made on the 24 December 2013, therefore no scheduling activity could take place until the new year.</p> <p>* We will continue to monitor to ensure we improve on our length of time.</p>

January	33 days Mean 31 days Median	20 days Mean 17 days Median	15 days Mean 15 days Median	<p>*There were 6 applications made in January which is 3 more than last month.</p> <p>*The decision taken to apply for the majority of these IO's took place between mid to late December; however it was challenging to fit the scheduling in before the Christmas break; therefore this had an impact on the length of time.</p> <p>*Out of the 6 applications made, all cases were over forecast taking from 25 to 47 days due to the reasons above.</p> <p>* Although we did not meet forecast this month, the reasons were due to the amount of working days we had in December, therefore it is not a concern at this stage. Next month we will see an improvement.</p>
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Panel Hearings Decisions (Preliminary and Final Hearings) April 2009 - March 2014



		2012			2013									2014									09/10	10/11	11/12	12/13	13/14				
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	YTD	
	Preliminary hearings	n/a												4	1	4	2	5	2	4	3	0	3	1	5	n/a	n/a	n/a	n/a	12	
	Forecast cases heard	n/a												32	17	39	29	23	24	26	22	24	31	24	34	n/a	n/a	n/a	n/a	325	
	Forecast cases adjourned	n/a												6	3	8	2	2	2	5	4	4	5	4	5	n/a	n/a	n/a	n/a	49	
Conduct & Competence and Health Committee	Hearings listed	23	29	22	11	10	23	31	31	23	24	24	15	28	31	32	31	26	26	28	27	22	30	16	14	351	424	399	266	311	
	Adjourned / cancelled / postponed	3	3	2	0	0	1	6	5	0	1	1	2	4	1	2	2	0	5	1	3	3	2	1	1			22	24	25	
	Caution	4	7	6	3	0	6	3	2	1	3	5	1	1	5	4	6	1	4	3	3	1	2	3	3	46	71	44	41	36	
	Conditions of practice	0	2	1	0	0	0	2	0	0	6	1	2	1	2	2	4	3	1	1	2	2	3	2	3	14	21	13	14	26	
	No further action	0	0	0	0	0	0	0	1	0	0	1	0	2	1	0	0	0	0	0	1	0	1	1	0	7	3	2	2	6	
	Not well founded /wholly discontinued	6	6	5	3	4	1	7	4	6	4	5	3	6	5	12	6	5	5	9	5	5	6	3	2	70	83	55	54	69	
	Part heard	2	1	1	1	0	0	0	3	2	1	0	0	2	3	2	0	0	1	0	3	1	2	1	0	90	107	16	11	15	
	Referred to other committee	0	0	0	0	0	0	1	1	0	0	0	0	1	1	0	0	1	0	1	0	0	0	0	0	2	5	2	2	4	
	Consent - removed	2	0	0	0	1	0	2	1	3	1	2	0	1	3	1	2	2	2	2	1	3	1	1	1	n/a	15	12	12	20	
	Consent - caution														0	0	0	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a	n/a	0
	Consent - conditions														0	0	0	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a	n/a	0
	Consent - suspension						n/a								0	0	0	0	0	0	0	0	0	0	0	0	n/a	n/a	n/a	n/a	0
	Struck off	2	5	4	2	1	6	5	4	5	4	4	2	3	5	6	5	7	4	3	3	5	6	4	1	65	62	50	44	52	
Suspended	4	5	3	2	4	8	5	10	6	4	5	5	7	4	3	6	7	4	8	6	2	7	0	3	38	44	60	61	57		
Investigating	Amended	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
	No further action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	
	Not well found	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	
	Part heard	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	
	Removed	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	3	1	1	1	1	

Commentary

Final hearing cases and preliminary meetings

Month	Current month / variance	Month forecast	Year forecast	Commentary
March	14/20	34	311	<ul style="list-style-type: none"> * Out of the 14 final hearings listed in March, 13 concluded. * This is well below the forecasted total but does not take into account GSCC transfer cases * Priority was given to concluding GSCC transfer cases in the final month of the financial year so there was less capacity to hold all other hearings during March. * Hearing levels are expected to return to usual levels in April and increased hearing resource has arranged to ensure there is not a backlog in non-GSCC transfer cases * There were also 4 preliminary hearing in March, where difficult issues were resolved ahead of hearings in the future. * Effective use of preliminary adjudication reduces the risk of delay and adjournment at final hearings.
February	16	24	295	<ul style="list-style-type: none"> * Out of the 16 final hearings listed in February, 14 concluded. This is below the forecast for the month. * Scheduling activity was affected in November and December 2013 due to unexpected staff turnover, recruitment and training. This resulted in fewer hearings than expected being scheduled for February. * There is continued focus to schedule maximum number of hearings within resources in March to remain within forecasted targets. * Increased staffing resource has been arranged on the hearings team to achieve this. * There was also 1 preliminary hearing in February, where difficult issues were resolved ahead of hearings in the future. * Effective use of preliminary adjudication reduces the risk of adjournment at final hearings.
January	30	31	279	<ul style="list-style-type: none"> * Out of the 30 final hearings listed in January, 26 concluded. * This is slightly below the forecast for the month * Hearing activity was limited slightly in January due to a complex hearing taking place throughout the month * Higher rates of hearings than expected in November and December mean that the HCPC remains on target to meet its forecasts for the year. * There were also 3 preliminary hearings in January, where difficult issues were resolved ahead of hearings in the future. * Effective use of preliminary adjudication reduces the risk of adjournment at final hearings.

CCC and HC final hearings - Scheduling and Resource descriptions

	2013						2014					
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Forecast hearing days	73	39	89	59	48	49	57	64	55	71	64	74
Cases scheduled HCPC (all hearing types)	28	31	37	23	21	26	51	31	29	34	20	42
Days scheduled HCPC (all hearing types)	72	67	76	56	44	53	90	92	60	78	57	92
Cases scheduled external (all hearing types)	4	7	5	7	4	5	6	3	6	7	6	2
Days scheduled external (all hearing types)	12	21	12	23	8	10	17	17	17	20	16	2
Days	84	88	88	79	52	63	107	109	77	98	73	94
% cases external	14	23	14	29	85	84	12	10	20	17	23	2
% days external	17	31	16	71	15	16	16	16	22	20	22	98
Witnesses	40	57	70	45	55	73	75	55	48	78	51	87

Days of hearings at HPC planned

Month	Current month /	Month forecast	Year forecast	Commentary
March	85%	88%	88%	<ul style="list-style-type: none"> * In total there are 105 days of final hearing activity planned in April * 89 of these are planned at HCPC premises, which is 85% of all hearings activity. * This is in accordance with the planned activity schedule * A lesser percentage of hearings are GSCC transfer cases than in March so there is more external activity due to statutory requirements * Hearings are being held in 186 Kennington Park Road on every day to make effective use of HCPC facilities and the old council chamber will be split of 9 occasions
February	98%	88%	88%	<ul style="list-style-type: none"> * In total there are 90 days of final hearing activity planned in March * 88 of these are planned at HCPC premises, which is 98% of all hearings activity. * This is a much higher percentage of internal hearing days than planned. * A large percentage of the hearings taking place in March are social work hearings, which can only be held in England * Hearings are being held in 186 Kennington Park Road on every day to make effective use of HCPC facilities. * 2 newly refurbished rooms at this premises are also being used on a daily basis
January	77%	88%	88%	<ul style="list-style-type: none"> * In total there are 73 days of final hearing activity planned in February * This represents a lower level of activity than previous months due to reduced levels of scheduling staff threemonths earlier. 4 new scheduling team members have since been recruited to compensate for this. * 56 of these are planned at HCPC premises, which is 77% of all hearings activity. * This is a lower percentage of internal hearing days than planned but the external activity was all required in line with statutory provisions. * Hearings are being held in 186 Kennington Park Road on every day to make effective use of HCPC facilities. * 2 rooms in the new HCPC premises at 186 Kennington Park Road have been refurbished and will be used for hearings from February onwards

