
1 April 2014 to 31 March 2015

Fitness to practise – key information 2015

Executive summary

Welcome to the summary of key information about the Health and Care Profession Council's (HCPC's) work in considering allegations about the fitness to practise of our registrants. This summary covers the period 1 April 2014 to 31 March 2015 and includes key statistics about the cases we have received and how our fitness to practise panels have dealt with them.

Our fitness to practise process is designed to protect the public from those registrants who are not fit to practise. If a registrant's fitness to practise is 'impaired', it means that there are concerns about their ability to practise safely and effectively. That may mean that they should not practice at all, or that they should be limited in what they are allowed to do. Our processes do not mean that we will pursue every isolated or minor mistake but if a registrant is found to fall below our standards, we will take action to protect the public.

In the last five years, the number of registrants on our Register has increased by 54 per cent (from 215,083 in 2010–11 to 330,887 in 2014–15) and the number of allegations we have received has increased by 186 per cent (from 759 in 2010–11 to 2,170 in 2014–15). It is important to note, however, that during 2014–15 only 0.66 per cent of registrants had an allegation made against them, and only 0.03 per cent of registrants were subject to a sanction imposed at a final hearing.

Ensuring our processes are aligned with the principles of restorative and rehabilitative justice remains core to the HCPC's fitness to practise proceedings. Along with ensuring openness, fairness and transparency in our fitness to practise proceedings, this will remain central to our approach and work in 2015–16.

We continue to look at ways to improve and develop our processes and in 2015–16 this will include a review of our Standard of

acceptance policy to ensure it remains fit for purpose. We also plan to increase the accessibility of the Policy, given that although the overall number of cases closed without being considered by an Investigating Committee Panel (ie where the case has not met the Standard of acceptance) slightly decreased in 2014–15 from 2013–14 the percentage of those cases received from members of the public remained high (56 %).

We will also start work to further separate our investigation and adjudications functions to ensure enhanced independence in our fitness to practise process.

I hope you find this document of interest. Further information is available in our full Fitness to Practise Annual Report 2014–15 which can be found on our website, www.hcpc-uk.org/publications/reports

If you have any feedback or comments please email me at ftponcaserelated@hcpc-uk.org.

John Barwick
Acting Director of Fitness to Practise

Cases received in 2014–15

Total number of cases received

Year	Number of cases	Total number of registrants	% of registrants subject to complaints
2014–15	2,170	330,887	0.66

Who raised concerns in 2014–15?

Who raised a concern	Number	%
Article 22(6) / anon	65	3.0
Employer	554	25.5
Other	103	4.7
Other registrant / professional	71	3.3
Professional body	21	1.0
Police	15	0.7
Public	988	45.5
Self referral	353	16.3
Total	2,170	100

There was an increase of 4.8 per cent in the number of cases the HCPC dealt with compared to 2013–14.

The number of professionals registered by the HCPC also increased over the same period by 2.7 per cent.

The proportion of registrants who had a fitness to practise concern raised against them was 0.66 per cent or about one in 166 registrants. This is similar to 2013–14 where 0.64 per cent of registrants had a concern raised against them or about one in 164 registrants.

Members of the public remained the largest complainant group. They made 45.5 per cent of the complaints about registrants. In 2013–14, the proportion was 38 per cent.

When a case does not meet our Standard of acceptance for allegations, the case is closed. You can find out more about our Standard of acceptance policy on our website at www.hcpc-uk.org/publications

1,042 cases were closed without being considered by a panel of the HCPC's Investigating Committee.

Decisions by Investigating Committee panels

Panels of the Investigating Committee (ICPs) considered 849 cases. In 39 of these cases, the ICPs requested further information. The outcome of the remainder of the cases is set out in the table below.

The case to answer rate for cases considered by an ICP was 53 per cent. This was the same case to answer rate as 2013–14.

49 per cent of the cases considered by an ICP were received from employers. Of these, 68 per cent resulted in a ‘case to answer’ decision.

124 of the cases considered by an ICP were received from members of the public. Of these, only 30 cases resulted in a ‘case to answer’ decision.

Case to answer by complainant

Complainant	Number of case to answer	Number of no case to answer	Total	% case to answer
Article 22(6) / anon	10	9	19	53
Employer	271	128	399	68
Other	8	13	21	38
Other registrant / professional	11	10	21	52
Police	0	3	3	0
Professional body	12	7	19	63
Public	30	94	124	24
Self referral	91	113	204	45
Total	433	377	810	53

Final hearings

351 final hearing cases were concluded (involving the same number of registrants), this is an increase of 84 cases from 2013–14.

Final hearings where allegations were well found concerned only 0.03 per cent of the professionals registered by the HCPC. In 2013–14, this was 0.06 per cent.

Decisions from all public hearings where fitness to practise is considered to be impaired are published on our website at www.hcpc-uk.org. Details of cases that are considered to be not well founded are not published on the HCPC website unless specifically requested by the registrant concerned.

Outcome by type of committee

Committee	Amended	Caution	Conditions of practice	No further action	Not well founded	Discontinued	Removed (incorrect / fraudulent entry)	Struck off	Suspension	Voluntary removal	Total
Conduct and Competence Committee	0	52	38	6	74	15	0	62	66	28	341
Health Committee	0	0	1	0	2	0	0	0	3	2	8
Investigating Committee (fraudulent and incorrect entry)	0	0	0	1	0	0	1	0	0	0	2

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