



# **Management Information Pack**

Marc Seale, Chief Executive & Registrar  
Report to Council meeting 22 September 2011

## Chief Executive's Report to Council meeting on 22 September 2011 Contents

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**Chief Executive: Mr Marc Seale**

**1. Completed Meetings 1 July to 31 August 2011**

General Social Care Council	4 July
Faculty of Public Health	5 July
Council for Healthcare Regulatory Excellence	5 July
Regulators' Forum	
Meet the HPC (Canterbury)	6 July
EC Steering Group on European Professional Card	8 July
EU Directive on professional qualifications event	11 July
Social Work Reform Board	12 July
International Centre for Research in Arts Therapies at Imperial seminar	13 July
Social Work Regulation Oversight Group	14 July
Health Hotel	14 July
College of Arms	15 July
HSST Oversight Board	18 July
Council for Healthcare Regulatory Excellence	20 July
Department of Health (Leeds)	21 July
Health and Social Care Professionals Council (CORU)	22 July
Mazars	25 July
Project Board (re unlicensed herbal medicines)	28 July
Council for Healthcare Regulatory Excellence seminar: operational excellence	29 July
EC Steering Group preparatory meeting	31 August

**2. Scheduled Meetings**

CLEAR Annual Educational Conference	8 – 10 Sept
EC Steering Group on European Professional Card	13 Sept
Meet the HPC (Shetland)	19 Sept
Meet the HPC (Orkney)	20 Sept
PhysioFirst	26 Sept
Project Board (re unlicensed herbal medicines)	29 Sept
CARE Fertility Group	30 Sept

EU Single Market Forum (Krakow)	3 – 4 Oct
Lord Hunt	5 Oct
General Optical Council	5 Oct
Association of Clinical Scientists	6 Oct
Law Commission Advisory Group meeting	20 Oct
Scottish Government	24 Oct
Annual Regulation Event (Edinburgh)	25 – 26 Oct
British Psychological Society Professional Practice Board	28 Oct
Department of Health, Social Services and Public Safety (NI)	31 Oct
Meet the HPC	1 Nov

## Business Process Improvement: Mr Roy Dunn

### 1. Human resources

There are no changes to the Department.

### 2. Quality Management System (QMS) review meetings and internal audits

The internal audit schedule for 2011 – 2012 is running. The Education Department has been audited, but their processes are being reviewed in light of the Education processes and systems project. Procurement/suppliers audit is underway.

### 3. QMS process updates

Workplan processes have been reviewed, and an updated project re-prioritisation process rolled out.

Enhancements to the QMS underlying processes are in progress, to reflect our more traditional external audit.

### 4. BSI Audit

Next external audit is scheduled for October

### 5. Business continuity

No major changes other than monthly list updates and updated Communications pages

The 2011 exercise took place on the 27 May at Uxbridge (IT systems) and Sevenoaks (Business Continuity Management). A report was made to the most recent Finance & Resources Committee meeting.

### 6. Information security management

Mazars attended HPC in July to work on an overarching Information Security audit. The report will go to the Audit Committee in the first instance.

An external consultant has reviewed our existing processes used in ISO9001 with the view for reuse in ISO27001. A considerable amount of paperwork must be completed but our practices are generally in good shape.

Further policy documents (ISO27001 deliverables) are in preparation. Asset lists are in progress, with a view to determining specific risks and mitigations required.

### 7. Information & data management

Migration of the reporting database has been completed. Security has been enhanced, based on user roles in the active directory.

The five year registration forecast has been prepared. External data sources have been examined where possible, and work with other bodies discussed, eg Council for Workforce Intelligence.

Assistance has been provided to quantify payment types relating to historic balances on NetRegulate.

### 8. Risk Register

The next update is being prepared for the September 2011 edition before being circulated to the Audit Committee.

**1. Engage with registrants to increase understanding of the benefits of regulation, the work of Council and what is required of them.**

We have secured a number of articles in Occupational Therapy News, Paramedic Practice, Speech and Language Therapists' bulletin, British Association of Prosthetists and Orthotists magazine, various newsletters and features on professional body websites, and continue to promote the work of the Council in a bi-monthly column in Complete Nutrition. Topics have included the standards of proficiency for social workers, accessible guidance on how to raise a concern published and registration renewals. Media releases have been issued on the following:

- HPC launches new free iPhone application;
- Two new Council members appointed to the HPC;
- HPC launches consultations for regulation of social workers in England; and
- Lay council members re-appointed

The Canterbury Meet the HPC event took place on 6 July, with 173 delegates, 97 per cent of whom returned their feedback forms rated the event as either good or excellent. Planning is underway for the September Meet the HPC events in the Orkney and Shetland Islands.

Issue 36 of our e-newsletter HPC In Focus was published on 5 August 2011. It included articles updating registrants on the work of the Council, registration renewals and events that we will be attending. It also provided information on current consultations and new HPC services.

Standards and guidance distributed during this period were:

- Student guidance on conduct, performance and ethics (1,145 copies);

- Your guide to our standards of continuing professional development (560 copies);
- Continuing professional development and your registration (260 copies); and
- Standards of conduct, performance and ethics (220 copies).

In addition to this distribution, a broad range of publications are distributed at HPC events and external conferences. We are currently drafting content for a new leaflet which will include information about the benefits of registration for registrants.

News on the HPC website and on social media channels during this period included partner opportunities and information on registration renewal, consultations, Council decisions and upcoming events.

We have worked closely with the Registration Department and professional bodies to support the registration renewal process and CPD audits of orthoptists, paramedics, clinical scientists, prosthetists-orthotists, speech and language therapists, occupational therapists and biomedical scientists during the current period. This has included meetings with the relevant professional bodies. 'Promoting your registration' materials have been highlighted at each meeting, with a focus on registrants within the private sector. We have placed a number of articles on registration renewals and continue to promote them via our social media networks. The renewals for orthoptists and paramedics ended on 31 August 2011. 1.9% of paramedics lapsed, which is down from 2.6% in 2009. 60.8% of renewals for paramedics were online. 3.7% of orthoptists lapsed, which is down from 4.6% in 2009. 64.9% of renewals for orthoptists took place online.

**2. Extend engagement with service users through improved access to information about the HPC to**

- 1) increase understanding of the role of the HPC**
- 2) promote the use of a registered professional**
- 3) encourage service users to check the online Register**

We continue to manage the Google adword campaign resulting in an average of 73 people per day clicking through to the online register and our website. Targeted Yellow Pages advertising continues as well as our sponsored advertisements on Thomsonlocal.com.

We continue to represent the HPC at joint regulator patient and public engagement meetings and are undertaking initial research into service user engagement. The next waiting room campaign is being planned for October and this will distribute our public information materials to the largest 5,000 GP surgeries in the UK and over 1,000 independent pharmacies.

Discussions and planning continue for a protection of title campaign with the Football Association and Markettiers4DC. We have completed the e-learning module for Citizen Advice Scotland. The module is aimed at advisors and provides an overview of the HPC and our mechanisms for raising concerns.

During this period we received 146 requests from registrants for public information packs. Each pack consists of 25 leaflets and two posters as well as renewal posters and promoting your registration leaflets.

**3. Undertake work to raise awareness and understanding of the need for the regulation of new professions for groups recommended by government**

We continue to monitor media on the regulation of new professions and respond where appropriate. We have issued and/or updated position statements on the following:

- the standards of proficiency for social workers in England and the professional capabilities framework;
- student registration; and
- voluntary registers.

The Policy and Standards Department is currently running consultations on the standards of proficiency for social workers in England and the threshold level of entry to the HPC Register for social workers in England. To support this work, we issued a media release and secured interviews with Community Care magazine and the British Association of Social Workers' professional journal for the Chair. Issue 36 of HPC In Focus (Friday 5 August 2011) included an article to inform registrants about the consultations. We also provided information on the consultations via Twitter and Facebook.

We have met social work employer organisations, including the Recruitment and Employment Confederation and the Adolescent and Children's Trust. Further meetings are confirmed for the autumn. We continue to work collaboratively with the communications team at the GSCC. We are currently working on joint conferences and exhibitions, and other key issues, such as communications on registration fees and partner recruitment.

**4. Influence the regulatory agenda through ongoing dialogue and engagement with stakeholders**

We continue actively to monitor and respond to issues raised in the UK Parliaments and Assemblies, European Parliament and Commission. Of particular interest is:

- the on-going work to revise EU Directive 2005/36/EC relating to the recognition of professional qualifications. Members of the Executive met members of the European Parliament, the Commission and BIS to support the process of revision. We also supported the Chief Executive in submission of oral evidence to the House of Lords European Union Committee on the Professional Qualifications Directive;
- in response to a question raised in the House of Lords by Lord Hunt about the transfer of social work regulation, we have confirmed a meeting with him in the autumn; and
- we closely monitored the House of Commons Health Select Committee scrutiny of the General Medical Council and Nursing and Midwifery Council.

As part of the Health Hotel, the HPC will be represented at the Labour, Liberal Democrat and Conservative Party Conferences. The Chair and Director of Policy and Standards will speak at jointly hosted fringe events with Help the Hospices. Our events will focus on regulation of the adult social care workforce. Anne Milton MP, Parliamentary under-Secretary of State for Public Health will be attending our fringe at Conservative Party Conference. At each of the conferences members of the executive will attend a range of events, debates and meetings.

We have confirmed attendance and booked stands at Scottish National Party Conference in October 2011 and Welsh Labour in February 2012. Planning is also underway for a jointly hosted event for members of Scottish Parliament (MSP) researchers in November. The HPC is working in partnership with the Scottish offices of GMC, NMC and GDC. Bob Dorris MSP, Deputy Convener of the Health and Sport Committee will be sponsoring and attending the event. We supported the Chief

Executive at meetings with Scottish stakeholders in June, including NHS Education for Scotland (NES), General Dental Council Scotland, Scottish Social Services Council and Society of Chiropractors and Podiatrists Scotland.

During July we exhibited at the Council on Licensure, Enforcement and Regulation (CLEAR) Second International Congress on Professional and Occupational Regulation. The event was attended by 100 professional and occupational regulators from across Europe, North America and Australia. As well as disseminating information and HPC publications to delegates, presentations were given by the HPC Chair and Stakeholder Communications Manager who also delivered presentations at INPTRA (Amsterdam) with the Chief Executive.

### **5. Maintain internal communications**

We regularly write news story for the intranet to ensure employees are aware of our external work and organisational developments. There have been 23 news items during this period which have included changes to the FtP Department, amendments to employee expenses policy; our response to the Sky News story; and the employee attitude survey. We are currently working on issue 15 of HPC Update which will include articles on the standards of consultation for social workers, an event summary and a Council update amongst other news stories. The HPC summer lunch took place on 15 July in Kennington Park. The evaluation report shows 95 per cent of people used the time to talk to colleagues from different departments.

### **6. Increase awareness of HPC's role in regulation amongst all stakeholder audiences**

We continue to monitor media coverage and respond where appropriate, as well as proactively issue responses and statements to the media on key issues, such as our response to the Sky News story: NHS 'cover-up' angers widow. During this period (June – August 2011) we had 47 mentions across professional body media, and 96 in relation to FtP outcomes across both national and regional media. We received 42 on general HPC issues, 6 relating to the regulation of herbal medicine and traditional Chinese medicine practitioners and 19 relating to the regulation of social workers in England. We issued 101 social media updates on key organisational issues as listed in our social media planner. Six media releases on FtP strike off and suspension have been issued.

The revised joint regulators' leaflet 'Who regulates health and social care professionals?' was produced in conjunction with the thirteen UK health and social care regulators and was published in June. In August we created a new bilingual version of this document which has since been distributed to the other regulators. In July, two Employer Events took place in Liverpool and Birmingham. Both events were fully booked and together attracted almost 200 delegates. 99 per cent of those returning their feedback forms rated the events as either good or excellent. Further employer events will take place in London, Cardiff, Edinburgh and Belfast during October and November.

#### **7. Provide communications expertise to other HPC departments**

We continue to work with departments across the HPC to provide media support. We have worked with Policy to produce and update key position statements. We frequently liaise with the FtP Department on hearings and have been using social media to promote the Education newsletters and registration

renewals. We have also used social media to assist with partner recruitment.

During this period we received 78 internal requests for changes to the website and intranet. All requests are responded to within three working days, either informing of completed work or providing a timescale for completion. Examples of requests have included updating templates on the intranet, adding new and amended practise notes to the website and making changes to the employee directory.

Publications currently in production, or published during this period, which have incorporated work with other HPC departments include:

- An introduction to our education processes (published August 2011)
- Annual report and accounts (to be published September 2011)
- Education annual report 2011 (to be published September 2011)
- Fitness to practise annual report 2011 (to be published September 2011)
- Professionalism in healthcare professionals (to be published September 2011)
- Continuing professional developments annual report (date tbc)
- Report on the history of the CPSM (date tbc)

Planning for the autumn education seminars is underway. We have provided support with venue searches and will continue to provide events support as required.



### **1. Approval process**

The Department has spent the last few months completing the schedule of visits for the remainder of the 2010 – 2011 academic year and organising approval visits for the 2011 – 2012 academic year. The deadline for education providers wanting to arrange visits in 2011 – 2012 is December 2011. So far 62 visits across 89 programmes have been arranged between September 2011– July 2012. 21 out of the 24 visits (88%) required for practitioner psychologists have already been scheduled and we have until December 2011 to schedule the remainder. All of the required visits for hearing aid dispensers have been scheduled.

### **2. Annual monitoring process**

Following the peak activity from January – May 2011, we have seen a decline in annual monitoring submissions in the last few months. In comparison to the 2009 – 2010 academic year where the peak in annual monitoring activity occurred between February – July 2010, the 2010 – 2011 academic year saw a spike in the number of submissions much earlier in the year and over a shorter timescale. The last submission deadline for the 2010 – 2011 academic year was Wednesday 31 August 2011 and it is anticipated that all outstanding audit submissions and declarations will be sent to the September Education and Training Panels to close off annual monitoring for the 2010 – 2011 year. The scheduling process for annual monitoring in the 2011 – 2012 academic year began in week commencing 3 August 2011.

### **3. Major change process**

Following the high volume of major change notifications received at the beginning of the year, there continues to be a decrease in the number of submissions received. Since the last

Education and Training Committee meeting, we have received 40 new notifications, covering 35 programmes. The total number of major change notifications received in the 2010 – 2011 academic year was actually comparable with that received in the last three academic years. It was only the phasing that was radically different; ie there was a more pronounced peak and trough rather than a consistent level throughout.

### **4. Complaints process**

The Department has not received any complaints since the last meeting of Council.

### **5. Social workers (England)**

Members of the Department continue to meet the General Social Care Council (GSCC) regularly to discuss the transfer of approved programmes and implementation of our approval and monitoring post transfer, both of which are proceeding as planned.

Members of the Department have also met a wider range of social worker stakeholders and education providers to discuss the strategic aspects of the transfer process and communications activities. This has provided an opportunity to clarify our system of regulation and the functions undertaken by the GSCC which will not be transferred to the HPC.

### **6. Partners**

Following a period of recruitment during May-June 2011, there are now sufficient numbers of visitors across all professions, apart from prosthetists and orthotists. Members of the Department are working with the Partners Department to recruit to this role. The Department has also been involved in the

recruitment of social worker visitors, which began this month. The first round of interviews is anticipated to take place in November 2011. The Department also provided refresher training sessions for visitors in July 2011 and further sessions are being planned for October 2011.

### **7. Communication with education provider and stakeholders**

The Department has spent the last couple of months planning the education provider seminars for 2011 – 2012. Six seminars will be delivered in autumn 2011 and will focus on practice placement delivery. A further three seminars may take place in early 2012 for social worker education providers, providing an introduction to HPC.

Members of the Department met the following groups between June 2011 – September 2011:

- NHS Education for Scotland (both independently and in conjunction with the Chair and Chief Executive)
- Department of Health - Human Factors in Healthcare: Education Reference Group
- Department for Education - Policy and Performance Division
- Joint Social Work Education Conference (JSWEC)
- University of Sussex (in conjunction with the Chair and Policy and Standards Department)
- The College of Social Work
- The General Social Care Council
- Placement Management Partnership, University of East London

### **8. Major project: Education systems and process review**

This major project has now been initiated and has become a priority for the Department in terms of resources and

deliverables. This project is being managed as part of the organisation's major project portfolio. The project aims to review the systems and processes of the Education Department with the intention to revise and replace them to ensure they remain fit for purpose in the face of continued growth in workload. The work is being conducted as two separate but related projects: (1) research and development and (2) build. The objective of the current project (research and development) is to conduct activities to identify potential improvements to processes and systems to determine the scope and prepare for the build project

The project team includes: Abigail Gorringer (Project sponsor), Osama Ammar (Project lead), Claire Reed (Project manager), Guy Gaskins (Senior supplier), Brendon Edmonds (Senior user) and Department users (10 Education Department members, 6 HPC department members & external representatives (education providers and partners)). The budgeted project costs are £109,620 (capital expenditure) and £38,160 (operating expenditure).

The current phase of the project centres on business and process analysis and has involved engaging with external business analysts and running a series of workshops.

### **Employees**

Osama Ammar left the HPC on 31 August 2011 and David Christopher joined the HPC on 5 September as Head of Educational Development. Victoria Adenugba was promoted to Acting Education Officer on 1 September 2011. To cover her Education Administrator role and assist with general administration and major project-related tasks, Shahena Syeda joined the Department on Monday 22 August.

**1. Employees**

There are six permanent employees including the Facilities Manager. Services provided include reception, building maintenance, postroom, catering, health & safety and building project management.

**2. Health & safety**

On 3 August a fire-drill was carried out. The building was reported as fully evacuated within three minutes of the alarm being sounded. An additional scenario was played out using John Donaghy, Council Member and Mr William Leaning of the London Ambulance Service whereby the response of one of HPC's trained First Aiders was tested. The exercise went extremely well and one of the learning's that came out of this was that HPC will be purchasing a defibrillator and providing training to all of our current First Aiders on its use. I should like to record my thanks to John Donaghy and Mr Leaning for their help and guidance in carrying out the exercise.

**3. Building refurbishment**

As outlined in the last report to Council, the areas within HPC's premises that have not been re-decorated within the last three years have been refurbished over the summer months.

Planning permission is now being sought to replace some of the windows within Park House, hopefully late summer/early autumn.

**4. 33 Stannary Street**

HPC has now taken possession of units 7 & 8 and a project team convened to convert this space to both office and meeting rooms. A new structured cabling system will be installed to facilitate IT connectivity to our current offices and any shortfalls

on office furniture have been ordered and installed. The IT Department has engaged BT to arrange a new fibre optic connection into the building and it is hoped to have the these premises up and working by mid-October, subject to third party contractors.

### 1. General

Since the last Council meeting, the Finance Department has produced the management accounts up to July 2011.

### 2. Supplier payments

At the end of April, 93.5% by value of the £430K Creditor payments were in the 30 days or less category.

### 3. Fee adjustments and income receipts handling

We have met the two-day targets in registrant direct debit cancellations and amendments, rejected payments/ refunds on mid-cycle lapsing of registrants. The banking of registrant cheques is up-to-date and we have met the target on credit-card reconciliations.

### 4. Income collection cycle

Direct debit collections of registrants' fees (cover approximately 80% of registrants) are processed by the Finance Department, with collections made two months in advance. Orthoptist, paramedic and radiographer collections occurred in July. Clinical scientist, occupational therapist, physiotherapist, prosthetist and orthotist, and speech and language therapist collections were scheduled for August and September. Most of the income comprises renewal fees collection.

### 5. Funds under management

At the end of July 2011, £1.7M was invested in Lloyds instant access account earning 0.75% and £351k was invested in the Nat West Special Interest-bearing Account (SIBA) earning 0.50% per annum. The following have been invested for 3 months (maturing Late November/ early December 2011) at fixed rates: £0.5M invested in Barclays money market account earning 0.76%, £0.5m invested in Nat West Bond earning

£1.5% and £3.0M in Lloyds TSB money market account earning 1.5%. An additional £1.0M is invested in Nat West long term deposit account earning 1.25% maturing March 2012.

### 6. Pensions

In April, there were 66 active members in the Friends Provident.

Flexiplan pension scheme update: From 1 April 2011 a monthly payment of £4,495.90 is being made as our contribution to the funding deficit. The Director of Finance is scheduled to attend an update meeting for employers on 27 September. The most recent update from the Employers' Consultative Committee is included as a separate paper.

### 7. Employee training and levels

There are eight full-time employees in the Department. Temporary employees are periodically hired to cover for employees on annual or sickleave, and to help achieve Finance Department service level targets.

### 8. Sage system support and development

A new version of Sage was planned for later in this financial year together with PRS enhancements. Due to the work required on the deferred income this has now been postponed until 2012 – 2013 financial year.

### 9. Significant financial projects/Issues (next few months)

- Work continues to find a resolution to the deferred income issue.
- The Five Year Financial Plan is currently being worked on and is expected to be available for the November Finance and Resources Committee meeting.

- The six month reforecast will be started as soon as the September results are known and this is expected to be available for the November Finance and Resources Committee meeting.

## Fitness to Practise: Ms Kelly Johnson

### 1. Number of allegations

Between April and July 2011, 329 allegations/enquiries were received. It is now forecast that about 900 allegations/enquiries will be received over the course of the financial year. The Executive is currently analysing the impact this has on the forecast model and resource capacity within the FtP Department. This figure includes cases that were previously dealt with via the health and character policy.

### 2. Number of open cases pre-Investigating Committee Panel

At the end of July, there were 442 open cases. That figure is expected to remain steady for the remainder of the financial year.

### 3. Length of time

For cases that have been considered at Investigating Committee panel between April 2011 and July 2011, the mean and median length of time was 7 and 6 months. This is being kept under review to ensure that the length of time does not increase.

### 4. Case to answer percentage

Of the cases considered by an Investigating Committee panel between April and July 2011 the case to answer percentage was 42 per cent. Taking into consideration the number of cases closed without referral to an Investigating Committee, the percentage of cases referred to a final hearing in this period was 20 per cent.

### 5. Number of cases awaiting hearing

At the end of July 2011, there were 195 cases awaiting consideration by a substantive hearing panel. It is anticipated

that by the end of the financial year, this figure will have reduced to about 160. In order for that to occur, the number of cases that take place as expected will need to rise to 75 per cent of the total listed (currently 30 per cent of cases do not conclude as anticipated). The Fitness to Practise Committee is due to consider another paper on the topic of adjourned/part heard cases at its meeting in October.

### 6. Length of time

Of the cases that concluded at final hearing between April 2011 and July 2011 the length of time taken for a case to conclude was a mean of 16 months and a median of 15 months, which compares to a mean and median of 15 and 14 months for 2010 – 2011.

### 7. Case considered

164 cases were considered by panels of the Investigating Committee between April and July 2011.

103 final hearing cases concluded between April and July 2011, with a further 48 review hearings and 59 interim order panels taking place

### 8. Protection of title

28 complaints about misuse of title were received between April and July 2011. At the end of July there were 39 open cases.

### 9. Registration appeals

Between April and July 2011, 18 new registration appeals were received. At the end of July there was a live case load of 23 cases.

## 10. Health and character

Between April and July 2011, 46 new health and character cases were received. At the end of July there was an open case load of 41 cases

## 11. Meetings/events

GSCC	1 June
Bircham Dyson Bell	3 June
Panel Chair Training	7 June
Charter	14 June
Bircham Dyson Bell	21 June
GTCW	23 June
Panel Member Refresher Training	1 July
Legal Assessor Training	6 July
CLEAR	8 July
Liverpool Employer Event	12 July
Birmingham Employer Event	14 July
Isle of Wight Ambulance Service	14 July
Care Quality Commission	18 July
Ipsos MORI	20 July
Department of Health, Leeds	21 July
CORU (Dublin)	22 July
Parliamentary and Health Ombudsman	26 July
BSHAA	26 July
MAZARS	28 July
CHRE Seminar	29 July
South East Central Ambulance Service	4 Aug
GSCC	5 Aug
Shelagh Urwin	8 Aug
North East Ambulance Service	12 Aug
Ipsos MORI	15 Aug
Law Commission	17 Aug
General Medical Council	26 Aug

## 12. Resources

Eleanor Wilson (Hearings Officer) left the HPC in August 2011. We are currently recruiting for her replacement. Yinka Alade and Melanie Harel (both previously Scheduling Officers) were appointed as Hearings Officers in August 2011. Claire Baker and Kelly Folar (both previously Registration Advisors) joined the Department as Scheduling Officers in August 2011.

## 13. Other

Work is continuing with regards to the development of the FtP case management system, with an anticipated delivery date of February 2012.

## 1. Employee resourcing

### Education

Following an external recruitment campaign, interviews were held on 27 July for the post of Head of Educational Development to replace Osama Amar who leaves the HPC at the end of August. David Christopher was appointed and starts work on 5 September.

Victoria Adenugba, formerly an Education Administrator, was appointed to the post of Acting Education Officer in early August.

### Finance

Recruitment is currently in progress for the new fixed-term post of Finance Administrator.

### Fitness to Practise

Following external and internal advertising campaigns in June and July:

- Yinka Alade and Melanie Harel were appointed to two Hearings Officer positions which arose as a result of internal promotions
- Clare Baker and Kelly Folar were appointed to Scheduling Officer positions which arose as a result of internal promotions

Recruitment is currently in progress for the fixed term replacement post of Hearings Officer.

### Registration

Following internal advertising campaigns in July and August :

- Anna Lubasinska and James Wilson were promoted to Customer Service Manger posts (one replacement post and

one new post arising from a small departmental reorganisation)

- Natalie Berrie, Elisa Dominguez- Nunez and Jamie Hunt were promoted to Team Leader posts (two replacement posts and one new post)
- Euleta Abbott, Felix Katahena, Hafiza Koroma and Amber Millichamp were appointed to four replacement Registration Advisor posts arising from the internal promotions detailed above

Recruitment is currently in progress for a further three Registration Advisor vacancies created as a result of further internal transfers and a resignation

## 2. Other HR activities

### Employee attitude survey

Employees were invited to participate in an employee attitude survey in July. The HR team is in the process of analysing the results of the survey, which will be considered by the Executive Management Team and then fed back to all employees in late September.

### Representatives for the employee consultation group

Three new employee representatives have been appointed following a nominations process run by the HR team in July. The new recruits will join three existing representatives who were re-nominated to serve for a further two year term.

### Training and development

Training courses have run in July and August covering IT, Plain English, finance and presentation skills in line with the HPC organisational training and development plan. Further courses are scheduled to take place later in the year.



**Policy work**

Following the introduction of the new pay system in April 2011, the HR Department has reviewed pay-related HR policies, including the acting up and overtime/time off in lieu policy, to ensure that they are consistent with the new pay band structure.

Strategic objective 1 – *“To drive efficiencies within the organisation by the use of Information Technology and Information Systems.”*

- **Database upgrade**

A project to upgrade a number of databases to a more recent version has started. This will ensure continued support for the applications.

This project has been completed.

Strategic objective 2 – *“To apply Information Technology within the organisation where it can create business advantage.”*

- **Fitness to Practise (FtP) case management system project:** This project provides status reports to the FtP Committee.

This project is operating to the revised plan with an expected delivery in early 2012.

Validation of the delivered system configuration is being undertaken with an aim to enable the user acceptance test cycle to start in the middle of September.

- **NetRegulate platform refresh:** The objective of this project is to upgrade each of the separate platforms that NetRegulate is dependent upon to operate. This includes the operating system, database, application server and clients.

The project will deliver the changes in phases.

There have been a number of technical issues with this project and although the user testing has been successful, the promotion of the database upgrade to the live environment has needed to be rolled-back on two occasions.

A revised approach is being developed to promote the changes to the production environment safely with minimum disruption.

The target implementation date for this project is being revised and will now be within September 2011.