Days of external hearings planned

Month	Current month /	Month forecast	Year forecast	Commentary
March	16%	12%	12%	<ul style="list-style-type: none"> * There are 16 days of hearing activity planned at external venues in February, which is 23% of all hearings. * This is higher in broadly accordance the planned activity schedule. * 10 days of hearing activity are being held in Scotland and Northern Ireland in accordance with statutory provisions * One four day hearing is being held in Middlesbrough as a special measure so that the registrant, who has duties as a primary carer, is able to attend * An external venue was used in London over three days so that a part-heard hearing could be reconvened expeditiously
February	2%	12%	12%	<ul style="list-style-type: none"> * There are only 2 days of external hearings taking place in March * This is much lower than the planned activity schedule * One day of hearing activity is taking place in Northern Ireland in accordance with statutory provisions * On day is taking place at an external premises in London due to limited space at Park House * Making full use of HCPC premises results in significant financial savings for the organisation
January	23%	12%	12%	<ul style="list-style-type: none"> * There are 17 days of hearings planned at external venues in February, which is 23% of all hearings. * This is higher than the planned activity schedule. * 14 days of hearing are being held in Scotland and Northern Ireland in accordance with statutory provisions * One hearing was held in Manchester over three days in accordance with a panel direction * Further efforts will be made in March to use all available resource at HCPC premises to reduce the costs associated with external hearings

Non standard equipment or special requirements

Month	Commentary
March	<ul style="list-style-type: none"> * Videolinks were used on 4 occasions in March, including a videolink from one room to another at an external venue
February	<ul style="list-style-type: none"> * A videolink was used on one occasion at an external premises in February to allow a vulnerable witness to give evidence in a separate room away from the registrant * The HCPC held its first hearing of the Adjudicator in February under the Student Suitability Scheme
January	<ul style="list-style-type: none"> * Video links were used on two occasions to allow witnesses that were unable to travel to give evidence remotely * Screens were used on one occasion to allow a vulnerable witness to give evidence without facing the registrant * An agreement was made with our transcribers for a new expedited service within 24 hours when our regulator requires transcripts

Outcome of final hearing by representation April 2013 - March 2014

	Represented self	Represented	No representation	Total
Caution	9	18	9	36
Conditions	3	19	4	26
Cross referred	2	2	0	4
No Further Action	3	2	1	6
Not Well Found	9	42	9	60
Discontinued	0	5	4	9
Not restored	0	0	0	0
Part Heard	7	8	0	15
Register entry amended	0	0	0	0
Removed	0	0	1	1
Restored	0	0	0	0
Struck Off	7	9	36	52
Suspended	8	20	29	57
Consent - removed	0	4	16	20
Consent - caution	0	0	0	0
Consent - conditions	0	0	0	0
Total	48	129	109	286

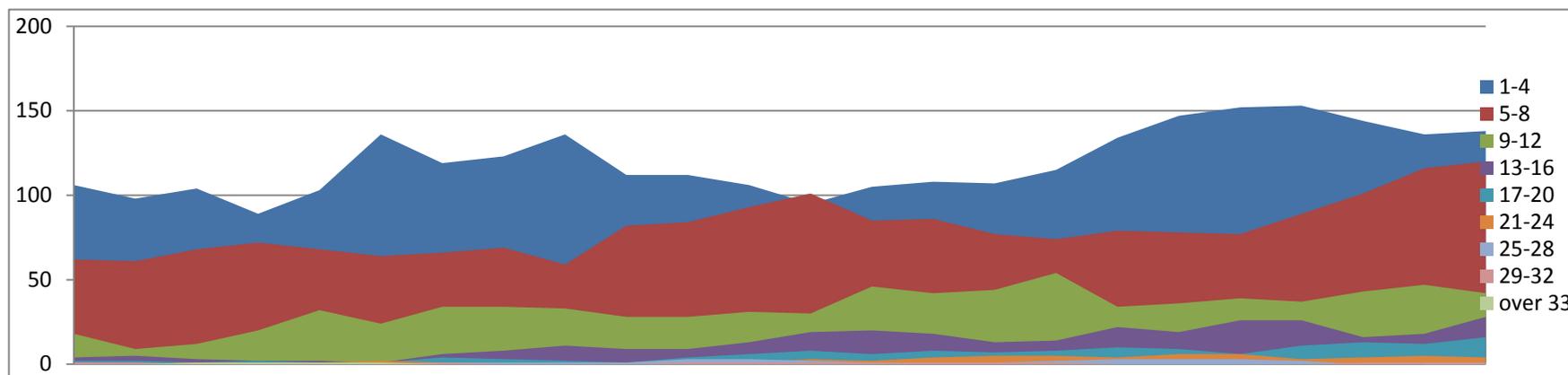
Final hearings: Decisions by profession April 2013 - March 2014

	Final Hearings																Total
	Caution	Conditions of Practice	No Further Action	Not Well Founded	Discontinued	NR	Not impaired	cross referred	Register entry amended	Removed (fraudulent/incorrect)	Struck off	Suspended	Consent - removed	Consent - caution	Consent - conditions	Consent - suspension	
Arts therapists	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Biomedical scientists	0	2	0	4	0	0	0	0	0	0	2	7	2	0	0	0	
Chiropodists & podiatrists	1	2	1	2	0	0	0	1	0	0	3	3	0	0	0	0	
Clinical scientists	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	
Dietitians	0	2	1	0	0	0	0	0	0	0	1	1	1	0	0	0	
Hearing aid dispensers	1	0	0	0	0	0	0	0	0	0	2	3	0	0	0	0	
Occupational therapists	1	2	1	1	0	0	0	0	0	0	4	9	4	0	0	0	
ODPs	5	1	1	2	0	0	0	1	0	0	3	8	2	0	0	0	
Orthoptists	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	
Paramedics	9	5	1	22	0	0	0	0	0	0	15	9	2	0	0	0	
Physiotherapists	2	3	1	7	1	0	1	0	0	0	5	1	1	0	0	0	
Practitioner psychologists	1	2	0	5	5	0	0	0	0	1	1	3	0	0	0	0	
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Radiographers	6	1	0	4	1	0	0	0	0	0	5	2	0	0	0	0	
Social workers	9	5	0	10	1	0	0	0	0	0	8	9	4	0	0	0	
SLTs	1	2	0	2	1	0	0	0	0	0	1	2	3	0	0	0	
Total 13/14 YTD	36	27	6	60	9	0	1	2	0	1	52	57	20	0	0	0	271
Total 12/13 FYE	41	13	1	54	n/a	0	0	0	0	1	43	58	10	n/a	n/a	n/a	221
Total 11/12 FYE	69	29	1	68	n/a	0	0	0	0	2	56	55	7	n/a	n/a	n/a	287

Review hearings decisions by profession April 2011 - March 2014

	Review Hearings													
	Adjourned/ Part Heard	Article 30(7)	Caution	Conditions of practice	Order revoked	Not restored	Restored	Struck off	Suspension	Consent - removed	Consent - caution	Consent - conditions	Consent - suspension	Total
Arts therapists	0	0	0	0	0	0	0	1	1	0	0	0	0	2
Biomedical scientists	1	0	0	8	2	0	0	5	2	0	0	0	0	18
Chiropodists & podiatrists	0	0	0	7	0	0	0	3	5	0	0	0	0	15
Clinical scientists	1	0	0	1	1	0	0	1	1	0	0	0	0	5
Dietitians	0	0	0	0	2	0	0	1	0	0	0	0	0	3
Hearing aid dispensers	0	0	0	0	1	0	0	0	1	0	0	0	0	2
Occupational therapists	0	0	0	3	3	0	0	4	9	0	0	0	0	19
ODPs	0	0	0	1	1	0	0	2	6	1	0	0	0	11
Orthoptists	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Paramedics	2	0	3	4	9	1	0	8	12	1	0	0	0	40
Physiotherapists	1	0	0	3	4	0	0	3	7	1	0	0	0	19
Practitioner psychologists	0	0	0	0	2	0	0	2	1	0	0	0	0	5
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	0	0	0	2	1	0	0	1	6	0	0	0	0	10
Social workers	0	0	0	1	1	0	0	1	4	1	0	0	0	8
SLTs	0	0	0	0	0	0	0	1	7	1	0	0	0	9
Total 13/14 YTD	5	0	3	30	27	1	0	32	56	5	0	0	0	159
Total 2012/13 FYE	2	1	2	19	29	0	0	27	48	4	n/a	n/a	n/a	132
Total 2011/12 FYE	9	1	0	23	17	0	3	26	49	9	n/a	n/a	n/a	137

