

## Chief Executive's Report for 1<sup>st</sup> December 2005 to 28<sup>th</sup> February 2006 Contents

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**Meetings 1<sup>st</sup> December 2005 to 28<sup>th</sup> February 2006**

**1. Completed Meetings**

Non-Medical Professional Regulation Advisory Group	7-8 Dec
Recognition of Qualifications Workshop, Cyprus	9-10 Dec
Department of Health, Leeds	12 Dec
SMAE	13 Dec
British Association of Prosthetists and Orthotists	19 Dec
British Association of Art Therapists	20 Dec
Institute of Biomedical Scientists	20 Dec
Society of Chiropodists and Podiatrists	5 Jan
British Dietetic Association	5 Jan
Royal College of Speech and Language Therapists	9 Jan
Association of Clinical Scientists	9 Jan
PKF	11 Jan
Society of Radiographers	12 Jan
Chartered Society of Physiotherapy	13 Jan
RSM Robson Rhodes LLP	17 Jan
Bentley Jennison	19 Jan
Association of Operating Department Practitioners	20 Jan
Department of Health	23 Jan
Registrars of Health Professions	23 Jan
Gateways to the Professions Collaborative Forum	31 Jan
Sexual Abuse by Health and Care Staff	31 Jan
EU Directives in Services, DTi	1 Feb

**2. Scheduled Meetings**

Skills for Health	16 Feb
CHRE Performance Review	20 Feb
Capita Hartshead	21 Feb
British Paramedic Association	21 Feb
CHRE	27 Feb
Kate Hoey MP	28 Feb
Modernising Healthcare Science Careers	28 Feb
British Paramedic Association and Department of Health	6 March
Health and Social Services Department, Guernsey	10 March
CHRE	20 March
Department of Health, Leeds	24 March
UK Council for Psychotherapy	30 March
Human Resources in the NHS Conference	25 April
Northern Ireland	2-5 May
Sports Massage Association	12 June
National Association of Phlebotomists	12 June

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**1. Approvals Visits**

The following seven visits took place between 1<sup>st</sup> Dec 2005 – 28<sup>th</sup> Feb 2006.

Name of Education Provider	Title of Programme	Date of Visit
Medway School of Science University of Greenwich	Supplementary Prescribing	10 <sup>th</sup> Jan
Queen Margaret University College	MSc Dietetics	1 <sup>st</sup> -2 <sup>nd</sup> Dec
University of Hertfordshire	MA Art Therapy	28 <sup>th</sup> Feb-1 <sup>st</sup> Mar
University of Leeds	BSc (Hons) Diag Radiography	15 <sup>th</sup> Feb
University of Northumbria	Supplementary Prescribing	31 <sup>st</sup> Jan
University of Plymouth	Supplementary Prescribing	9 <sup>th</sup> Feb
University of Wolverhampton	Supplementary Prescribing	13 <sup>th</sup> Dec

There are a total of 43 approval visits planned between 1<sup>st</sup> March and 13<sup>th</sup> July 2006; the majority of which have had their visitors and Executive members assigned. The schedule is now at capacity and it is extremely unlikely that any further visits will be accommodated for a programme with a September 2006 start. A number of visits have already been planned for autumn 2006 and early 2007 and the Department will be contacting all education providers in the summer to remind them of the timescales involved in the approvals process, which may be relevant to any programmes they are planning to start September 2007.

**2. Refined Approvals Process and Flowchart**

The revised approvals process was considered and approved, with agreed amendments, at Approvals Committee on 22<sup>nd</sup> November 2005. The new flowchart gives more detail on the HPC's role and remit and provides more clarity, for visitors and education providers, on the various stages of the process. The flowchart and guidance is currently being rewritten by the Executive in

the Department and will return to the forthcoming Approvals Committee for final approval.

**3. Visitor reports**

All visitors' reports were published on the web site on 3<sup>rd</sup> February 2006, under the heading 'approval visit reports'. A total of forty-five reports were published covering all the programmes approved since the start of the new approvals process. All visitors reports are water marked with 'All conditions met: programme approved' so that it is clear that none of the conditions referred to within the report are outstanding.

**4. Annual Monitoring**

All education providers were emailed in December 2005 with an updated on the new process and again in February 2006 with detailed information on the new annual monitoring process and the expectations upon them and the necessary deadlines. All of the information and forms have been published on the website and education providers directed there in the aforementioned email. Printed hard copies of the new annual monitoring flowchart and supplementary information are due to be distributed to all education providers in March.

**5. Major and Minor Changes**

All education providers were emailed in December 2005 with an updated on the new process and again in February 2006 with detailed information on the new major and minor changes process and the expectations upon them. All of the information and forms have been published on the website and education providers directed there in the aforementioned email. Printed hard copies of the new major and minor Changes supplementary information are due to be distributed to all education providers in March.

## 6. Employees

The new Education Manager started on 23<sup>rd</sup> January 2006 and interviews have been arranged for 21<sup>st</sup> February 2006 for two new Education Administrators (Annual Monitoring). It is hoped that the new employees will take up post in mid March, which will allow for a few weeks training before the first round of annual monitoring documentation is received. A replacement Education Officer is being advertised in mid February, with the hope that the new person will be in post in April to help with the heavy schedule of approvals visit in May-July 2006.

Department employees are planning to meet members of the biomedical scientist, clinical scientist and paramedic professions in the near future to discuss future approval visits for programmes in their profession.

Department employees are planning to arrange road shows for education providers in autumn 2006. These road shows will introduce education providers to the approvals, annual monitoring and minor & major processes and are scheduled in autumn, so that feedback from the current round of annual monitoring and approvals visits can be incorporated into the discussion. Also it is felt that the autumn term is most conducive to attendance from academics.

## Communications – Mr. Chris Middleton

### 1. Media Activity

HPC received positive media coverage surrounding the first push to 'Check your health professional is registered' and secured TV coverage on Channel Five news along with national radio coverage on Radio Five Live. This was supplemented by several regional radio interviews and the story being picked up in several daily newspapers at both local and national level. The story also appeared on Which? On-line an important consumer website.

A little negative coverage was received surrounding the jailing of Paul Baker, particularly in Therapy Weekly, but in all very little appeared and what did was balanced and fair (a couple of professional body magazines covered the story) and there was no national or local media enquiries.

Only one health professional has written in to Communications surrounding Mr. Baker and they received the 'letter to registrants'. Several supportive letters were received from professional bodies.

A second push on 'Check that your health professional is registered' has been undertaken within the last week and coverage will soon be available.

### 2. Events

Listening events were held in Kettering and Chelmsford in January with good attendance at both afternoon sessions and smaller crowds in the evening. Issues surrounding the registration process, CPD and future communications. The feedback from the events will be written up and presented shortly.

Preparations for the Partners Conference have begun but the lead officer on the project this time around will be the Partner Manager.

Listening events will be held in Scotland and Northern Ireland within the next few months as well as the north of England.

### 3. Website

Work continues to develop the capabilities of the website including expanding the content management system to include the areas of Education and of Policy. It is hoped that the Council member extranet will be available for demonstration at the February 27<sup>th</sup> meeting. There have been issues surrounding the installation of a software upgrade that would allow us to monitor usage of the website and the micro-site [www.Hpcheck.org](http://www.Hpcheck.org), but we hope to have them resolved soon. All historical figures have been saved and will be reported when the technical difficulties have been over come.

### 4. Stakeholder communications

A series of student talks have taken place in Scotland including one at Glasgow Caledonian University in front of 400 people. Other student talks have taken place in London, Liverpool, Bournemouth, Keele and Plymouth.

### 5. Publications

The third edition of the newsletter was published in early February and now has over 1,000 people receiving it.

### 6. Employees

Resignations were received from Catherine Dawson, Sarah Dawson and Chris Middleton this month.

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**1. Corporate Services**

Corporate Services covers Information Technology, ISO, Offices Services and Information Services.

**2. Information & IT**

**Employees**

Rick Welsby has been recruited as, Back Office Administrator and Developer. Rick commenced work shortly before Christmas 2005. Rick will be working on the various Lotus Notes based systems for FTP, Decision and Knowledge Tracking, plus assisting with the other developments around HPC.

The Freedom of Information database system "FRINK" will be copied and modified to create a Data Protection Act request system. Separation of the different functions should prevent any accidental publishing of personal information. This is not an urgent requirement, and will be fitted in when time allows.

General IT Infrastructure – The IT team are evaluating possible upgrades to the anti virus product we use on the desktop and servers throughout HPC. The current product has proved secure to date, but does not deliver sufficient management information to track virus signatures uploaded to different hardware. This is a potential weakness.

We are looking at ways of automatically updating PC's with patches and upgrades, linked with software and hardware audit. This is a drain on resources at present.

**Projects**

The ICR solution is working with a team of 4 users plus supervisor. ICR renewal technology has reached up to 1,001 fully processed renewals in one day. Adjustments to the method of uploading data from the ICR system to LISA will deliver further speed improvements over the next months. As of 26<sup>th</sup> January the renewals team are fully up to date. No doubt a flood of late renewals will put the team under pressure again later on in the cycle.

**BACS-IP & AUDDIS**

The direct debit scheme used in the UK is undergoing changes to use internet technology. The new file delivery mechanism is already in place. Initial testing of the developed software linking LISA and the direct debit process has taken place. Minor work is required before Registration Officer training can commence.

APU (Fitness to Practise tracking system). System testing is occurring in the FTP department, prior to any final amendments. A major data upload exercise will then take place to populate the system with previous or current cases and investigations. Reports from the system have been defined and will be developed to assist in budgeting and workload planning.

An Office Services helpdesk. This is on hold as testing of the ICR Renewal systems and Fitness to Practise systems are carried out.

Work on a system for Education & Policy *SELMA* will commence following correction of any post roll out issues with the FTP system. Again shared functionality will cut development and support time long term.

We expect refinements to the processes to be finalised before commencing work following analysis by the Operations Director.

**Authentication of Users. (Abraham) Project.** The development model has now been forwarded to Digital Steps for design work. More detailed operational practice is being worked through with DSL, as the initial Finance and ICR enhancements for renewals near completion. Authentication cards are in place. The back end functionality will be rolled out later, to help secure registrant details.

All high value hardware, PC's and laptops are asset tagged upon purchase, in line with Baker Tilly audit suggestions.

### 3. Document Control – FOI

Recent highlights include questions by professional bodies and television news service. A Notes based system to assist tracking Council and Committee decisions is being tested by Secretariat. We may also have an alternate commercial option that may be used long term.

### 4. Business Continuity & Security

A paper test of the Disaster Recovery plan will occur when the new renewal systems have bedded down later this year, along with a live test early in the new year.

Additional data replication of non LISA and Notes files to Star Services in Gloucester is being evaluated. This will allow us to leave back-up tapes within the HPC building or at the offsite storage facility.

PCI audit of debit and credit card transaction systems – beating the requirements at our current level of transactions. A quarterly internal audit is required and will be carried out by our Quality Manager. HPC-wide software audit by external contractors. Validating against the different proof of ownership requirements by various software suppliers Commencing 26<sup>th</sup> January 2006. This is to prove we have the required evidence of ownership rather than just look at licence numbers. Some suppliers require boxes of CD's, plus licence certificates plus invoices and purchase orders, others just a validation key to unlock a number of concurrent users of the software.

We will follow what ever guidelines can be developed.

### 5. Applied Psychologists

New Profession No information on start date yet. A standard IT new profession project plan exists for when the process starts.

### 6. Quality Management (ISO 9001:200 Update)

Result of the most recent assessment successfully passed on 12<sup>th</sup> October 2005.

Next assessment April 2006, for Quality Management, Education – new professions, HR – Employees.

An initial examination of our current status against the Information Security Standard ISO27001 will be carried out to determine how much work would be required to reach the standard.

### 7. Office Services Employees

Deborah Farley has tendered her resignation. A replacement will be sought.

A programme of photocopier replacement is planned for the next few months.

**1. General**

Since the last meeting, the Finance Department has produced the December YTD Management Accounts and is preparing for publication of the January YTD monthly accounts.

**2. March 05 Year End**

Regarding the 31<sup>st</sup> March 2005 Statutory Accounts, the Statement of Internal Control is now completed. We will adopt National Audit Office's (NAO) recent view that 05/06 fraud costs of £13k after March balance date plus fraud investigation costs (auditors, lawyers) totalling approximately £118k should be recognised in the 05/06 accounts, as were incurred after the 31<sup>st</sup> March 2005 balance date. Pre-31<sup>st</sup> March 2005 balance date costs included fraud costs of £120k and audit fees of £36k. Any potential recoveries of fraud-related costs from our ex-auditors are still under negotiation with their lawyers. The final outstanding points on the March 2005 Accounts are for us to agree with the auditors whether any provisions are needed for PAYE and NI back-taxes payable and for Baker Tilly and NAO to create and sign letters stating their audit opinions about the accounts.