- **IT continuity file replication:** This project aims to improve the method by which we replicate files from our corporate fileserver to the disaster recovery environment.

We are looking to replace the current method with one that will reduce the time it takes to replicate files to the disaster recovery environment, ensuring a consistent state if we had a critical failure.

This project is now complete.

- **Education systems and process review:** This project aims to assess the current processes within the Education Department; determine revised processes where required; assess the effectiveness of the current IT provision and if necessary run a tender for new services.

The project has initiated and a series of workshops to map and validate the current processes is being scheduled.

This project is expected to complete in April 2012

- **Refit of the 33 Stannary street office:** This project aims to fit out the new offices at 33 Stannary Street to provide additional office and meeting-room space. The IT team will support the implementation of the IT data and telephony services in the new building.

An IT Networking company has been engaged to provide the switched network infrastructure, the structured cabling and new power points.

The structured cabling and power installation is planned to be completed within August.

An order for a data-line has been placed with our internet service provider; we expect the data-line to be available within two to three months. The office will not be able to connect to the HPC IT or telephony services until the data-line is installed and commissioned.

- **Telephony system development cycle:** This project aims to deliver one of two controlled change releases to the telephony system. This release incorporates changes to call-queues, reporting paths and messaging.

This project was completed on Saturday 6 August.

- **Website development cycle:** The objective of this project is to deliver one of two controlled change releases to the corporate website ([www.hpc-uk.org](http://www.hpc-uk.org)). This project is led by the Communications team.

The project has been initiated and a third party development company has been engaged to provide a proposal for the list of changes.

An onsite meeting with the development team was completed on 9 August to validate the proposed changes before a cost proposal is provided.

This project is expected to be delivered in late 2011.

Strategic objective 3 – *“To protect the data and services of HPC from malicious damage and unexpected events.”*

- **Network encryption project:** The new encryption product has been purchased and installed. The tool allows very granular control by user and by personal computer, called Port Control. It can be used to determine who is able to write data to removable media and whether it is required to be encrypted.

The Fitness to Practise (FtP) team will be the pilot group for this new functionality.

The pilot group has been identified and the feedback is positive with no critical issues identified. The pilot will conclude in September at which time we will plan the implementation to the entire FtP team and start the next pilot group.

- **Credit-card handling:** Support the project to outsource credit-card handling to reduce organisation risk of fraud.

PCI DSS (Payment Card Industry Data Security Standards)

expert advice has been sought to identify potential solutions and industry best practice for handling credit-card payments by telephone.

This project has been delayed following:

- The need to receive a PCI assessment report from a PCI assessor for our existing paper based processes
- The need to confirm how the reconciliation of payments will be achieved and to validate the exact requirements of our payment provider WorldPay.
- Required changes to the HPC published telephone numbers to ensure payments can be taken securely.

The project is currently being re-planned.

As part of this project we have moved telephony provider to OPAL (Talk Talk). This transfer was completed successfully on 5 May.

- **Remote access security:** This project aims to improve the security provision for employees and external support organisations when they connect to the HPC services remotely.

The software has been installed and is being tested by the IT team and is also part of the pilot FtP 'Network encryption Project'.

- **Blackberry disaster recovery service:** The mobile personal mailing service has now become a business critical service. This project will investigate the options for creating a disaster recovery service and if appropriate to implement the service. This will allow the Blackberry

handsets to operate in the event of a critical infrastructure failure.

We have engaged with a specialist organisation to provide us with the technical options that we have open to us to provide a resilient service.

- **Service availability**

**Online renewals and online register outage:** On Tuesday 2 August an error made during an administration task during the preparation for the Platform Refresh project caused the NetRegulate database service to fail.

This resulted in the outage of the online renewals and the online register services as well as the NetRegulate application for two hours between 15:30 and 17:30.

## Partners: Ms Hayley Graham

### 1. Recruitment

The following roles have been filled since the last report;

- Seven visitors (two physiotherapists; one speech and language therapist; one paramedic; two chiropodists/podiatrists; one radiographer)
- Six panel members (one prosthetist and orthotist; five psychologists from various divisions)
- Eight registration assessors (all psychologists from various divisions)

Four panel member positions and one visitor position remain unfilled from the prosthetist and orthotist profession.

Advertising will shortly commence for paramedic panel members, hearing aid dispenser and prosthetist and orthotist CPD assessors, and art therapist (drama) registration assessors and CPD assessors.

Advertising also commences for approximately 90 social worker partners in September. A number of Council/ Committee members have made themselves available to assist with the task of short-listing and interviews which will be taking place throughout October 2011 until January 2012 in the first instance.

### 2. Training

Eighteen new visitors attended induction training on 20 July 2011. Twenty-one psychologist registration assessors attended a refresher training session held on 16 June 2011. Induction training has been scheduled for the eight newly recruited psychology assessors to take place on 22 September 2011.

Others partners who have attended refresher training sessions include 19 panel members, 14 legal assessors and 24 registration assessors.

Refresher training sessions will be taking place between September and December this calendar year.

### 3. Partner appraisal

The following numbers of partners have been scheduled to undertake appraisals this year to date:

- Panel chairs – 14
- Panel members – 35
- Visitor – 26
- Registration assessors – 48

### 4. Partner resignations

Since the last report we have received resignations from two visitors and four registration assessors. One registration assessor was terminated and one panel member has a fitness to practise allegation being investigated.

### 5. Team information

Hayley Graham commenced her role as Partner Manager in July. The Partners function underwent an external audit by Mazars in August 2011, and we are currently awaiting the formal results.

## Policy and Standards: Mr Michael Guthrie

### 1. Meetings attended

#### 16 June – 31 August 2011

Care Quality Commission (CQC)	20 June
British Academy of Audiology (BAA), British Society of Hearing Aid Audiologists (BSHAA) and Action on Hearing Loss (formally RNID)	21 June
General Social Care Council (GSCC)	22 June
Department of Health, AHP Medicines Project Board: Consultation Drafting Group	23 June
Council for Healthcare Regulatory Excellence (CHRE)	23 June
Department of Health	24 June
Society of Sports Therapists	28 June
College of Occupational Therapists (COT) Annual Conference	30 June
Social Work Reform Board (SWRB) Careers Working Group	30 June
Inter-regulatory Revalidation Meeting	4 July
Medicines and Healthcare Products Regulatory Agency (MHRA)	5 July
Meet the HPC, Canterbury	6 July
European Commission event (review of green paper)	11 July
National Allied Health Professional Advisory Board	13 July
School of Education and Social Work, University of Sussex	18 July
UK Caldicott Guardians	19 July
The Association of Directors of Adult Social Services (ADASS) and The College of Social Work	20 July
Department of Health, Leeds	21 July
College of Social Work (teleconference)	26 July
British Society of Hearing Aid Audiologists (BSHAA)	26 July
National AHP Informatics Strategic Taskforce	26 July
National Policing Improvement Agency	26 July

Diane Waller	27 July
Alliance of UK Health Regulators on Europe (AURE)	27 July
Department of Health, herbal medicine and TCM project board (teleconference)	28 July
Nursing and Midwifery Council (NMC)	2 Aug
Department of Health, engagement session on reform of European Directive	3 Aug
NHS Institute, implementation of leadership framework and HPC regulated professions	11 Aug
Department of Health, Podiatric Surgery Sub-group (teleconference)	18 Aug
Picker Institute Europe (teleconference)	18 Aug
Department of Health, herbal medicine and TCM project board (teleconference)	25 Aug

### 2. Consultations

#### **Standards of proficiency for social workers in England and threshold level of qualification for entry to the register of social workers in England**

The consultations on draft standards of proficiency for social workers in England and the threshold level of qualification for entry to the Register opened on 18 July 2011.

The consultation will close on 18 November 2011, with the results being presented to the Education and Training Committee and the Council in March 2012.

### 3. Closed consultations

#### **Guidance on health and character**

The consultation closed on 1 July 2011, with 43 responses received. The results and updated guidance were presented to the Education and Training Committee in September 2011.

Final approval is due to be sought from the Council in October 2011.

#### **4. Professional Liaison Groups**

There are no current PLGs.

#### **5. Social workers (England)**

In addition to the ongoing consultations, the Executive has continued to participate in the internal project team to bring social workers in England into regulation by the HPC in 2012.

The Executive has also continued to meet stakeholders in the field to discuss topics such as the Social Work Reform Board proposals for an Assessed and Supported Year in Employment (ASYE).

In September, the Director of Policy and Standards and the Chair were due to meet with the Interim Board of the College of Social Work to present on the HPC and its work and to answer members' questions.

#### **6. Voluntary registration of students**

The Council has previously agreed to undertake an exercise to consider the issue of student registration. This was in light of the register of social work students currently maintained by the GSCC and the forthcoming powers in the Health and Social Care Bill for voluntary registration.

At its meeting in September 2011, the Education and Training Committee considered drafts of a 'first stage' impact assessment and a consultation document. The Committee's comments will inform further drafts of both documents which

will be presented to the Council in October 2011 for final approval.

#### **7. Service user involvement in the design and delivery of education and training programmes**

The Executive recently issued a research tender for research to establish better the nature and extent of service user involvement amongst HPC approved education providers.

We received 20 research proposals, the largest ever received for a research exercise. Kingston / St Georges have been appointed to undertake the research. This is due to report to the Education and Training Committee in March 2012.

#### **8. Revalidation**

The Council is due to consider a paper at this meeting looking at the revalidation approaches of the other 8 regulators overseen by the CHRE.

The Picker Institute Europe has been commissioned to undertake a literature review looking at different tools developed for obtaining the feedback of service users in order to contribute to improved professional practice.

The Executive is continuing to work with a statistician who is looking at the characteristics of registrants who have been subject to a fitness to practise hearing in which a sanction was applied.

#### **9. Standards of proficiency review (profession-specific)**

The Council previously agreed 15 new 'overarching' generic standards of proficiency following a consultation exercise last year. One of the benefits of this approach is that it will provide

more flexibility in reflecting differences in models and terminology in each of the regulated professions. (The draft standards for social workers have incorporated the 15 generic statements).

We now need to undertake an exercise to map the existing detailed generic and profession-specific standards of proficiency for each profession against the new generic standards. We then need to consult on the standards, re-publish them and implement them in the operational processes (eg for use in programme approval).

The review will take place on a rolling basis, with professional bodies invited to contribute towards developing a draft before a consultation is held. The first 'batch' of professions has now begun their review: orthoptists, radiographers and arts therapists.

#### **10. CHRE performance review 2010 – 2011**

The CHRE recently published its annual performance review, concluding that the HPC was an 'effective and efficient regulator'.

A paper on the performance review is due to be considered at the Council's meeting in October 2011.



## Registration: Mr Richard Houghton

### 1. Operational performance

#### a) Telephone calls

**i) UK telephone calls:** During the period from 1 June to 31 July 2011, the team answered a total of 16,517 telephone calls, which is 269 less than the same period two years ago.

**ii) International telephone calls:** During the period from 1 June to 31 July 2011 the team answered a total of 2,171 telephone calls which is 879 less than the same period last year.

#### b) Application processing

**i) UK applications:** A total of 2,673 new applications were received during this period and 2,560 individuals were registered, which is 329 more than the same period last year. Applications were processed within our service standard of ten working days of receipt.

Applications for readmission were processed within our service standard of ten working days of receipt.

**ii) International applications:** A total of 408 new international applications were received in this period and 245 individuals were registered, which is 11 more than the same period last year.

**iii) Grandparenting applications:** A total of 20 new grandparenting applications were received in this period and 16 individuals were registered, which is 5 less than the same period last year.

#### c) Emails

**i) UK emails:** The team received approximately 100 emails per day and responded to these on average within one day of receipt which is within our service standard of 48 hours.

**ii) International emails:** The team received approximately 20 emails per day and managed to respond to these on average within one day of receipt which is within our service standard of 48 hours response time.

#### d) Continuing Professional Development (CPD) audit

We requested a 2.5% audit sample of CPD profiles from:

- paramedics and orthoptists at the beginning of June 2011.
- speech and language therapists, clinical scientists and prosthetists and orthotists at the beginning of July 2011.
- occupational therapists at the beginning of August 2011.

CPD assessment days are now being held every two weeks.

#### e) Registration renewals

At the start of June 2011, 16,938 paramedics and 1,304 orthoptists were invited to renew their registration and registrants have until 31 August 2011 to renew their registration. As at 9 August 2011, 15,351 paramedics had renewed their registration with 66% renewing online and 1,113 orthoptists had renewed their registration with 70% renewing online.

At the start of July 2011, 13,159 speech and language therapists, 4,704 clinical scientists and 906 prosthetists and orthotists were invited to renew their registration and registrants have until the 30 September 2011 to do so. As at 9 August 2011, 6,419 speech and language therapists had renewed their

registration with 78% renewing online, 2,785 clinical scientists had renewed their registration with 82% renewing online and 427 prosthetists and orthotists had renewed their registration with 74% renewing online.

At the start of August 2011, 32,520 occupational therapists were invited to renew their registration and registrants have until the 31 October 2011 to do so. As at 9 August 2011, 916 occupational therapists had renewed their registration with 99% renewing online.

## **2. Resources**

### **a) Employees**

The Department is operating within the budgeted headcount.

### **b) Registration assessors**

The Department has commenced bi-annual assessor refresher training for all 166 registration assessors. One training day was attended by employees from CORU, the Health and Social Care Professionals Council in Ireland. We received positive feedback from them regarding our processes and the training delivered. They indicated that their visit was a valuable learning experience for them.

### 1. Annual meeting

The annual meeting was scheduled to take place on 22 September 2011 at Park House, following the meeting of Council. Due to the delay in approving the annual report, it was agreed that the annual meeting should be postponed until the report had been agreed, published and laid in Parliament. The meeting will now be rescheduled for a date to be confirmed in December or January and Council members will be informed in due course.

### 2. Education and Training Committee

In order to satisfy the requirement within the Education and Training Committee (ETC) Rules to have one registrant member from each of the relevant professions, “non-Council committee members” are appointed to the Committee. Appointments are made by the Council for two year periods although members are eligible for reappointment subject to a satisfactory performance review. Whilst appointments are in the gift of Council as opposed to the Privy Council, a similar process to that applied to Council members is used in the appointment and reappointment of “non-Council Committee members” to the Education and Training Committee.

The Chair of the Education and Training Committee has now completed the appraisals of the “non-Council Committee members” and their reappointments will be considered at the October meeting of Council.

A vacancy for a dietitian member of ETC has been created since Gill Pearson decided not to seek reappointment to the Committee. The recruitment campaign is currently underway with interviews taking place at the end of September and a recommendation will be submitted to Council in October for consideration and approval.

### 3. Awayday

All members have been contacted over the course of the summer and been provided with individual travel plans for the awayday. Please note that the awayday will start with lunch at 1pm on Wednesday 19 October and we are anticipating that the Council meeting will finish at approximately 3pm on Thursday 20 October. The programme for the awayday will be sent to you together with the papers for the Council meeting in the usual way.

### 4. Register of Interests & Code of Conduct

At the Council meeting on 7 July 2010, it was agreed that members should sign an annual declaration that they would observe HPC's Code of Conduct. Following an e-mail to members in July, these were signed and returned to the Secretariat over the summer.

In addition, members were asked to confirm that their Register of Interests was up-to-date. Whilst the Secretariat is able to remind you each year, it is the responsibility of the individual member to ensure that their record is kept up-to-date and that appropriate declarations are made at the start of Committee /Council meetings.

### 5. External meetings

Meeting with three Care Councils	13 July
Harry Cayton, CHRE, to discuss its role in appointment of Council members.	20 July
Department of Health, Leeds.	21 July

### 6. Training for employees

Secretariat, Policy and Standards and Projects joint team awayday	23/24 Aug
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# Management Information Pack

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Marc Seale, Chief Executive & Registrar  
Report of figures for April to July 2011 to Council

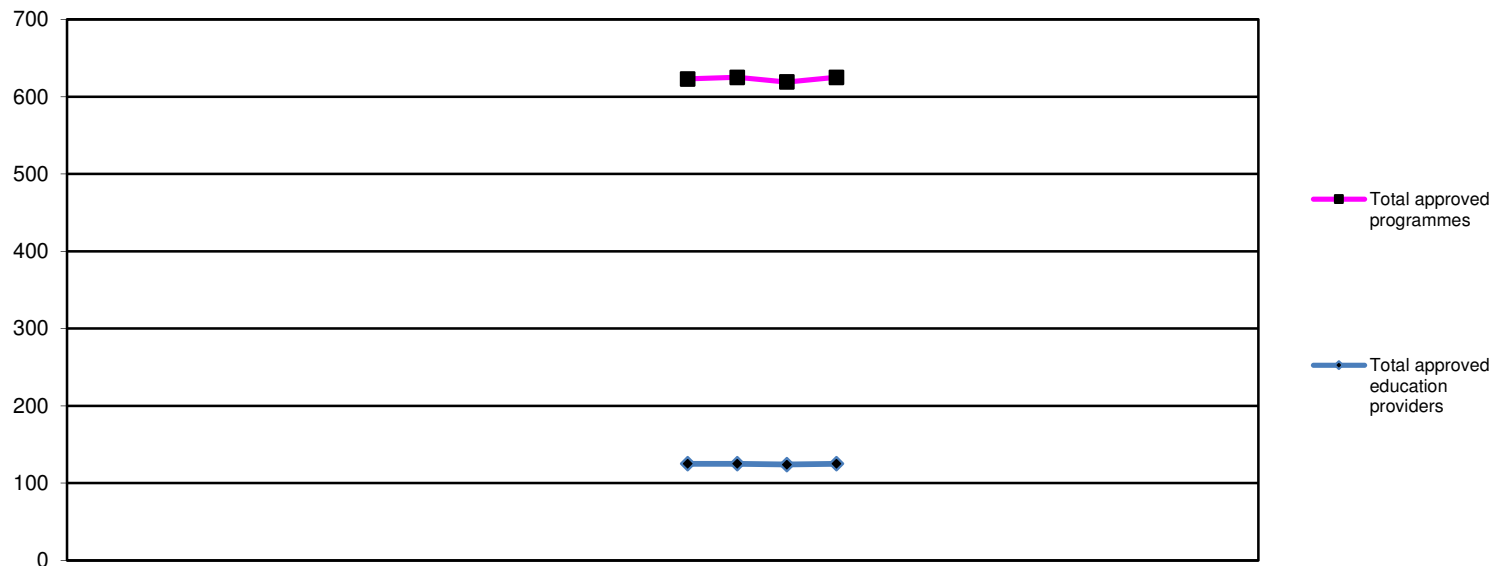


**hpc** health  
professions  
council

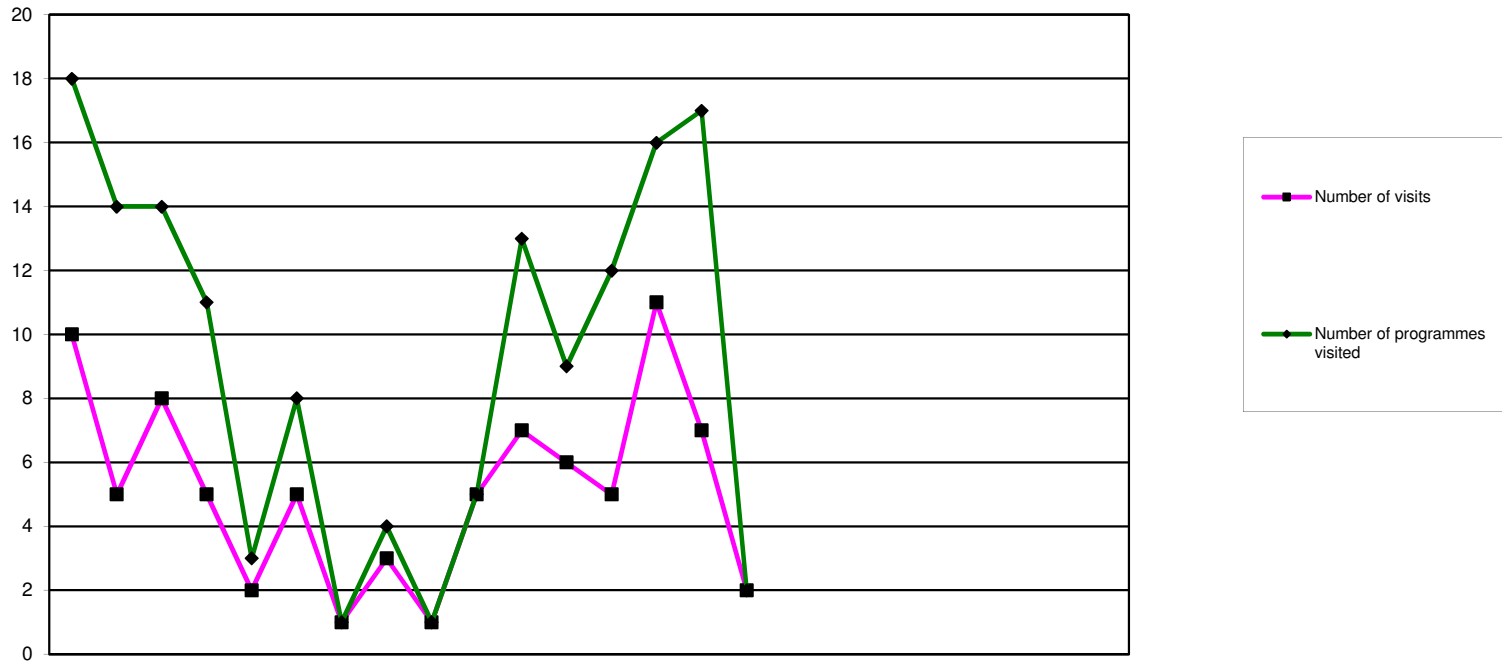
**Management Reporting Information to Council  
Health Professions Council  
Figures for April to July 2011**

<b>Education</b>	Number of approved programmes, by profession	<b>2a</b>
	Overview of approval visits	<b>2b</b>
	Reasons for visit	<b>2c</b>
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	Consolidated Income budgeted & actual	<b>4b</b>
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	Consolidated Department Monthly Variances	<b>5</b>
	Consolidated Balance Sheet	<b>6</b>
	Consolidated Cash Flow Actual and Forecast	<b>7</b>
<b>Human Resources</b>	HR Information	<b>8</b>
<b>Information &amp; IT</b>	IT Infrastructure	<b>9</b>
<b>Office Services</b>	Mail Volume	<b>10</b>
<b>Registration</b>	HPC Number of Registrants by Profession	<b>11</b>
<b>Grandparenting Registrations</b>	Grandparent applications workflow process at end of each month	<b>12</b>
	New Grandparent Applications Received	<b>13</b>
	Grandparent Registrations	<b>14</b>
<b>International Registrations</b>	International applications workflow process at end of each month	<b>15</b>
	New International Applications Received	<b>16</b>
	International Registrations	<b>17</b>
<b>UK Registrations</b>	Temporary Registration under EU Directive 2005/36/EC	<b>18</b>
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<b>Grandparent, International &amp; UK Registrations</b>	Renewal Information	<b>21</b>
	Application Types Received	<b>22</b>
	New Registrants	<b>23</b>
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<b>Supplementary prescribing</b>	Number of registrants with supplementary prescribing rights	<b>26</b>

<b>Fitness to Practise</b>	Total Cases Considered	27
	Enquiries and allegations: source	28
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	Total Investigating Panel decisions and referrals	30
	Investigating Panel Decisions by profession and source of allegation	31
	Interim Orders by profession	32
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	Panel Hearings Decisions Health and Investigating	34
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	Length of time: Allegations	38
	Length of time: Cases Investigating Committee 2003-4 to 2010-12	39
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	Allegations made - conclusion of final hearing percentages	41
	Allegations made: Investigating Panel 2003-4 to 2010-12	42
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<b>Registration Appeals</b>	Registration Appeals	46
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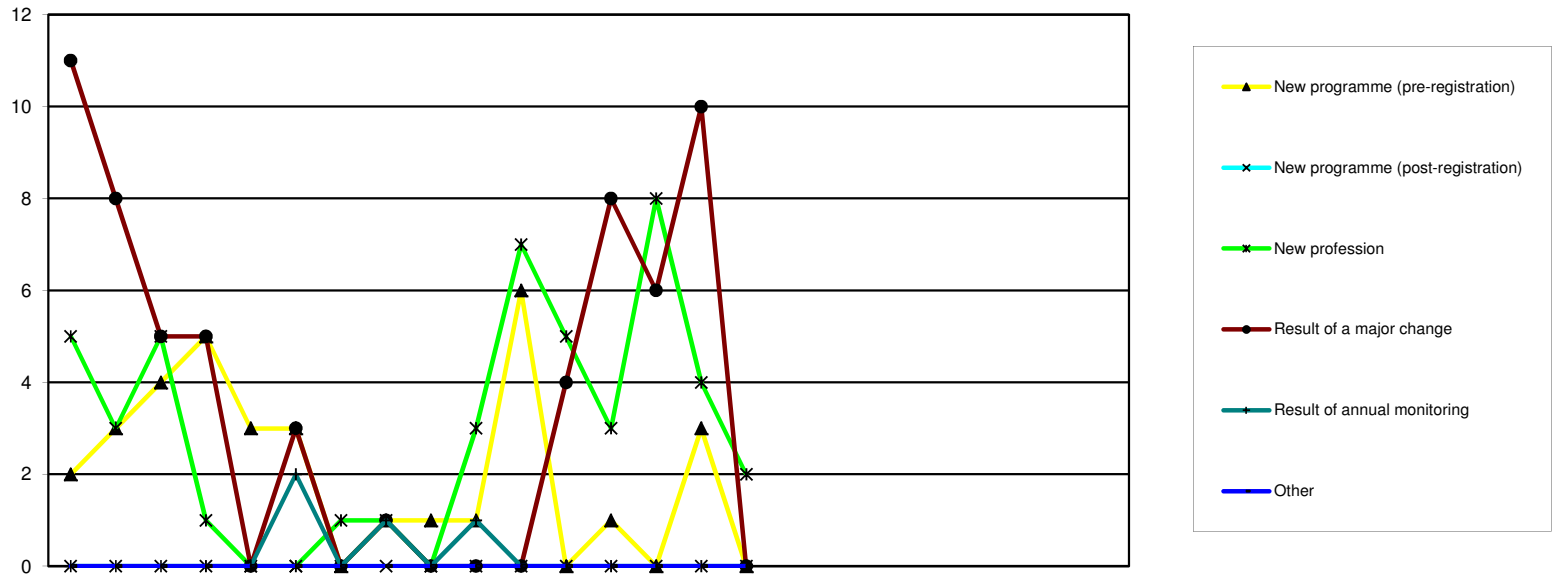
	2010			2011										2012					2011/12 YTD							
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep		Oct	Nov	Dec	Jan	Feb	Mar	
Arts therapists													27	27	21	27										27
Biomedical scientists													41	41	41	41										41
Chirops/ Pods													19	19	19	19										19
Clinical scientists													1	1	1	1										1
Dietitians													33	33	33	33										33
Hearing aid disps													18	18	16	18										18
OTs													73	74	73	74										74
ODPs													32	32	32	32										32
Orthoptists													2	2	2	2										2
Paramedics													51	50	50	50										50
Physiotherapists													68	69	68	69										69
Practitioner psychologists													83	83	88	83										83
Prosthetists/Orthotists													3	3	3	3										3
Radiographers													52	55	52	55										55
SLTs													32	32	32	32										32
Local anaesthesia													2	2	2	2										2
Prescription only medicine													8	8	9	8										8
Supplementary prescribing													78	76	77	76										76
<b>Total approved programmes</b>													<b>623</b>	<b>625</b>	<b>619</b>	<b>625</b>										<b>625</b>
<b>Total approved education providers</b>													<b>125</b>	<b>125</b>	<b>124</b>	<b>125</b>										<b>125</b>