Length of Time : Age of Cases Post ICP April 2012-March 2014



		2012			2013										2014											
Months		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Cases awaiting final hearing (from ICP)	1-4	106	98	104	89	103	136	119	123	136	112	112	106	95	105	108	107	115	134	147	152	153	144	136	138	
	5-8	62	61	68	72	68	64	66	69	59	82	84	93	101	85	86	77	74	79	78	77	89	101	116	120	
	9-12	18	9	12	20	32	24	34	34	34	33	28	28	31	30	46	42	44	54	34	36	39	37	43	47	42
	13-16	4	5	3	2	2	1	6	8	11	9	9	13	19	20	18	13	14	22	19	26	26	16	18	28	
	17-20	2	2	1	2	1	1	4	3	2	1	4	6	8	6	8	7	8	10	9	6	11	13	12	16	
	21-24	0	0	1	1	1	2	1	0	0	1	1	1	3	2	2	4	5	5	4	6	6	3	4	5	4
	25-28	1	0	0	0	0	0	1	1	1	1	3	3	2	1	1	1	2	3	3	3	2	0	1	1	
	29-32	1	1	0	0	0	0	1	0	0	0	1	1	1	1	1	1	1	0	0	0	0	1	1	1	
	over 33	0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total cases awaiting hearing		194	176	190	187	208	229	232	238	242	234	242	254	259	266	268	255	273	286	298	309	321	322	336	350	
Total cases fixed this month		n/a												36	36	37	36	30	42	34	33	18	26	36	42	
Cases ready to fix, but no date yet		n/a												65	60	66	80	88	83	83	74	77	95	99	91	
Cases fixed previous months and awaiting hearing		n/a												88	84	72	66	62	55	58	50	52	49	72	90	
Cases being prepared by external lawyers		n/a												70	86	93	73	93	106	123	152	174	152	129	127	

Commentary

Hearings fixed by schedulers during this month

Month	Current month / variance	Year end forecast	Commentary
March	42	320	<p>*42 final hearings were fixed by the scheduling team in March</p> <p>*6 of these hearings will be disposed of via a consent order</p> <p>*27 cases were passed to the scheduling team as 'ready to fix' this month.</p>
February	36	320	<p>*36 preliminary and final hearings were fixed by the scheduling team in February</p> <p>*4 additional GSCC transfer cases were fixed by the team</p> <p>*There has been an increase in scheduling activity, as temporary officers have joined the team to assist with the fixing of review hearings.</p> <p>*27 cases were passed to the scheduling team as 'ready to fix' this month, which is lower than previous months</p>
January	26	320	<p>*26 preliminary and final hearings were fixed by the scheduling team in January</p> <p>*12 additional GSCC transfer cases were fixed by the team in this month</p> <p>*There has been a slight increase in scheduling activity this month due to the four new officers reaching the end of their training period</p> <p>*35 cases were passed to the scheduling team as 'ready to fix' in January. This is much lower than the 48 cases in December but is still higher than previous months.</p>

All hearings listed for future months

Month	Number Listed	Commentary
March	67	*38 hearings have been listed in April and 29 have been listed in May. *So far, no GSCC cases have been scheduled for April or May.
February	58	*18 hearings have been scheduled in March and 40 have been scheduled to take place in April *16 additional GSCC transfer cases have been scheduled for a final hearing in March, none were listed in April.
January	28	*14 hearings have been scheduled in February and 14 have been scheduled to take place in March *These figures are below forecasted activity, but were expected due to the changes within the team affecting the rate of hearings scheduled. *8 additional GSCC cases have been scheduled for February and 14 have been scheduled for March

Hearings ready to fix

Month	Hearings Ready to Fix	Commentary
March	91	<p>*206 cases are currently being managed by the adjudications team</p> <p>*91 cases are ready to fix and are in the process of being scheduled. 8 of these cases are on hold due to preliminary issues.</p> <p>*90 cases have been scheduled and are awaiting their hearing date.</p> <p>*15 hearings have been postponed in advance or adjourned and are awaiting instructions for rescheduling</p> <p>*10 hearings have concluded and are awaiting the expiration of their appeal period.</p>
February	99	<p>*194 cases are currently being managed by the adjudications team</p> <p>*99 cases are ready to fix and are in the process of being scheduled. 7 of these are supplementary allegations to be considered for a joinder application. 10 cases are on hold due to preliminary issues</p> <p>*72 cases have been scheduled and are awaiting their hearing</p> <p>*11 hearings have been postponed in advanced or adjourned and are awaiting instructions for rescheduling</p> <p>*12 hearings have concluded and are awaiting the expiration of their appeal period</p>
January	95	<p>*172 cases are currently being managed by the adjudications team</p> <p>*95 cases are ready to fix and in the process of being scheduled. 9 of these are on hold due to preliminary issues.</p> <p>*49 cases have been scheduled for a final hearing</p> <p>*20 hearings have been postponed in advance or adjourned and are awaiting instructions for rescheduling</p> <p>*8 hearings have concluded and are awaiting the expiration of their appeal period</p>

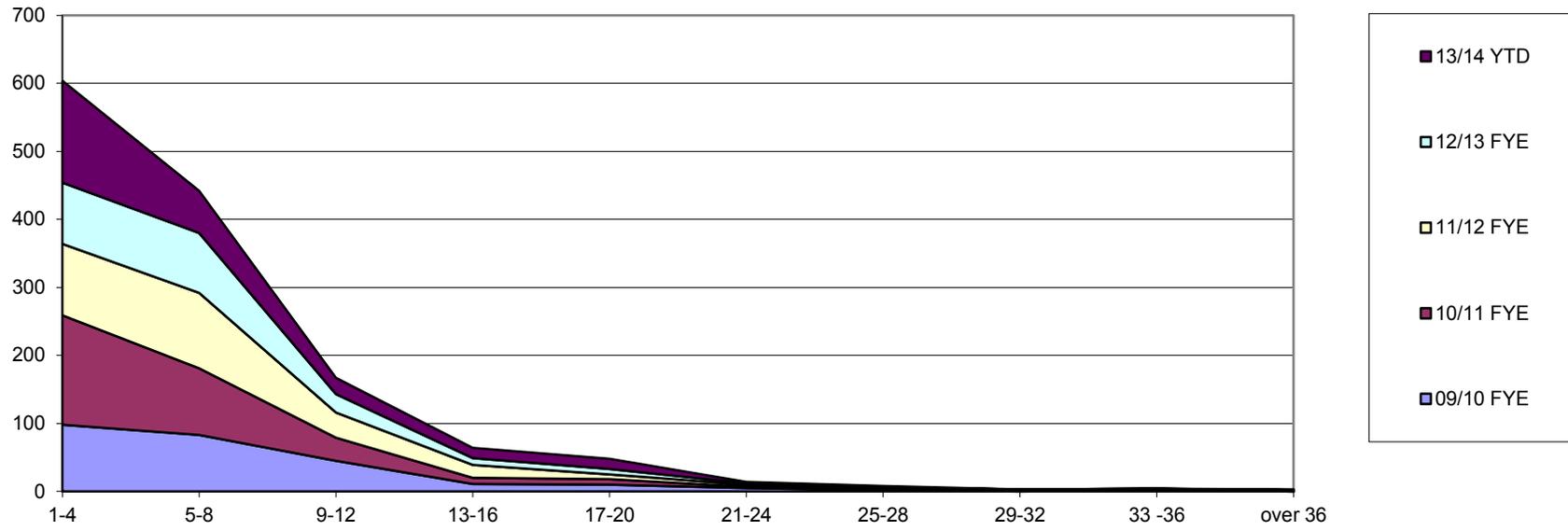
Hearings not ready to fix

Month	End of Month Number	Commentary
March	157	*157 cases are currently with external solicitors and are therefore not ready to fix *5 of these cases were referred over 12 months ago and have outstanding issues.
February	139	*139 cases are currently with external solicitors and are therefore not ready to fix *4 of these cases were referred over 12 months ago.
January	140	*140 cases are currently with external solicitors and are therefore not ready to fix *Four of these cases were over 12 months ago, which is slightly lower than previous months