**3. Supplier payments**

At 31<sup>st</sup> December, at least 92% by value of the £389k Creditor payments (Purchase Ledger) are in the 30 days or less category in the Aged Creditors Listing. The payment date schedule is posted on the HPC intranet (for the next 12 months) and payment runs are run about every two weeks to ensure prompt invoice processing. When the Accounts Payable Officer resigned in early December, we were two weeks behind in processing Accounts Payable invoices. At present, we are about three weeks behind. In explanation, various signatory managers were away over Christmas/early January delaying some signoffs and we have experienced delays in the temp replacement person clearing the backlog. Other Finance staff have also provided limited assistance in this area, due to competing work priorities.

**4. Fee adjustments and income receipts handling**

At the time of writing (24<sup>th</sup> January), there is a backlog in registrant direct debit cancellations and amendments of about 2 processing days. We are up to date on rejected payments, refunds and mid-cycle lapsing of registrants. Banking registrant cheques and credit card reconciliations are up to date.

**5. Income Collection cycle**

Direct debit collections of Registrants' fees (cover more than 80% of renewal fees by value) are done by the Finance Dept, with collections made two months in advance. CH collections occurred in December with R, PA and OR ones in January. Further fee collections are scheduled in February for the SL, PO and CS professions. Most of the income comprises renewal fees collected.

**6. Insurance and Risk Management**

The HPC Risk Management document (last updated in November 2005) was presented to the Audit Committee meeting on 18<sup>th</sup> January. Baker Tilly Insurance Services were approached to provide an alternative annual premium quote on insurance coverage, but at the time of writing, have yet to respond.

**7. Funds under Management**

At 25<sup>th</sup> January, the Business Reserve account balance was £0.9M, earning an interest rate of approx 2% per annum. A further £2.1M is invested in the Money Market on a rolling weekly/fortnightly basis, earning approximately 4% per annum. NatWest, Barclays and HSBC are now the three nominated Money Market providers but at the time of writing we are waiting on NatWest to release proof of identification paperwork to the other nominated banks. There are no bank loans outstanding. Approx £1.5M is also invested with Carr Sheppards Crosthwaite, professional fund managers in a fund portfolio. We are in compliance with the Reserves Policy level Finance Committee-approved in November 2005.



### 8. Employee Training

Tax Update training is scheduled for the three senior staff in February. Three Finance staff are enrolled in CIMA courses (part-time, after-hours professional accountancy qualification) at present.

### 9. Significant Financial Projects/Issues (next few months)

- Publication of the 31<sup>st</sup> March 2005 accounts and preparation for the 2005/06 Financial Year End
- Recruitment & appointment of a permanent Accounts Payable Officer in Feb-March 2006
- Resolution of the Employment tax changes (travel claims and Council Member employment status), including communication to affected parties and appropriate additions to Payroll records.
- Completion and approval of Version 3 of the 2006/07 budget for Finance & Resources Committee approval at their 22<sup>nd</sup> March meeting
- Seek Committee, Council and Parliamentary approval to raise the International Scrutiny Fee to £300 per application from 1st January 2007.
- Avoid a significant backlog of Registrant payment rejections, balance adjustments and midcycle lapses building up
- Action outstanding insurance issues, including Fleet-risk assessment (vehicle drivers).
- Implement HMRC online PAYE filing and Bulk Letter Generation projects in March 2006
- Update the Financial Procedures manual and encourage greater role cross-training within the Department, to minimise person risk.

### 10. Employee Issues

There is a team of five full-time employees in the department. Person-cover risk is an ongoing issue while financial procedure documentation is outdated. Temp staff are periodically hired to cover for permanent staff on leave and to help clear work backlogs (to maintain service levels).

### 11. Other

- Residual AUDDIS testing is still occurring at the time of writing.
- In November, the Finance Manager, FTP Director and the Chief Executive met with senior partners of Kingsley Napley and Bircham

Dyson Bell (legal firms heavily used by HPC) to achieve improved invoice transparency, quarterly summaries and more timely billing, effective immediately.

- Various Jan/early Feb extra-ordinary meetings – Council Workshop pre-meeting with facilitator and workshop, prospective Internal Auditor firm briefings, Council member and staff inductions, Needs Analysis with G.B. Training, Sector Finance manager benchmarking meeting and EMT Away Day.

**1. Suspension Order**

Baldev Mehra, physiotherapist  
 David Miller, operating department practitioner  
 Josephat Mwilaria, radiographer  
 Mark Holman, chiroprapist

**2. Caution**

Graham Durant, paramedic

**3. Referred to the Conduct and Competence Committee**

Jackie Hutchings, paramedic

**4. Adjournment/Need further time**

Edward McGarrell, paramedic  
 Rosemary Fisher, speech and language therapist  
 Margo Sharpe, speech and language therapist  
 Keith Hotchkiss, paramedic  
 Vere Thorpe, chiroprapist  
 Lilyana Banda, physiotherapist  
 Juliet Hiuhu, occupational therapist  
 Henderik Lameris, occupational therapist  
 Alan Edwards, occupational therapist

**5. Review Hearings**

Tariq Azam, biomedical scientist, suspension revoked  
 Lindsay Boyes, speech and language therapist, suspension revoked  
 Roland Ross Parton, chiroprapist, suspension extended  
 Anthony Martin, physiotherapist, suspension revoked  
 Fraymond Mayunga, physiotherapist, conditions of practice extended  
 Fadayomie Alade, physiotherapist, suspension extended

**6. Investigating Committee**

72 allegations were received between November 2005 and January 2006. Panels of the Investigating Committee considered 56 cases between November 2005 and January 2006. There was a case to answer in 35 cases. The current case to answer rate is 58%. At the end of January 2006 there were 123 cases within the remit of the Investigating Committee. This includes three cases of incorrect entry.

**7. Conduct and Competence Committee**

At the end of January there were 144 cases within the remit of the Conduct and Competence Committee. This number includes 36 cases where a suspension or conditions of practice order has been imposed and the cases will require a review hearing.

**8. Health Committee**

At the end of October there were 15 cases within the remit of the Health Committee. This includes cases 8 where a suspension or conditions of practice order has been imposed and a review hearing will be required.

**9. Interim Orders**

Interim suspension orders were granted in the following cases:  
 Prajakta Nawathe, physiotherapist  
 Kathryn Crain, operating department practitioner  
 Wendy June Elliot, radiographer

**10. Registration Appeals**

At the end of January there were 49 outstanding registration appeals

**11. Health and Character**

142 declarations were received between November 2005 and January 2006

## 12. Protection of Title

82 complaints about the use of title were received between November 2005 and January 2006

## 13. Other Information

Meetings have taken place with:

GB Training  
NHS Counter Fraud and Security Management Service  
Medico Legal Association of the CSP  
Kingsley Napley

Training has taken place with:

Employee Assistance Programme  
Jonathan Bracken

High Court Appeals:

The following cases are currently outstanding:

Simon Harrison  
Mohammed Khokhar  
David Fozard

Employee matters:

Zoe Maguire has been appointed to the position of Case Manager  
Gemma Lee has been appointed as Hearings Officer.  
A further Hearings Officer and a Case Manager will be joining the organisation on 6<sup>th</sup> March 2006

**1. Employee Resourcing**

Two new positions have been advertised through the Guardian Newspaper for Education Administrators (Approvals), within the Education Department. These positions will be responsible for the administrative support for the annual monitoring process and will involve participation in the design, development and implementation of new administrative processes. Interviews will be held early in February 2006. Following the resignation of the Finance Department's Purchase Ledger Officer, applicants were sourced through an agency specialising in Finance positions. Unsuccessful interviews were held in December 2005 however further interviews were held in February and a candidate commences in March 2006.

Following the resignation of Bryan Wilson, Rick Welsby, HPC's new IT Back Office Systems Administrator and Developer, commenced in December 2005.

A newly created position for a Registrations Manager (Operations), reporting to the Director of Operations was advertised in January 2006. A new position for a Case Manager has also been advertised and closed on 24<sup>th</sup> January 2006. The successful applicant commences on March 6<sup>th</sup> 2006.

After advertising a Case Manager vacancy, Zoe McGuire (Hearings Officer in the Fitness to Practise Department) was promoted to the position. Her former position of Hearings Officer has been advertised in the Guardian newspaper and filled with an experienced Hearings Officer who commences on March 6<sup>th</sup> 2006.

HPC's new Education Manager, Abigail Creighton, commenced in January 2006 in the Approvals and Annual Monitoring Department.

Following advertising in November 2005, the quality of applications received for the Policy Manager (Education), Policy and Standards Department was deemed to be unsatisfactory by the interview panel (Norma Brook, Marc Seale, Eileen Thornton, John Harper, Tony Hazel, and Larissa Foster). No applicants were shortlisted for interview and alternative recruitment strategies now are being examined.

**2. Performance Reviews**

HPC's annual performance reviews are being held across the organisation throughout February. All employees have a performance review in order to address formally, performance and goals and objectives for the coming year. The performance review system is essentially the same system used as in previous years, based on goals and objectives, however competencies have also been added for assessment this year.

**1. Telephone Calls**

The team received 11,104 calls from applicants during this period, with an average 85% answer rate over the whole period. Calls were answered on average in 26 seconds.

**2. International Registration Application**

International registration applications are currently being received at 350 per month, this amount will increase as in previous years during the following months. Total number of international registrations over the period average at 178 per month. The total number of applications processed increased in January by 18% so we expect a marked increase in Registrations over the following months.

**3. Grandparenting Registration Application**

Following the end of the transitional period for the first 12 professions the team have made good progress in dealing with outstanding grandparenting applications. Most are now processed with only 300 awaiting further information to allow the team to complete processing. Registrations average at 190 per month over the period.

**1. Recruitment.**

The appointment of non-Council Committee members to the Finance and Resource and Audit Committees has now been formalised, further to Council approval in December. A non-Council prosthetist and orthotist Member has also been appointed to the Education and Training Committee.

Interviews for 3 prosthetist and orthotist Panel Members have been scheduled for the 27<sup>th</sup> February.

**2. Partner Performance Appraisal**

Amendments to the partner performance appraisal have been made, further to comments from the relevant committees. This will be presented to March Council for approval.

**3. Partner Re-appointment Process**

Meetings are being held with the Directors of HPC's Approval and Monitoring, International and Fitness to Practise Departments to determine the re-appointment process for Partners. A total of 296 contracts will expire in 2006, between the months of July and September. A process will be implemented to match Partner numbers to forecast business needs. This process will be subject to legal advice and Council approval in May.

**4. Contracts**

As a number of Council Members and Partners have requested that the HPC pay their employer direct, Kingsley Napley has been instructed to draft agreements to reflect this (i.e. agreement for fees between the HPC and employers). Kingsley Napley will also amend the existing Partner and Non-Council Committee Member contracts to deal with fee payments as above, where appropriate.

**1. Meetings:**

- Speaker at British Paramedic Association conference, on CPD, 23<sup>rd</sup> November
- Speaker at Therapy Weekly CPD conference, 30<sup>th</sup> November
- Speaker at Health Professions Wales disability conference on making reasonable adjustments, 8<sup>th</sup> December
  - National Clinical Assessment Service project group, 'Handling performance concerns, a good practice guide', meetings 14<sup>th</sup> December and 26<sup>th</sup> January
  - Allied Health Professions Federation Education Leads meeting, 16<sup>th</sup> January
  - HPC introductory talk to physiotherapy students at Kings, 18<sup>th</sup> January
  - Ros Mead and regulation team at Department of Health, 19<sup>th</sup> January
  - Sue Hill and Pat Saunders from Department of Health, 23<sup>rd</sup> January
  - National Consumer Council collaboration on Health Literacy, 1<sup>st</sup> February
  - Alliance of UK Health Regulators in Europe, 16<sup>th</sup> February
  - Chartered Society of Physiotherapy, 28<sup>th</sup> February

**2. Current Projects:**

**Review of the Standards of Proficiency**

The second meeting of the PLG group took place on 24<sup>th</sup> January. A patient representative has joined the group and attended this meeting. The results of the review of competence standards, input from the registration assessors and a re-drafted introduction were considered by the group.

**Returners to practice**

The results of the consultation on this topic are the subject of a paper at this Council meeting.

**Continuing professional development, additional information**

The PLG met representatives from professional bodies on February 3<sup>rd</sup>, to discuss initial drafts of the CPD further information and progress on the drafting of example profiles. The PLG had a further meeting on 6<sup>th</sup> February, to review the work that is due to be published in April. The group will finalise the drafts by email; the documents will go to the Education and Training Committee, and then to Council for email approval.

**Managing fitness to practise**

The results from the consultation on this document are the subject of a paper at this Council meeting.

**Health, disability and registration**

The results of this consultation are due to come to Council at its meeting in May.

**Standards of Education and Training Guidance for Education providers**

This document is currently out for consultation.

**Period of Adaptation information**

A meeting is planned for February 15<sup>th</sup>, with professional bodies, to seek view on an initial draft of information about periods of adaptation for applicants, employers and supervisors.

**1. New Council Members’ Induction**

A two day induction was held for the accountant non-Council members on the Finance and Resources Committee and the Audit Committee on 3<sup>rd</sup> February 2006.