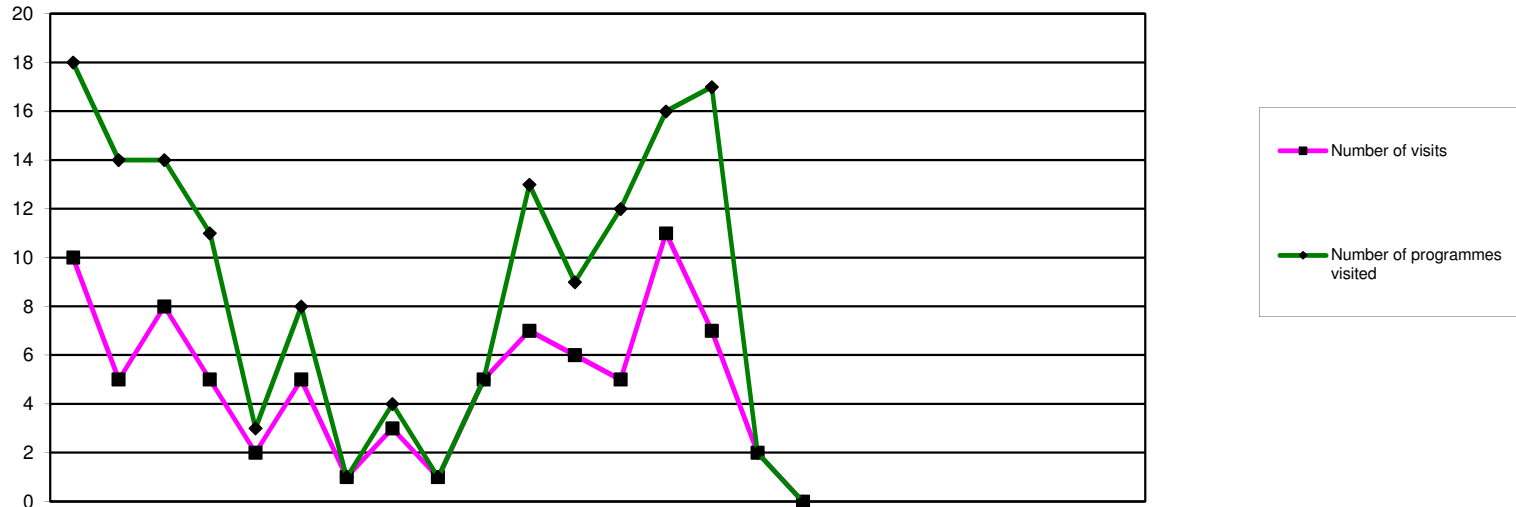
	2010			2011									2012											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
<b>Overview of approval visits</b>																								
<b>Number of visits</b>	10	5	8	5	2	5	1	3	1	5	7	6	5	11	7	2								
<b>Number of programmes visited</b>	18	14	14	11	3	8	1	4	1	5	13	9	12	16	17	2								

2005/6	2006/7	2007/8	2008/9	2009/10	2010/11	2011/12
FYE	FYE	FYE	FYE	FYE	FYE	YTD
0	101	63	42	38	58	25
27	117	68	84	80	101	47



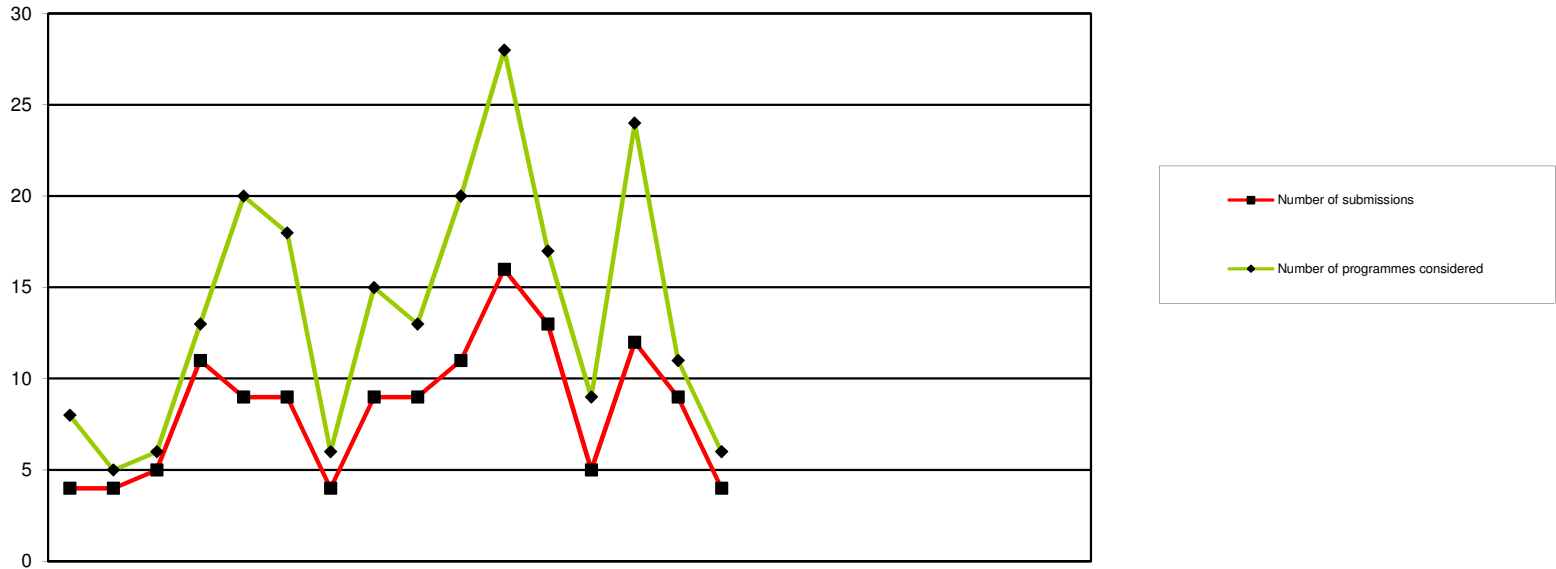


Reason for programme visited	2010			2011									2012					2005/6	2006/7	2007/8	2008/9	2009/10	2010/11	2011/12							
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	YTD
New programme (pre-registration)	2	3	4	5	3	3	0	1	1	1	6	0	1	0	3	0									0	18	32	21	25	29	4
New programme (post-registration)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									7	29	1	7	1	0	0
New profession	5	3	5	1	0	0	1	1	0	3	7	5	3	8	4	2									5	16	4	0	7	31	17
Result of a major change	11	8	5	5	0	3	0	1	0	0	0	4	8	6	10	0									5	32	26	53	42	37	24
Result of annual monitoring	0	0	0	0	0	2	0	1	0	1	0	0	0	0	0	0									5	1	3	3	3	4	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									5	21	2	0	2	0	0
<b>Total</b>	<b>18</b>	<b>14</b>	<b>14</b>	<b>11</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>1</b>	<b>5</b>	<b>13</b>	<b>9</b>	<b>12</b>	<b>14</b>	<b>17</b>	<b>2</b>									<b>27</b>	<b>117</b>	<b>68</b>	<b>84</b>	<b>80</b>	<b>101</b>	<b>45</b>



	2010			2011									2012											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
<b>Annual monitoring submissions</b>																								
<b>Declarations</b>	4	29	27	12	0	0	1	16	25	35	43	40	20	13	4	2								
<b>Audit</b>	27	29	18	3	2	0	0	13	16	59	43	47	18	8	5	2								
<b>Total</b>	31	58	45	15	2	0	1	29	41	94	86	87	38	21	9	4								

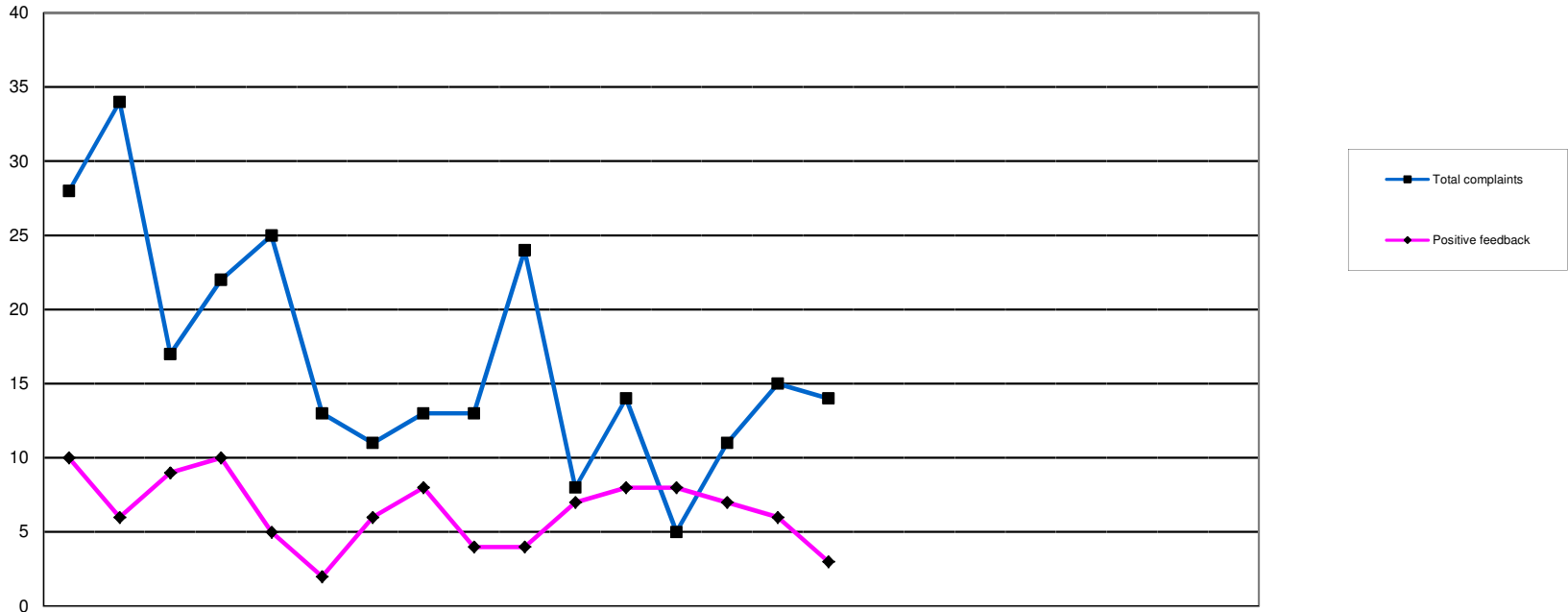
2005/6 FYE	2006/7 FYE	2007/8 FYE	2008/9 FYE	2009/10 FYE	2010/11 FYE	2011/12 YTD
113	94	143	167	105	232	39
51	184	135	136	123	257	33
164	278	278	303	228	489	72



	2010			2011									2012							2005/6	2006/7	2007/8	2008/9	2009/10	2010/11	2011/12						
	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	FYE	FYE	YTD	
<b>Major change submissions</b>																																
<b>Number of submissions</b>	4	4	5	11	9	9	4	9	9	11	16	13	5	12	9	4																
<b>Number of programmes considered</b>	8	5	6	13	20	18	6	15	13	20	28	17	9	24	11	6																

Health Professions Council

Feedback April 2010 - March 2012



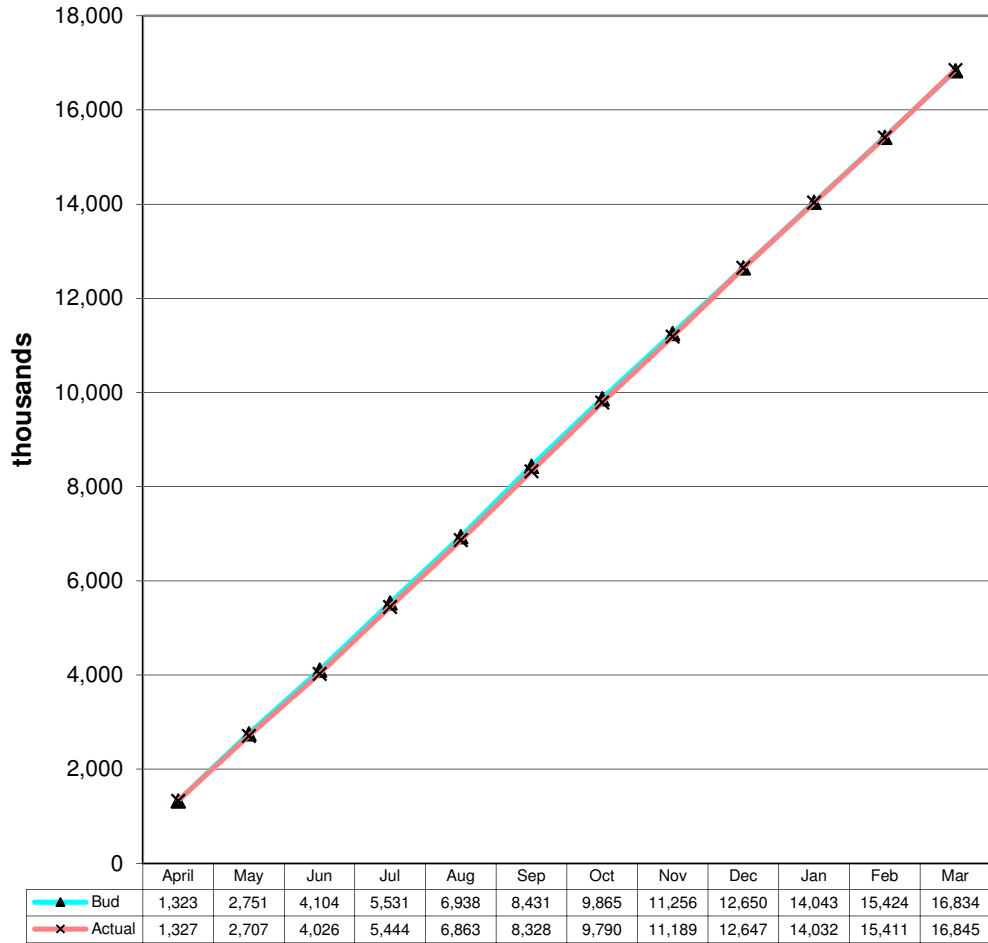
	2010			2011									2012			2005/6 FYE	2006/7 FYE	2007/8 FYE	2008/9 FYE	09/10 FYE	10/11 FYE	11/12 YTD	
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun								Jul
Application process	1	3	4	4	4	7	1	4	3	6	1	1	0	0	0	0	39	23	28	29	4	39	0
Registration process	20	20	10	13	15	6	8	9	7	13	7	8	4	7	14	12	169	88	122	361	163	136	37
External comms	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	24	6	6	4	1	1	1
Responsiveness	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	2	0	0	2	0	0
Partner management	0	3	2	1	1	0	1	0	0	0	0	0	0	0	0	0	0	4	2	4	4	8	0
Rules/legislation	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	17	11	10	3	5	0	2
Other	7	8	1	4	5	0	1	0	3	4	0	5	1	2	0	2	7	16	18	44	45	38	5
<b>Total complaints</b>	<b>28</b>	<b>34</b>	<b>17</b>	<b>22</b>	<b>25</b>	<b>13</b>	<b>11</b>	<b>13</b>	<b>13</b>	<b>24</b>	<b>8</b>	<b>14</b>	<b>5</b>	<b>11</b>	<b>15</b>	<b>14</b>	<b>262</b>	<b>262</b>	<b>186</b>	<b>445</b>	<b>224</b>	<b>222</b>	<b>45</b>
<b>Positive feedback</b>	<b>10</b>	<b>6</b>	<b>9</b>	<b>10</b>	<b>5</b>	<b>2</b>	<b>6</b>	<b>8</b>	<b>4</b>	<b>4</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>3</b>	<b>187</b>	<b>19</b>	<b>27</b>	<b>37</b>	<b>81</b>	<b>79</b>	<b>24</b>

	2011				2012								Total to YTD £000	Budget YTD £000	Variance £000	Annual Budget £000
	April £000	May £000	Jun £000	Jul £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	Jan £000	Feb £000	Mar £000				
<b>INCOME</b>																
Registration Income	1,386	1,365	1,423	1,493									5,667	5,600	66	17,209
Cheque/credit card write off	0	0	0	0									0	0	0	3,000
<b>TOTAL INCOME*</b>	<b>1,386</b>	<b>1,365</b>	<b>1,423</b>	<b>1,493</b>									<b>5,667</b>	<b>5,600</b>	<b>66</b>	<b>17,212</b>
<b>EXPENDITURE</b>																
Chair	2	5	8	7									21	24	2	71
Chief Executive	23	38	26	36									123	106	(17)	312
Council & Committees	11	11	27	2									52	78	26	339
Communications	51	111	84	68									314	330	17	1,096
Depreciation	42	43	41	41									168	181	13	660
Education	56	68	62	54									240	267	27	785
Facilities Management	66	80	75	85									306	294	(12)	919
Finance	48	53	58	28									187	227	40	654
Fitness to Practise	629	738	657	588									2,613	2,487	(126)	7,494
Human Resources & Partners	32	40	69	85									226	324	98	851
IT Department	70	79	76	91									315	379	64	1,152
Operations Office	36	41	48	39									165	141	(23)	445
Policy & Standards	17	16	18	21									72	76	4	286
Major Projects	2	7	7	23									38	29	(9)	83
Registration	108	157	129	154									548	622	74	1,908
Secretariat	13	40	18	27									98	80	(19)	245
<b>TOTAL EXPENDITURE</b>	<b>1,206</b>	<b>1,526</b>	<b>1,404</b>	<b>1,350</b>	<b>0</b>	<b>0</b>	<b>0</b>						<b>5,486</b>	<b>5,643</b>	<b>158</b>	<b>17,300</b>
<b>OPERATING SURPLUS/(DEFICIT)</b>	<b>180</b>	<b>(161)</b>	<b>19</b>	<b>143</b>	<b>0</b>	<b>0</b>	<b>0</b>						<b>181</b>	<b>(43)</b>	<b>224</b>	<b>(88)</b>

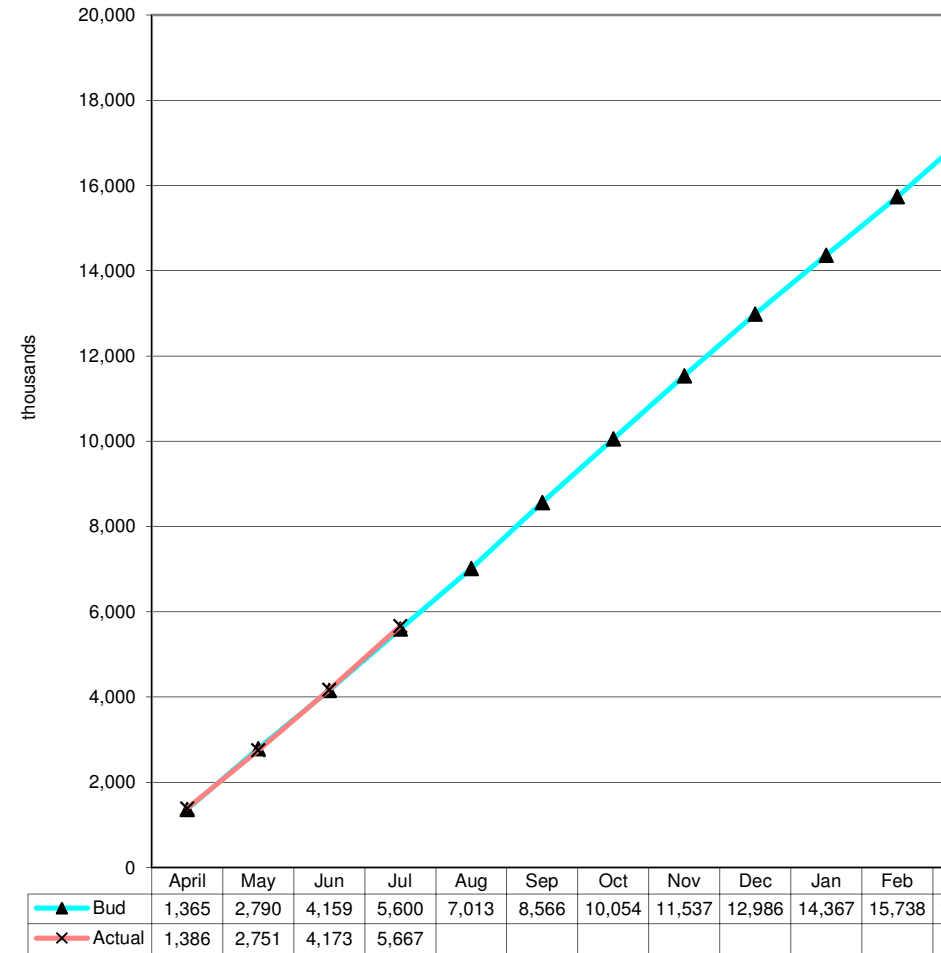
\* Total Income is excluding investment income

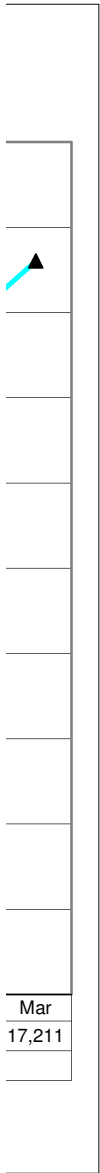
Note: No accruals have been posted for April

Income 2010/11 budgeted & actual

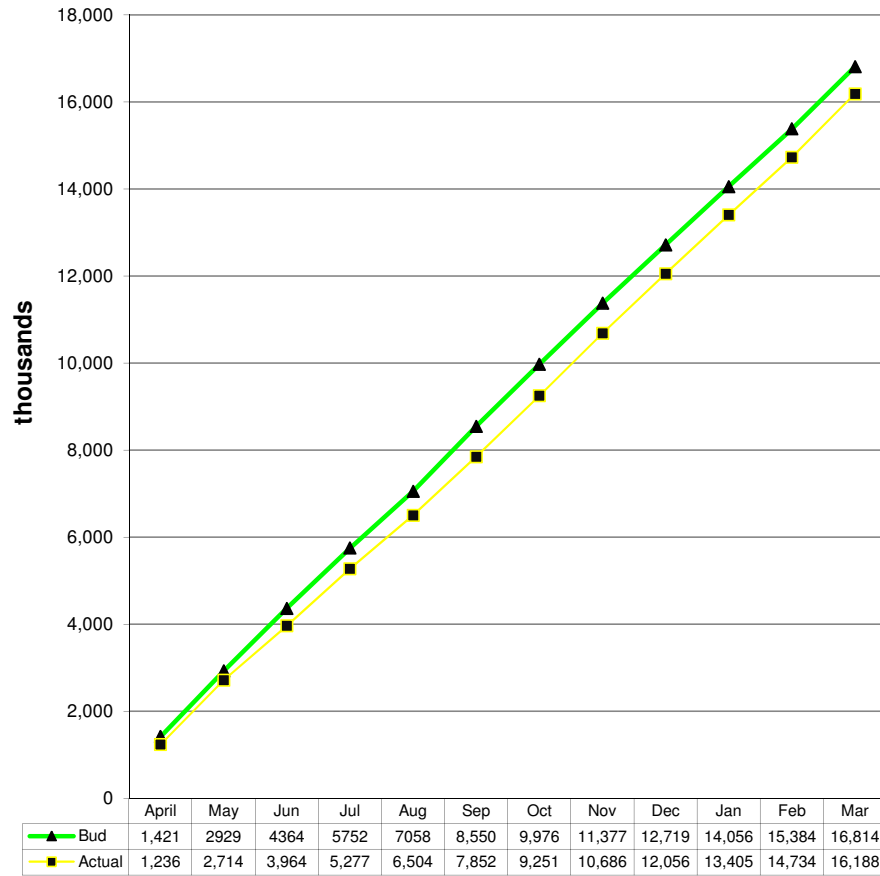


Income 2011/12 budgeted & actual

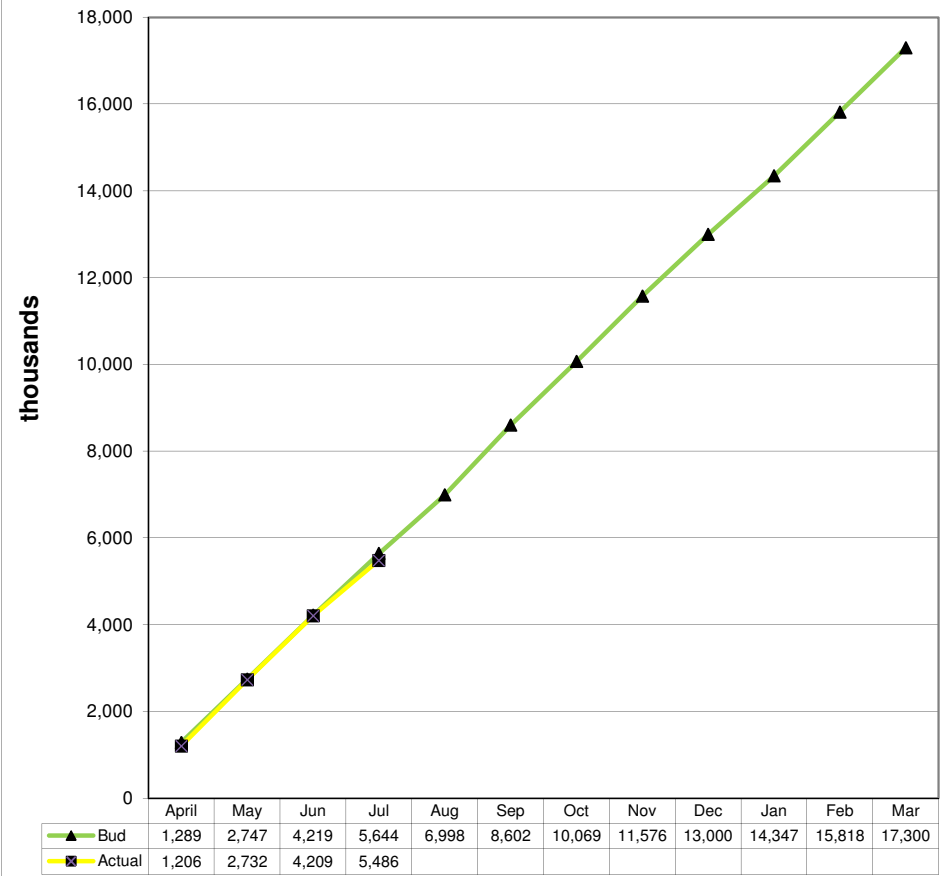




**Expenditure 2010/11 budgeted & actual**



**Expenditure 2011/12 budgeted & actual**





	2011				2012								Total to £000	Budget £000	Total Expenditure £000
	April £000	May £000	Jun £000	Jul £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	Jan £000	Feb £000	Mar £000			
<b>EXPENDITURE</b>															
Chair	4	1	(2)	(1)									2	24	21
Chief Executive	4	(13)	(1)	(7)									(17)	106	123
Council & Committees	0	8	6	12									26	78	52
Communications	3	7	3	3									17	330	314
Depreciation	4	3	3	3									13	181	168
Education	3	17	4	3									27	267	240
Facilities Management	6	(5)	(1)	(12)									(12)	294	306
Finance	8	6	(2)	28									40	227	187
Fitness to Practise	(31)	(135)	17	23									(126)	2,487	2,613
Human Resources & Partners	22	29	4	43									98	324	226
IT Department	23	14	24	3									64	379	315
Operations Office	(0)	(6)	(13)	(4)									(23)	141	165
Policy & Standards	1	5	1	(3)									4	76	72
Major Projects	2	2	2	(14)									(9)	29	38
Registration	28	19	23	4									74	622	548
Secretariat	7	(21)	2	(7)									(19)	80	98
<b>TOTAL BUDGET VARIANCE</b>	83	(68)	68	75	0	0	0	0	0	0	0	0	158	5,643	5,486
<b>TOTAL MONTHLY BUDGET</b>	1,289	1,458	1,472	1,425	0	0	0	0	0	0	0	0			5,643
<b>TOTAL EXPENDITURE</b>	1,206	1,526	1,404	1,350	0	0	0	0	0	0	0	0			5,486