Cases over 5 months not yet ready to fix

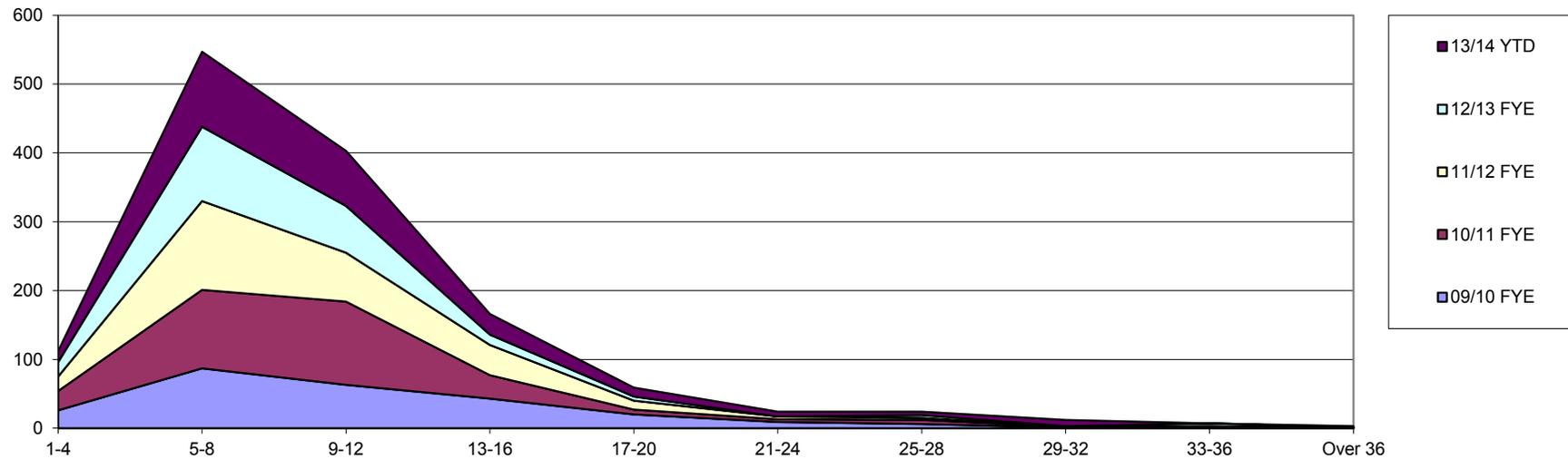
Month	End of Month Number	Commentary
March	38	*There are 38 post-ICP cases over 5 months that are not ready to fix. This is a slight increase on previous months.
February	34	*There are 34 post-ICP cases over 5 months that are not ready to fix.
January	27	*There are 27 post-ICP cases over 5 months that are not categorised as ready to fix. This is an increase on previous months.

Allegations made - Investigating Panel (concluded final hearing cases) April 2009 - March 2014



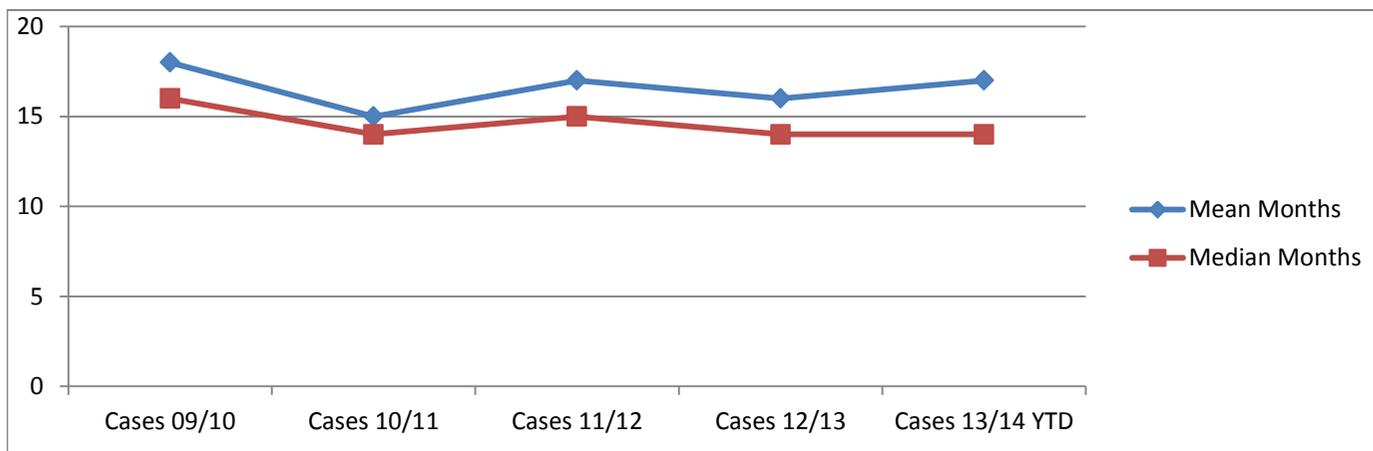
Number of Months	09/10 FYE	10/11 FYE	11/12 FYE	12/13 FYE	13/14 YTD
1-4	98	161	105	90	150
5-8	83	98	111	88	62
9-12	45	34	37	27	24
13-16	11	9	19	10	15
17-20	10	8	7	8	15
21-24	5	2	3	2	2
25-28	2	0	2	2	2
29-32	0	2	1	0	0
33 -36	2	1	1	0	0
over 36	0	0	1	1	1
Mean Months	7	6	7	7	6
Meadian Months	5	4	5	5	4
Total Cases	256	315	287	228	271

Length of Time Investigating Panel - Case Conclusion (concluded final hearing cases) April 2009 - March 2014