**2. P&O Member on the Education and Training Committee**

Mr Steven Hutchins has been appointed as the prosthetist and orthotist member on the Education and Training Committee. His induction will be organised shortly.

**3. Council ‘Away Day’ 4<sup>th</sup> & 5<sup>th</sup> October 2006**

The Secretariat is in the process of organizing the Council ‘away day’ for October 2006. The event will be held at the Tankersley Manor in Sheffield. Further details will be circulated shortly.

**4. Members’ Manual**

The Secretariat is nearing the end of the process of updating the members’ manual. This will be circulated to all Council and non-Council members shortly.

**5. Members’ Section of the Website**

The members’ section of the website is being redesigned and updated. The new site will be launched shortly. Each member will be issued with a personal access number.

**6. Members’ Performance Review 2006**

Arrangements are being made for the President’s annual performance review of members. Dates for meetings are being finalised. The relevant documentation will be sent to members shortly.

**7. Council Elections**

Nomination forms for the 2006 Council elections have been sent to all physiotherapist, radiographer and occupational therapist registrants.

**8. Training - Health Professions Order 2001**

The Secretariat is organizing training relating to the Health Professions Order. Two dates in March and two dates in April have been organised.

**9. CPD PLG**

The final meeting of the Continuing Professional Development Professional Liaison Group took place on Monday 6<sup>th</sup> February 2006.

**10. Fitness to Practise Chairmen and Deputy Meeting**

A meeting of the Chairmen and Deputy Chairmen of the Fitness to Practise Committees will take place on 3<sup>rd</sup> March 2006

**11. External Meetings:**

Secretariat Employees attended the following events;  
Trustee Training

Council meetings of the General Teaching Council, General Medical Council and Architects Registration Board.

Conference on Governance within the NHS

Institute of Chartered Secretaries - Governance Training

Introduction to website development - training



**1. Telephone Calls**

The team received over 22,000 calls from registrants, applicants and other stakeholders during this period. It has been very pleasing to see the teams answer-rate increase dramatically over this period. In January 2006, the team achieved a 85% answer rate which is a dramatic improvement on recent months.

There are a number of reasons for this improvement. Firstly, the team is no longer responsible for the majority of the administrative processes linked to the registration department. Historically, the team was responsible for processing all renewal forms and applications (and payments) from those wishing to register or re-register.

Since October 2005, there has been a team of five temporary employees who are responsible for processing renewal forms and payments. Additionally, a team of temporary employees was also recruited to manage the application/readmission process in its entirety. This has enabled us to increase availability of our experienced registration officers to deal with calls and enquires.

**2. Registration Application**

Over 3,250 individuals were registered during this period and took on average 5 working days to process from start to finish.

**3. Emails**

Many registrants now contact the Department by email, preferring this method of communication as it suits their busy lifestyles. We have worked extremely hard over the past months to improve our level of service in this area. We now have a member of the team who is dedicated to answering emails within 48 hours. A total of 5 hours per day is allocated, and over this period the majority of emails have been responded to in less than 24 hours.

We are committed to improving further our service in this area, and work is already underway to implement changes to the way registrants contact us.

**4. Registration Renewal**

This period saw another professions renew registration. Radiographers were sent their renewal forms at the beginning of December 2005 and have until the 28<sup>th</sup> February 2006 to renew their registration.

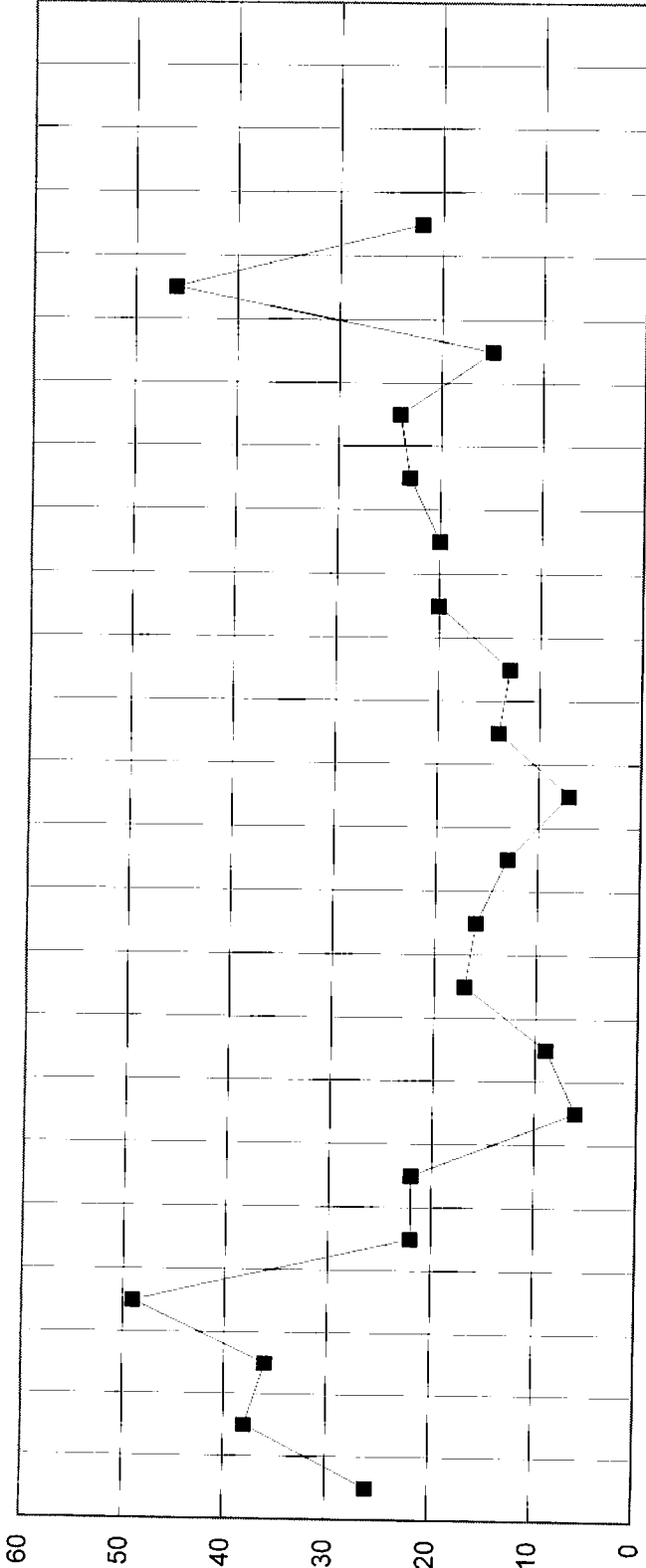
November saw a total of 6,402 final renewal forms sent to biomedical scientists, which equates to around 29% of the total number of registrants who were initially invited to renew registration. Of those, 1,790 (8.3%) failed to successfully renew their registration and were removed from the register on the 1<sup>st</sup> December 2005.

The next profession to be invited to renew their registration will be physiotherapists. Renewal forms will be mailed during the first few weeks of February 2006. Registrants will have until the 30<sup>th</sup> April 2006 to renew their registration for the 2006/08 period.

**Management Reporting Information  
Council 1st March 2006  
Health Professions Council**

Enclosure 03/HPC03/06

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	Days to Final Assessor Decision from Application	<b>32</b>
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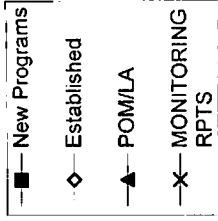
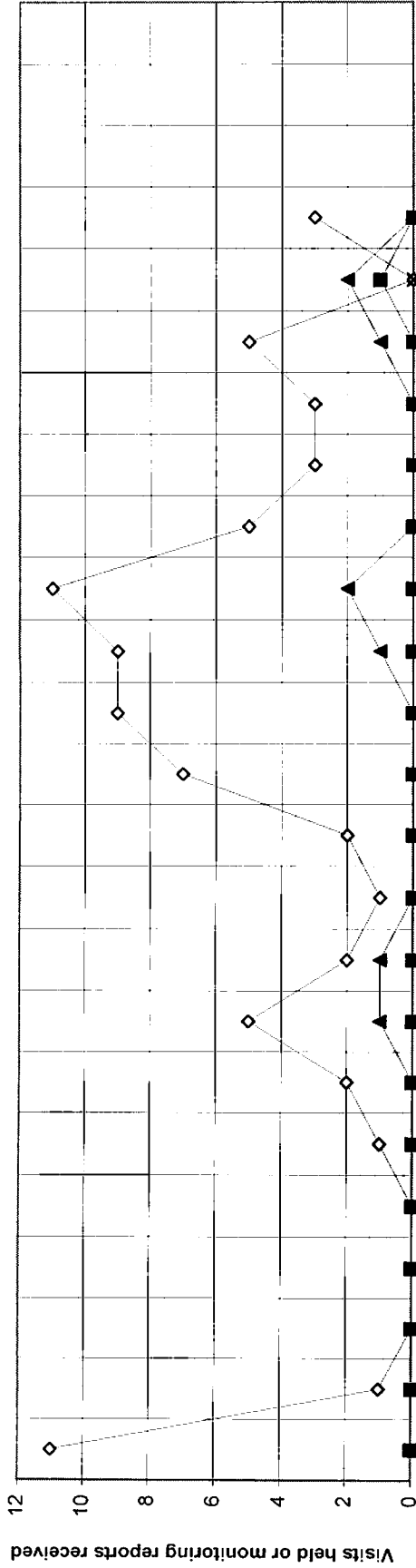
■ - TOTAL COMPLAINTS

	2004												2005												2006		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
Application process	3	9	5	6	5	4	2	2	3	8	6	2	1	3	3	6	8	2	4	1	3	4					
Registration process	4	8	7	20	4	3	1	3	7	7	7	3	5	3	5	9	16	17	12	42	14						
External comms	3	7	6	4	4	1	1	2	1	1	2	1	3	4	4	1	1	0	1	0	4						
Responsiveness	5	6	4	7	4	5	1	0	1	0	0	0	0	0	0	0	1	3	0	0	0						
Partner management	1	0	1	1	0	1	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0						
Rules/Legislation	8	5	8	9	3	6	1	0	0	1	2	1	3	2	5	2	2	0	0	0	0						
Other	2	3	5	2	2	2	0	1	0	0	0	0	1	1	1	0	1	0	1	1	0						
<b>TOTAL COMPLAINTS</b>	<b>26</b>	<b>38</b>	<b>36</b>	<b>49</b>	<b>22</b>	<b>22</b>	<b>6</b>	<b>9</b>	<b>17</b>	<b>16</b>	<b>13</b>	<b>7</b>	<b>14</b>	<b>13</b>	<b>20</b>	<b>20</b>	<b>23</b>	<b>24</b>	<b>15</b>	<b>46</b>	<b>22</b>						
Positive Feedback	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25			

NOTE : 2003/4 FYE information only available from January 2004 to March 2004

2003/4 FYE	2004/5 FYE	2005/6 YTD
19	58	32
24	70	123
7	33	18
21	33	5
3	6	0
32	44	14
5	17	5
111	261	197

3	90	234



APPROVAL VISITS	2004												2005												2006		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
New Programs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0			
Established	11	1	0	0	0	1	2	5	2	1	2	7	9	9	11	5	3	3	5	0	3	0	0	0			
POM/LA	0	0	0	0	0	0	0	1	1	0	0	0	0	1	2	0	0	0	1	2	0	0	0	0			
MONITORING RPTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0	0			
<b>TOTAL</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>9</b>	<b>10</b>	<b>13</b>	<b>5</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>				

2003/4	2004/5	2005/6
FYE	FYE	YTD
0	0	0
0	0	1
20	32	48
2	2	6
0	0	0
22	34	55



EXPENDITURE	2005		2006												Total to Dec £000	Budget to Dec £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					
President	0	1	3	2	2	3	3	1	1	1					16	42	26
Council	1	(12)	(8)	30	9	(1)	12	0	5						36	390	354
Secretariat	6	15	6	28	11	22	11	7	6						112	346	234
Chief Executive	2	(2)	(8)	(4)	2	(4)	4	8	(7)						(9)	215	224
Education and Training	26	(2)	54	53	62	(1)	52	54	38						336	770	434
Registration	10	13	(8)	(32)	(22)	(59)	(32)	(5)	(32)						(167)	1,254	1,421
IT Department	8	7	36	42	51	(31)	28	(28)	(26)						87	1,114	1,027
Finance	6	(5)	(30)	(18)	(7)	(38)	(1)	(130)	(62)						(285)	288	573
Administration	13	(6)	40	30	(12)	(5)	1	11	(4)						68	738	670
Fitness to Practise	(11)	15	8	0	(32)	47	19	(62)	65						49	1,758	1,709
Human Resources	6	9	10	20	16	14	7	23	5						110	251	141
Communications	13	18	7	101	23	43	16	(43)	(14)						164	833	669
<b>TOTAL BUDGET VARIANCE</b>	<b>80</b>	<b>51</b>	<b>110</b>	<b>252</b>	<b>103</b>	<b>(10)</b>	<b>120</b>	<b>(164)</b>	<b>(25)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>517</b>	<b>7,999</b>	<b>7,482</b>	
<b>TOTAL MONTHLY BUDGET</b>	<b>806</b>	<b>1,098</b>	<b>994</b>	<b>1,064</b>	<b>868</b>	<b>834</b>	<b>788</b>	<b>781</b>	<b>767</b>	<b>797</b>	<b>737</b>	<b>765</b>	<b>765</b>			<b>10,299</b>	
<b>TOTAL EXPENDITURE</b>	<b>726</b>	<b>1,047</b>	<b>884</b>	<b>812</b>	<b>765</b>	<b>844</b>	<b>668</b>	<b>945</b>	<b>792</b>	<b>797</b>	<b>737</b>	<b>765</b>	<b>765</b>			<b>9,782</b>	