\* Total Income is excluding investment income

	<i>Actual</i> £000	2011				2012							
		April £000	May £000	Jun £000	Jul £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	Jan £000	Feb £000	Mar £000
<b>Non-current Assets</b>													
Property, Plant and Machinery		2,488	2,477	2,461	2,448								
Intangible assets		1,368	1,377	1,402	1,382								
<b>TOTAL FIXED ASSETS</b>		<b>3,856</b>	<b>3,854</b>	<b>3,863</b>	<b>3,830</b>		0	0	0	0	0	0	0
<b>CURRENT ASSETS</b>													
Other current assets		473	446	418	477								
Financial assets		0	0	0	0								
Bank & Cash		7,928	7,484	7,925	7,527								
	<b>0</b>	<b>8,401</b>	<b>7,930</b>	<b>8,343</b>	<b>8,004</b>	0	0	0	0	0	0	0	0
<b>CURRENT LIABILITIES</b>													
Trade and other payables		(397)	(534)	(376)	(430)								
Other Liabilities		(1,109)	(1,149)	(1,267)	(1,109)								
Deferred income		(9,004)	(8,538)	(8,817)	(8,326)								
	<b>0</b>	<b>(10,510)</b>	<b>(10,221)</b>	<b>(10,460)</b>	<b>(9,865)</b>	0	0	0	0	0	0	0	0
<b>Total assets less liabilities</b>	<b>0</b>	<b>1,747</b>	<b>1,563</b>	<b>1,746</b>	<b>1,969</b>	0	0	0	0	0	0	0	0
Represented by:													
Revaluation Reserve		0	0	0	0								
Income and expenditure account		1,747	1,563	1,746	1,969								
	<b>0</b>	<b>1,747</b>	<b>1,563</b>	<b>1,746</b>	<b>1,969</b>	0	0	0	0	0	0	0	0

\* Balance sheet includes investment income

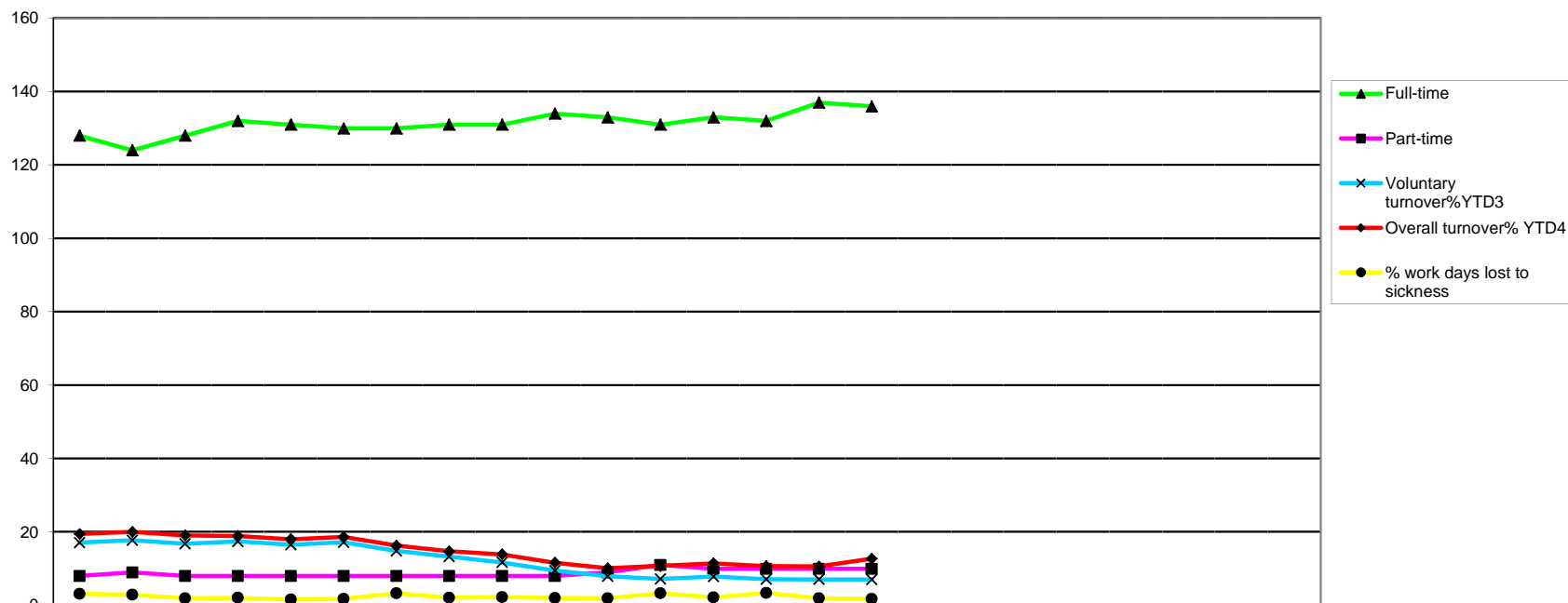
Health Professions Council

Cash Flow Actual and Forecast

Finance Department

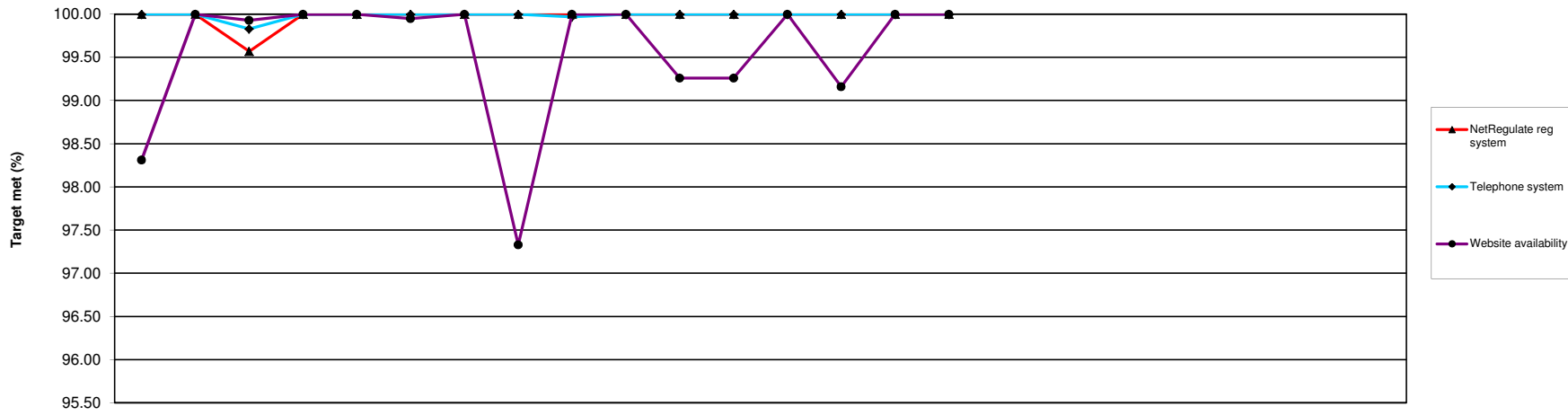
	Actual Mar 11 £000	2011								2012			Total £000	
		April £000	May £000	Jun £000	Jul £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	Jan £000	Feb £000		Mar £000
<b>Opening Balance</b>		8,722	7,928	7,484	7,924									
Registration Income		1,386	1,365	1,422	1,494									5,667
Investment Income		5	1	4	1									11
Investment Sales		0	0	0	0									0
Deferred Income Movements		(796)	(465)	278	(491)									(1,474)
Department of Health funding		0	0	239	0									239
<b>Total Cash Receipts</b>		<b>595</b>	<b>901</b>	<b>1,943</b>	<b>1,004</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,443</b>
Expenditure		1,163	1,598	1,398	1,331									5,490
Depreciation		(42)	(43)	(41)	(42)									(168)
Asset disposal / writeoff		0	0	0	0									0
Aged Cred / Accrual Movements		280	(224)	117	45									218
Debtor Movements		(28)	(27)	(23)	57									(21)
<b>Payments to Creditors</b>		<b>1,373</b>	<b>1,304</b>	<b>1,451</b>	<b>1,391</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5,519</b>
Capital Expenditure		16	41	52	9									118
Capital write-off		0	0	0	0									0
Investment Purchases		0	0	0	0									0
<b>Other Payments</b>		<b>16</b>	<b>41</b>	<b>52</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>118</b>
<b>Closing Balance</b>	<b>8,722</b>	<b>7,928</b>	<b>7,484</b>	<b>7,924</b>	<b>7,528</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

\* Cash flow includes investment income



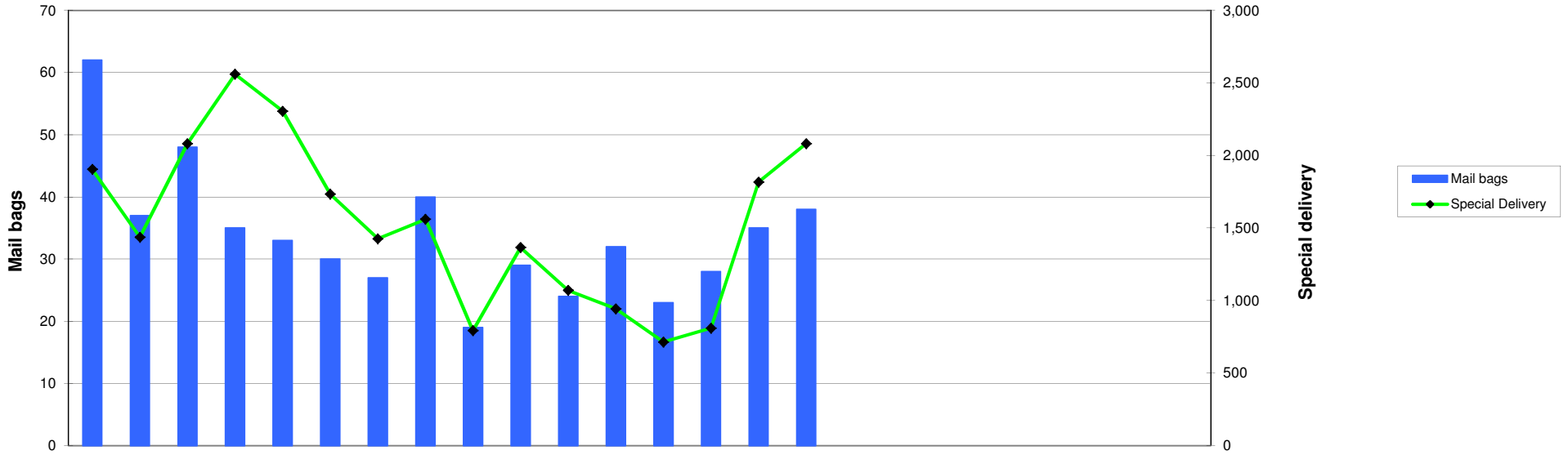
	2011											2012											2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	YTD
<b>EMPLOYEES</b>																															
Budgeted employees	144	144	144	144	144	144	144	144	144	144	144	148	148	148	148	148	148	148	148	148	148	148	148					124	132	144	148
<b>Total employees</b>	<b>136</b>	<b>133</b>	<b>137</b>	<b>140</b>	<b>139</b>	<b>138</b>	<b>138</b>	<b>139</b>	<b>140</b>	<b>142</b>	<b>142</b>	<b>143</b>	<b>142</b>	<b>147</b>	<b>146</b>									<b>78</b>	<b>79</b>	<b>107</b>	<b>116</b>	<b>136</b>	<b>142</b>	<b>146</b>	
Full-time	128	124	128	132	131	130	130	131	131	134	133	131	133	132	137	136								73	75	104	113	124	131	136	
Part-time	8	9	8	8	8	8	8	8	8	8	9	11	10	10	10	10								5	4	3	3	5	11	10	
FTE	134	131	134	138	138	138	138	138	138	142	141	140	142	140	145	144								76	77	106	115	127	140	144	
Permanent	130	129	132	134	131	132	130	131	132	134	133	134	139	139	138	139								74	78	101	113	126	134	139	
Fixed-Term Contracts	6	4	5	5	7	7	7	8	8	10	9	8	4	5	9	7								4	1	5	4	3	8	7	
Starters (permanent)	1	0	4	3	1	0	0	2	1	1	1	1	0	0	0	0								6	46	42	36	37	15	7	
Starters (fixed-term)	1	0	1	0	1	3	0	1	0	2	1	0	0	2	7	2									1	13	7	8	10	19	
<b>Voluntary resignations<sup>1</sup></b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>							<b>3</b>	<b>20</b>	<b>17</b>	<b>22</b>	<b>22</b>	<b>10</b>	<b>10</b>		
Compulsory leavers <sup>2</sup>	0	0	0	0	0	1	0	1	1	0	0	2	0	0	0	3									1	8	3	3	5	8	
Total leavers (vol. & comp.)	1	2	1	1	2	4	0	1	1	0	0	2	2	1	1	4								-	21	25	25	25	15	18	
<b>Voluntary turnover%YTD<sup>3</sup></b>	<b>17</b>	<b>18</b>	<b>17</b>	<b>17</b>	<b>17</b>	<b>17</b>	<b>15</b>	<b>13</b>	<b>12</b>	<b>9</b>	<b>8</b>	<b>7</b>	<b>8</b>	<b>7</b>	<b>7</b>	<b>7</b>							<b>*</b>	<b>30</b>	<b>26</b>	<b>19</b>	<b>16</b>	<b>7</b>	<b>7</b>		
<b>Overall turnover% YTD<sup>4</sup></b>	<b>19</b>	<b>20</b>	<b>19</b>	<b>19</b>	<b>18</b>	<b>19</b>	<b>16</b>	<b>15</b>	<b>14</b>	<b>12</b>	<b>10</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>13</b>							<b>-</b>	<b>-</b>	<b>-</b>	<b>20</b>	<b>20</b>	<b>11</b>	<b>13</b>		
Agency days	21	27	13	3	3	10	14	79	44	27	49	70	55	36	22	31								95	2590	2742	1,149	1385	360	440	
% work days lost to sickness	3	3	2	2	2	2	3	2	2	2	2	3	2	3	2	2								*	4	3	4	3	2	2	
Average sick-days YTD	7	8	8	8	8	7	8	7	7	7	6	6	6	6	6	6											8	7	6	6	
<b>Sick-days</b>	<b>85</b>	<b>73</b>	<b>58</b>	<b>63</b>	<b>50</b>	<b>54</b>	<b>101</b>	<b>64</b>	<b>70</b>	<b>62</b>	<b>60</b>	<b>103</b>	<b>69</b>	<b>106</b>	<b>63</b>	<b>55</b>							<b>846</b>	<b>795</b>	<b>777</b>	<b>847</b>	<b>943</b>	<b>843</b>	<b>858</b>		
<b>O.H. Refs</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>							<b>0</b>	<b>18</b>	<b>19</b>	<b>27</b>	<b>10</b>	<b>13</b>	<b>10</b>		

<sup>1</sup> **Voluntary Resignations:** Includes resignations of permanent employees, or resignations of fixed term employees prior to the end of their contract  
<sup>2</sup> **Compulsory Leavers:** Records leavers except for resignations. Includes expiries of fixed term contracts, redundancies, dismissals, & compulsory retirements  
<sup>3</sup> **Voluntary Turnover YTD:** Shows the year to date turnover percentage (last twelve months) for resignations only  
<sup>4</sup> **Overall Turnover:** Shows the year to date turnover (last twelve months) for all leavers - voluntary and compulsory



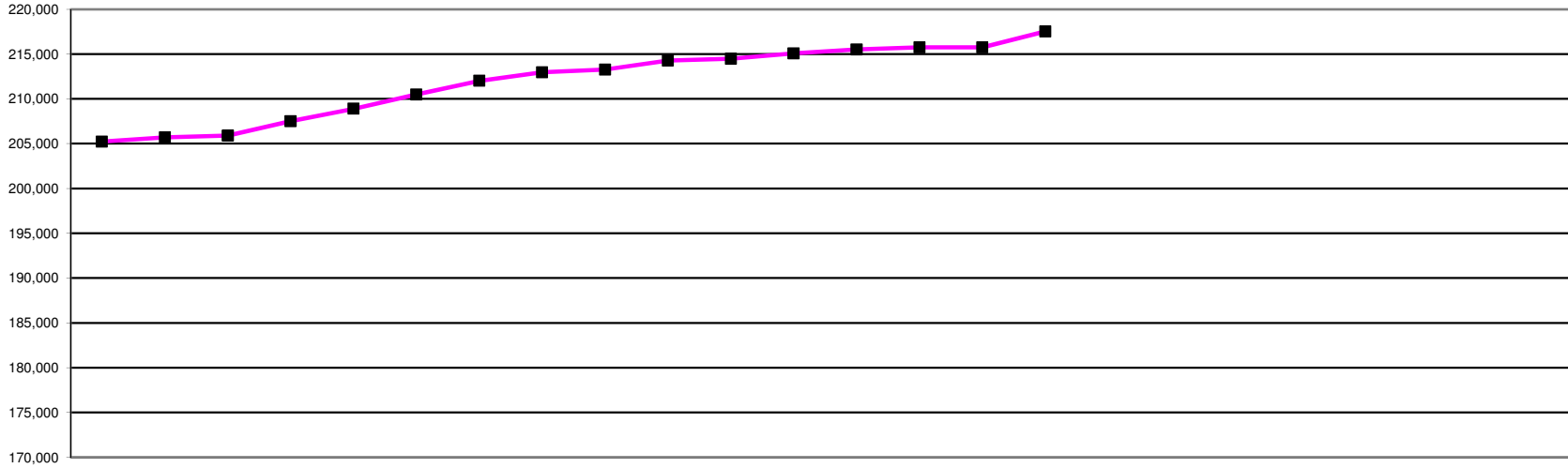
	2010			2011									2012									2006/7	2007/8	2008/9	09/10	10/11	11/12				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	YTD	
NetRegulate reg system	100.00	100.00	99.57	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	
Telephone system	100.00	100.00	99.83	100.00	100.00	100.00	100.00	100.00	99.97	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00
Website availability	98.31	100.00	99.93	100.00	100.00	99.95	100.00	97.33	100.00	100.00	99.26	99.26	100.00	99.16	100.00	100.00															

Performance targets	Uptime
Telephone system	98.45
NetRegulate reg system	97.85
Website availability	98.30



	2010			2011									2012												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Mail bags	62	37	48	35	33	30	27	40	19	29	24	32	23	28	35	38									
Special Delivery	1,905	1,437	2,082	2,561	2,306	1,734	1,427	1,561	793	1,366	1,071	944	715	811	1,818	2,082									

2005/6 FYE	2006/7 FYE	2007/8 FYE	2008/9 FYE	09/10 FYE	10/11 FYE	11/12 YTD
654	341	429	314	645	416	124
13,641	10,469	19,076	20,383	24,787	19,187	5,426



	2010			2011									2012									2007/8	2008/9	09/10	10/11	11/12				
	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	
AS	2,797	2,796	2,650	2,688	2,720	2,765	2,792	2,818	2,838	2,860	2,880	2,900	2,913	2,913	2,928	2,948									2,509	2,576	2,785	2,900	2,948	
BS	21,946	21,981	22,056	22,113	22,228	22,305	22,403	22,431	22,522	22,542	22,604	22,626	22,668	22,662	22,746	22,814									21,560	22,381	21,894	22,626	22,814	
CH	12,870	12,858	12,788	12,823	12,465	12,577	12,640	12,673	12,704	12,706	12,716	12,737	12,740	12,743	12,759	12,833									13,055	12,581	12,897	12,737	12,833	
CS	4,474	4,491	4,504	4,519	4,535	4,534	4,551	4,551	4,566	4,577	4,597	4,622	4,666	4,682	4,704	4,699									4,183	4,405	4,444	4,622	4,699	
DT	7,142	7,126	6,841	6,981	7,101	7,163	7,229	7,259	7,267	7,293	7,299	7,323	7,348	7,360	7,402	7,537									6,663	6,700	7,160	7,323	7,537	
HAD+	1,577	1,575	1,578	1,579	1,536	1,546	1,552	1,555	1,565	1,572	1,583	1,587	1,591	1,596	1,596	1,619													1,587	1,619
OT	30,440	30,494	30,562	30,743	31,083	31,395	31,588	31,764	31,782	31,920	31,998	32,134	32,186	32,240	32,334	32,514									28,107	30,122	30,351	32,134	32,514	
ODP	10,130	10,134	10,099	10,087	10,122	10,293	10,450	10,500	10,165	10,247	10,292	10,314	10,339	10,336	10,381	10,398									9,458	9,587	10,085	10,314	10,398	
OR	1,261	1,261	1,260	1,270	1,290	1,301	1,306	1,305	1,305	1,306	1,301	1,303	1,302	1,303	1,295	1,296									1,239	1,278	1,260	1,303	1,296	
PA	15,866	15,905	15,950	16,019	16,090	16,198	16,355	16,471	16,562	16,615	16,693	16,785	16,861	16,926	17,003	17,086									13,703	15,019	15,766	16,785	17,086	
PH	42,436	42,629	42,875	43,350	43,862	44,174	44,409	44,584	44,695	44,842	44,926	45,002	45,061	45,147	45,322	45,722									42,490	42,676	44,651	45,002	45,722	
PYL*	15,723	15,813	15,955	16,058	16,146	16,257	16,508	16,719	16,869	17,001	17,094	17,161	17,209	17,211	16,451	16,711											15,583	17,161	16,711	
PO	869	870	869	871	873	872	887	893	895	898	901	901	905	903	906	908									832	877	869	901	908	
RA	25,307	25,334	25,460	25,850	26,172	26,336	26,447	26,511	26,554	26,857	26,544	26,614	26,616	26,616	26,767	27,202									23,541	25,318	25,195	26,614	27,202	
SL	12,418	12,440	12,461	12,565	12,694	12,794	12,908	12,948	13,001	13,040	13,064	13,086	13,118	13,130	13,159	13,244									11,375	12,169	12,371	13,086	13,244	
<b>Total</b>	<b>205,256</b>	<b>205,707</b>	<b>205,908</b>	<b>207,516</b>	<b>208,917</b>	<b>210,510</b>	<b>212,025</b>	<b>212,982</b>	<b>213,290</b>	<b>214,276</b>	<b>214,492</b>	<b>215,095</b>	<b>215,523</b>	<b>215,768</b>	<b>215,753</b>	<b>217,531</b>									<b>178,715</b>	<b>185,689</b>	<b>205,311</b>	<b>215,095</b>	<b>217,531</b>	

NOTE: Information captured last day of each calendar month

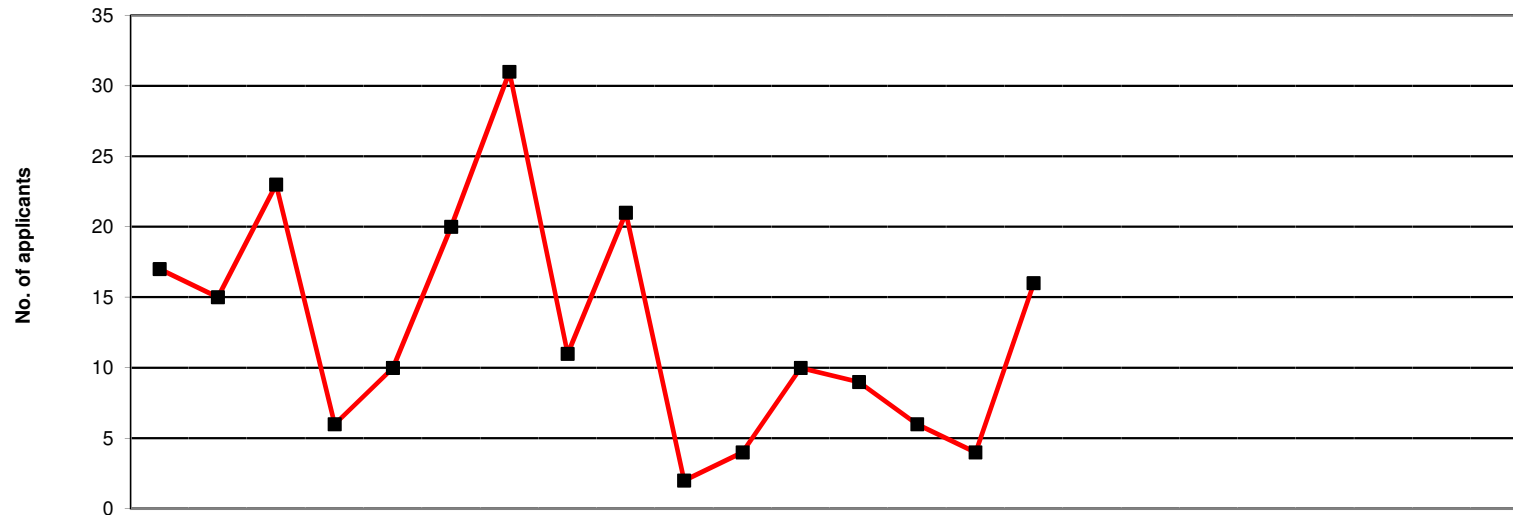
\*Practitioner psychologists section of register opened 1st July 2009 +Hearing aid dispensers section of register opened 1 April 2010



Current status	2011				2012									2013									11/12 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	
Minimum info	1	1	1	0																						1
At scrutiny	35	32	21	24																						28
Pending reg fee	9	7	4	4																						6
<b>Total</b>	<b>45</b>	<b>40</b>	<b>26</b>	<b>28</b>																						<b>35</b>
																								<b>Average</b>		

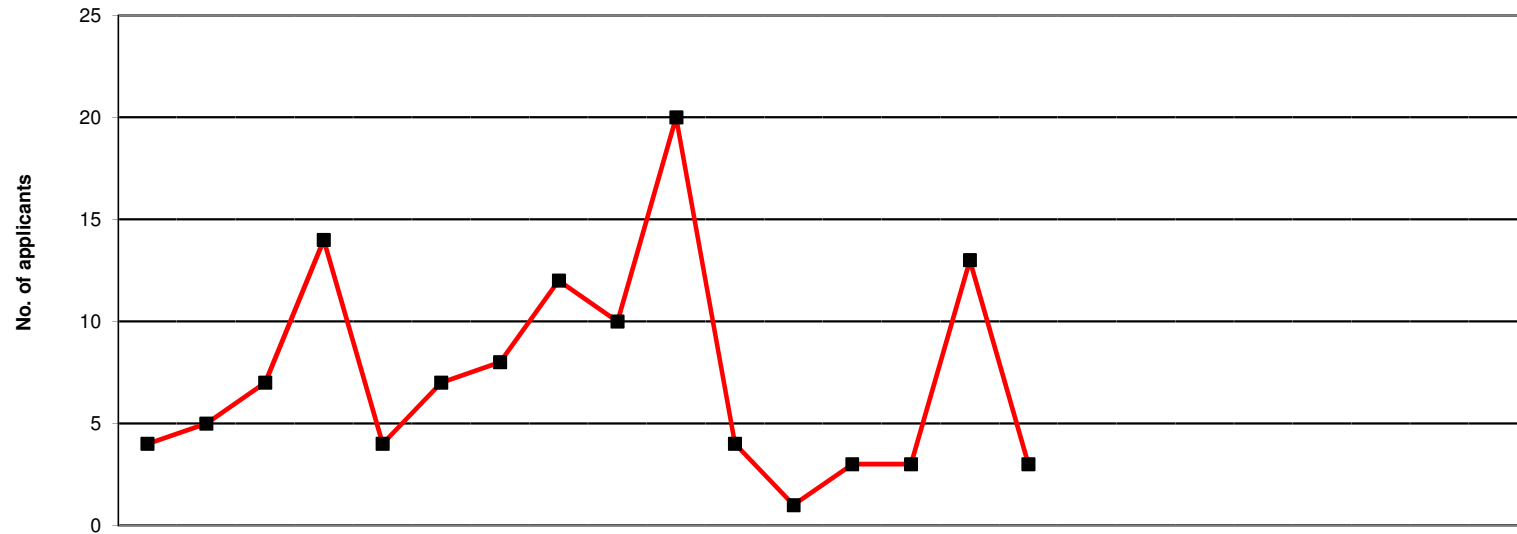
NOTE: Information covers grandparenting applications status progress only  
 Represents the current workload within the grandparenting section as at the end of the month