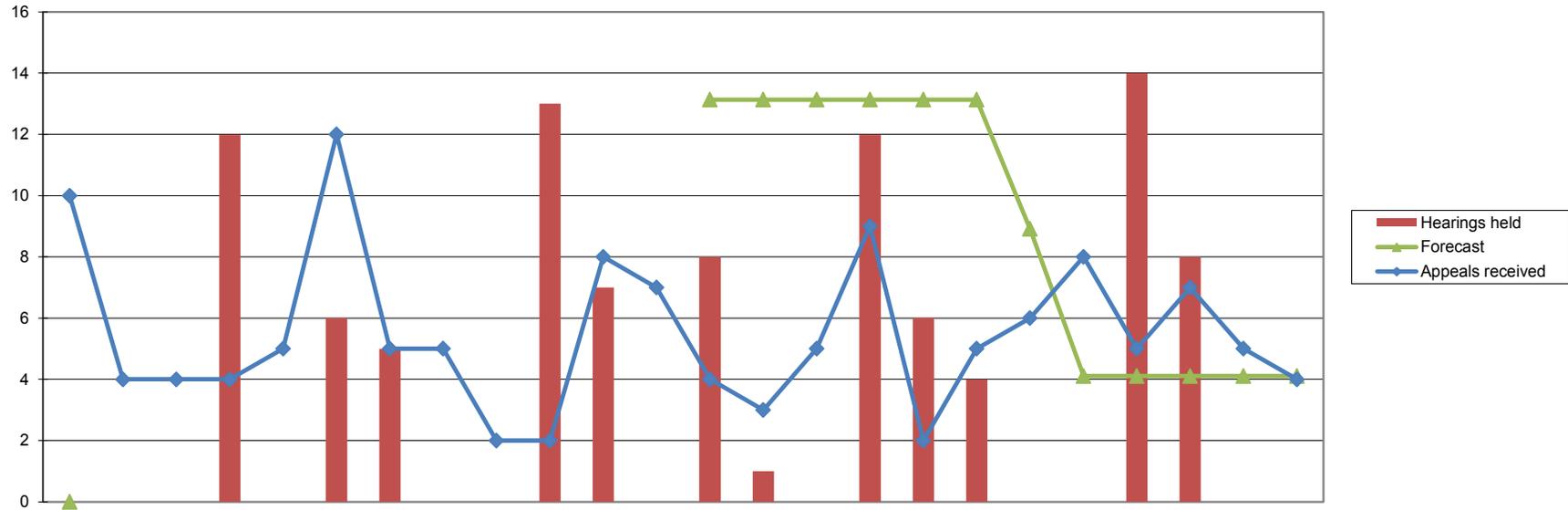
Number of Months	09/10 FYE	10/11 FYE	11/12 FYE	12/13 FYE	13/14 YTD
1-4	26	28	21	21	16
5-8	87	114	129	108	109
9-12	63	121	71	68	80
13-16	43	34	44	15	30
17-20	20	7	13	6	13
21-24	9	4	4	0	7
25-28	6	6	3	4	5
29-32	1	1	0	1	9
33-36	1	0	2	4	0
Over 36	0	0	0	1	2
Mean Months	11	9	10	9	11
Median Months	9	9	8	8	9
Total Cases	256	315	287	228	271

Length of Time: Allegations made - conclusion of final hearing 2009/10 - 2013/14



Number of Months	Cases 09/10	Cases 10/11	Cases 11/12	Cases 12/13	Cases 13/14 YTD
1-4	1	1	0	0	1
5-8	23	35	18	23	21
9-12	56	75	71	66	95
13-16	52	104	79	62	49
17-20	45	48	57	37	27
21-24	34	27	31	13	27
25-28	19	9	14	6	17
29-32	12	7	3	10	13
33-36	5	6	7	5	10
Over 36	9	3	7	6	11
Mean Months	18	15	17	16	17
Median Months	16	14	15	14	14
Total Cases	256	315	287	228	271

Registration Appeals April 2012 - March 2014

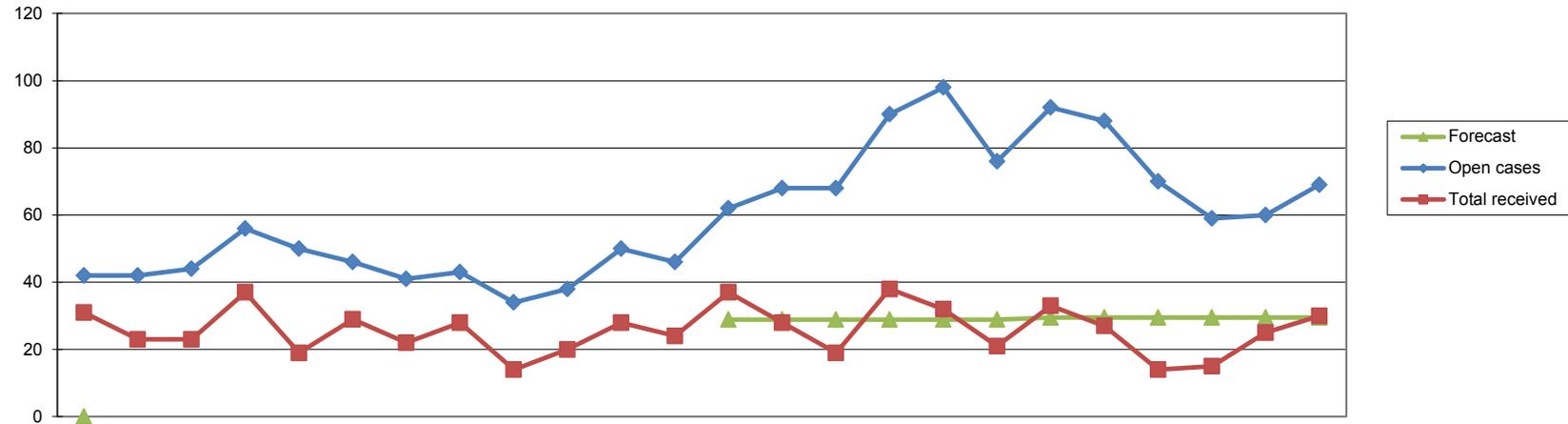


	2012			2013									2014											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Forecast						n/a							13	13	13	13	13	13	9	4	4	4	4	4
Appeals received	10	4	4	4	5	12	5	5	2	2	8	7	4	3	5	9	2	5	6	8	5	7	5	4
Hearings held	0	0	0	12	0	6	5	0	0	13	7	0	8	1	0	12	6	4	0	0	14	8	0	0
Adjourned/postponed	0	0	0	1	0	1	0	0	0	1	1	0	0	0	0	1	5	0	0	0	2	0	0	0
Withdrawn	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Allowed	0	0	0	8	0	2	2	0	0	4	4	0	3	0	0	5	0	0	0	0	4	2	0	0
Dismissed	0	0	0	3	0	3	3	0	0	6	2	0	4	1	0	6	2	4	0	0	7	5	0	0
Substitute decision	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Remit to ETC	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Current active cases	25	29	33	25	30	37	33	38	40	28	33	37	37	34	38	38	38	36	37	42	35	32	39	41

09/10 FYE	10/11 FYE	11/12 FYE	12/13 FYE	13/14 YTD
n/a	n/a	n/a	n/a	n/a
29	53	48	68	63
38	37	59	43	53
4	4	7	4	8
1	3	7	0	1
14	22	20	20	14
7	8	29	17	29
0	0	0	0	1
13	2	4	2	1

447

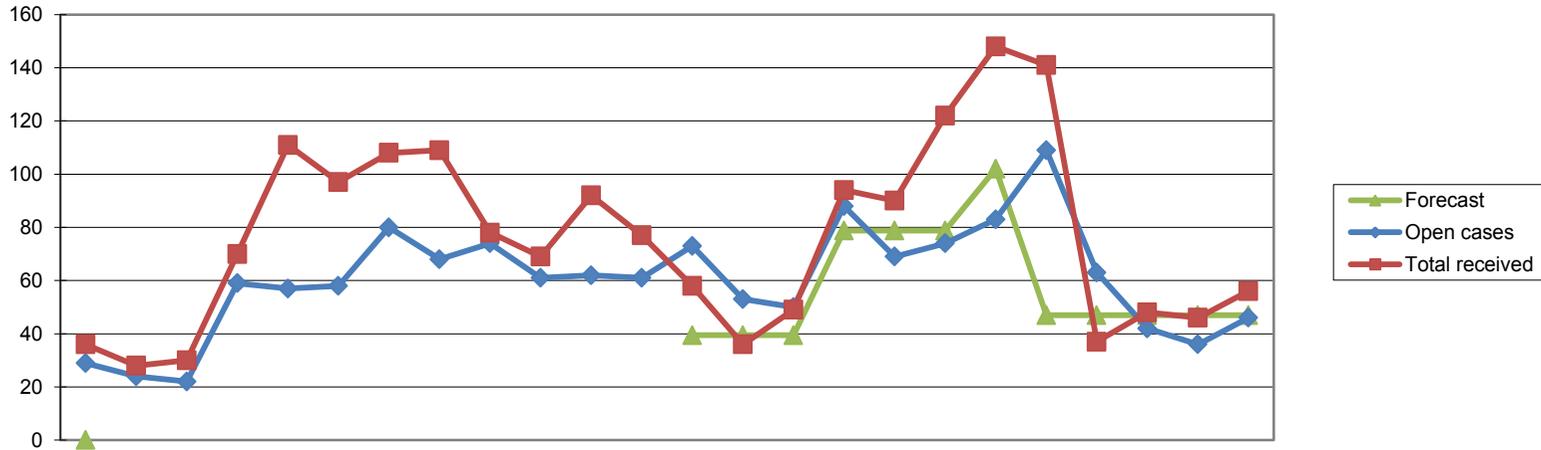
Protection of Title April 2012 - March 2014