\* Total income is excluding investment income

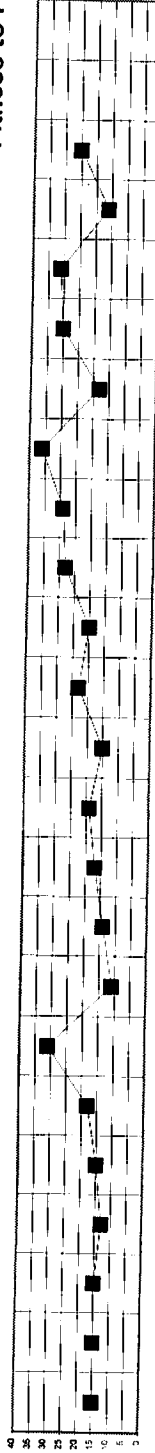
	Actual Mar 05 £000	2006												Budget Mar 06 £000
		April £000	May £000	June £000	July £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	Jan £000	Feb £000	Mar £000	
<b>FIXED ASSETS</b>														
Tangible Fixed Assets	2,612	2,603	3,588	3,532	3,479	3,422	3,362	3,307	3,256	3,202				3,016
Investments	1,347	1,268	1,363	1,479	1,564	1,540	1,597	1,518	1,552	1,614				1,363
<b>TOTAL FIXED ASSETS</b>	<b>3,959</b>	<b>3,871</b>	<b>4,951</b>	<b>5,011</b>	<b>5,043</b>	<b>4,962</b>	<b>4,959</b>	<b>4,825</b>	<b>4,808</b>	<b>4,816</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,379</b>
<b>CURRENT ASSETS</b>														
Debtors	185	327	235	213	204	189	174	204	154	134				221
Bank & Cash	2,822	2,533	1,547	1,470	735	1,468	2,595	3,213	2,610	2,298				3,090
<b>CURRENT LIABILITIES</b>														
Creditors and accrued expenses	(1,201)	(864)	(1,565)	(1,425)	(1,270)	(1,030)	(905)	(875)	(914)	(918)				(748)
<b>WORKING CAPITAL</b>	<b>1,806</b>	<b>1,996</b>	<b>217</b>	<b>258</b>	<b>(331)</b>	<b>627</b>	<b>1,864</b>	<b>2,542</b>	<b>1,850</b>	<b>1,514</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,563</b>
<b>LOANS</b>		<b>0</b>	<b>0</b>	<b>(500)</b>	<b>(488)</b>	<b>(476)</b>	<b>(464)</b>	<b>(452)</b>	<b>0</b>	<b>0</b>				<b>0</b>
Deferred income	(4,860)	(4,841)	(4,264)	(3,804)	(3,137)	(3,822)	(4,911)	(5,230)	(4,916)	(4,454)				(5,560)
<b>NET ASSETS</b>	<b>905</b>	<b>1,026</b>	<b>904</b>	<b>965</b>	<b>1,087</b>	<b>1,291</b>	<b>1,448</b>	<b>1,685</b>	<b>1,742</b>	<b>1,876</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,382</b>
Represented by:														
Capital Grant Receivable - LISA	356	335	314	293	272	251	230	209	188	167				105
Income and expenditure account	549	691	590	672	815	1,040	1,218	1,476	1,554	1,709				1,277
	<b>905</b>	<b>1,026</b>	<b>904</b>	<b>965</b>	<b>1,087</b>	<b>1,291</b>	<b>1,448</b>	<b>1,685</b>	<b>1,742</b>	<b>1,876</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,382</b>

\* Balance sheet includes investment income

	Actual Mar 05 £000	2006												Total 12 Mts £000
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
		£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000
Opening Balance (1st)		2,822	2,533	1,547	1,470	735	1,468	2,595	3,212	2,610	2,298	2,393	2,673	
Registration Income		864	863	900	889	946	939	932	947	863				
Investment Income		11	19	11	6	8	15	13	14	12				
Investment Sales		70	9	7	13	25	0	39	37	7				
Deferred Income Movements		(18)	(577)	(460)	(667)	685	1,089	318	(313)	(462)				
Bank Loan				500										
Rental Income						14	4			(2)				
<b>Total Cash Receipts</b>		<b>927</b>	<b>314</b>	<b>958</b>	<b>241</b>	<b>1,678</b>	<b>2,047</b>	<b>1,302</b>	<b>685</b>	<b>418</b>	<b>807</b>	<b>1,023</b>	<b>1,643</b>	<b>12,043</b>
Expenditure		726	1,047	884	812	764	845	668	945	791				
Depreciation		(57)	(58)	(59)	(56)	(56)	(59)	(54)	(54)	(54)				
Aged Cred / Accrual Movements		337	(701)	140	154	240	125	30	(39)	(4)				
Debtor Movements		142	(92)	(21)	(9)	(15)	(15)	29	(50)	(20)				
<b>Payments to Creditors</b>		<b>1,148</b>	<b>196</b>	<b>944</b>	<b>901</b>	<b>933</b>	<b>896</b>	<b>673</b>	<b>802</b>	<b>713</b>	<b>709</b>	<b>740</b>	<b>679</b>	<b>-9,334</b>
Capital Expenditure		48	1,043	3	3	0	(2)	0	3	0				
Investment Purchases		20	61	88	60	0	14	0	30	17				
Loan Repayments		0	0	0	12	12	12	12	452	0				
<b>Other Payments</b>		<b>68</b>	<b>1,104</b>	<b>91</b>	<b>75</b>	<b>12</b>	<b>24</b>	<b>12</b>	<b>485</b>	<b>17</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>1,897</b>
<b>Closing Balance</b>		<b>2,533</b>	<b>1,547</b>	<b>1,470</b>	<b>735</b>	<b>1,468</b>	<b>2,595</b>	<b>3,212</b>	<b>2,610</b>	<b>2,298</b>	<b>2,393</b>	<b>2,673</b>	<b>3,634</b>	
<b>Budgeted Closing Balance</b>			<b>1,304</b>	<b>852</b>	<b>674</b>	<b>155</b>	<b>1,209</b>	<b>1,856</b>	<b>1,970</b>	<b>1,666</b>	<b>1,761</b>	<b>2,041</b>	<b>3,001</b>	
Variance			243	618	61	1,313	1,386	1,356	640	632				

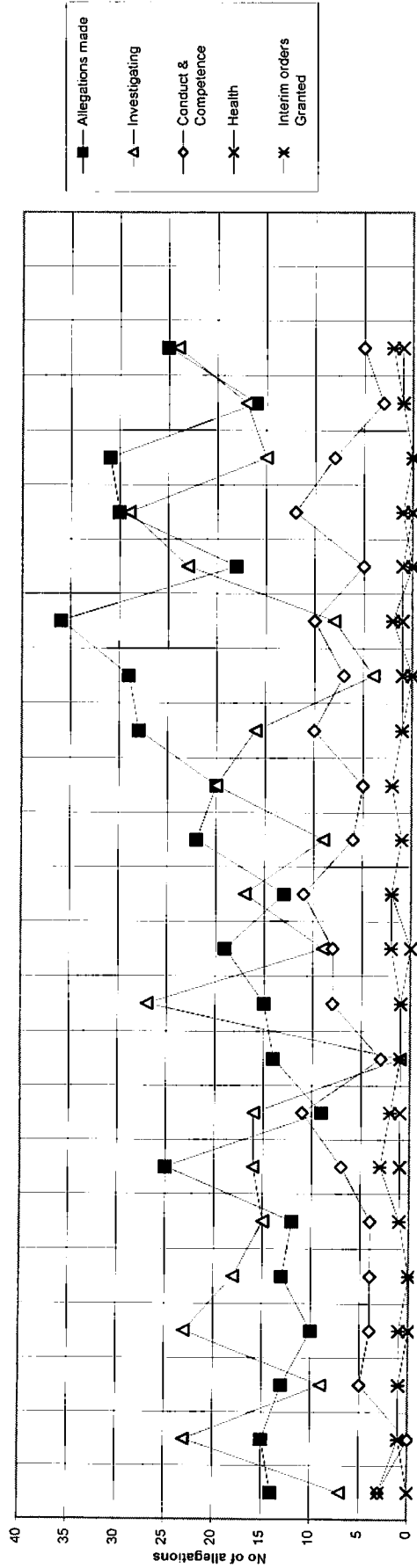
\* Cash flow includes investment income





■ Allegations Made

Allegations Made	2004												2005												2006												2003/4	2004/5	2005/6
	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												
Allegations Made	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	134	198	256													
Allegations Withdrawn/not made	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	25	1													
Total Allegations	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	-	172	255													
Employer	8	8	3	3	10	2	3	3	6	14	8	14	7	7	13	7	6	12	13	8	7	16	-	65	96														
Public	2	3	0	2	2	4	0	0	0	0	2	2	2	1	6	8	7	1	5	4	4	6	-	18	54														
Police	2	4	6	0	1	2	1	3	6	4	4	5	0	0	5	5	1	2	3	0	2	0	-	38	18														
Co-Worker	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	3	0														
Professional Body	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	10	0														
Registrant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	9	25														
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	1	8														
Article 22(6) Allegations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	22	41														
Misconduct	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	171													
Lack of competence	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	32													
Conviction/caution	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	30													
Health	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	2													
Other regulator	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	1													
Incorrect or fraudulent entry	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0	0													
Invest. Comm. Panel Cases Heard	7	23	9	23	18	15	15	16	0	27	9	17	9	20	16	4	8	23	26	15	17	24	-	179	162														
Cases Referred	4	11	5	6	7	6	4	8	0	15	8	4	11	7	2	3	9	19	11	10	14	14	-	82	90														
For Further Information	1	4	1	6	2	2	2	3	0	4	0	2	1	1	0	0	2	0	1	0	2	2	-	27	7														
Fraudulent Entry Cases Heard	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	1	3														
C&C Cases Heard	3	0	5	3	2	4	7	7	3	6	7	8	6	5	10	5	6	4	8	7	0	4	-	55	55														
Review Cases Heard	0	0	0	1	2	0	0	4	0	2	1	3	0	0	2	2	4	1	4	1	3	1	-	13	18														
Struck Off	2	0	1	0	0	1	4	0	1	1	0	3	1	1	2	2	1	0	1	0	0	0	-	13	8														
Suspended	1	0	3	0	1	0	1	3	1	1	1	1	2	1	0	3	2	3	1	2	0	1	-	13	15														
Conditions of Practise	0	0	0	1	0	2	1	2	0	1	3	1	0	1	0	1	0	1	0	0	0	0	-	11	4														
Caution	0	0	0	0	1	0	1	1	0	3	1	0	2	1	1	0	0	0	1	0	0	0	-	8	5														
No Further Action	0	0	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	-	3	2														
Adjourned	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	1	0	0	0	0	0	-	5	17														
Referred to Health	0	0	0	0	0	0	0	0	0	0	1	2	1	0	2	1	2	1	5	0	3	0	-	2	1														
C&C Cases to be heard	0	0	0	0	0	0	0	0	0	53	56	59	58	59	56	55	54	62	71	83	93	108	-	211	699														
C&C Review Cases to be heard	0	0	0	0	0	0	0	0	0	23	27	28	31	31	30	33	35	35	36	36	36	36	-	100	334														
Health Cases Heard	0	1	1	0	0	1	1	1	1	1	0	2	1	2	1	1	0	0	0	0	1	1	-	9	7														
Struck Off	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	0	1														
Suspended	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	-	0	1														
Conditions of Practise	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	5	1														
Caution	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	1	3														
No Further Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	0	0														
Review Cases Heard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	-	2	0														
HCC cases to be heard	0	0	0	0	0	0	0	0	0	7	8	7	6	7	6	6	7	8	8	8	8	7	-	0	3														
HCC Review cases to be heard	0	0	0	0	0	0	0	0	0	5	5	6	6	6	7	8	8	8	8	8	8	8	-	29	70														
Interim Order Panels	3	1	1	2	0	2	4	3	1	0	3	2	1	3	2	0	2	0	1	0	1	2	-	20	75														
Interim Orders Granted	3	1	1	1	0	1	3	2	1	0	2	2	1	2	1	0	2	0	1	0	1	2	-	22	12														
Ref.9_20060220 F2P Allegation Details/02/2006																								-	17	10													