	2010			2011												2012			09/10	10/11	11/12							
	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	YTD	
Practitioner psychologists *	17	15	23	6	10	20	31	11	21	2	4	10	9	6	4	16										93	170	35

\* Practitioner psychologists section of register opened 1st July 2009



	2010			2011												2012									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Practitioner psychologists *	4	5	7	14	4	7	8	12	10	20	4	1	3	3	13	3									

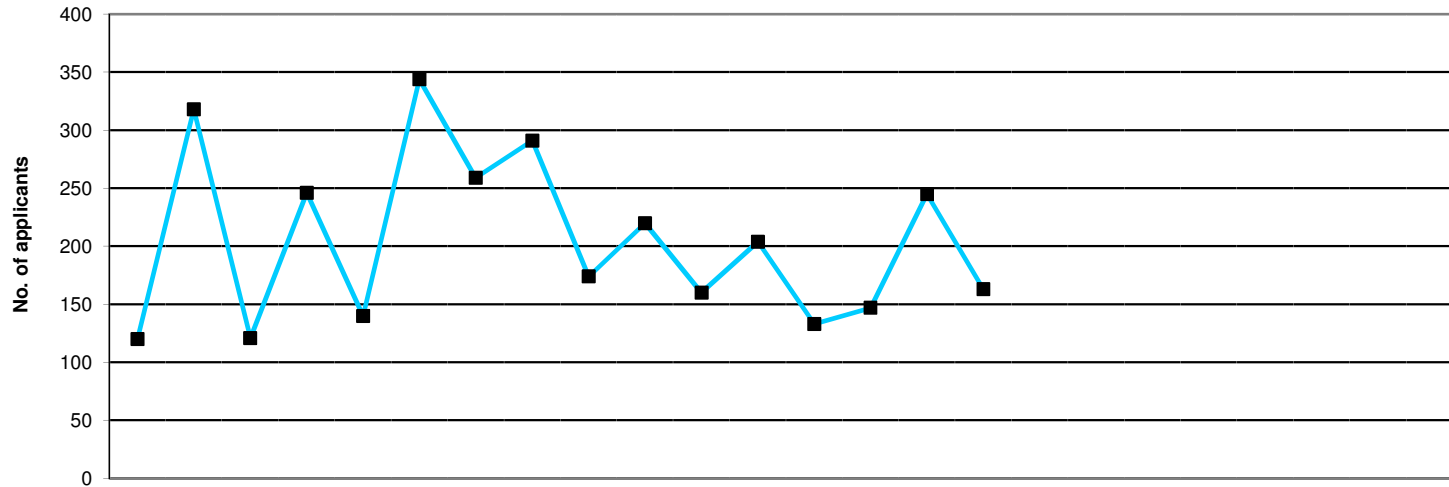
09/10 FYE	10/11 FYE	11/12 YTD
63	96	22

\* Practitioner psychologists section of register opened 1st July 2009



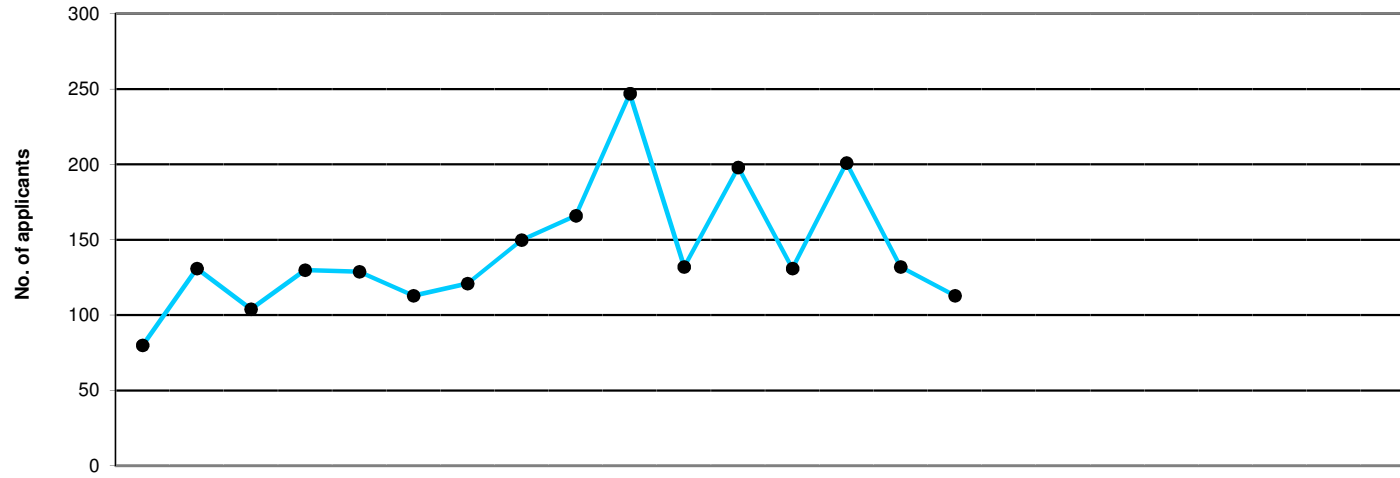
Current status	2011			2012									2013									11/12 YTD					
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Jan	Feb	Mar		
Minimum info	61	73	100	23																						64	
At scrutiny	531	515	400	590																						509	
Pending reg fee	223	182	172	172																						187	
<b>Total</b>	<b>815</b>	<b>770</b>	<b>672</b>	<b>785</b>																						<b>761</b>	
																											<b>Average</b>

NOTE: Information covers international applications status progress only  
 Represents the current workload within the International Department as at the end of the month

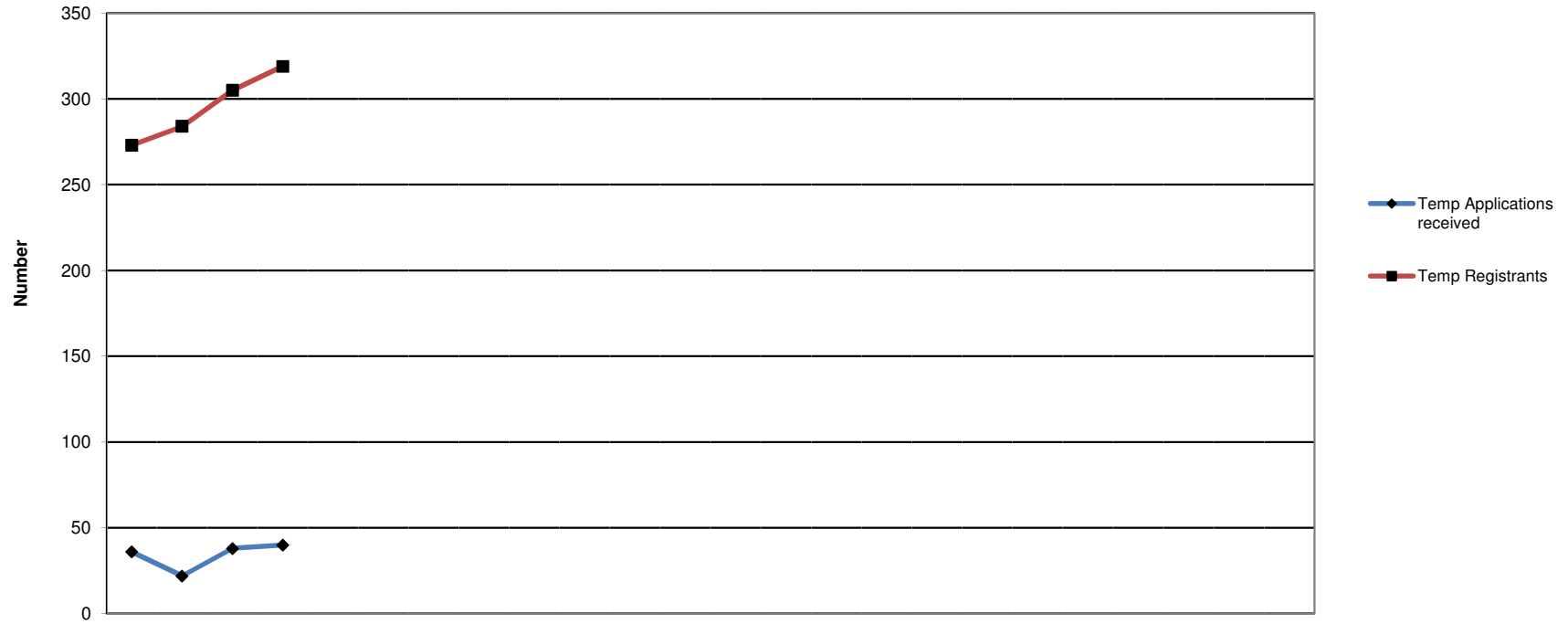


	2010			2011									2012						2008/9 FYE	09/10 FYE	10/11 FYE	11/12 YTD							
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep					Oct	Nov	Dec	Jan	Feb	Mar	
Arts Therapists	0	2	3	4	2	5	1	2	0	1	2	1	1	0	4	1										16	12	23	6
Bio. Scientists	12	33	14	31	19	41	26	32	23	15	14	13	13	9	18	16										307	290	273	56
Chirops/ Pods	2	7	0	3	1	3	3	2	0	1	0	3	3	3	3	3										23	34	25	12
CI Scientists	1	10	4	7	4	9	8	7	4	7	5	6	6	6	5	5										50	61	72	22
Dietitians	9	16	7	16	6	16	15	16	6	16	7	9	9	11	10	12										132	137	139	42
Hearing aid disps	0	0	0	0	0	0	0	4	0	0	0	2	2	0	0	1												5	3
OTs	20	54	14	29	20	54	46	42	29	30	22	21	21	22	29	10										404	340	381	82
ODPs	0	2	0	2	0	1	0	0	1	1	1	1	1	2	1	1										8	10	9	5
Orthoptists	1	0	0	0	0	1	0	0	1	2	0	0	0	0	0	2										3	1	5	2
Paramedics	3	4	3	6	1	8	4	2	1	2	2	3	3	2	3	6										46	50	39	14
Physiotherapists	31	97	38	70	42	95	78	86	58	76	54	71	71	55	97	49										774	745	796	272
Pract psychs	14	27	14	24	11	34	26	25	11	20	14	16	16	12	20	14											211	284	62
Prosth/Orthotists	0	0	1	0	1	1	2	2	0	1	0	2	2	0	0	1										9	3	10	3
Radiographers	20	48	17	43	25	61	37	47	26	30	29	34	34	15	43	28										364	312	417	120
SLTs	7	18	6	11	8	15	13	24	14	18	10	22	22	10	12	14										154	173	166	58
<b>Total</b>	<b>120</b>	<b>318</b>	<b>121</b>	<b>246</b>	<b>140</b>	<b>344</b>	<b>259</b>	<b>291</b>	<b>174</b>	<b>220</b>	<b>160</b>	<b>204</b>	<b>133</b>	<b>147</b>	<b>245</b>	<b>163</b>										<b>2,290</b>	<b>2,379</b>	<b>2,644</b>	<b>759</b>

All received applications, including those that may subsequently be returned, rejected or withdrawn.



	2010												2011												2012				2008/9	09/10	10/11	11/12							
	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	FYE	FYE	FYE
Arts therapists	2	0	1	1	0	0	3	1	3	2	2	0	1	0	2	1								1	0	2	1									6	4	15	4
Bio. scientists	10	12	14	14	15	13	23	8	33	29	23	8	19	13	15	7								19	13	15	7									236	162	202	54
CI scientists	1	1	2	1	4	0	3	0	3	3	2	6	4	3	2	0								4	3	2	0									28	22	26	9
Chirops/ pods	0	1	4	0	3	1	0	1	3	2	0	2	6	3	0	0								6	3	0	0									27	15	17	9
Dietitians	5	2	4	17	8	7	2	5	6	12	9	11	5	5	2	12								5	5	2	12									97	80	88	24
Hearing aid disps	0	0	0	0	0	0	0	0	0	2	2	0	0	1	0	0								0	1	0	0												
OTs	18	17	16	25	25	17	7	38	21	46	28	31	26	22	19	18								26	22	19	18									283	255	289	85
ODPs	0	0	0	1	0	0	1	0	0	0	0	1	0	0	0	0								0	0	0	0									2	5	3	0
Orthoptists	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0								0	1	0	0									2	0	1	1
Paramedics	1	2	2	0	0	5	0	0	2	4	1	6	2	2	2	1								2	2	2	1									22	25	23	7
Physiotherapists	10	70	29	29	31	43	38	46	48	75	40	41	17	115	42	43								17	115	42	43									608	460	500	217
Pract psychs	4	7	9	13	8	9	8	12	10	27	6	14	3	1	26	5								3	1	26	5										95	127	35
Prosth/orthotists	0	0	1	1	0	0	0	0	0	1	2	1	1	0	1	0								1	0	1	0									3	1	6	2
Radiographers	17	8	11	19	23	15	22	32	29	27	7	60	31	28	11	20								31	28	11	20									336	206	270	90
SLTs	12	11	11	8	12	3	14	7	8	17	10	17	16	7	10	6								16	7	10	6									105	114	130	39
<b>Total</b>	<b>80</b>	<b>131</b>	<b>104</b>	<b>130</b>	<b>129</b>	<b>113</b>	<b>121</b>	<b>150</b>	<b>166</b>	<b>247</b>	<b>132</b>	<b>198</b>	<b>131</b>	<b>201</b>	<b>132</b>	<b>113</b>								<b>131</b>	<b>201</b>	<b>132</b>	<b>113</b>									<b>1,755</b>	<b>1,444</b>	<b>1,701</b>	<b>577</b>

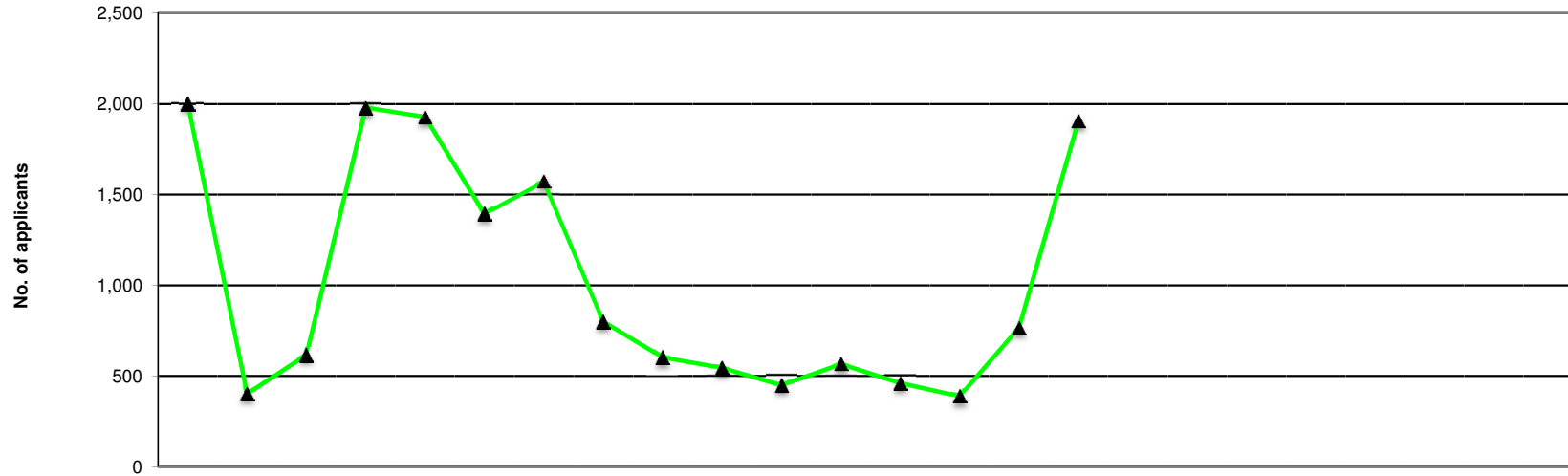


	2011				2012									2013									11/12			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD	
Temp Applications received	36	22	38	40																					136	
Temp Registrants	273	284	305	319																						1,181



Current status	2011				2012									2013									11/12				
	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		
Minimum info	474	484	645	802																					601		
At scrutiny	0	0	0	0																						0	
Pending reg fee	0	0	0	0																						0	
<b>Total</b>	474	484	645	802																						601	
																											<b>Average</b>

NOTE: Information covers UK applications only  
 Represents the current workload within the UK section as at the end of the month

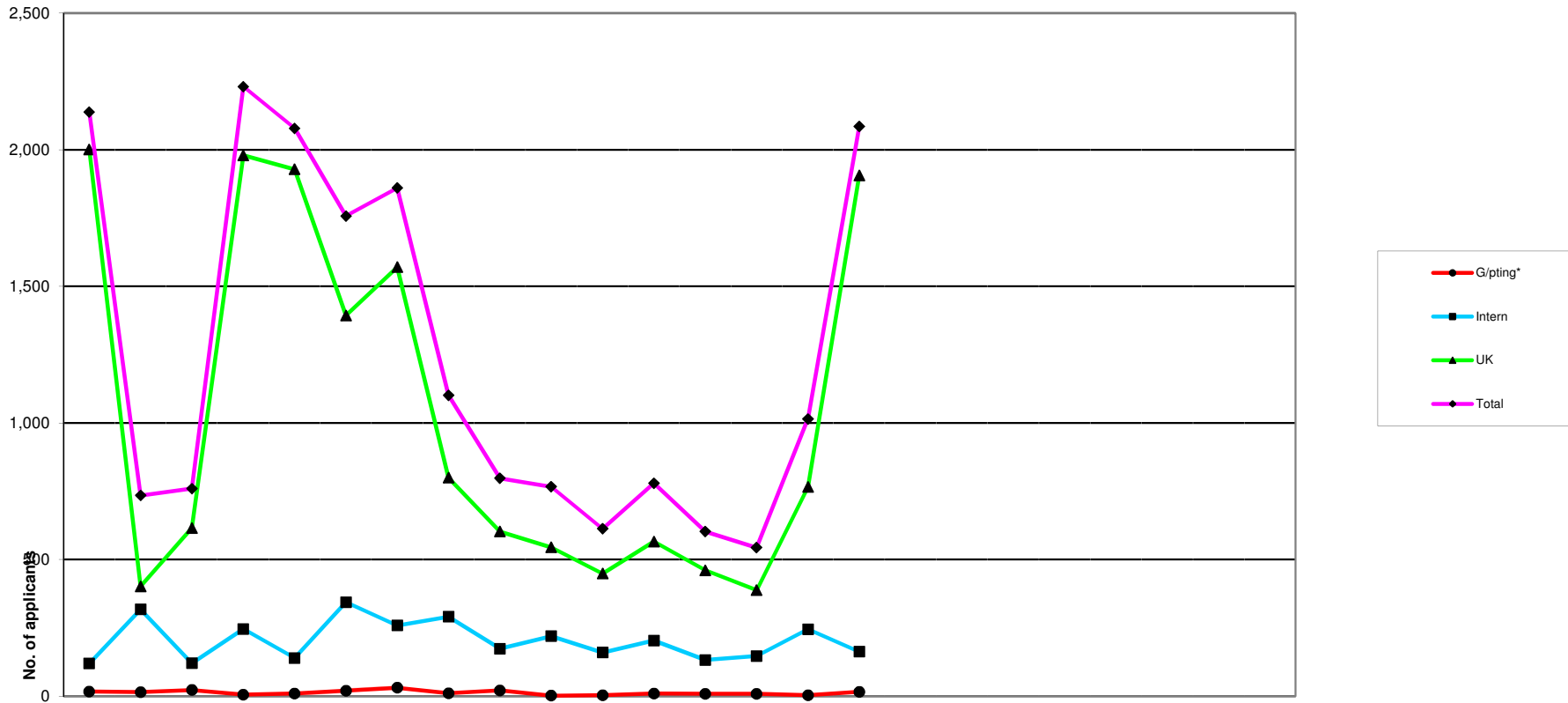


	2010			2011									2012									2008/9	09/10	10/11	11/12					
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD		
Arts therapists	18	15	14	29	29	37	31	23	8	21	16	16	18	10	9	22										235	234	257	59	
Bio. scientists	43	50	64	83	122	105	99	78	77	73	48	52	43	47	61	89										836	831	894	240	
Chirops/pods	1	4	15	134	114	67	40	18	14	10	3	7	7	6	22	103										282	429	427	138	
CI Scientists	32	18	18	23	19	9	18	17	16	17	20	33	39	26	22	24										469	218	240	111	
Dietitians	17	10	34	145	84	44	62	16	8	9	6	18	17	10	47	120										452	444	453	194	
Hearing aid disps+	1,577	2	5	2	13	10	13	10	9	4	12	4	7	5	6	25												1,704	43	
OTs	44	40	47	235	384	263	229	132	84	99	59	104	59	35	80	240										1,873	1,763	1,720	414	
ODPs	38	10	10	11	70	182	171	30	32	21	16	31	17	29	23	37										636	508	622	106	
Orthoptists	0	0	1	14	26	5	5	0	0	0	1	1	0	0	0	10										106	46	53	10	
Paramedics	66	69	56	101	92	112	211	98	90	73	102	93	83	91	103	93										1,402	1,158	1,163	370	
Physiotherapists	43	57	87	554	465	237	216	100	61	76	53	77	53	41	132	555										2,531	2,221	2,026	781	
Pract psychs	92	93	117	73	70	88	253	175	145	87	73	76	81	54	77	59												2,138	1,613	271
Prosth/orthotists	1	1	0	1	1	2	19	5	3	2	1	3	1	2	4	4										51	37	39	11	
Radiographers	6	11	124	449	300	121	97	36	17	19	23	18	16	13	156	406										1,377	1,251	1,221	591	
SLTs	24	22	24	126	140	112	107	62	39	34	16	33	20	19	24	120										834	759	739	183	
<b>Total</b>	<b>2,002</b>	<b>402</b>	<b>616</b>	<b>1,980</b>	<b>1,929</b>	<b>1,394</b>	<b>1,571</b>	<b>800</b>	<b>603</b>	<b>545</b>	<b>449</b>	<b>566</b>	<b>461</b>	<b>388</b>	<b>766</b>	<b>1,907</b>										<b>11,084</b>	<b>12,037</b>	<b>13,171</b>	<b>3,522</b>	

+Hearing Aid Dispensers migrated on in April 2010



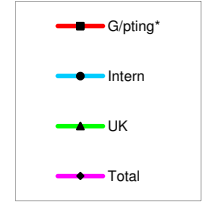
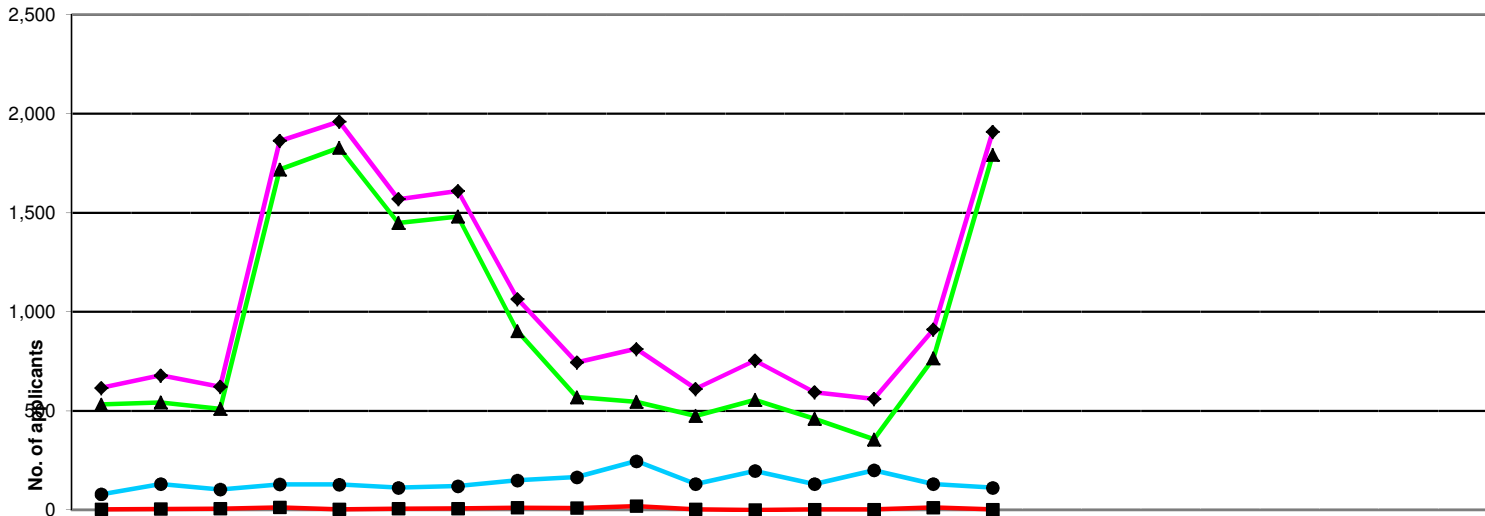




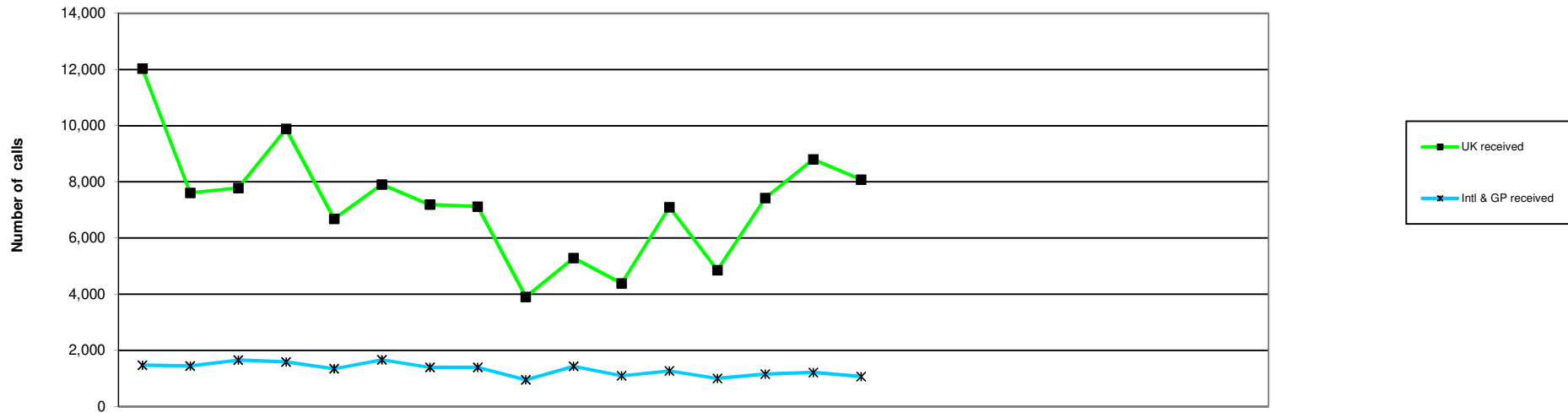
Apps Received	2010			2011										2012											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
G/pting*	17	15	23	6	10	20	31	11	21	2	4	10	9	9	4	16									
Intern	120	318	121	246	140	344	259	291	174	220	160	204	133	147	245	163									
UK	2,002	402	616	1,980	1,929	1,394	1,571	800	603	545	449	566	461	388	766	1,907									
<b>Total</b>	<b>2,139</b>	<b>735</b>	<b>760</b>	<b>2,232</b>	<b>2,079</b>	<b>1,758</b>	<b>1,861</b>	<b>1,102</b>	<b>798</b>	<b>767</b>	<b>613</b>	<b>780</b>	<b>603</b>	<b>544</b>	<b>1,015</b>	<b>2,086</b>									

2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12
FYE	FYE	FYE	FYE	FYE	FYE	YTD
2,479	20	0	160	93	170	38
4,626	3,504	2,300	2,290	2,324	2,597	688
9,497	8,319	8,971	11,199	11,251	12,857	3,522
16,602	11,843	11,271	13,649	13,668	15,624	4,248

NB The data relates to application forms received, not total fees received.