	2012			2013									2014											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Forecast												n/a	29	29	29	29	29	29	29	30	30	30	30	30
Public	9	2	10	13	6	12	12	10	3	7	11	4	6	7	10	21	13	5	16	15	9	5	9	16
Police	2	1	1	3	4	4	3	1	1	1	3	3	2	0	0	0	3	2	1	1	0	1	0	1
HPC	1	0	0	0	0	1	0	0	0	1	0	0	0	2	0	0	1	0	0	1	0	1	0	1
Anonymous	0	0	1	4	0	2	0	2	0	2	1	3	0	3	1	0	1	1	2	4	0	5	5	3
Professional	19	20	11	17	9	10	7	15	10	9	13	14	27	10	7	11	12	10	12	6	4	3	9	8
Other	2	3	1	3	2	7	3	1	0	1	0	0	2	6	1	6	2	3	2	0	1	0	2	1
Total received	31	23	23	37	19	29	22	28	14	20	28	24	37	28	19	38	32	21	33	27	14	15	25	30
Visits	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Open cases	42	42	44	56	50	46	41	43	34	38	50	46	62	68	68	90	98	76	92	88	70	59	60	69

09/10	10/11	11/12	12/13	13/14
FYE	FYE	FYE	FYE	YTD
NA				
32	21	35	99	132
38	12	23	27	11
2	7	7	3	6
31	26	29	15	25
213	252	172	154	119
316	318	266	298	319
3	1	1	1	0

Health and Character Declarations April 2012 - March 2014



		2012		2013									2014									09/10	10/11	11/12	12/13	13/14				
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD	YTD
	Forecast	NA											39	39	39	79	79	79	102	47	47	47	47	47						
Received	Renewal	0	0	0	1	1	1	4	32	1	0	0	0	0	1	1	0	3	0	2	6	0	0	1	2	154	4	8	40	16
	Readmission	5	8	5	4	5	9	4	6	5	22	30	21	12	12	12	9	7	9	19	17	9	8	1	19	53	74	51	124	134
	Admission	31	20	25	65	105	86	100	71	72	47	62	56	46	23	36	85	80	113	127	118	28	40	44	35	282	334	356	740	775
	Self-referral	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	209	149	0	1	0
	Total received	36	28	30	70	111	97	108	109	78	69	92	77	58	36	49	94	90	122	148	141	37	48	46	56	698	561	415	905	925
Considered	Considered by panel	11	22	23	20	79	49	16	84	40	53	51	43	33	4	31	31	38	44	76	65	47	40	29	22	387	461	322	491	460
	Referred to FTP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	61	60	15	0	1
	Admission rejected	0	1	1	1	6	4	1	5	2	2	3	2	2	0	6	0	1	2	0	0	0	0	0	0	2	7	6	28	11
	Readmission rejected	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	3	0	1	3	2	3	2	2	7	14	6	2	18
	Renewal rejected	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0
	Not referred to FTP	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	66	87	13	3	0
	Admission accepted	7	18	19	19	73	45	15	79	38	51	48	41	31	4	25	25	31	42	75	62	45	37	27	20	204	247	256	453	424
	Readmission accepted	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	32	45	23	2	6
Renewal accepted	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	1	2	2	0	
	Open cases	29	24	22	59	57	58	80	68	74	61	62	61	73	53	50	88	69	74	83	109	63	42	36	46					

Suitability Scheme August 2012 - March 2014

	2012			2013						2014										12/13	13/14	
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD
Total received	16	10	0	1	2	0	5	0	0	1	0	1	1	2	3	0	0	1	1	3	34	13
Considered by assessment panel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Considered by adjudicator	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
Added to prohibited list	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	7	1
Open cases	n/a								9	9	5	6	7	9	12	12	12	11	11	13		

Miscellaneous (MIS) cases April 2012 - March 2014

	2012			2013									2014									12/13	13/14			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD
Cases received	48	40	36	51	225	48	75	60	43	81	67	72	102	97	73	120	135	87	91	90	70	66	66	78	846	1075
Cases closed	29	34	62	356	88	65	99	55	57	109	85	93	130	81	94	106	159	73	110	71	73	85	72	83	2,269	1137
Cases open	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	40	69	67	106	82	96	77	96	93	74	68	63		

Cases at judicial review or high court/court of sheriff stage April 2013 - March 2014

	2013										2014			13/14 YTD
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		
Judicial review - received	0	0	1	0	0	0	0	0	0	0	1	0	2	
Judicial review - open	2	2	3	2	1	1	1	1	1	1	2	0		
High court - CHRE received	0	0	0	0	0	0	0	0	1	0	2	0	3	
High court - CHRE open	3	3	0	0	0	0	0	0	1	1	3	2		
High court - Registrant received	0	0	0	0	0	0	3	3	0	0	1	0	7	
High Court - Registrant open	1	1	0	0	0	0	3	6	6	6	5	5		
IO extension application at High Court	0	0	0	1	0	0	2	2	0	0	0	0	5	
Registration appeals at County Court	0	0	0	0	0	0	1	0	0	0	1	0	2	

Month	Number of Cases	Commentary
March	0	*No new High Court referrals have been received this month however there are 7 cases that remain open.
February	4	*The PSA has referred the Conduct and Competence Committee's decision in two cases to the High Court under the provisions of Section 29 (4) of the National Health Service Reform and Health Care Professions Act 2002. *Other High Court cases include: an appeal against a strike off decision and two appeals to the County Court in respect Registration Appeals Panels decision to dismiss registration appeals.
January	0	*External solicitors have been instructed to apply to the High Court to extend Interim Orders imposed on 4 registrants that are due to expire before the cases have concluded. *The High Court consented to remit one case back to the CCC where the registrant had appealed against a striking off order.

Complaints relating to FTP cases or service April 2012 - March 2014

	2012		2013											2014											12/13	13/14
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD
Complaints received	N/A	N/A	4	7	6	6	13	16	11	15	17	8	8	17	14	20	18	15	17	23	12	15	7	9	103	175
Complaints responded to	N/A	N/A	1	4	2	15	10	18	12	10	21	8	7	10	15	12	26	14	13	20	18	13	10	11	101	169
Open complaints	N/A	N/A	3	6	10	1	3	1	0	5	1	1	2	9	9	17	9	10	14	12	7	9	6	4		

Complaints common issues

Month	Commentary
March	9 complaints were responded to in March. 3 related to decisions (2 to close a case preICP, and 1 about the ICP decision); 2 related to alleged data sharing issues; 1 related to the length of time for the investigation, and 3 to perceived service or other issues. 2 additional complaints were responded to in February but not reported on last month. These two cases related to service issues.
February	2 complaints related to preICP closure decisions, 2 to ICP panel decisions, 2 relating to service or advice given by Case Manager, and 1 relating to the length of time the investigation is taking
January	4 complaints related to perceived standards of service; 5 related to preICP decision making; 1 to ICP decision making; 1 to perceptions of hearing, 1 to external legal investigation service and 1 to the drafting of the allegations in the case.