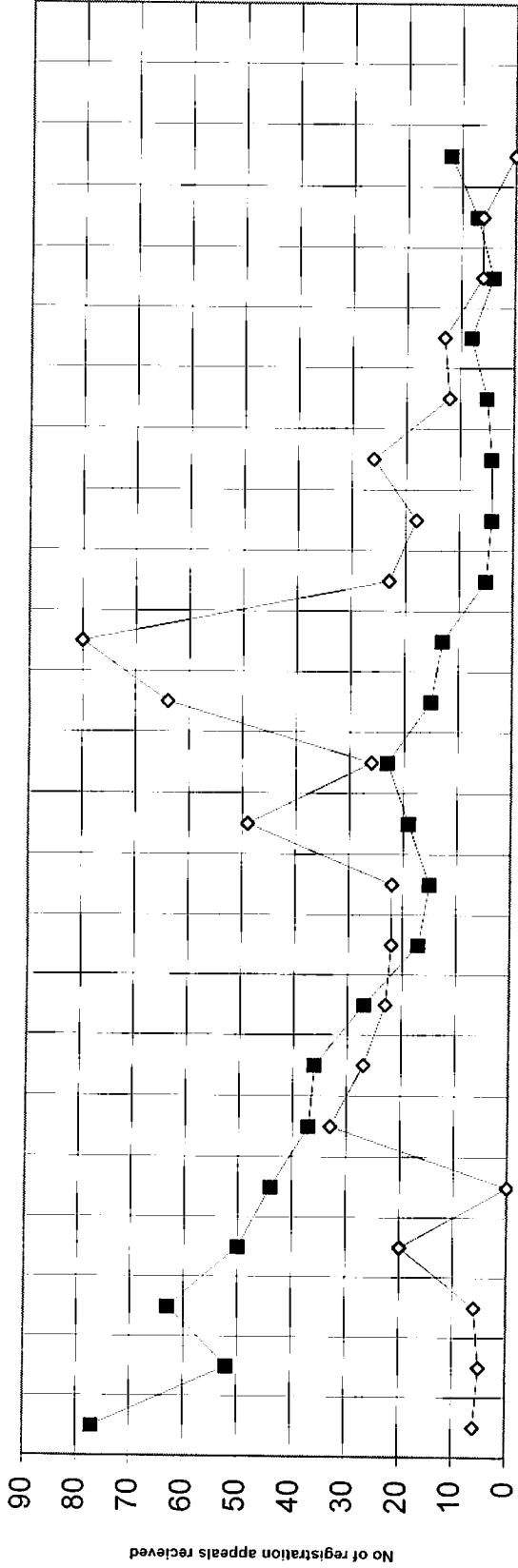
2003/4	2004/5	2005/6
FYE	FYE	YTD
134	172	255
134	181	165
19	68	71
2	9	9
14	18	10

Allegations made	2004												2005												2006		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
Allegations made	14	15	13	10	13	12	25	9	14	15	19	13	22	20	28	29	36	18	30	31	16	25					
Investigating	7	23	9	23	18	15	16	16	1	27	9	17	9	20	16	4	8	23	29	15	17	24					
Conduct & Competence	3	0	5	4	4	4	7	11	3	8	8	11	6	5	10	7	10	5	12	8	3	5					
Health	0	1	1	0	0	1	1	1	1	1	0	2	1	2	1	1	1	1	0	0	1	1					
Interim orders Granted	3	1	1	1	0	1	3	2	1	1	2	2	1	2	1	0	2	0	1	0	1	2					

This table outlines how many allegations have been made and how many cases each of the three fitness to practise panels have heard. It does not display how many cases are currently within the remit of a particular panel. In some instances the allegation may have been made prior to April 2004

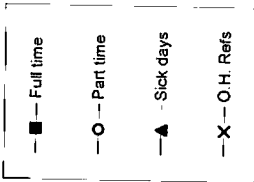
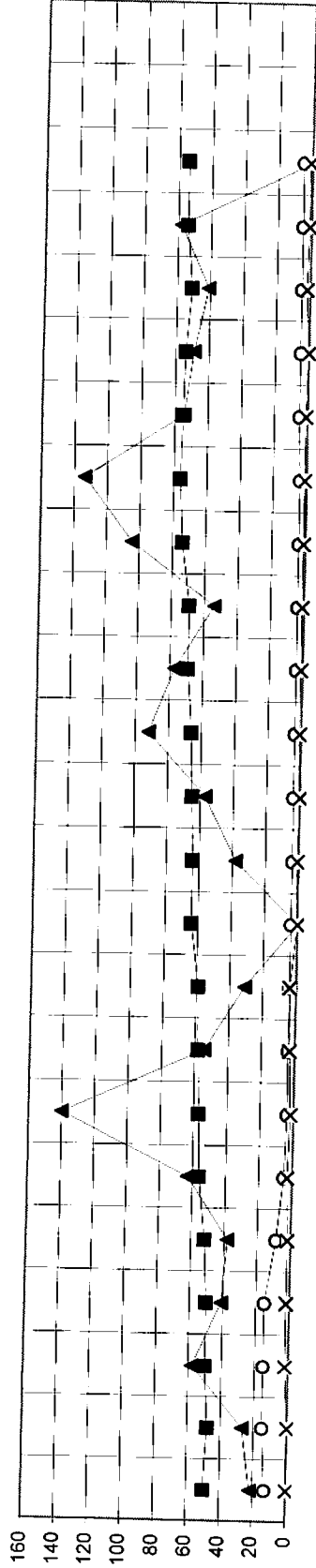






	2004												2005												2006			2003/4	2004/5	2005/6
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD			
Received	77	52	63	50	44	37	36	27	17	15	19	23	15	13	5	4	4	5	8	4	7	12			156	460	77			
Reviewed	6	7	20	33	38	36	28	24	22	22	49	26	64	80	23	18	26	12	13	6	6	0	0	0	-	311	248			
Hearings held	6	5	6	20	0	33	27	23	22	22	49	26	64	80	23	18	26	12	13	6	6	0	0	0	-	239	248			
Adjourned/postponed	2	0	0	0	0	2	2	0	0	1	3	2	5	1	0	0	2	0	3	0	0	0	0	0	-	12	11			
Withdrawn	3	9	14	14	17	2	2	6	0	5	8	11	5	1	0	2	0	0	0	0	0	1	1	1	-	91	9			
Allowed	3	3	4	13	0	15	12	11	7	7	28	16	31	31	15	13	18	6	4	2	4	0	0	0	8	119	124			
Dismissed	0	2	2	5	0	13	11	7	7	6	14	4	23	33	6	4	4	4	5	3	1	0	0	0	-	71	83			
Remit to ETC	1	0	0	2	0	3	2	5	8	8	4	4	5	15	2	1	2	2	1	1	1	0	0	0	-	37	30			
Current active cases	-	-	-	-	274	278	284	282	278	259	224	212	163	96	78	62	42	35	33	31	38	49			-					

NOTE : 2003/04 FYE information only available from December 2003 to March 2004

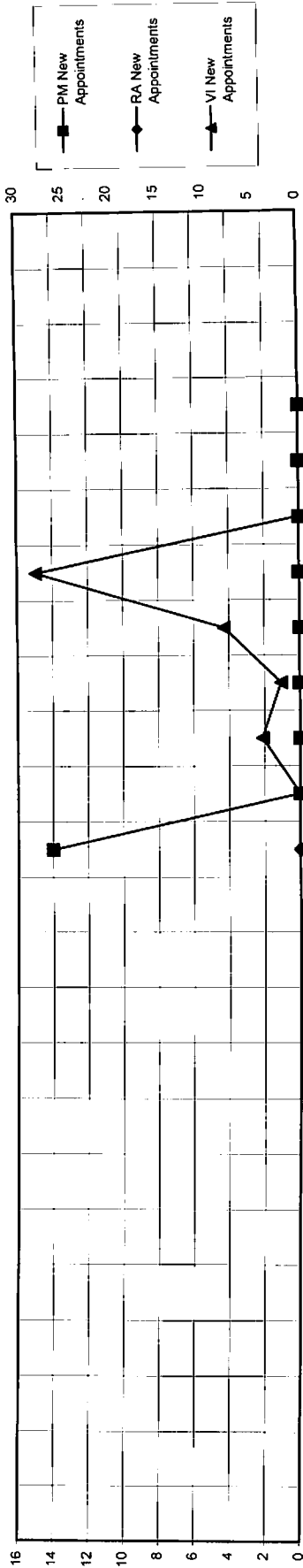


EMPLOYEES	2004												2005												2006		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
Full time	50	48	50	50	52	56	57	58	59	64	64	65	66	69	69	74	76	75	74	71	74	74	74	74			
Part time	13	15	15	15	9	5	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5			
TOTAL	63	63	65	65	61	61	61	62	63	68	68	69	70	73	73	78	80	80	79	76	84	84	84	84			
FTE	56	57	57	57	56	59	59	60	61	66	66	67	68	71	71	76	80	78	77	74	82	82	82	82			
Permanent	56	54	56	56	61	59	54	56	57	62	62	62	66	67	66	66	66	65	69	76	79	79	79	79			
Temporary	6	9	8	8	2	6	7	6	6	6	5	4	4	4	5	10	15	15	10	6	4	3	3	3			
Starters	4	2	2	0	4	6	2	4	3	1	3	1	2	2	2	5	4	4	1	0	3	1	1	1			
Leavers	3	2	0	0	6	3	1	3	2	0	4	0	1	1	2	0	1	3	6	6	1	2	2	2			
Turnover (%)	0	0	0	0	0	0	2	5	3	0	1	0	1	1	1	0	0	1	4	6	1	2	2	2			
Agency Days	-	-	-	-	-	-	114	48	76	12	12	11	0	13	0	64	0	220	97	0	0	0	0	0			
Sick days	22	27	58	41	38	63	140	55	31	0	38	57	92	77	54	104	134	74	69	61	78	0	0	0			
O.H. Refs	-	-	2	2	2	3	2	3	4	0	1	0	1	1	1	1	1	1	1	2	1	0	0	1			
CONTRACTORS																											
Full time	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	2			
Part time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	2			
FTE	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	2			
Permanent	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Temporary	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	2			
Starters	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0			
Leavers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Turnover (%)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Sick days	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
O.H. Refs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
TOTAL C & E	64	64	66	66	62	62	63	64	65	70	70	71	72	75	75	81	83	82	81	78	86	86	86	86			

2003/4	2004/5	2005/6
FYE	FYE	YTD
248	673	722
61	96	45
309	769	777
-	-	-
-	-	-
8	32	25
10	24	23
0.2	10.6	14.4
156	570	743
0	19	10

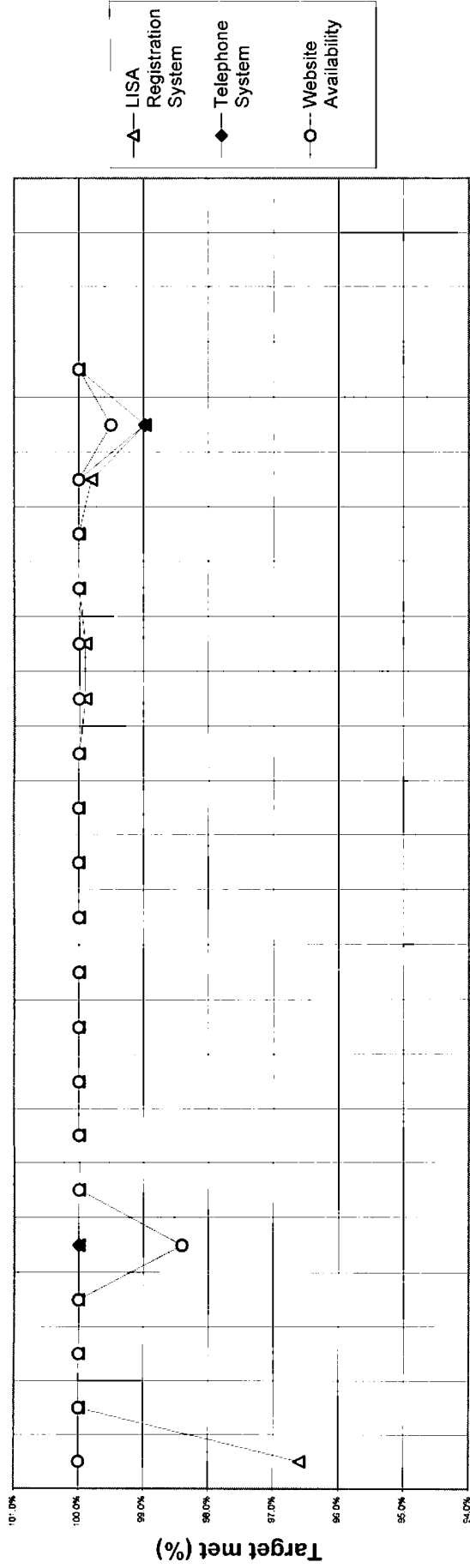
FTE: Full time equivalent  
 O.H.Refs: Occupational health referrals  
 NOTE: Contractors are NOT included in the total number of employees  
 NOTE: Temporary employees are included in the total number of employees from November 2005 onwards  
 2003/04 FYE information only available from November 2003 to March 2004  
 Ref:14\_20060220 HR Information20/02/2006