	2010			2011									2012						2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12						
	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	FYE	FYE	YTD
G/pting*	4	5	7	14	4	7	8	12	10	20	4	1	3	3	13	3									2,295	283	9	0	63	96	22
Intern	80	131	104	130	129	113	121	150	166	247	132	198	131	201	132	113									3,107	3,172	1,862	1,756	1,387	1,701	577
UK	533	544	511	1,720	1,829	1,450	1,482	904	570	547	476	556	461	357	766	1,794									9,474	8,870	8,355	10,774	11,069	11,122	3,378
<b>Total</b>	<b>617</b>	<b>680</b>	<b>622</b>	<b>1,864</b>	<b>1,962</b>	<b>1,570</b>	<b>1,611</b>	<b>1,066</b>	<b>746</b>	<b>814</b>	<b>612</b>	<b>755</b>	<b>595</b>	<b>561</b>	<b>911</b>	<b>1,910</b>									<b>14,876</b>	<b>12,325</b>	<b>10,226</b>	<b>12,530</b>	<b>12,519</b>	<b>12,919</b>	<b>3,977</b>



	2010			2011									2012						2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12								
	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	FYE	FYE	YTD		
<b>Intl &amp; GP</b>																																	
<b>Intl &amp; GP received</b>	1,471	1,438	1,651	1,584	1,348	1,667	1,396	1,395	953	1,433	1,096	1,270	1,002	1,152	1,211	1,068											40,070	19,612	14,428	12,732	14,348	16,702	4,433
<b>Answered</b>	1,347	1,371	1,551	1,499	1,261	1,608	1,366	1,347	925	1,382	1,071	1,241	968	1,099	1,151	1,020											33,467	17,896	13,388	11,397	14,185	15,969	4,238
<b>Calls answered (%)</b>	92	95	94	95	94	97	98	97	97	96	97	98	97	95	95	96											84	92	93	90	95	96	96
<b>Adandoned</b>	124	42	100	85	87	59	30	48	32	51	25	29	34	53	60	48											6,627	1,716	1,040	1,335	841	712	195
<b>Avg answer time (sec)</b>	65	56	50	50	54	38	31	32	31	38	25	24	20	36	43	38											25	14	13	36	36	41	34
<b>Avg talk time (min)</b>	3.41	3.44	3.49	3.49	3.51	3.32	3.31	3.54	3.40	3.47	3.23	3.31	2.39	3.41	3.22	3.28											2.32	2.64	2.79	3.25	3.18	3.41	3.08
<b>UK</b>																																	
<b>UK received</b>	12,034	7,611	7,782	9,883	6,688	7,907	7,190	7,118	3,902	5,293	4,386	7,096	4,856	7,424	8,799	8,080											70,233	72,488	123,967	92,018	119,887	86,890	29,159
<b>Answered</b>	11,081	7,256	7,352	9,205	6,430	7,645	7,010	6,965	3,814	5,151	4,306	7,003	4,751	7,221	8,582	7,935											50,518	67,493	91,923	78,293	111,573	83,218	28,489
<b>Calls answered (%)</b>	92	95	95	93	96	97	98	98	98	97	97	99	98	97	97	97											70	93	79	92	95	96	97
<b>Adandoned</b>	953	355	430	678	258	262	180	153	68	142	80	93	105	203	217	145											10,719	6,335	32,034	13,725	8,314	3,652	670
<b>Avg answer time (sec)</b>	62	42	45	59	40	36	29	27	27	29	21	20	23	28	29	29											64	45	102	85	48	36	27
<b>Avg talk time (min)</b>	2.54	2.54	2.47	2.35	2.42	2.32	2.37	2.50	2.47	2.54	2.54	2.58	2.58	2.56	2.39	2.42											1.78	2.16	2.65	2.58	2.37	2.47	2.49

Health Professions Council

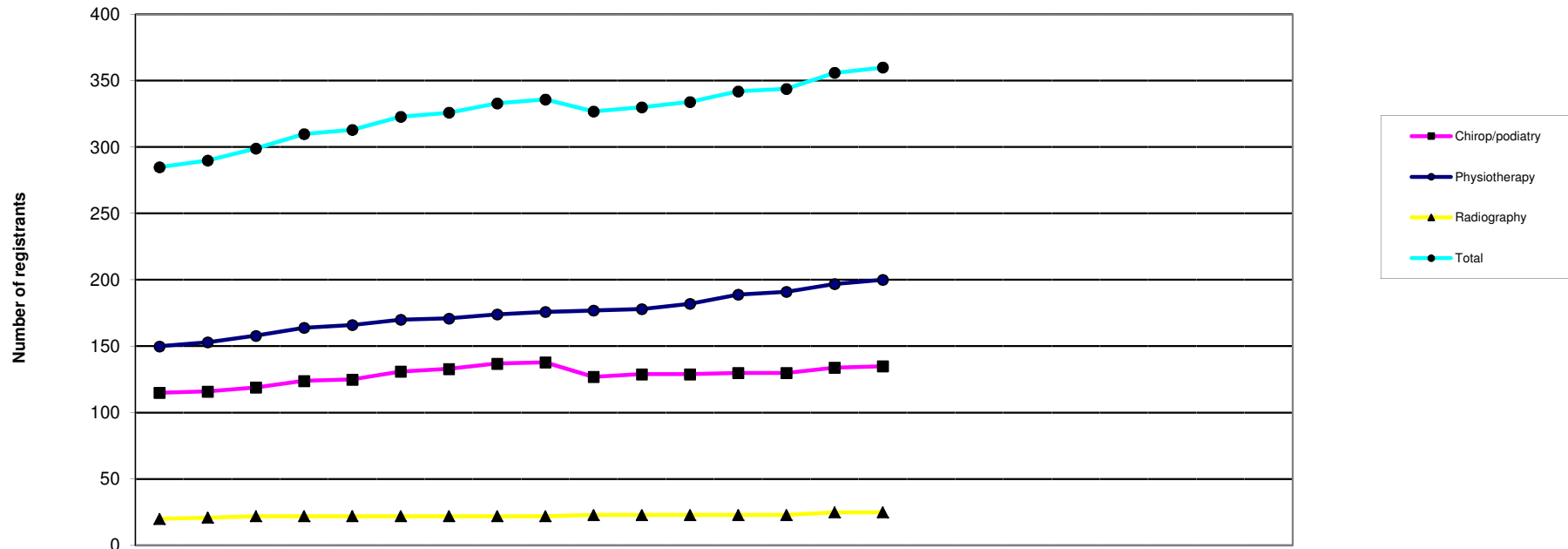
Continuing Professional Development process April 2011 - March 2013



	2011				2012												2013												11/12 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					
No. selected for CPD	0	0	466	470																							936		
No. profiles received	0	0	27	0																							27		
No. profiles assessed	0	0	0	0																							0		

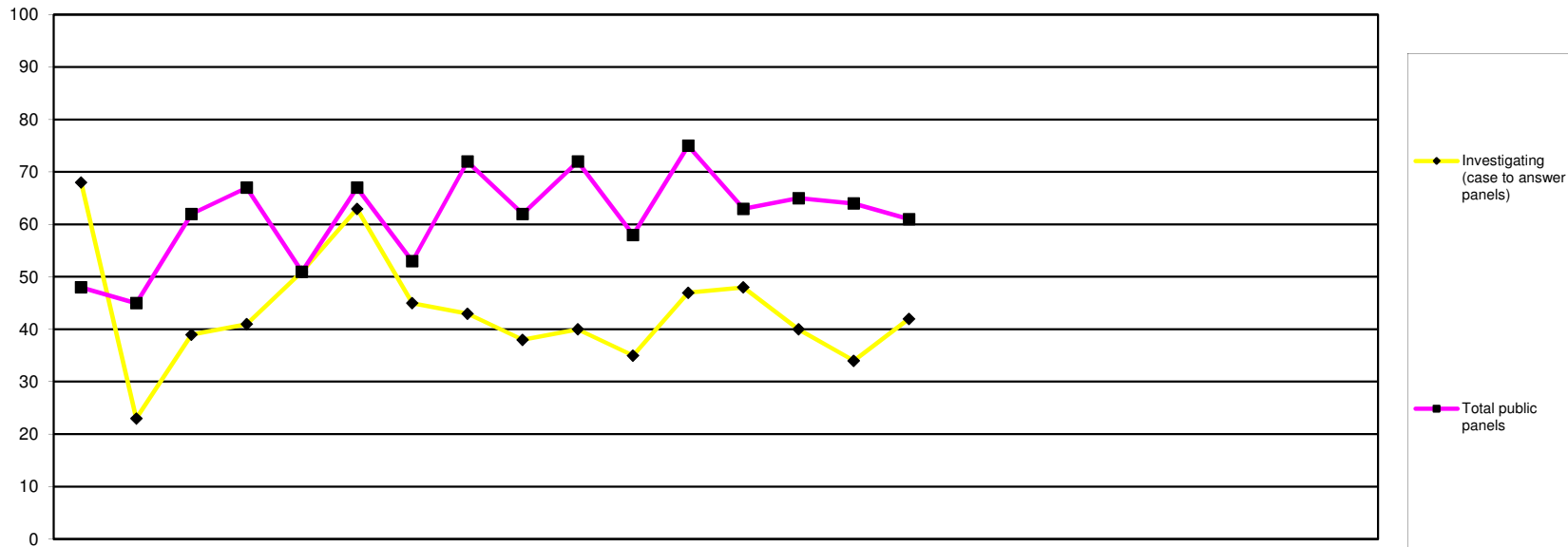
Health Professions Council

Number of registrants with supplementary prescribing rights April 2010 - March 2012



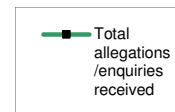
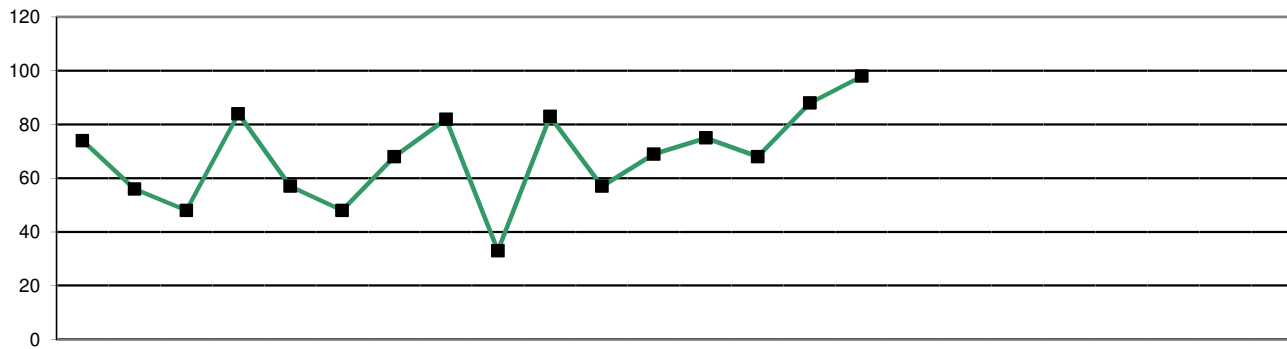
	2010			2011									2012												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
<b>Chiropr/podiatry</b>	115	116	119	124	125	131	133	137	138	127	129	129	130	130	134	135									
<b>Physiotherapy</b>	150	153	158	164	166	170	171	174	176	177	178	182	189	191	197	200									
<b>Radiography</b>	20	21	22	22	22	22	22	22	22	23	23	23	23	23	25	25									
<b>Total</b>	285	290	299	310	313	323	326	333	336	327	330	334	342	344	356	360									

2006/7	2007/8	2008/9	09/10	10/11	11/12
FYE	FYE	FYE	FYE	FYE	YTD
15	40	78	112	129	135
28	74	109	148	182	200
0	7	19	20	23	25
43	121	206	280	334	360



	2010			2011									2012						2007/8	2008/9	09/10	10/11	11/12							
	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	
Investigating (case to answer panels)	68	23	39	41	51	63	45	43	38	40	35	47	48	40	34	42										297	363	486	533	164
Investigating (incorrect entry)	0	0	1	1	0	0	0	0	0	1	0	0	0	0	1	0										19	1	3	3	1
Conduct & Competence	29	27	33	45	26	38	34	38	29	44	33	47	40	33	38	29										176	203	376	423	140
Health	1	0	2	1	3	1	0	4	2	2	3	0	1	0	1	2										9	3	19	19	4
Review cases	8	3	13	7	6	14	9	16	16	5	11	8	10	15	10	13										67	93	108	116	48
Interim order (application)	4	4	2	6	5	2	5	2	3	3	5	7	3	2	8	12										20	30	41	48	25
Interim order (review)	6	11	11	7	11	12	5	12	12	17	6	13	9	15	6	5										52	54	110	123	35
<b>Total public panels</b>	<b>48</b>	<b>45</b>	<b>62</b>	<b>67</b>	<b>51</b>	<b>67</b>	<b>53</b>	<b>72</b>	<b>62</b>	<b>72</b>	<b>58</b>	<b>75</b>	<b>63</b>	<b>65</b>	<b>64</b>	<b>61</b>										<b>343</b>	<b>384</b>	<b>657</b>	<b>732</b>	<b>253</b>
<b>Total panels</b>	<b>116</b>	<b>68</b>	<b>101</b>	<b>108</b>	<b>102</b>	<b>130</b>	<b>98</b>	<b>115</b>	<b>100</b>	<b>112</b>	<b>93</b>	<b>122</b>	<b>111</b>	<b>105</b>	<b>98</b>	<b>103</b>										<b>640</b>	<b>747</b>	<b>1,143</b>	<b>1,265</b>	<b>417</b>

This table displays how many cases were considered by each type of panel

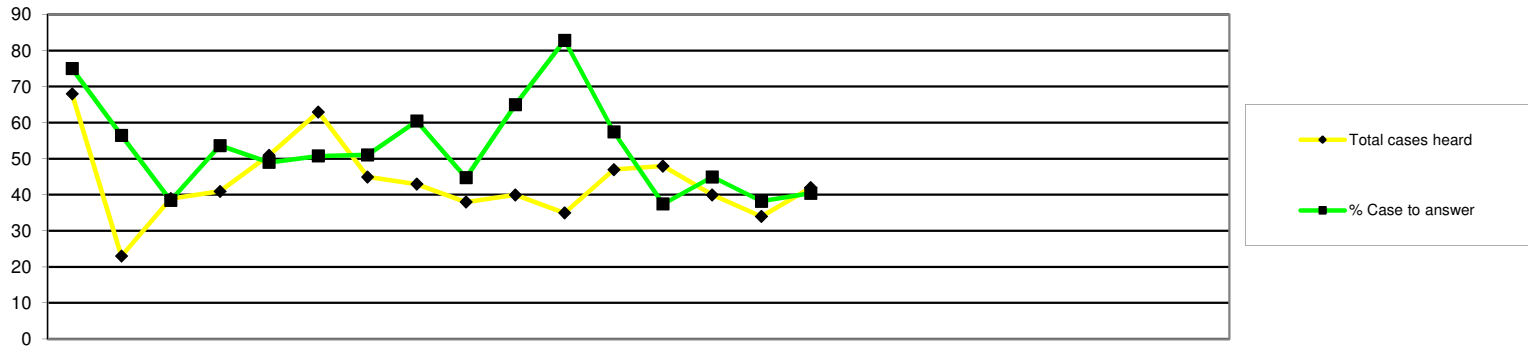


		2010			2011									2012									2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12			
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	YTD
Source of enquiry	Total enquiries	19	17	21	29	17	14	18	30	10	44	26	30	45	26	29	48															
	Employer	3	5	5	8	2	1	4	6	2	4	5	3	8	5	3	7															
	Public	8	10	11	10	8	6	8	18	7	18	5	11	18	6	7	10															
	Police	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0															
	Professional body	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0															
	Registrant	6	1	5	5	4	3	3	3	3	1	7	2	4	0	3	2	4														
	Other	0	0	0	0	0	0	0	0	0	2	2	0	1	2	1	0															
	Article 22(6)/Anon	2	1	0	5	3	4	3	3	0	13	12	12	18	8	16	27															
Source of allegation	Total allegations	55	39	27	55	40	34	50	52	23	39	31	39	30	42	59	50	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	316	322	315	341	529	484	181
	Employer	21	19	12	15	9	17	13	17	7	16	8	15	9	16	36	27									113	164	127	149	182	169	88
	Public	21	10	10	12	15	10	15	14	6	6	7	10	12	10	7	12									61	77	76	67	152	136	41
	Police	4	1	1	5	3	1	2	2	0	4	1	0	1	2	5	4									27	31	32	32	36	24	12
	Professional body	1	0	0	0	0	1	1	0	0	0	0	0	2	2	0	2									0	1	6	1	1	3	6
	Registrant	0	1	1	2	4	0	6	5	2	5	0	4	1	0	2	1									30	16	22	30	45	30	4
	Other	3	2	0	2	0	0	0	0	2	4	1	0	1	2	3	0									13	7	3	14	21	14	6
	Article 22(6)/Anon	5	6	3	19	9	5	13	14	6	4	14	10	4	10	6	4									57	23	49	48	92	108	24
Allegation type	Misconduct	41	30	18	40	30	31	39	46	21	27	25	33	62	51	67	71									205	228	177	223	354	381	251
	Lack of competence	4	2	5	4	1	0	5	1	1	0	1	3	4	5	4	7									33	44	29	50	91	27	20
	Convict/caution	8	7	3	7	6	3	5	4	1	8	5	3	4	5	9	12									41	41	49	51	68	60	30
	Health	2	0	1	1	1	0	1	0	0	0	0	0	1	5	6	2									2	1	1	7	5	6	14
	Other regulator	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1									1	0	2	1	0	1	1
	Incorrect or fraudulent entry	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1									33	3	4	6	10	1	3
	Not classified	0	0	0	3	1	0	0	0	0	0	0	0	4	1	1	4											24	3	0	4	4
Total allegations/enquiries received	74	56	48	84	57	48	68	82	33	83	57	69	75	68	88	98									314	318	424	483	772	760	329	



	Employer	Public	Police	Professional Body	Registrant	Other	Article 22(6)/Anon
Arts therapists	0	0	0	0	0	0	0
Biomedical scientists	9	2	0	0	1	1	8
Chiropodists & podiatrists	3	6	0	0	1	1	4
Clinical scientists	1	3	0	0	0	0	0
Dietitians	2	0	0	0	0	0	2
Hearing aid dispensers	1	7	0	1	0	0	0
Occupational therapists	17	7	3	0	2	0	7
ODPs	10	3	4	0	0	0	10
Orthoptists	2	0	0	0	0	0	0
Paramedics	35	9	3	2	4	1	43
Physiotherapists	12	11	1	3	0	1	6
Practitioner psychologists	3	30	0	0	4	4	6
Prosthetists & orthotists	1	0	0	0	0	0	0
Radiographers	9	2	2	0	1	0	5
SLTs	6	2	0	1	0	2	2
<b>Total</b>	<b>111</b>	<b>82</b>	<b>13</b>	<b>7</b>	<b>13</b>	<b>10</b>	<b>93</b>

Total 2007/8	Total 2008/9	Total 2009/10	Total 2010/11	Total 2011/12
16	10	5	9	0
26	43	39	36	21
40	62	76	74	15
6	8	4	10	4
14	1	12	9	4
			44	9
45	55	79	63	36
38	55	37	39	27
3	0	2	0	2
94	100	162	188	97
85	95	127	104	34
N/A	N/A	149	117	47
3	6	7	1	1
32	34	47	40	19
22	14	26	25	13
<b>424</b>	<b>483</b>	<b>772</b>	<b>759</b>	<b>329</b>



	2010			2011									2012				2006/7	2007/8	2008/9	09/10	10/11	11/12									
	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	FYE	YTD	
<b>Total cases heard</b>	68	23	39	41	51	63	45	43	38	40	35	47	48	40	34	42										178	299	363	499	533	164
<b>Case to Answer</b>																															
Referred to CCC (Reg representations)	33	9	6	14	15	18	14	19	11	15	9	15	12	11	10	13															
Referred to CCC (Rep representations)	3	0	0	2	2	2	2	3	1	4	1	2	3	2	1	2															
Referred to CCC (No representations)	10	4	8	6	5	12	6	4	5	7	7	5	3	3	2	1															
Referred to HC (Reg representations)	2	0	0	0	1	0	0	0	0	0	0	3	0	1	0	1															
Referred to HC (Rep representations)	0	0	1	0	1	0	0	0	0	0	0	1	0	1	0	0															
Referred to HC (No representations)	3	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0															
Referred to IC (Reg representations)	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0															
Referred to IC (Rep representations)	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	0	0															
<b>Total case to answer</b>	51	13	15	22	25	32	23	26	17	26	29	27	18	18	13	17															
<b>% Case to answer</b>	75	57	38	54	49	51	51	60	45	65	83	57	38	45	38	40															
<b>No case to answer</b>																															
Not referred (Reg representations)	15	8	18	10	17	26	20	14	18	12	18	19	24	17	17	18															
Not referred (Rep representations)	1	0	2	5	2	2	1	0	0	0	0	0	1	1	2	0															
Not referred (No representations)	0	1	0	2	1	2	1	1	1	1	0	0	2	3	2	3															
<b>Total cases not referred</b>	16	9	20	17	20	30	22	15	19	13	23	19	27	21	21	21															
<b>Further Information</b>	1	1	4	2	6	1	0	2	2	1	0	1	3	1	0	4															

**By profession**

	No Case to Answer	Case to answer				Total YTD
		FI	CCC	HC	IC	
Arts therapists	1	0	0	0	0	1
Biomedical scientists	4	0	8	0	0	12
Chiropodists & podiatrists	8	2	7	1	0	18
Clinical scientists	0	0	3	0	0	3
Dietitians	1	0	1	0	0	2
Hearing aid dispensers	0	1	2	0	0	3
Occupational therapists	2	1	5	2	0	10
ODPs	7	0	4	0	0	11
Orthoptists	0	0	1	0	0	1
Paramedics	27	1	16	0	0	44
Physiotherapists	18	0	2	0	0	20
Practitioner psychologists	13	2	6	0	0	21
Prosthetists & orthotists	0	0	0	0	0	0
Radiographers	6	1	6	0	0	13
SLTs	3	0	2	0	0	5
<b>Total YTD</b>	<b>90</b>	<b>8</b>	<b>63</b>	<b>3</b>	<b>0</b>	<b>164</b>

2007/2008 FYE	2008/2009 FYE	2009/10 FYE	2010/11 FYE	2011/12 YTD
11	6	4	2	1
14	42	26	37	12
31	31	53	60	18
6	7	3	4	3
9	5	7	13	2
			13	3
29	40	60	48	10
24	30	49	32	11
2	1	0	1	1
62	72	115	113	44
56	75	93	86	20
<b>0</b>	<b>0</b>	<b>38</b>	<b>66</b>	<b>21</b>
4	2	4	4	0
41	32	34	33	13
10	20	13	21	5
<b>299</b>	<b>363</b>	<b>499</b>	<b>533</b>	<b>164</b>

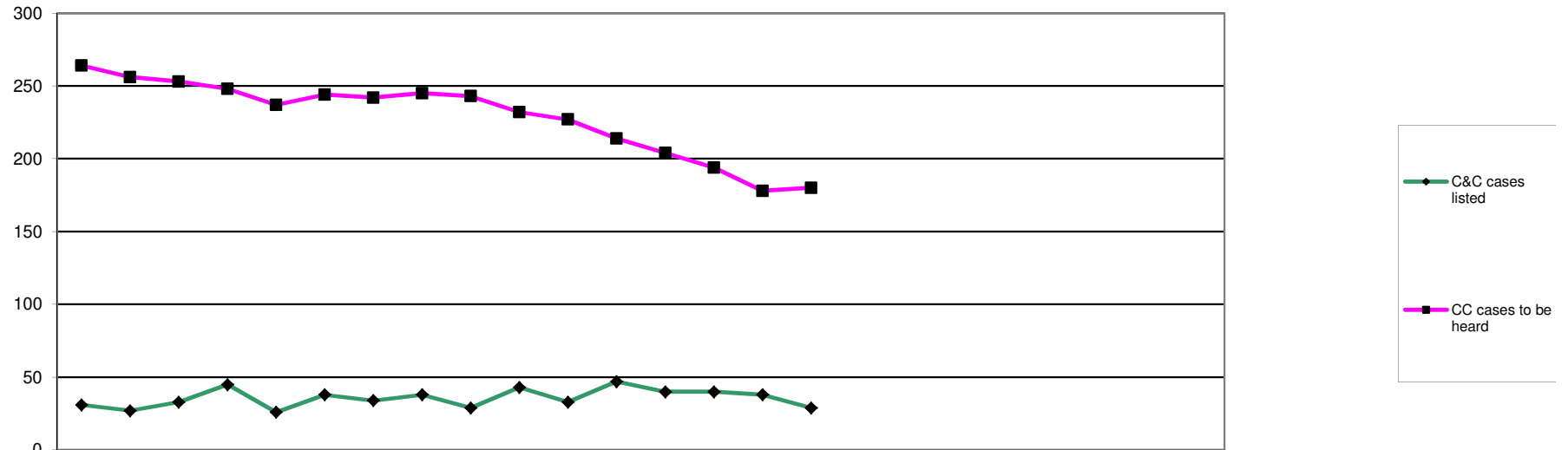
**By source of allegation**

	No Case to Answer	Case to answer				Total YTD
		FI	CCC	HC	IC	
Employer	25	4	34	3	0	66
Public	29	4	6	0	0	39
Police	6	0	1	0	0	7
Professional body	0	0	0	0	0	0
Registrant	6	0	4	0	0	10
Other	3	0	2	0	0	5
Article 22(6)/Anon	21	0	16	0	0	37
<b>Total YTD</b>	<b>90</b>	<b>8</b>	<b>63</b>	<b>3</b>	<b>0</b>	<b>164</b>

2008/2009 FYE	2009/10 FYE	2010/11 FYE	2011/12 YTD
176	211	208	66
78	140	151	39
30	29	28	7
2	2	2	0
12	32	37	10
19	15	13	5
46	70	94	37
<b>363</b>	<b>499</b>	<b>533</b>	<b>164</b>

	Applications Considered	Applications Granted	Applications Not Granted	Reviewed	Revoked
Arts therapists	0	0	0	0	0
Biomedical scientists	2	1	1	6	0
Chiropodists & podiatrists	1	1	0	2	0
Clinical scientists	0	0	0	3	1
Dietitians	0	0	0	0	0
Hearing aid dispensers	0	0	0	1	0
Occupational therapists	3	3	0	3	0
ODPs	4	4	0	8	0
Orthoptists	0	0	0	0	0
Paramedics	7	7	0	11	0
Physiotherapists	1	0	1	5	0
Practitioner psychologists	1	1	0	1	0
Prosthetists & orthotists	0	0	0	0	0
Radiographers	0	0	0	1	0
SLTs	0	0	0	0	0
<b>Total</b>	<b>19</b>	<b>17</b>	<b>2</b>	<b>41</b>	<b>1</b>