GSCC transfer cases August 2012 - March 2014

	2012			2013					2014											
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Open Cases pre-ICP / Enquiry	N/A	115	94	74	62	52	36	23	51	45	33	27	25	23	18	13	11	10	7	5
Cases closed pre-ICP	13	N/A	N/A	N/A	6	1	7	6	5	2	1	0	1	0	1	1	1	0	3	1
Open post ICP cases	N/A	83	80	68	58	54	46	42	84	80	75	76	70	63	57	54	52	43	36	23

ICP considerations																				
Cases heard at ICP	0	17	23	24	19	11	17	12	6	8	13	5	5	1	4	3	1	2	3	1
Cases concluded	0	15	22	24	19	11	17	12	4	7	11	5	5	1	4	3	1	2	3	1
Case to answer	0	14	19	23	16	10	7	11	2	5	3	4	5	1	4	3	1	2	2	1
No Case to Answer	0	1	3	1	3	1	10	1	2	2	8	1	0	0	0	0	0	0	1	0
% CTA	0	93	86	96	84	91	41	92	40	71	27	80	100	100	100	100	100	100	67	100

12/13 FYE	13/14 YTD
123	52
120	47
100	33
20	14
83	70

Final Hearings																				
Final hearing cases heard	0	0	0	0	1	2	3	18	8	7	12	8	10	6	15	10	6	11	9	17
Adjourned / cancelled / postponed	0	0	0	0	0	0	0	4	7	0	2	2	3	0	5	0	0	2	0	3
Caution	0	0	0	0	0	0	0	1	2	0	5	2	1	1	0	0	1	0	1	3
Conditions of practice	0	0	0	0	0	0	0	1	1	1	0	1	1	1	0	0	0	0	1	1
No further action	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Not well founded	0	0	0	0	0	0	0	1	7	2	0	0	1	2	3	0	1	1	0	2
Part heard	0	0	0	0	0	0	0	0	3	0	2	0	0	0	0	2	0	1	0	0
Referred to other committee	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Removed - consent	0	0	0	0	0	0	2	1	1	2	2	0	1	0	0	1	0	0	0	1
Struck off	0	0	0	0	1	2	0	4	4	1	0	2	1	1	1	1	3	5	5	2
Suspended	0	0	0	0	0	0	1	6	8	1	1	1	2	1	6	6	1	2	2	5

24	119
4	24
1	16
1	7
0	2
1	19
0	8
0	1
3	8
7	26
7	36

Review cases																				
Review cases heard	2	2	3	4	1	1	1	0	0	1	1	2	0	1	0	0	1	3	3	1
Adjourned/Part Heard	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Article 30(7)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Caution continued	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Conditions continued	0	0	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Conditions revoked	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Conditions revoked caution imposed	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Conditions revoked suspension imposed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not restored	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Restored	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Struck off	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0
Suspension continued	2	1	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	2	1	0
Suspension revoked	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Suspension revoked caution imposed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Suspension revoked conditions imposed	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0
Consent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

14	13
1	1
0	0
0	1
5	1
2	0
0	1
0	0
0	0
0	0
0	4
5	5
1	0
0	1
0	2
0	0

Interim Orders heard																				
IOA	13	6	4	3	0	6	1	0	1	0	0	0	1	0	0	0	0	0	1	0
IOR	0	0	1	0	1	1	10	0	7	8	3	9	5	2	9	2	4	6	2	0

33	3
13	57

Summary of cases received:

- Total cases reviewed - 495
- Pre-ICP – 217
- Cases subject to interim order - 14
- Suspension/conditional registration – 45
- Cautions – 40
- Character cases - 15
- Students - 12

Open cases pre-ICP

Month	Total to date	Total this month	Commentary
March	217	5	*The number of open cases in the pre-ICP stage has reduced further this month. *Of the remaining open cases, 1 case remains in the Enquiry stage. *Of the four cases in the Pre-ICP stage, allegations have been drafted in one case and in two cases we are waiting on the conclusion of Police investigations or are awaiting further information from the Police.
February	217	7	*The number of open GSCC transfer cases in the pre-ICP stage continue to reduce but remains above the 9 month reforecast position of 4 open cases. *Two cases remain in the Enquiry stage.
January	217	10	*The number of open pre-ICP cases is above the forecast position of 7 open cases for the month. *Two cases remain in the Enquiry stage. 3 of the 7 cases in the pre-ICP stage are scheduled to be considered by a panel of the Investigating Committee in February and March.

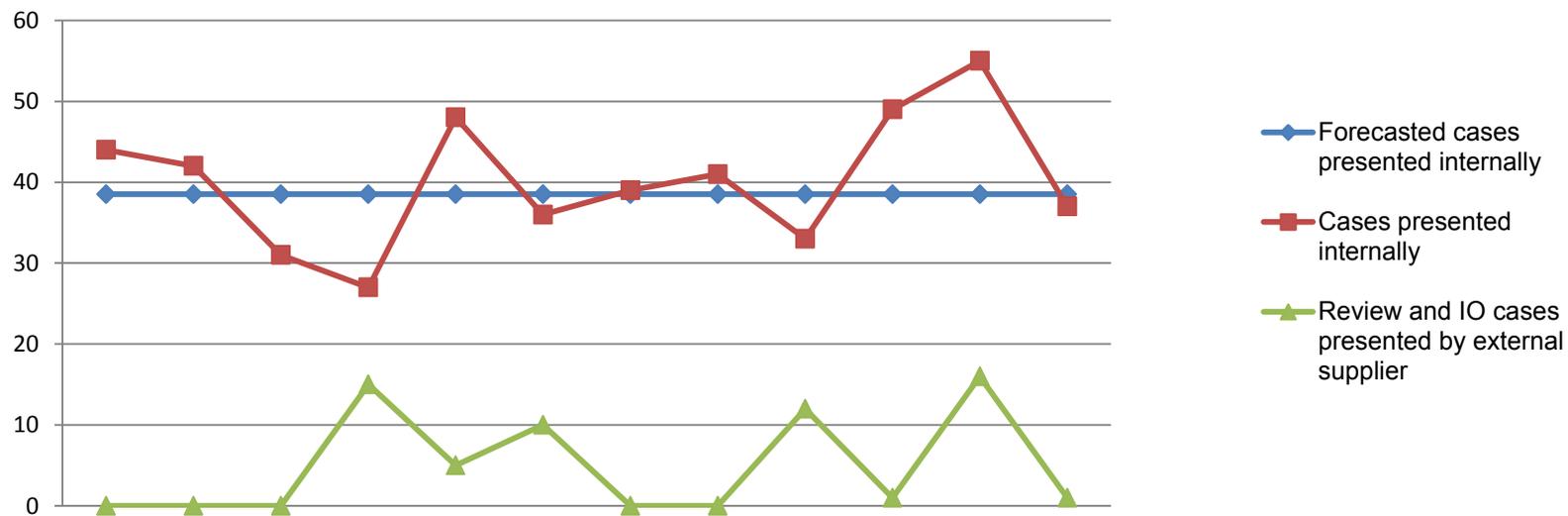
PSA learning points received April 2012 - March 2014

	2012				2013									2014									12/13	13/14	
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE
Learning points received	13	10	12	12	7	6	11	7	8	9	0	9	11	20	6	15	8	8	1	19	21	0	15	104	133

Issues arising and learning points

Month	Commentary
March	<ul style="list-style-type: none"> * Learning points were received in relation to 15 cases in March. This was 8% of all outcomes for the time period under consideration. * 14 of these were in relation to hearings where the statutory deadline for appeal expired in February. * Learning points were provided in one case as the result of a section 29 case meeting on 10 January 2014 * 10 of these learning points (67%) concerned social work cases. Social work cases accounted for 31% of hearings during the time period considered. * 10 of the cases considered included more than one concern and there were 27 concerns in total * 9 learning points related to the investigation of a concern by the HCPC, involving the particularisation or drafting of allegations, limited scope of investigations, guidance provided to applications making H&C declarations and qualified admissions in consent cases. •* 18 concerns raised related to adjudication at a hearing, including inadequate detail or inconsistencies in the decision, lenient sanctions, failure to consider relevant case law or HCPC guidance and failure to consider more severe sanctions.
February	<ul style="list-style-type: none"> * The PSA did not issue any learning points in February
January	<ul style="list-style-type: none"> * Learning points were received in relation to 21 cases in December * This is higher than in all previous months * 5 of these learning points (24%) concerned social work cases * All but three cases included more than one concern and there were 41 concerns in total * 6 learning points related to the investigation of a concern by the HCPC, involving the particularisation or drafting of allegations, the support provided to a complainant and failure to call witnesses to the hearing. * 35 concerns raised related to decisions made by the panel at the final hearing, involving inadequate detail or inconsistencies in the decision, lenient sanctions, failure to consider relevant case law, referrals to the health committee and failure to control the cross examination of a witness.. * The HCPC has analysed and responded in writing to each concern raised. * The HCPC did not agree with 61% of the concerns raised