	2005												2006			2003/4	2004/5	2005/6										
	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	
<b>Panel Members</b>																												
PM New Appointments																												
Trained																												
Awaiting Training																												
<b>Registration Assessors</b>																												
RA New Appointments																												
Trained																												
Awaiting Training																												
<b>Visitors</b>																												
VI New Appointments																												
Trained																												
Awaiting Training																												





2003/4	2004/5	2005/6
FYE	FYE	YTD
99.5%	99.7%	99.8%
96.8%	100.0%	99.9%
99.9%	99.9%	99.9%

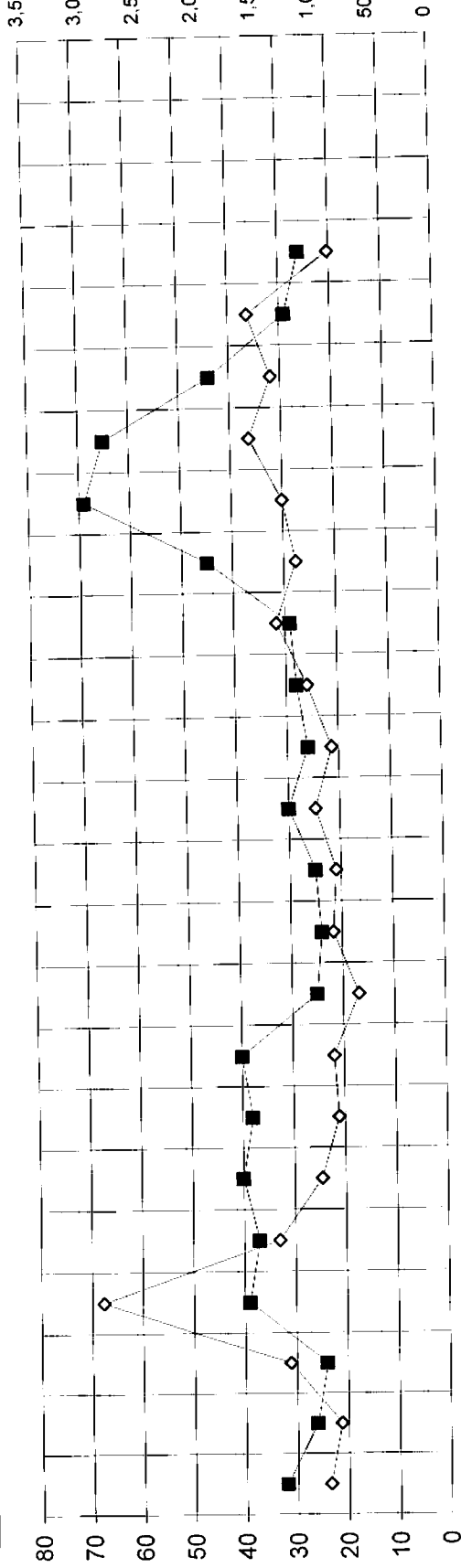
	2005												2006											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
LISA Registration System	96.6%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Telephone System	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Website Availability	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Performance Targets	Uptime
Telephone System	98.45%
LISA Registration System	97.85%
Website Availability	98.30%

Office Services

Mail Volume

Health Professions Council



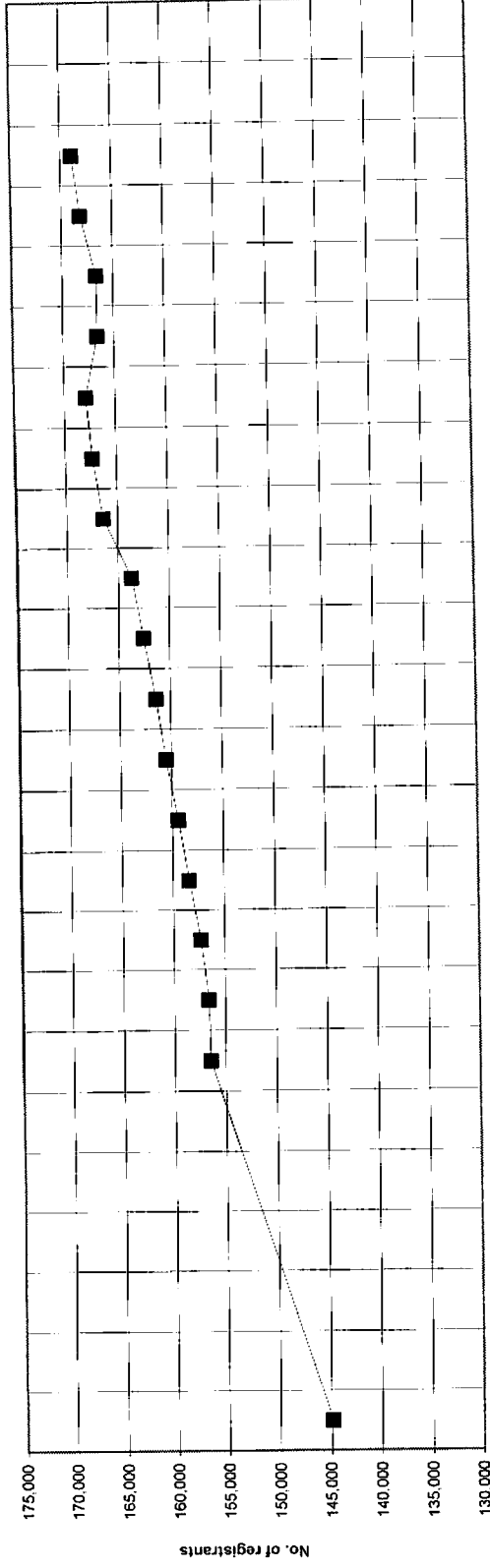
2003/4	2004/5	2005/6
FYE	FYE	YTD
350	380	361
13,303	14,366	11,438

	2005												2006									
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar							
Mail Bags	32	26	24	24	39	37	40	38	40	25	24	25	30	26	28	29	45	66	65	44	29	26
Special Delivery Items	1,029	933	1,364	2,861	1,446	1,077	926	1,083	935	1,134	1,386	1,208	1,317	1,589	1,394	1,588	887					

NOTE : 2003/4 FYE information only available from December 2003 to March 2004

HPC Registrants By Profession

Health Professions Council



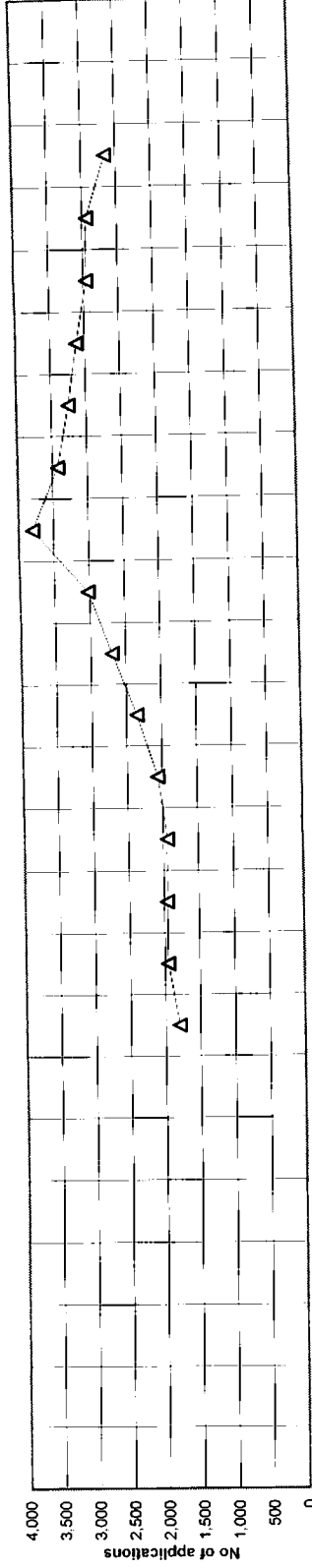
2003/4	2004/5	2005/6
FYE	FYE	YTD
2,048	1,992	-
19,803	21,158	-
3,450	3,719	-
10,264	10,741	-
6,070	5,757	-
-	7,670	-
24,191	26,376	-
1,234	1,277	-
10,224	11,316	-
36,812	36,978	-
780	821	-
20,491	22,360	-
9,467	10,348	-
144,834	160,513	-

	2005												2006			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Jan	Feb	Mar	
Arts Therapists	1,884	1,893	1,928	1,948	1,970	1,992	2,014	2,046	2,074	2,092	2,109	2,145	2,210	2,224	2,261	2,273
Biomedical Scientists	20,493	20,491	20,729	20,860	21,018	21,158	21,253	21,372	21,477	21,610	21,659	21,568	20,108	20,605	20,605	20,825
Clinical Scientists	3,579	3,584	3,618	3,658	3,688	3,719	3,747	3,778	3,798	3,822	3,832	3,845	3,892	3,791	3,846	3,887
Chiroprodists/ Podiatrists	10,165	10,186	10,376	10,510	10,627	10,741	10,883	11,052	11,268	11,626	11,766	12,073	12,411	12,515	12,594	12,675
Dietitians	5,581	5,583	5,637	5,674	5,702	5,757	5,803	5,827	5,895	6,068	6,098	6,153	6,192	6,212	6,223	6,230
ODPs	7,968	7,945	7,211	7,399	7,551	7,670	7,738	7,807	7,879	7,917	7,951	8,055	8,283	8,418	8,416	8,441
Occupational Therapists	25,823	25,843	26,056	26,164	26,276	26,376	26,468	26,566	26,655	26,997	27,078	27,355	24,904	25,713	26,178	26,337
Orthoptists	1,272	1,272	1,279	1,278	1,278	1,277	1,274	1,273	1,267	1,266	1,270	1,175	1,214	1,221	1,224	1,227
Paramedics	10,792	10,793	11,002	11,106	11,177	11,316	11,466	11,617	11,742	11,763	11,809	11,160	11,693	11,865	12,008	12,105
Physiotherapists	36,037	36,077	36,363	36,527	36,754	36,978	37,104	37,389	37,629	38,584	38,922	39,352	39,725	39,918	40,066	40,137
Prosthetists/Orthotists	791	802	819	819	822	821	822	825	819	817	815	820	778	802	807	811
Radiographers	22,000	22,011	22,123	22,171	22,239	22,360	22,440	22,523	22,681	23,279	23,374	23,451	23,602	23,405	23,380	23,380
SLTs	10,113	10,122	10,222	10,257	10,288	10,348	10,409	10,473	10,441	10,555	10,640	10,718	10,242	10,457	10,551	10,561
TOTAL	156,488	156,602	157,363	158,391	159,400	160,513	161,421	162,548	163,665	166,396	167,345	167,970	166,816	166,647	168,139	168,689

NOTE: Information captured last day of each calendar month

International & Grandparenting Application Status

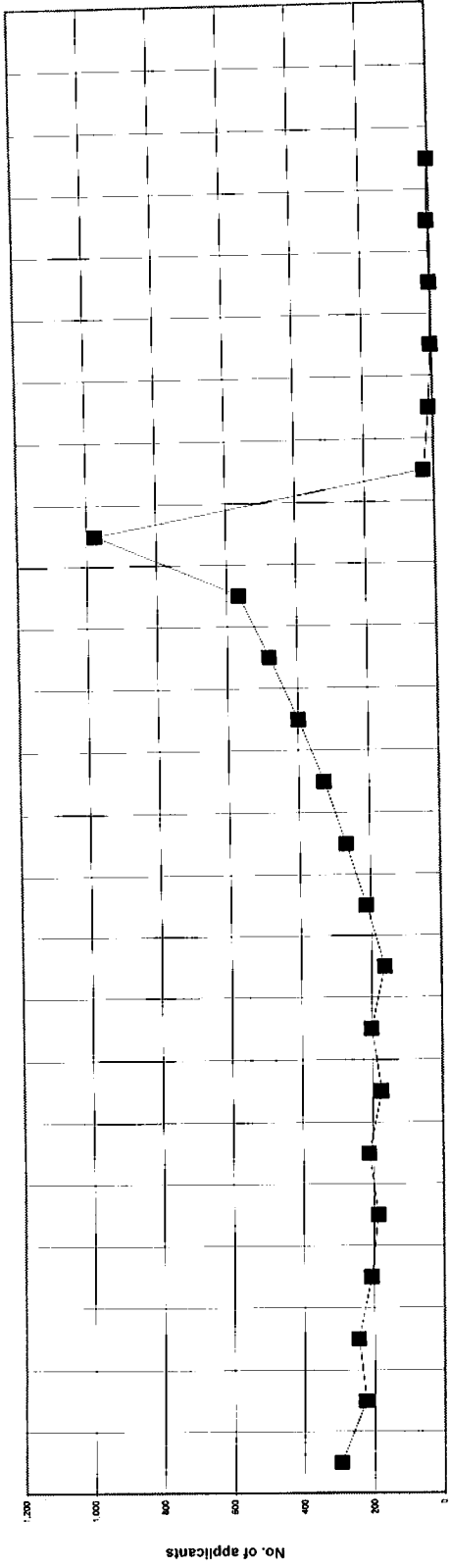
Health Professions Council



2003/4	2004/5	2005/6
FYE	FYE	YTD
-	3,659	17,594
-	3,969	8,606
-	2,089	4,015
0	9,717	30,215

	2005												2006												
	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 Information	803	591	637	979	1,269	1,595	1,966	2,662	2,224	1,907	1,805	1,598	1,496	1,072	1,072										
At Assessment	737	944	810	722	673	740	782	709	784	878	874	1,000	1,013	1,153	1,153										
Pending Reg Fee	415	422	484	364	409	357	273	433	416	470	440	358	430	429	429										
<b>TOTAL</b>	<b>1,799</b>	<b>1,955</b>	<b>1,957</b>	<b>2,065</b>	<b>2,351</b>	<b>2,692</b>	<b>3,021</b>	<b>3,804</b>	<b>3,424</b>	<b>3,255</b>	<b>3,119</b>	<b>2,956</b>	<b>2,938</b>	<b>2,654</b>	<b>2,654</b>										