Hearings held 2007/8 FYE	Hearings held 2008/9 FYE	Hearings held 2009/10 FYE	Hearings held 2010/11 FYE	Hearings held 2011/12 YTD
4	4	2	0	0
8	16	8	7	8
6	5	13	10	3
4	0	0	5	3
0	0	0	0	0
			2	1
3	6	9	10	6
18	18	20	29	12
0	0	0	0	0
16	14	46	50	18
8	13	20	25	6
			3	2
0	0	0	0	0
7	6	12	18	1
0	3	8	4	0
<b>74</b>	<b>85</b>	<b>141</b>	<b>171</b>	<b>60</b>

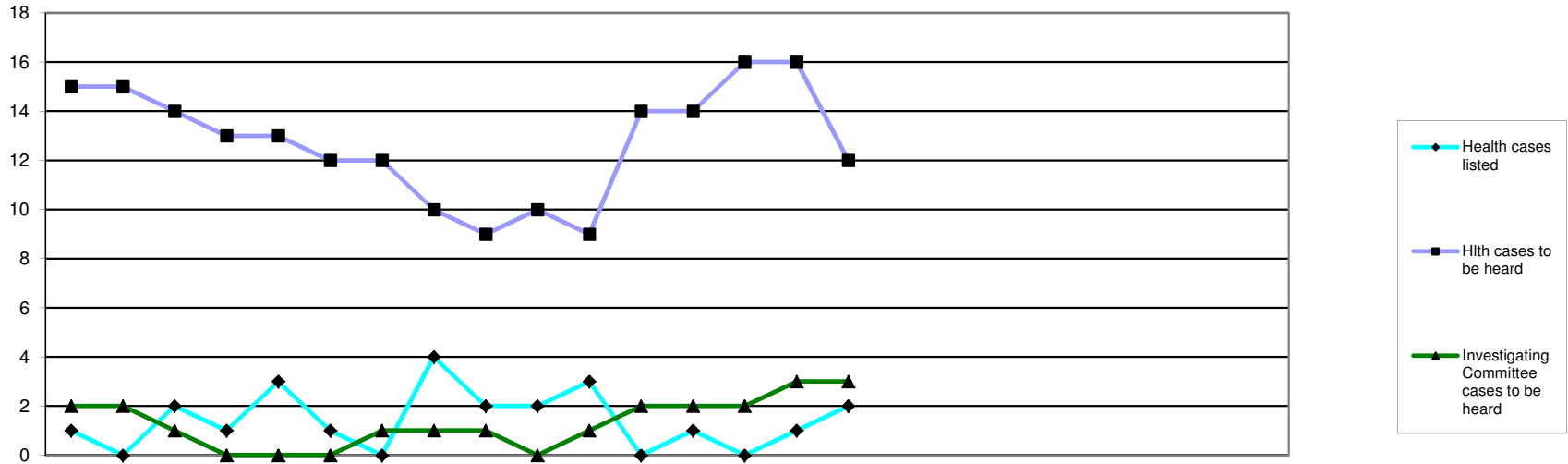


	2010			2011									2012									2005/6	2006/7	2007/8	2008/9	09/10					
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE		
<b>C&amp;C cases listed</b>	31	27	33	45	26	38	34	38	29	43	33	47	40	40	38	29										73	119	176	231	351	
<b>Struck off</b>	5	6	3	4	3	6	4	6	7	5	6	7	8	5	4	5										11	26	37	64	65	
<b>Suspended</b>	3	3	3	6	1	3	3	5	2	9	4	2	1	5	3	1										19	19	30	23	38	
<b>Conditions of practice</b>	3	0	1	1	1	2	0	3	1	1	3	5	3	4	1	2										5	5	7	10	14	
<b>Caution</b>	1	6	8	10	10	4	7	4	3	6	4	8	7	7	7	7										8	32	28	24	46	
<b>No further action</b>	0	1	0	0	1	0	0	0	0	0	0	1	0	0	0	0										4	6	4	7	7	
<b>Not well founded</b>	10	4	7	9	3	8	9	4	4	10	3	12	5	8	10	3											0	19	36	70	
<b>Adjourned/part heard</b>	6	7	10	10	5	12	9	13	9	7	11	8	13	9	6	11										22	22	32	35	90	
<b>Cancelled</b>	1	0	0	3	0	2	2	1	2	1	0	2	1	2	4	0											0	24	21	12	
<b>Referred to Health</b>	0	0	0	0	0	0	0	1	0	1	2	1	0	0	1	0										1	0	1	0	2	
<b>Removed - consent</b>	1	0	1	2	2	1	0	1	1	3	0	1	2	0	2	0															
<b>CC cases to be heard</b>	264	256	253	248	237	244	242	245	243	232	227	214	204	194	178	180										59	59	172	117	233	

**Department**

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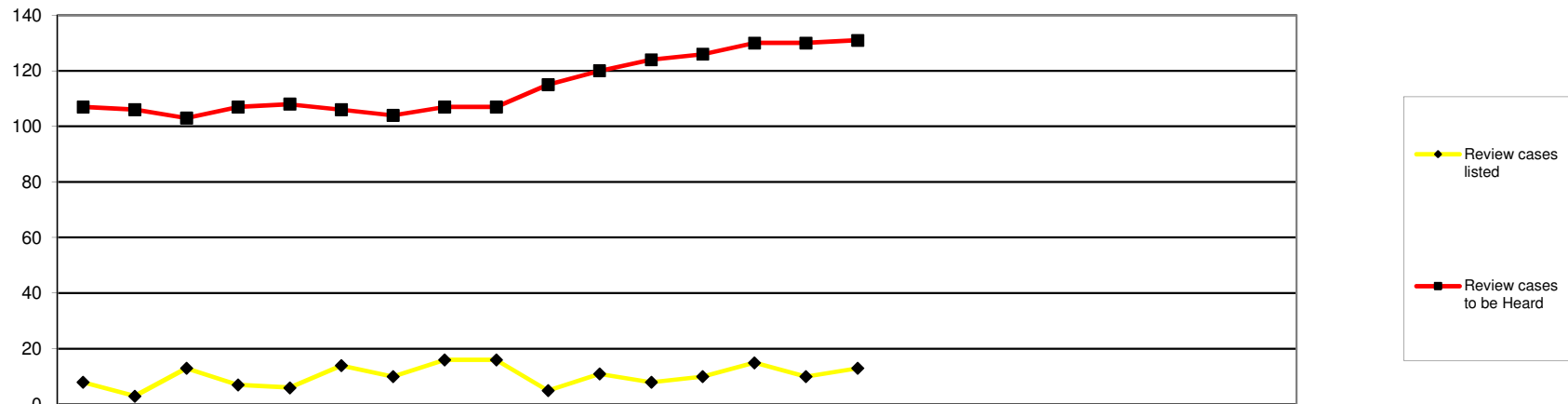
<b>10/11 FYE</b>	<b>11/12 YTD</b>
424	147
62	22
44	10
21	10
71	28
3	0
83	26
107	39
14	7
5	1
15	4
214	180



	2010			2011									2012			2005/6	2006/7	2007/8	2008/9	09/10											
	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	FYE		
Health Committee	Health cases listed	1	0	2	1	3	1	0	4	2	2	3	0	1	0	1	2									8	7	9	2	6	
	Suspended	0	0	0	0	1	1	0	1	0	1	1	0	0	0	0	2									2	2	5	1	2	
	Conditions of practice	0	0	2	0	0	0	0	1	1	0	0	0	0	0	0	0									3	1	0	1	1	
	Caution	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									0	0	0	0	0	
	No further action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									0	1	0	0	0	
	Not well founded	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0									Not recorded			1	1	3
	Adjourned/part heard	1	0	0	0	0	0	0	2	0	0	0	0	1	0	0	0									Not recorded			1	0	0
	Cancelled	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0									Not recorded			2	0	0
	Referred to C&C	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0									Not recorded			0	0	0
	Removed - consent	0	0	0	1	0	0	0	0	1	0	2	0	0	0	1	0									Not recorded					
	Hlth cases to be heard	15	15	14	13	13	12	12	10	9	10	9	14	14	16	16	12									7	7	4	5	8	
Investigating	Removed	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0															3
	Amended	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0															1
	Not well found	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0															0
	No further action	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0														1
	Adjourned/part heard/cancelled	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0														0
	Investigating Committee cases to be heard	2	2	1	0	0	0	1	1	1	0	1	2	2	2	3	3														1

10/11 FYE	11/12 YTD
19	4
5	2
4	0
0	0
0	0
1	0
3	1
1	0
1	0
	1
8	16
1	0
0	0
1	0
1	0
0	1
2	3





	2010			2011									2012									2005/6	2006/7	2007/8	2008/9	09/10	10/11						
	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	FYE	FYE			
<b>Review cases listed</b>	8	3	13	7	6	14	10	16	16	5	11	8	10	15	10	13										Not recorded		41	67	67	96	117	
<b>Struck off</b>	1	0	3	3	1	3	0	4	3	1	3	0	1	2	2	2													10	22	31	22	
<b>Suspension continued</b>	2	0	4	1	0	4	8	6	3	2	3	1	2	3	2	5													37	33	35	34	
<b>Conditions continued</b>	0	1	0	1	1	1	0	0	2	0	2	1	1	2	1	1													2	8	7	9	
<b>Suspension revoked</b>	0	1	0	1	0	1	0	1	0	0	0	0	1	1	0	0													2	4	8	4	
<b>Suspension revoked conditions imposed</b>	1	0	1	0	0	1	1	0	0	0	0	1	0	0	1	1													1	4	4	5	
<b>Suspension revoked caution imposed</b>	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0													0	3	1	3	
<b>Conditions revoked</b>	2	0	3	1	2	0	0	2	2	1	1	0	0	4	0	0													5	14	5	14	
<b>Conditions revoked suspension imposed</b>	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	1													5	0	1	0	
<b>Conditions revoked caution imposed</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0													1	0	1	0	
<b>Caution continued</b>	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0																	
<b>Vol Removal (Consent)</b>	0	0	0	0	1	1	1	1	1	0	0	2	0	1	0	2															3	3	
<b>Adjourned/part heard</b>	1	0	0	0	1	0	0	2	3	0	0	0	0	2	3	0													3	7	0	7	
<b>Cancelled</b>	0	1	0	0	0	1	0	0	1	1	2	2	0	0	0	0															1	8	
<b>Article 30(7)</b>			1	0	0	0	0	0	0	0	0	0	1	0	0	0																1	
<b>Restored review cases to be Heard</b>								1	0	0	1	0	0	1	1																2		
	107	106	103	107	108	106	104	107	107	115	120	124	126	130	130	131												69	90	90	102	124	

tment

11/12 YTD
48
7
12
5
2
2
0
4
4
0
1
3
5
0
1
2
131

Representation

	Final Hearings-CCC														2009/10 FYE	2010/11 FYE	2011/12 YTD
	Struck off	Suspended	Conditions of Practice	Caution	No Further Action	Not Well Founded	NR	Referred to Health	Removed	Register entry amended	Restored	Not restored	Vol Removal (Consent)	Part Heard			
Represented self	0	1	0	6	0	2	0	0	0	0	0	0	0	7	44	58	16
Representative	4	5	10	19	0	21	0	1	0	0	0	0	0	13	115	201	73
None	18	6	0	3	0	3	0	0	0	0	0	0	5	4	98	117	39
<b>Total</b>	<b>22</b>	<b>12</b>	<b>10</b>	<b>28</b>	<b>0</b>	<b>26</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>24</b>	<b>257</b>	<b>376</b>	<b>128</b>

Profession	Represented self	Representative	None	% of representation
Arts therapists	0	4	0	100
Biomedical scientists	3	5	5	62
Chiropodists & podiatrists	0	9	1	90
Clinical scientists	2	0	1	67
Dietitians	0	3	0	100
Hearing aid dispensers	0	0	1	0
Occupational therapists	0	5	2	71
ODPs	0	8	7	53
Orthoptists	0	0	0	0
Paramedics	5	18	10	70
Physiotherapists	2	11	6	68
Practitioner psychologists	0	2	1	67
Prosthetists & orthotists	0	1	0	100
Radiographers	3	2	3	63
SLTs	1	5	2	75

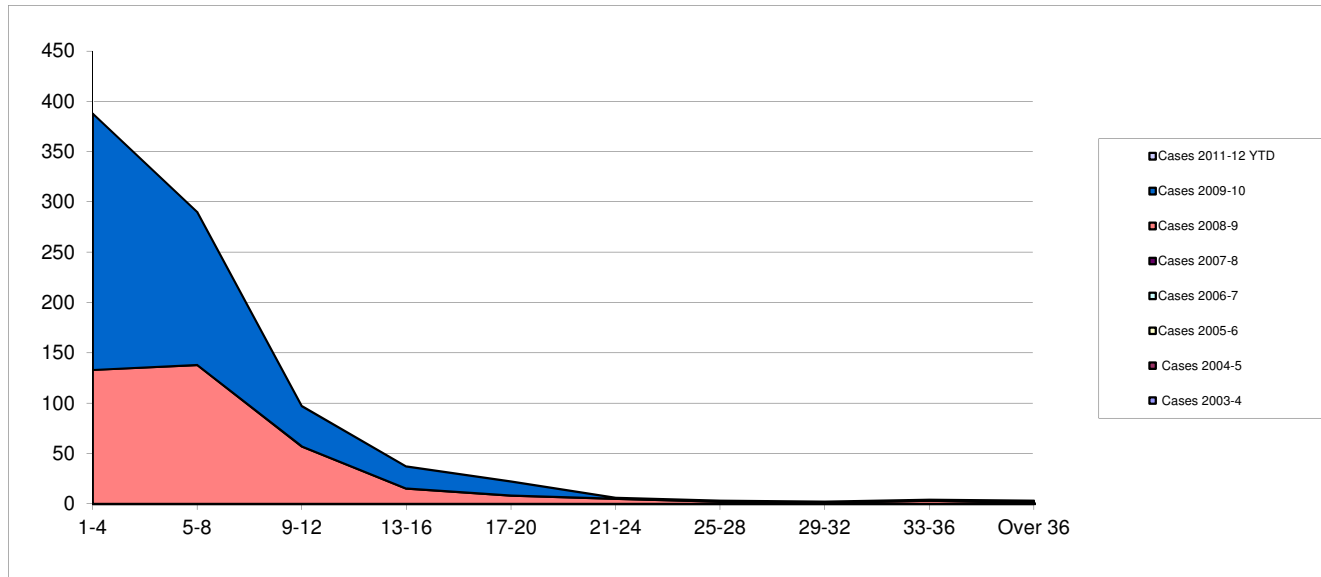
The above tables do not include cases that were adjourned, postponed or cancelled

	Final Hearings											
	Struck off	Suspended	Conditions of Practice	Caution	No Further Action	Not Well Founded	NR	Referred to Health	Removed (fraudulent/incorrect)	Register entry amended	Part Heard	Vol Removal (Consent)
Arts therapists	0	0	2	0	0	0	0	0	0	0	2	0
Biomedical scientists	3	0	3	2	0	3	0	0	0	0	1	1
Chiropodists & podiatrists	0	0	1	2	0	5	0	0	0	0	2	0
Clinical scientists	0	0	0	1	0	0	0	0	0	0	2	0
Dietitians	0	0	0	2	0	1	0	0	0	0	0	0
Hearing aid dispensers	1	0	0	0	0	0	0	0	0	0	0	0
Occupational therapists	0	2	0	4	0	2	0	0	0	0	1	0
ODPs	8	3	0	0	0	0	0	0	0	0	2	0
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	7	3	2	7	0	10	0	1	0	0	2	1
Physiotherapists	3	2	1	4	0	3	0	0	0	0	5	1
Practitioner psychologists	0	1	0	1	0	1	0	0	0	0	0	0
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	1	0
Radiographers	0	2	0	4	0	0	0	0	0	0	2	0
SLTs	0	0	0	1	0	1	0	0	0	0	4	2
<b>Total 2011/12 YTD</b>	<b>22</b>	<b>13</b>	<b>9</b>	<b>28</b>	<b>0</b>	<b>26</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>5</b>
<b>Total 2010/11 FYE</b>	<b>62</b>	<b>49</b>	<b>26</b>	<b>71</b>	<b>4</b>	<b>85</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>55</b>	<b>17</b>
<b>Total 2009/10 FYE</b>	<b>64</b>	<b>40</b>	<b>15</b>	<b>46</b>	<b>3</b>	<b>76</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>7</b>	<b>8</b>
<b>Total 2008/2009 FYE</b>	<b>67</b>	<b>25</b>	<b>12</b>	<b>24</b>	<b>4</b>	<b>39</b>	<b>0</b>	<b>0</b>				
<b>Total 2007/2008 FYE</b>	<b>37</b>	<b>35</b>	<b>5</b>	<b>30</b>	<b>23</b>	<b>24</b>	<b>0</b>	<b>0</b>				
<b>Total 2006/2007 FYE</b>	<b>24</b>	<b>19</b>	<b>5</b>	<b>25</b>	<b>6</b>	<b>15</b>	<b>1</b>	<b>2</b>				
<b>Total 2005/2006 FYE</b>	<b>9</b>	<b>20</b>	<b>6</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>6</b>	<b>3</b>				

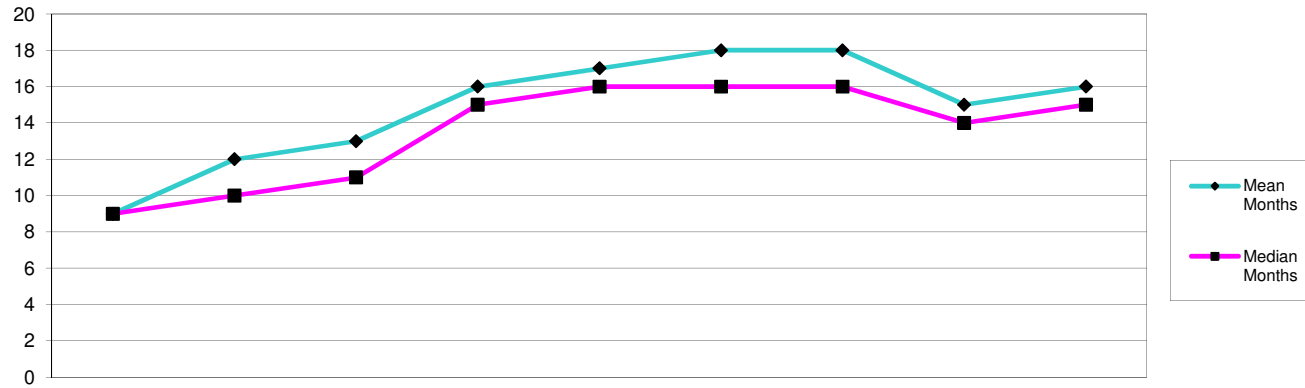
	Review Hearings														
	Struck off	Suspension continued	Suspension revoked	Suspension revoked caution imposed	Suspension revoked conditions imposed	Conditions continued	Conditions revoked	Conditions revoked caution imposed	Conditions revoked suspension imposed	Caution continued	Adjourned/Part Heard	Vol Removal (Consent)	Article 30(7)	Restored	Not restored
Arts therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical scientists	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Chiropodists & podiatrists	0	0	1	0	0	1	0	0	0	0	0	0	0	1	0
Clinical scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietitians	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Hearing aid dispensers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational therapists	2	2	1	0	0	0	0	0	1	0	1	1	1	0	0
ODPs	0	4	0	0	0	1	0	0	1	0	0	0	0	0	0
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	1	1	0	0	1	0	2	0	0	1	0	0	0	0	0
Physiotherapists	2	1	0	0	1	3	2	0	0	0	2	1	0	0	0
Practitioner psychologists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	1	1	0	0	0	0	0	0	1	0	0	0	0	1	0
SLTs	0	0	0	0	0	0	0	0	1	0	2	1	0	0	0
<b>Total 2011/12 YTD</b>	<b>7</b>	<b>12</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>0</b>
<b>Total 2010/11 FYE</b>	<b>18</b>	<b>27</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>9</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>2</b>	<b>0</b>
<b>Total 2009/10 FYE</b>	<b>31</b>	<b>35</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>7</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>
<b>Total 2008/2009 FYE</b>	<b>16</b>	<b>51</b>	<b>8</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total 2007/2008 FYE</b>	<b>8</b>	<b>25</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total 2006/2007 FYE</b>	Not available														
<b>Total 2005/2006 FYE</b>	Not available														

		Month of Panel																																												
		2010												2011												2012																				
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	175	182	177	189	195	167	186	201	179	184	156	150	142	164	195	210																													
	5-8	62	61	55	65	59	62	58	52	68	56	73	82	76	63	59	58																													
	9-12	27	27	33	31	28	24	23	22	21	27	25	23	23	16	27	23																													
	13-16	6	13	12	14	16	14	14	13	13	11	12	11	7	9	6	10																													
	17-20	5	4	4	2	3	5	3	7	8	10	10	6	5	6	6	5																													
	21-24	1	3	3	5	2	2	2	2	1	2	2	6	7	5	4	1																													
	25-28	1	1	1	1	1	1	1	0	1	2	2	1	1	1	1	3																													
	29-32	0	0	0	0	1	1	0	0	0	0	0	1	1	2	1	1																													
	over 33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																													
Cases awaiting final hearing (from ICP)	1-4	152	151	134	119	104	100	110	116	109	102	99	98	86	88	85	82																													
	5-8	78	73	81	77	89	110	91	83	83	72	78	73	78	72	59	62																													
	9-12	33	33	35	33	41	29	29	33	38	52	39	36	33	26	28	26																													
	13-16	7	7	7	11	6	8	16	15	16	10	12	12	13	16	14	12																													
	17-20	7	7	9	5	4	3	2	3	3	4	7	7	8	5	3	5																													
	21-24	2	1	1	2	5	4	6	3	1	0	0	2	1	3	6	6																													
	25-28	1	1	1	1	1	0	0	2	2	3	1	0	0	0	0	0																													
	29-32	1	0	0	0	0	1	1	1	1	0	0	1	1	2	1	0																													
	over 33	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	2																													

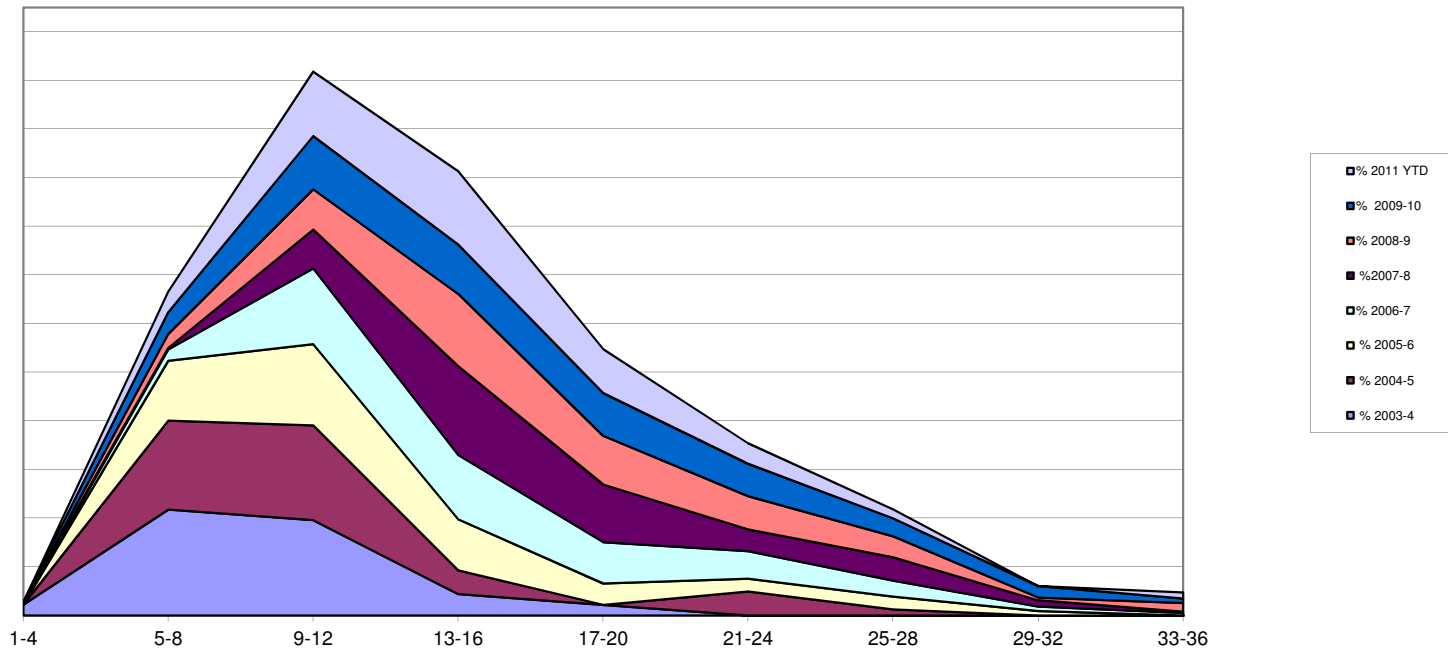
**Health Professions Council      Length of time: Cases Investigating Committee (excluding further information) 2003-4 to 2011-Fitness to Practise**



Number of Months	Cases 2003-4	Cases 2004-5	Cases 2005-6	Cases 2006-7	Cases 2007-8	Cases 2008-9	Cases 2009-10	Cases 2010-11	Cases 2011-12 YTD
1-4						133	255	228	57
5-8						138	152	188	61
9-12						57	40	62	22
13-16						15	22	18	9
17-20						8	14	9	5
21-24						5	1	4	1
25-28						2	1	2	0
29-32						1	1	1	1
33-36						3	1	0	0
Over 36			Not available			1	2	0	0
<b>Mean Months</b>						<b>7</b>	<b>6</b>	<b>6</b>	<b>7</b>
<b>Median Months</b>						<b>5</b>	<b>4</b>	<b>5</b>	<b>6</b>
<b>Total Cases</b>						<b>363</b>	<b>489</b>	<b>512</b>	<b>156</b>