Internal operational management commentary April 2013 - March 2014



	2013												2014												13/14 YTD
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Forecasted cases presented internally	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	462
Cases presented internally	44	42	31	27	48	36	39	41	33	49	55	37	44	42	31	27	48	36	39	41	33	49	55	37	482
Review and IO cases presented by external supplier	0	0	0	15	5	10	0	0	12	1	16	1	0	0	0	15	5	10	0	0	12	1	16	1	60

FTP Internal Measuring Tools Report 2013-

Fitness to practise		2012		2013												2014												Average 12/13	Average 13/14
		Target	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
From date allegation made to notifying registrant of full allegation																													
Cases obs'ed each month	Total cases obs'ed	64 / 129	26	48	48	61	49	57	58	43	33	57	49	51	60	59	57	70	79	68	76	68	36	87	75	74	48	67	
	% within 5 months	73%	77	69	77	72	88	84	88	95	97	84	96	88	92	83	93	86	91	94	91	94	86	89	89	86	85	90	
	% within 7 months	85%	96	77	85	84	90	91	90	95	97	88	98	94	93	86	98	93	92	94	92	96	89	94	93	89	90	92	
	% within 10 months	95%	96	83	92	89	96	91	92	95	100	95	100	94	95	92	100	96	96	96	95	99	94	97	97	96	94	96	
	% over 10 months	5%	4	17	8	11	4	9	8	5	0	5	0	6	5	8	0	4	4	4	5	1	6	3	3	4	6	4	
	Mean months	3.5	4	5	4	5	3	2	2	2	1	3	1	1	2	3	1	2	2	1	2	2	3	2	2	2	3	2	
Median months	2.5	3	3	3	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1		
Cases yet to be obs'ed	Total cases to be obs'ed		188	163	132	132	110	96	86	101	121	98	93	95	94	93	99	98	105	121	123	107	109	105	101	95	118	104	
	% of cases 5 months and under		63	64	58	62	53	49	55	63	64	62	59	62	66	63	65	69	73	74	72	64	62	59	58	61	60	66	
	% 6 - 7 months		11	8	8	11	15	14	6	5	10	7	6	66	2	10	11	5	7	8	10	15	15	13.3	11	14	14	10	
	% 8 - 10 months		9	10	11	10	10	9	15	11	7	7	8	6	7	4	2	8	8	7	6	10	12	16.2	15	9	9	9	
	% over 10 months		18	18	23	17	22	28	24	21	19	24	27	26	25	23	21	17	12	11	12	11	11	11.4	16	16	22	16	
From ICP to final hearing																													
	Total cases concluded		18	25	19	10	10	22	24	21	21	22	23	13	21	26	28	30	25	20	25	21	18	26	14	13	19	22	
	% within 8 months	70%	77	60	58	70	40	45	37.5	57	43	59	74	62	67	42	57	43	32	65	32	33	44	23	50	54	57	45	
	% within 10 months		11	24	26	30	50	32	45.5	19	67	59	87	77	71	62	75	63	60	90	64	62	56	38	86	69	44	66	
	% over 10 months		11	16	16	10	10	23	17	24	33	41	13	23	29	38	25	37	40	10	36	38	44	38	14	31	20	32	
Currently awaiting hearing																													
	Total cases awaiting hearing		194	176	194	189	215	232	236	241	242	234	242	254	260	267	268	255	273	287	298	309	321	322	336	350	221	296	
	Length of time from receipt to acknowledgement	5 days	n/a												n/a												n/a	2	

Health and character

From receipt of declaration on application to the register to Panel

Case heard or closed	Total cases heard or closed % within 1 month		8	18	20	41	48	60	35	50	41	80	81	82	90	78	51	75	77	97	134	121	57	32	25	37	47	73
		95%	88	83	85	88	94	75	91	94	88	n/a	n/a	n/a	90	79	76	84	83	85	83	85	80	66	54	66	87	78
Cases waiting to be heard	Total cases waiting to be heard % over 1 month old		14	11	20		38	22	20	29	21	58	65	40	73	53	50	88	69	74	83	77	63	42	27	44	31	62
			7	27	15		8	14	10	14	19	34	35	50	14	23	36	15	33	23	9	54	52	31	20	20	21	28
	Length of time from receipt to acknowledgement (median)	5 days	n/a											n/a											n/a	5		

Registration Appeals

From receipt of notice of appeal to hearing	% within 6 months	70%	75	78	100	n/a	n/a	n/a	77	88	n/a	90	88	89	74	71	70	42	57	0	0	0	58	12	0	0	86	32
	% within 9 months	90%	100	100	100	n/a	n/a	n/a	92	100	n/a	n/a	n/a	n/a	Not previously provided	Not previously provided	93	58	86	100	0	0	75	25	0	0		
	Length of time from receipt to acknowledgement (median)	5 days	n/a											n/a											n/a	7		

Protection of title

	Length of time from receipt to acknowledgement	5 days	n/a											n/a											n/a	8
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MIS

	Length of time from receipt to acknowledgement	5 days	n/a											3											n/a	4
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CMS action monitoring and NetRegulate Status checking outcomes

CMS Actions - outstanding actions (Case Management)

Month	Number	Commentary
March	2	* Two overdue actions were assigned to an Historic User in CMS in March
February	2	* Two actions were assigned to an Historic User in CMS in February * The management team continues to monitor any actions assigned to an Historic User on a weekly basis
January	2	* Two actions were assigned to an Historic User in CMS in January * The management team continues to monitor any actions assigned to an Historic User on a weekly basis

CMS actions - overdue actions (Case Management)

Month	Number	Commentary
March	730	* The number of overdue actions has increased since last month. However, this in part reflects the prioritisation of obs-ing and closing cases in time for the end of the financial year. It is expected that the number of overdue actions will decrease next month
February	609	* The number of overdue actions has decreased since last month * Overdue actions are monitored on a weekly basis by the management team to ensure that cases are progressed expeditiously and risk assessments are performed at each of the required stages * Actions are prioritised each week at the Weekly Case Team Manager meeting
January	678	* The number of overdue actions has increased significantly over last month. * This reflects a focus during the last week of January on obsing cases. * The number of overdue actions is monitored weekly and managers ensure high risk or older outstanding actions are prioritised

CMS Actions - outstanding actions (Adjudication)

Month	Number	Commentary
March	8	There are 6 overdue actions allocated to the 'hearings team unallocated' profile
February	6	There are 6 overdue actions allocated to the 'hearings team unallocated' profile
January	4	There are 4 overdue responses to letters in CMS

CMS actions - overdue actions (Adjudication)

Month	Number	Commentary
March	8	*There are currently 8 overdue actions allocated to members of the adjudication team *Most overdue actions are used to manage the scheduling of final hearings and these are not included in this count.
February	6	*There are currently 6 overdue actions allocated to members of the adjudication team *Most overdue actions are used to manage the scheduling of final hearings and these are not included in this count.
January	2	There are also 2 overdue responses to preliminary enquiries Overdue actions are used to manage the scheduling of some hearings and these are not included in this count

Net Regulate status checks

Month	Number of Issues	Commentary
March	0	There continue to be no issues and the checking process is identifying any corrections.
February	0	There continue to be no issues and the checking process is identifying any corrections.
January	0	There continue to be no issues and the checking process is identifying any corrections.