NOTE: Information covers international and grandparenting applications status progress only  
 Represents the current work load within the International & Grandparenting Department

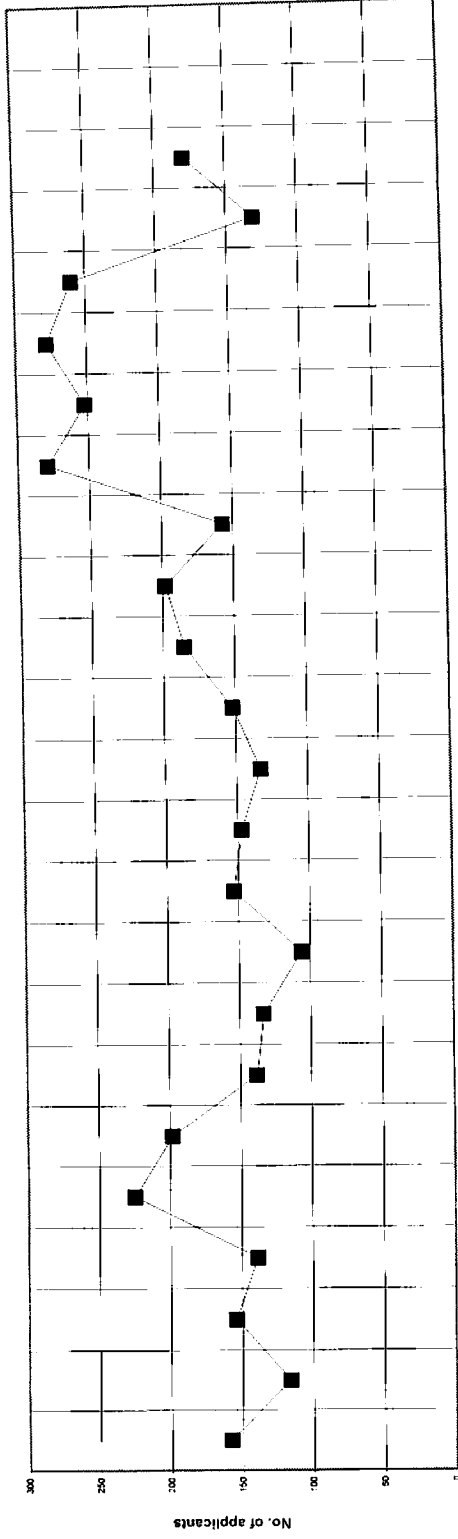


	2004												2005												2006												2003/4	2004/5	2005/6
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD												
Arts Therapists	3	0	1	2	1	8	3	2	1	1	3	3	1	6	9	24	0	0	0	0	0	0	0	25	28	40													
Biomedical Scientists	7	13	13	13	9	16	21	13	16	19	16	23	32	40	75	1	1	0	0	0	0	1	156	172	173														
Clinical Scientists	12	13	18	7	17	13	8	24	19	23	26	31	44	44	70	195	3	0	1	1	1	1	180	211	360														
Chiroprodists/ Podiatrists	242	168	174	154	141	152	120	141	102	152	202	245	285	326	370	444	21	10	2	2	4	1	1,748	1,993	1,465														
Dietitians	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	1	1														
Occupational Therapists	0	0	1	0	0	0	1	1	0	0	0	1	0	3	4	5	0	0	0	0	0	0	3	4	12														
ODPs	-	-	-	-	-	-	1	3	0	0	0	0	2	0	1	2	0	0	0	0	1	1	0	0	7														
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	3														
Paramedics	2	3	11	4	1	2	0	3	9	2	2	2	8	22	17	90	1	0	0	0	0	0	39	41	138														
Physiotherapists	12	16	13	13	13	16	15	11	10	11	11	23	32	40	52	130	3	1	0	0	0	0	141	164	258														
Prosthetists/ Orthotists	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0														
Radiographers	0	0	1	1	1	0	0	1	1	0	0	1	1	0	0	6	0	0	0	0	0	0	4	5	7														
SLTs	16	11	13	13	6	5	5	2	5	5	7	6	3	3	2	4	0	0	0	0	0	0	88	94	12														
TOTAL	295	224	245	207	188	212	174	201	163	213	268	328	399	480	565	975	29	12	3	3	6	4	4	4	2,390	2,718	2,476												

International Registration Department

Grandparenting Registrations

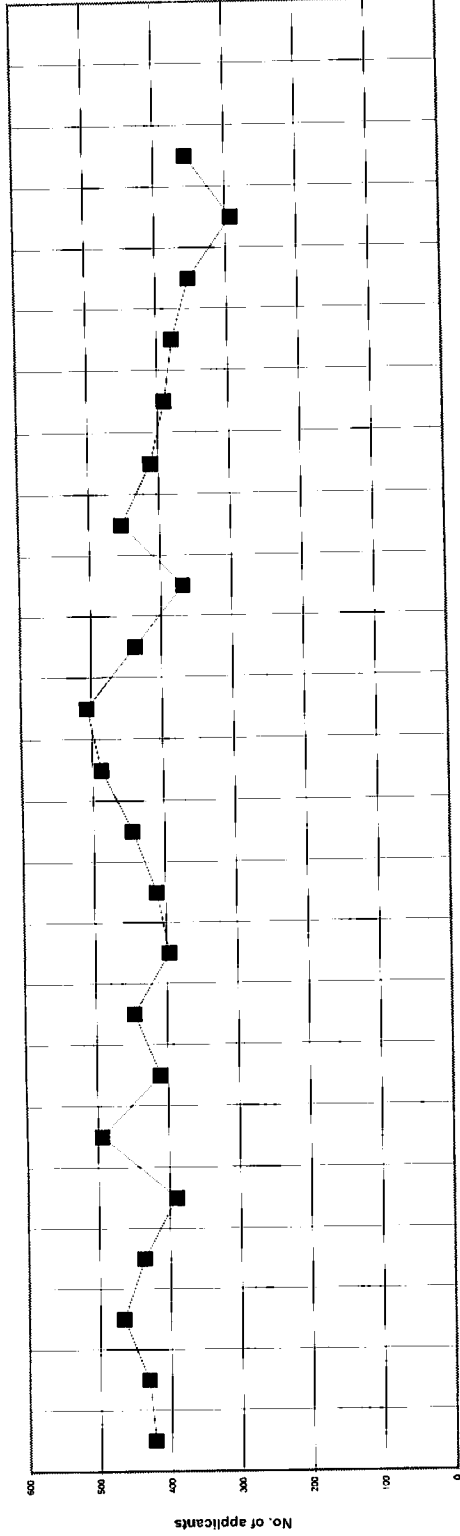
Health Professions Council



	2004												2005												2006												2003/4		2004/5		2005/6							
	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	YTD	FYE	YTD	FYE	YTD						
Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	28	13	136	92	7
Biomedical Scientists	6	2	7	10	10	9	7	6	8	7	21	13	7	9	9	16	15	13	20	13	7	21	13	7	9	9	16	15	13	20	13	19	93	136	106	136	93	136										
Clinical Scientists	15	8	13	12	18	5	14	12	7	21	25	15	21	21	18	24	24	12	33	44	15	25	15	21	21	18	24	24	12	33	44	27	150	266	165	266	150	266										
Chiroprodists/ Podiatrists	119	96	121	97	173	154	99	95	71	109	87	88	114	127	150	90	216	179	180	148	88	87	88	114	127	150	90	216	179	180	148	68	1,221	1,363	1,309	1,363	1,221	1,363										
Dietitians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1
Occupational Therapists	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1	2	1	2										
ODPs	0	0	0	0	0	0	0	0	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	10	6	10	6	10										
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
Paramedics	2	0	1	5	2	6	1	3	9	3	0	1	6	14	3	8	1	32	22	12	0	0	1	6	14	3	8	1	32	22	12	4	32	108	33	108	32	108										
Physiotherapists	3	3	0	4	7	12	9	8	5	5	5	6	1	13	12	16	17	11	18	28	6	5	6	1	13	12	16	17	11	18	28	16	67	148	67	148	61	148										
Prosthetists/ Orthotists	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	1										
Radiographers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
SLTs	13	6	11	11	14	10	8	8	2	2	7	7	2	1	3	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	92	7	99	7	92	7										
<b>TOTAL</b>	<b>159</b>	<b>116</b>	<b>154</b>	<b>139</b>	<b>225</b>	<b>198</b>	<b>138</b>	<b>133</b>	<b>106</b>	<b>153</b>	<b>147</b>	<b>133</b>	<b>152</b>	<b>185</b>	<b>198</b>	<b>157</b>	<b>279</b>	<b>252</b>	<b>278</b>	<b>260</b>	<b>131</b>	<b>179</b>	<b>1,800</b>	<b>1,867</b>	<b>2,071</b>																							

New International Applications Received

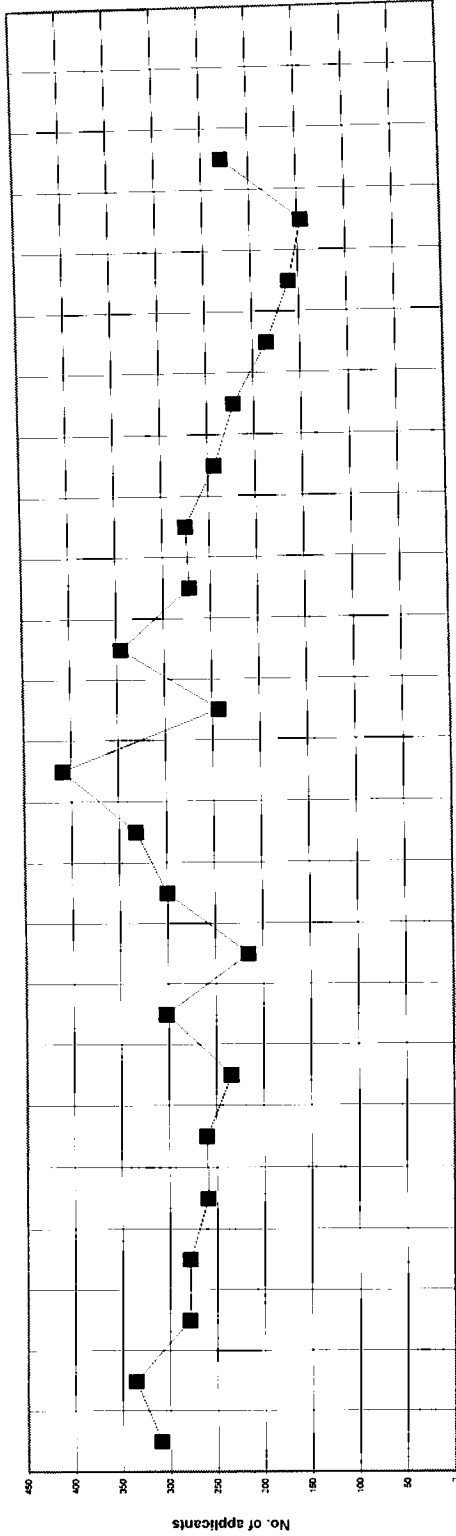
Health Professions Council



	2004												2005												2006			2003/4	2004/5	2005/6
	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			
<b>Radiographers</b>	0	3	2	0	0	3	2	2	1	0	0	1	1	1	0	3	2	2	0	1	1	0	0	0	10	15	11			
Arts Therapists	55	64	58	59	46	60	58	71	46	58	71	64	78	66	72	74	55	50	62	60	47	66	66	66	424	710	630			
Biomedical Scientists	4	4	7	3	4	5	3	9	2	6	14	9	6	5	9	13	4	6	3	5	1	6	6	6	41	70	58			
Clinical Scientists	10	8	8	9	2	3	2	7	20	4	7	9	3	7	1	5	1	3	3	5	1	5	5	5	49	89	34			
Chiroprodists/ Podiatrists	27	29	16	29	12	21	20	20	10	19	11	24	18	12	15	14	20	18	9	15	13	16	16	16	188	238	150			
Dietitians	-	-	-	-	-	-	0	0	1	3	1	3	5	1	4	4	3	1	1	2	3	0	0	0	0	0	8	24		
ODPs	57	49	74	62	49	68	62	80	53	60	77	84	91	80	47	73	76	68	61	57	63	60	60	60	614	775	676			
Occupational Therapists	0	0	1	1	0	0	0	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0	0	0	1	2	3			
Orthoptists	3	2	3	2	4	5	0	4	2	1	1	2	1	1	2	5	0	1	1	3	1	1	1	1	16	29	16			
Paramedics	171	159	183	178	170	191	167	159	162	166	166	197	202	173	133	166	151	130	132	118	96	104	104	104	1,520	2,069	1,405			
Physiotherapists	2	1	1	2	0	2	0	1	0	1	1	0	0	0	1	2	0	0	2	2	0	0	0	0	8	11	8			
Prosthetists/ Orthotists	74	87	93	74	79	116	73	72	85	71	68	70	75	72	69	77	69	83	76	62	53	79	79	79	846	962	715			
Radiographers	19	25	20	17	21	21	23	22	15	21	28	25	25	18	15	19	27	28	28	23	13	18	18	213	257	214				
SLTs	422	431	486	436	390	494	410	446	396	412	445	487	506	437	368	454	411	390	378	353	292	355	355	3,930	5,235	3,944				
<b>TOTAL</b>																														