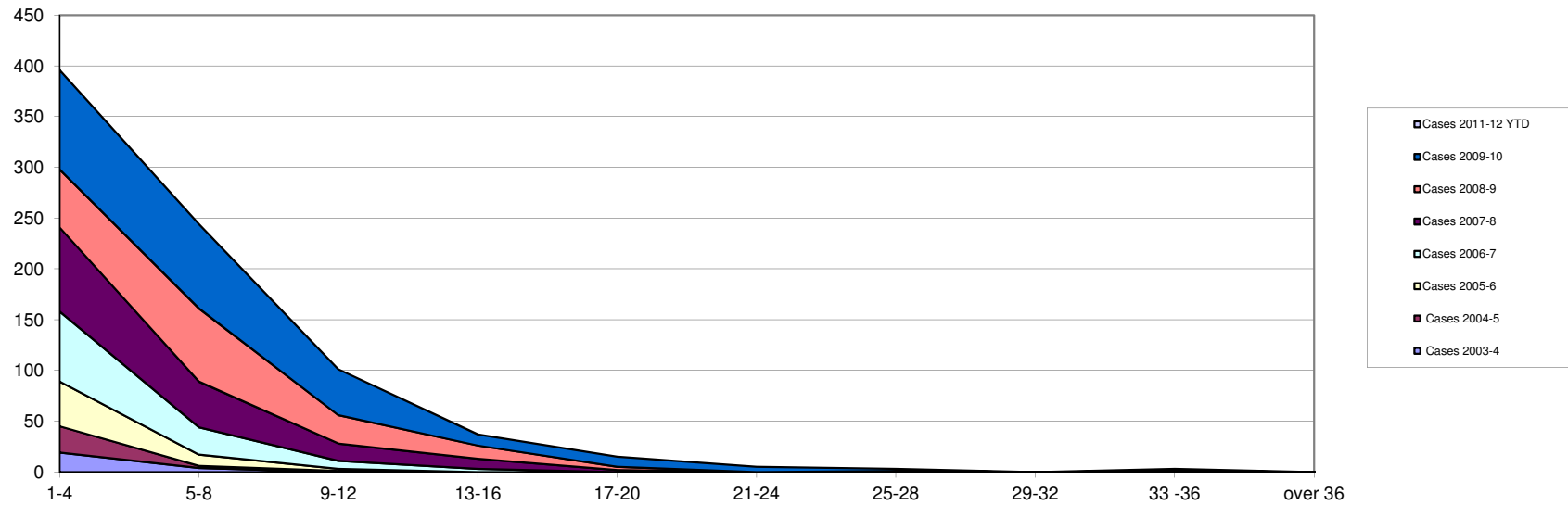


Number of Months	Cases 2003-4	Cases 2004-5	Cases 2005-6	Cases 2006-7	Cases 2007-8	Cases 2008-9	Cases 2009-10	Cases 2010-11	Cases 2011-12 YTD
1-4	1	0	0	0	1	0	1	1	0
5-8	10	15	14	5	1	10	23	35	10
9-12	9	16	19	33	25	29	56	75	26
13-16	2	4	12	28	57	52	52	104	29
17-20	1	0	5	18	37	35	45	48	18
21-24	0	4	3	12	14	24	34	27	10
25-28	0	1	3	7	15	15	19	9	4
29-32	0	0	1	2	4	2	12	7	1
33-36	0	0	0	1	1	6	5	6	3
Over 36	0	0	0	0	0	2	9	3	2
<b>Mean Months</b>	<b>9</b>	<b>12</b>	<b>13</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>18</b>	<b>15</b>	<b>16</b>
<b>Median Months</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>15</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>14</b>	<b>15</b>
<b>Total Cases</b>	<b>23</b>	<b>41</b>	<b>57</b>	<b>106</b>	<b>156</b>	<b>175</b>	<b>256</b>	<b>315</b>	<b>103</b>

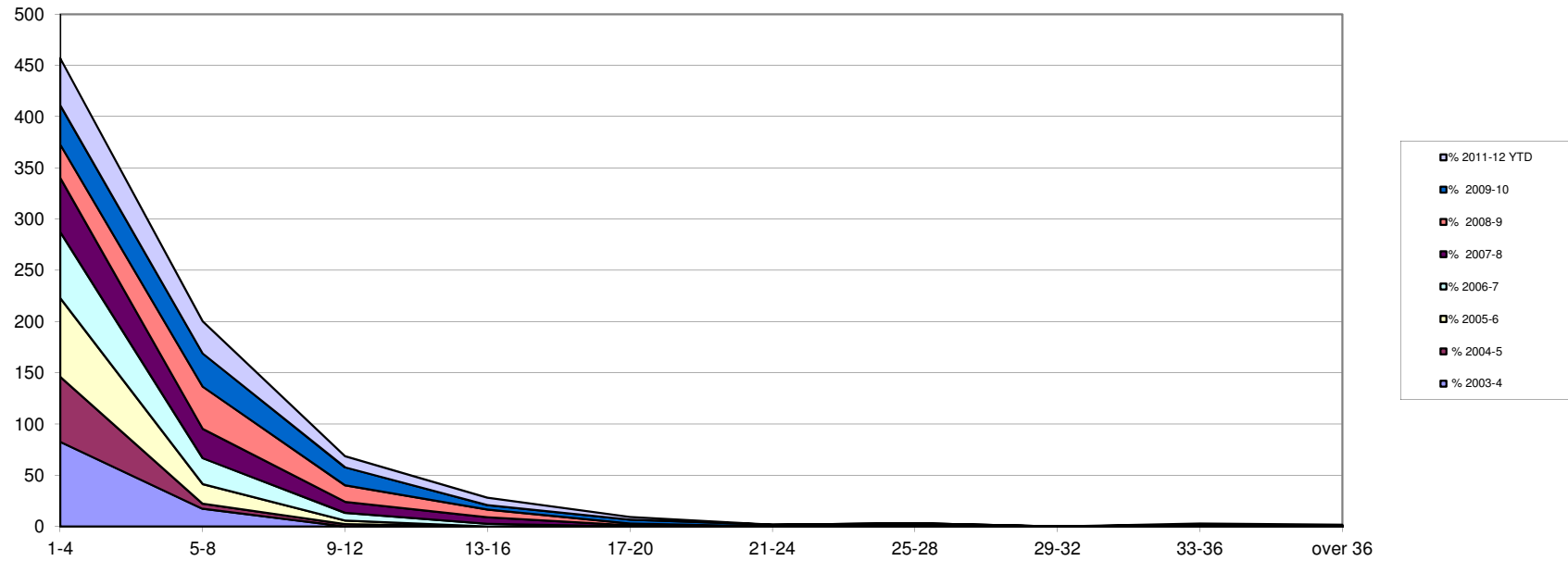


Number of Months	% 2003-4	% 2004-5	% 2005-6	% 2006-7	%2007-8	% 2008-9	% 2009-10	% 2010 -11	% 2011 YTD
1-4	4.3	0.0	0.0	0.0	0.6	0.0	0.4	0.3	0.0
5-8	43.5	36.6	24.6	4.7	0.6	5.7	9.0	11.1	8.4
9-12	39.1	39.0	33.3	31.1	16.0	16.6	21.9	23.9	26.5
13-16	8.7	9.8	21.1	26.4	36.5	29.7	20.3	33.1	30.1
17-20	4.3	0.0	8.8	17.0	23.7	20.0	17.6	15.3	18.1
21-24	0	9.8	5.3	11.3	9.0	13.7	13.3	8.3	8.4
25-28	0	2.4	5.3	6.6	9.6	8.6	7.4	2.9	3.6
29-32	0	0.0	1.8	1.9	2.6	1.1	4.7	2.2	0.0
33-36	0	0.0	0.0	0.9	0.6	3.4	2.0	1.9	2.4
Over 36	0	0.0	0.0	0.9	0.6	1.1	3.5	1.0	2.4





Number of Months	Cases 2003-4	Cases 2004-5	Cases 2005-6	Cases 2006-7	Cases 2007-8	Cases 2008-9	Cases 2009-10	Cases 2010-11	Cases 2011-12 YTD
1-4	19	26	44	69	83	57	98	161	48
5-8	4	2	11	27	45	72	83	98	30
9-12	0	1	2	8	17	28	45	34	13
13-16	0	0	0	3	10	13	11	9	6
17-20	0	0	0	0	2	3	10	8	2
21-24	0	0	0	0	0	0	5	2	1
25-28	0	1	0	0	0	0	2	0	1
29-32	0	0	0	0	0	0	0	2	0
33 -36	0	0	0	0	0	1	2	1	1
over 36	0	0	0	0	0	0	0	0	1
<b>Mean Months</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>4.5</b>	<b>6</b>	<b>7</b>	<b>7</b>	<b>6</b>	<b>7</b>
<b>Meadian Months</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>5</b>
<b>Total Cases</b>	<b>23</b>	<b>41</b>	<b>57</b>	<b>107</b>	<b>157</b>	<b>175</b>	<b>256</b>	<b>315</b>	<b>103</b>

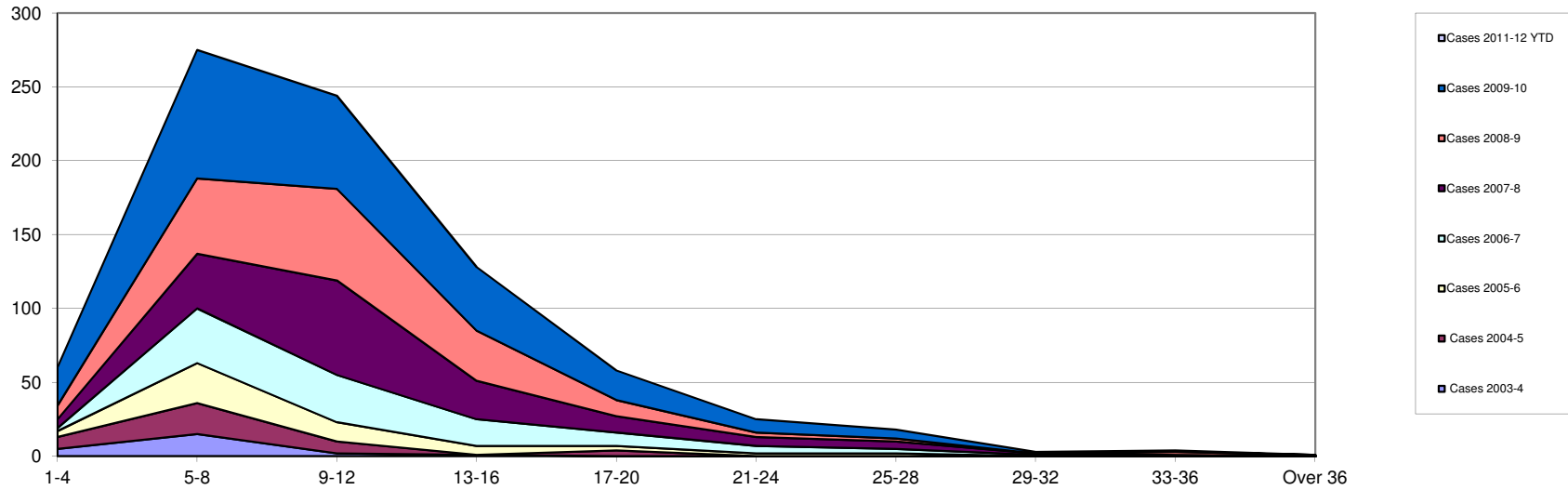


Number of Months	% 2003-4	% 2004-5	% 2005-6	% 2006-7	% 2007-8	% 2008-9	% 2009-10	% 2010-11	% 2011-12 YTD
1-4	83	63	77	64	53	33	38	51	46
5-8	17	5	19	25	29	41	32	31	31
9-12	0	2	4	7	11	16	18	11	11
13-16	0	0	0	3	6	7	4	3	7
17-20	0	0	0	0	1	2	4	3	2
21-24	0	0	0	0	0	0	2	1	0
25-28	0	2	0	0	0	0	1	0	0
29-32	0	0	0	0	0	0	0	1	0
33-36	0	0	0	0	0	1	1	0	1
over 36	0	0	0	0	0	1	0	0	1

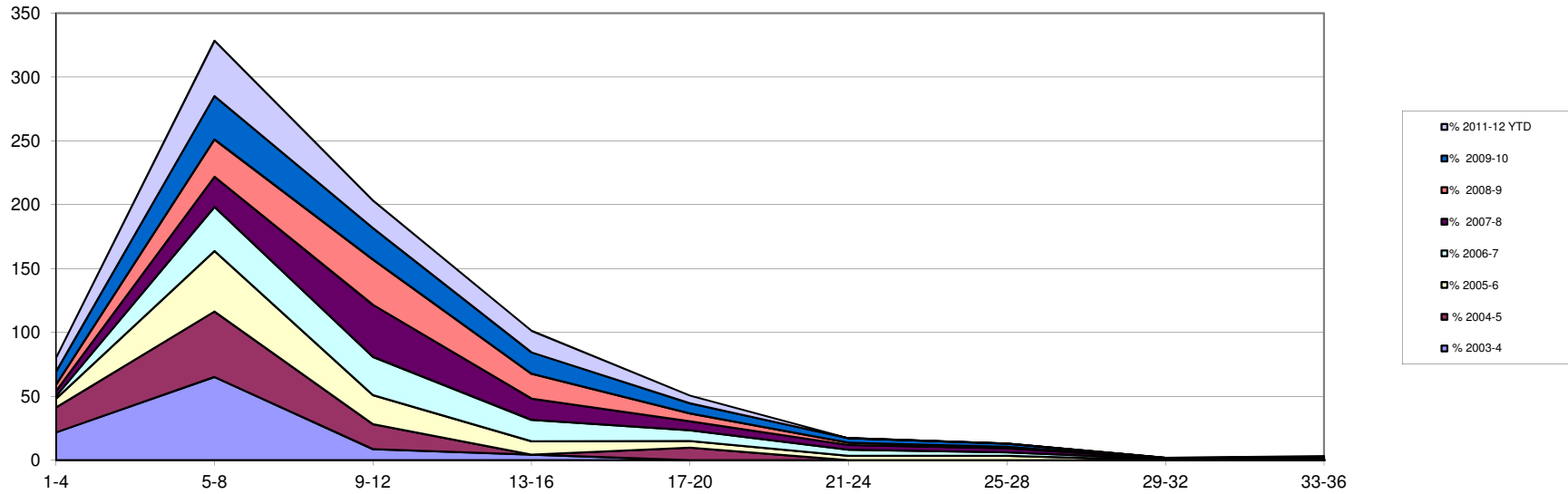
Health Professions Council

Investigating Panel - Case Conclusion (concluded final hearing cases)

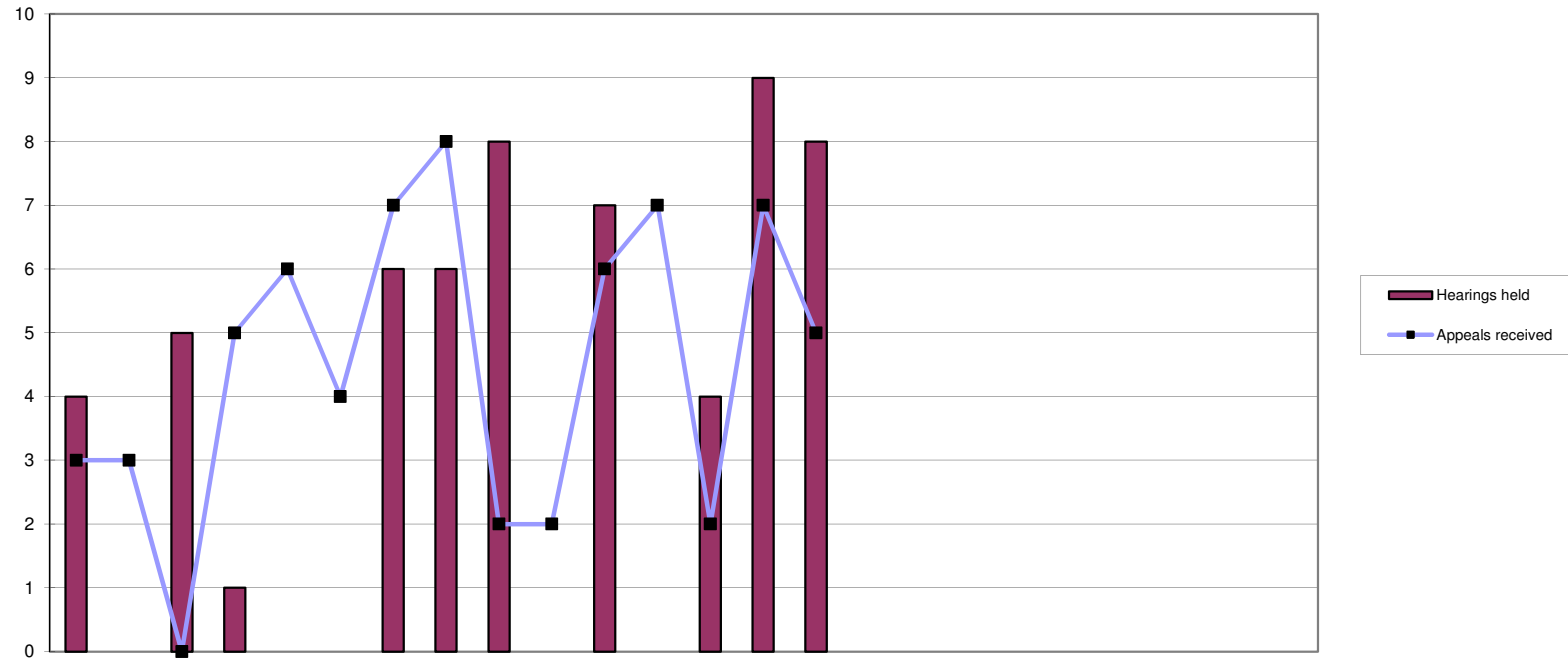
Fitness to Practise Department



Number of Months	Cases 2003-4	Cases 2004-5	Cases 2005-6	Cases 2006-7	Cases 2007-8	Cases 2008-9	Cases 2009-10	Cases 2010-11	Cases 2011-12 YTD
1-4	5	8	4	2	6	9	26	28	11
5-8	15	21	27	37	37	51	87	114	42
9-12	2	8	13	32	64	62	63	121	25
13-16	1	0	6	18	26	34	43	34	17
17-20	0	4	3	9	11	11	20	7	6
21-24	0	0	2	5	6	3	9	4	0
25-28	0	0	2	3	5	2	6	6	1
29-32	0	0	0	1	1	0	1	1	0
33-36	0	0	0	0	1	2	1	0	1
Over 36	0	0	0	0	0	1	0	0	0
<b>Mean Months</b>	<b>6</b>	<b>8</b>	<b>10</b>	<b>11.5</b>	<b>12</b>	<b>11</b>	<b>11</b>	<b>9</b>	<b>10</b>
<b>Median Months</b>	<b>5</b>	<b>7</b>	<b>8</b>	<b>10</b>	<b>11</b>	<b>10</b>	<b>9</b>	<b>9</b>	<b>8</b>
<b>Total Cases</b>	<b>23</b>	<b>41</b>	<b>57</b>	<b>107</b>	<b>157</b>	<b>175</b>	<b>256</b>	<b>315</b>	<b>103</b>

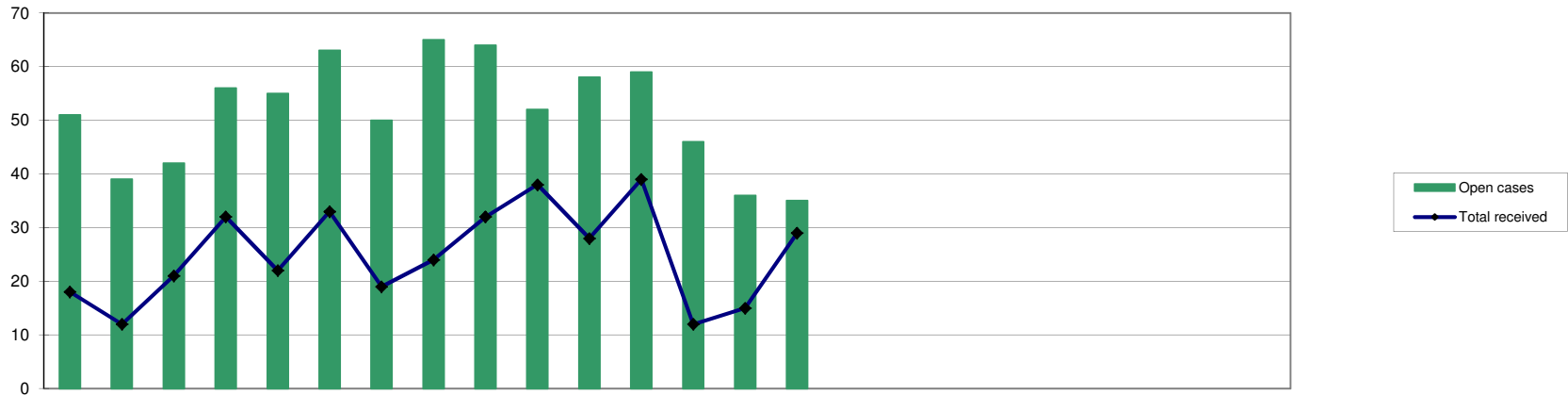


Number of Months	% 2003-4	% 2004-5	% 2005-6	% 2006-7	% 2007-8	% 2008-9	% 2009-10	% 2010-11	% 2011-12 YTD
1-4	22	20	7	2	4	5	10	9	11
5-8	65	51	47	35	24	29	34	36	43
9-12	9	20	23	30	41	35	25	39	22
13-16	4	0	11	17	17	19	17	11	17
17-20	0	10	5	8	7	6	8	2	6
21-24	0	0	4	5	4	2	4	1	0
25-28	0	0	4	3	3	1	2	2	0
29-32	0	0	0	1	1	0	0	0	0
33-36	0	0	0	0	1	1	0	0	1
Over 36	0	0	0	0	1	1	0	0	0



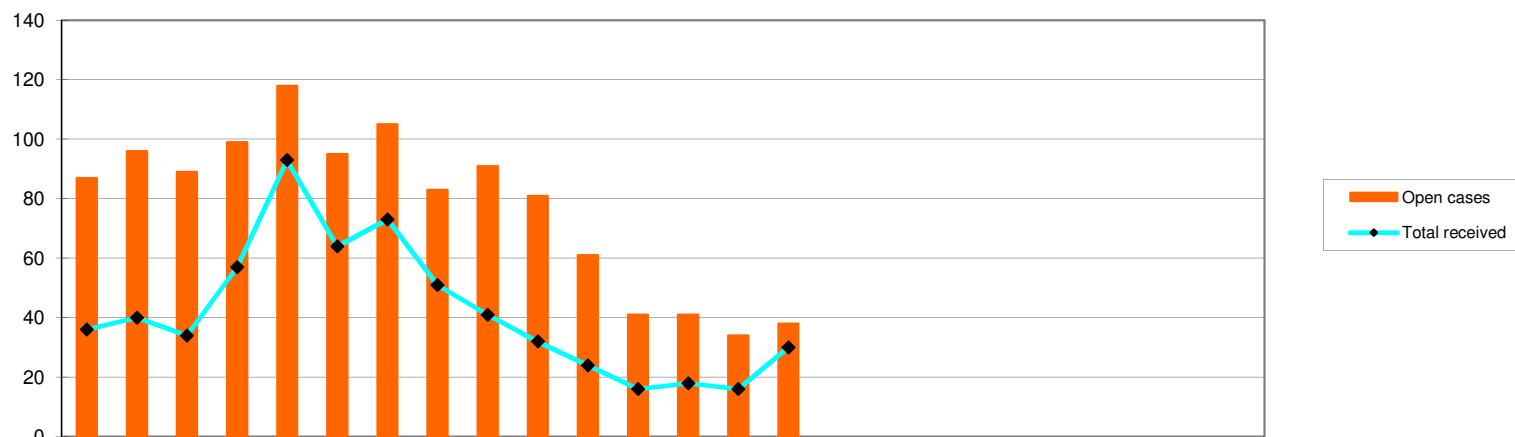
	2010			2011									2012												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Appeals received	3	3	0	5	6	4	7	8	2	2	6	7	2	7	5										
Reviewed	4	0	5	0	0	0	6	6	8	0	8	0	4	9	8										
Hearings held	4	0	5	1	0	0	6	6	8	0	7	0	4	9	8										
Adjourned/postponed	1	0	1	0	0	0	0	1	1	0	0	0	0	3	0										
Withdrawn	1	0	0	0	0	1	0	0	0	0	1	1	0	1	1										
Allowed	2	0	4	0	0	0	3	4	2	0	6	0	2	4	5										
Dismissed	0	0	0	0	0	0	3	1	3	0	1	0	2	3	2										
Substitute decision	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0										
Remit to ETC	0	0	0	0	0	0	0	0	2	0	0	0	0	1	1										
Current active cases	10	13	9	13	18	21	22	24	19	21	22	27	25	27	19										

2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12
FYE	FYE	FYE	FYE	FYE	FYE	YTD
91	104	41	55	29	53	14
266	90	65	55	41	37	21
266	90	65	55	38	37	21
19	20	10	9	4	4	3
13	16	15	2	1	4	2
128	33	29	23	14	21	11
88	29	31	17	7	8	7
0	0	0	0	0	0	0
31	6	4	7	13	2	2



	2010			2011									2012												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
<b>Public</b>	1	0	3	3	2	1	4	1	1	1	1	3	2	2	5										
<b>Police</b>	0	0	1	0	2	0	0	0	1	3	2	3	0	3	2										
<b>HPC</b>	0	0	0	4	0	0	2	0	0	1	0	0	0	1	0										
<b>Anonymous</b>	0	3	1	2	6	4	0	2	2	3	2	1	0	3	5										
<b>Professional</b>	17	9	16	23	12	28	13	21	28	30	23	32	10	6	17										
<b>Total received</b>	18	12	21	32	22	33	19	24	32	38	28	39	12	15	29										
<b>Visits</b>	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0										
<b>Open cases</b>	51	39	42	56	55	63	50	65	64	52	58	59	46	36	35										

2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12
FYE	FYE	FYE	FYE	FYE	FYE	YTD
53	21	42	56	32	21	9
31	38	27	44	38	12	5
10	10	6	3	2	7	1
50	78	38	47	31	26	8
225	137	103	233	213	252	33
369	284	216	383	316	318	56
			3	3	0	1



	2010			2011									2012			2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12									
	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	FYE	FYE	YTD
<b>Received</b>	Renewal	1	1	1	0	1	0	0	0	0	0	0	1	1	0										36	27	81	43	154	4	2
	Readmission	3	7	9	5	14	5	3	7	5	6	7	3	4	1	5									33	40	34	94	53	74	10
	Admission	22	12	9	31	59	38	52	30	25	26	17	13	13	14	25									165	150	158	248	282	334	52
	Self referral	10	20	15	21	19	21	18	14	11	0	0	0	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	54	86	158	192	209	149	0
<b>Total received</b>	<b>36</b>	<b>40</b>	<b>34</b>	<b>57</b>	<b>93</b>	<b>64</b>	<b>73</b>	<b>51</b>	<b>41</b>	<b>32</b>	<b>24</b>	<b>16</b>	<b>18</b>	<b>16</b>	<b>30</b>									<b>288</b>	<b>303</b>	<b>431</b>	<b>577</b>	<b>698</b>	<b>561</b>	<b>64</b>	
<b>Considered</b>	Considered by panel	32	28	33	38	49	61	46	52	25	35	37	25	16	17	16									n/a	n/a	256	399	387	461	49
	Referred to FTP	4	4	9	8	5	6	10	1	4	4	3	2	6	4	0									n/a	n/a	37	41	61	60	10
	Admission rejected	1	0	1	0	1	0	1	0	0	2	1	0	0	1	0									n/a	n/a	2	6	2	7	1
	Readmission rejected	1	0	3	2	1	2	1	1	1	1	1	0	0	0	0									n/a	n/a	3	8	7	14	0
	Renewal rejected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									n/a	n/a	0	2	1	0	0
	Not referred to FTP	9	7	8	8	9	11	3	8	10	6	4	4	5	0	1									n/a	n/a	34	82	66	87	6
	Admission accepted	13	14	8	15	27	36	30	41	9	17	21	16	4	12	15									n/a	n/a	150	204	204	247	31
	Readmission accepted	4	3	3	5	6	6	1	1	1	5	7	3	1	0	0									n/a	n/a	19	51	32	45	1
	Renewal accepted	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0									n/a	n/a	1	5	12	1	0
	Closed before panel	3	3	8	7	21	28	16	22	25	7	6	7	1	5	8													143	153	14
<b>Open cases</b>	<b>87</b>	<b>96</b>	<b>89</b>	<b>99</b>	<b>118</b>	<b>95</b>	<b>105</b>	<b>83</b>	<b>91</b>	<b>81</b>	<b>61</b>	<b>41</b>	<b>41</b>	<b>34</b>	<b>38</b>									<b>n/a</b>	<b>n/a</b>	<b>75</b>	<b>75</b>	<b>87</b>	<b>35</b>	<b>113</b>	