International Registrations

Health Professions Council

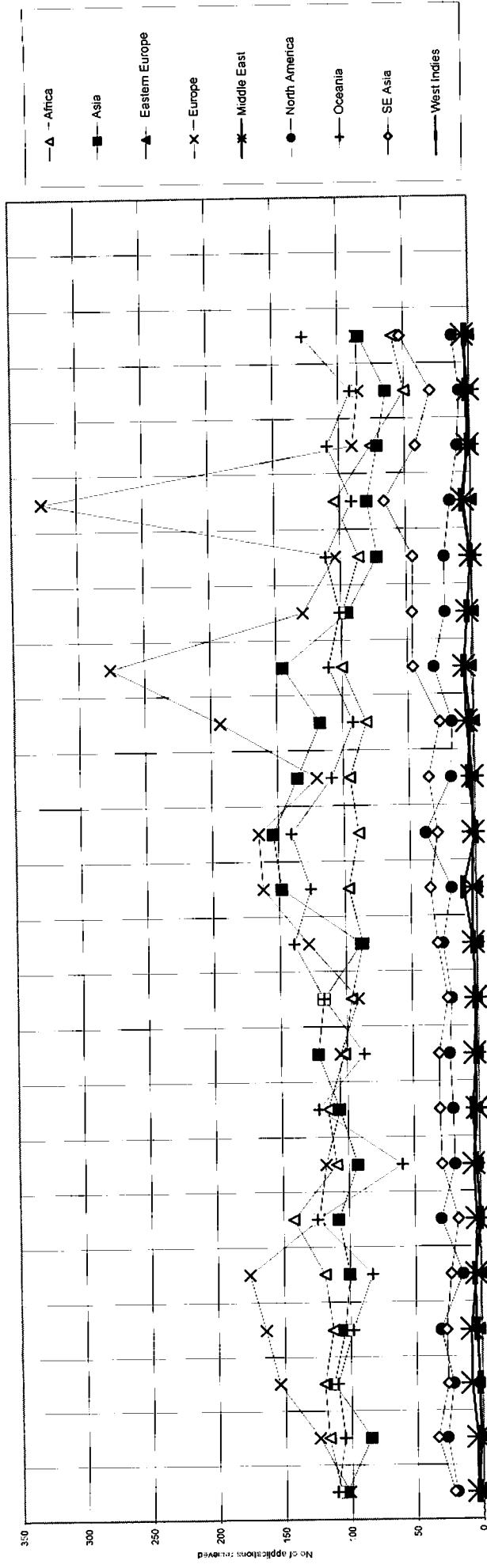


	2004												2005												2006												2003/4	2004/5	2005/6
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD												
Arts Therapists	0	0	2	1	0	0	1	3	0	0	1	1	0	0	0	0	0	0	1	1	1	0	0	0	9	3													
Biomedical Scientists	33	24	22	25	35	23	32	17	40	35	31	46	25	36	31	36	24	21	23	33	28	28	124	363	283														
Clinical Scientists	2	1	5	2	0	1	2	0	1	1	1	4	1	2	2	3	0	0	2	5	1	3	18	20	19														
Chiropodists/ Podiatrists	2	4	3	3	7	8	1	3	0	3	4	1	3	3	4	2	3	2	0	1	2	2	25	39	22														
Dietitians	15	17	14	20	6	12	7	13	7	23	12	18	17	6	9	14	4	8	4	5	5	11	89	164	83														
Occupational Therapists	79	44	55	54	48	45	25	66	44	66	81	61	58	42	54	50	41	16	35	29	54	54	430	668	418														
ODPs	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	1	3	0	0	0	0	0	1	6														
Orthoptists	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	1	2														
Paramedics	1	2	0	4	0	1	2	4	1	0	1	3	1	0	0	3	0	1	0	0	0	0	6	19	5														
Physiotherapists	78	171	114	94	97	108	104	111	67	105	138	152	59	184	113	121	97	87	56	60	81																		



New Applicants Nationality by Continent

Health Professions Council



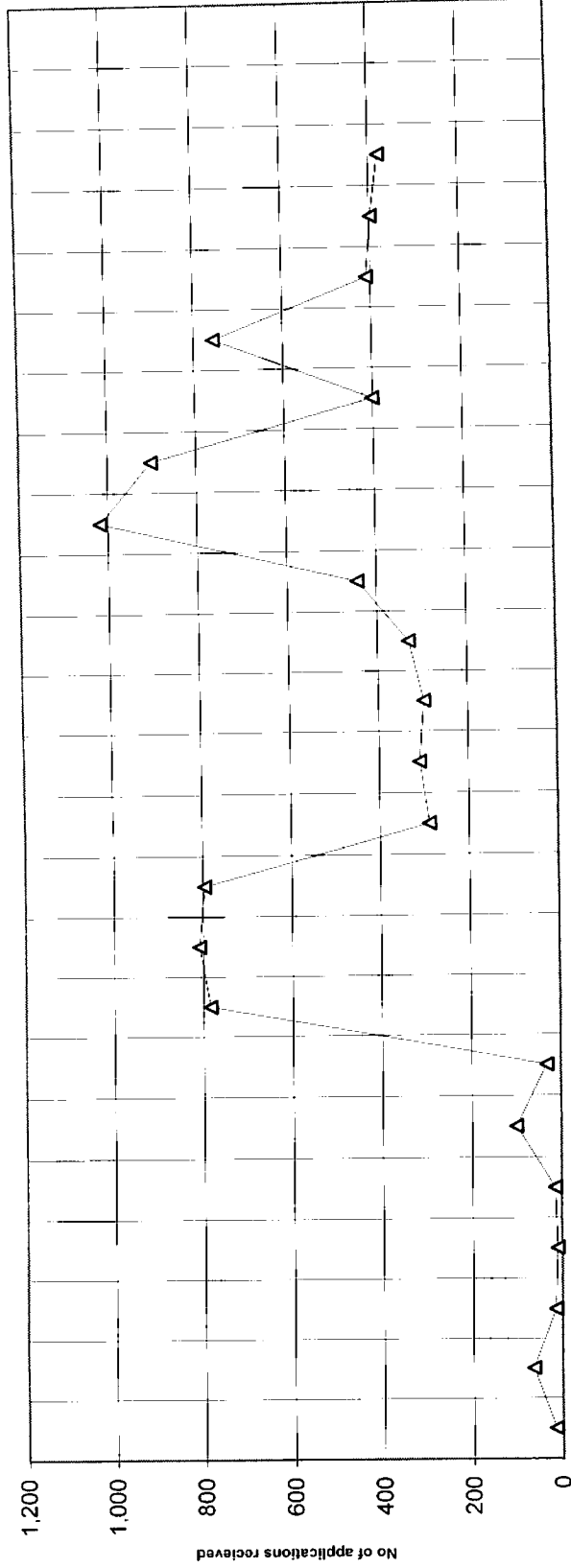
2003/4	2004/5	2005/6
FYE	FYE	YTD
94	110	84
69	107	102
1	1	1
100	129	158
4	4	4
11	23	19
89	105	108
20	26	42
1	2	3
40	17	56
1	3	4
-	528.5	578.9
<b>AVERAGE</b>		

	2005												2006										
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Jan	Feb	Mar								
<b>Africa</b>	108	117	120	113	119	142	109	115	102	96	87	97	89	95	82	100	99	86	104	76	50	59	84
<b>Asia</b>	104	85	113	104	100	106	93	106	122	117	88	148	154	135	117	145	95	72	79	71	64	84	
<b>Eastern Europe</b>	0	0	3	2	0	2	2	2	1	1	0	0	3	2	0	2	0	1	0	0	1	0	
<b>Europe</b>	102	124	154	164	176	123	117	106	105	91	128	162	165	120	183	276	129	104	327	90	85	86	
<b>Middle East</b>	4	4	8	8	4	3	5	2	3	2	3	3	2	2	6	7	4	1	6	2	1	5	
<b>North America</b>	20	27	22	31	14	30	19	20	22	20	26	19	38	18	17	30	21	21	16	10	8	13	
<b>Oceania</b>	111	105	110	98	83	124	59	122	87	117	139	126	140	109	92	110	101	111	91	109	91	127	
<b>SE Asia</b>	22	34	26	27	23	17	29	30	30	23	30	35	29	35	26	46	46	45	66	42	30	53	
<b>South America</b>	1	2	7	6	2	2	1	1	0	1	0	1	1	2	1	5	2	2	3	4	3	2	
<b>Unknown</b>	26	14	15	23	21	42	38	1	2	3	2	7	5	4	7	10	360	8	156	8	3	1	
<b>West Indies</b>	3	2	2	4	5	0	3	5	2	2	3	10	0	5	3	7	4	1	7	2	3	3	
<b>TOTAL</b>	501	514	580	580	547	593	475	510	476	473	506	608	626	527	544	738	861	452	855	414	339	433	
<b>AVERAGE</b>																							

Europe does not include UK applicants.  
 All application types (UK, international and Grandparenting) are included in this information.

UK Application Status

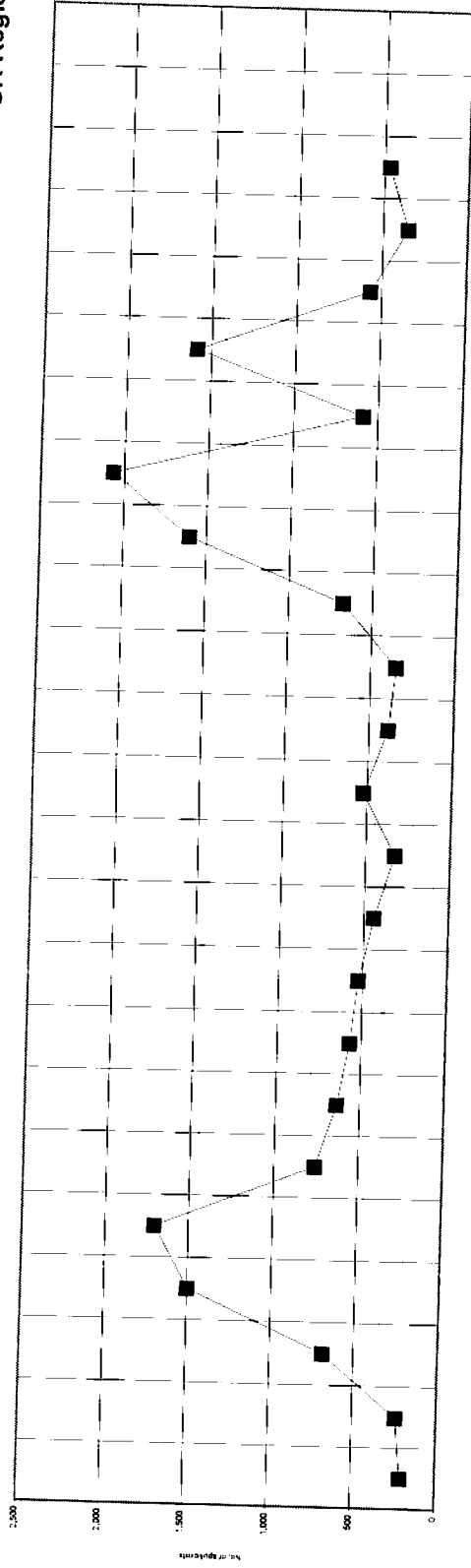
Health Professions Council



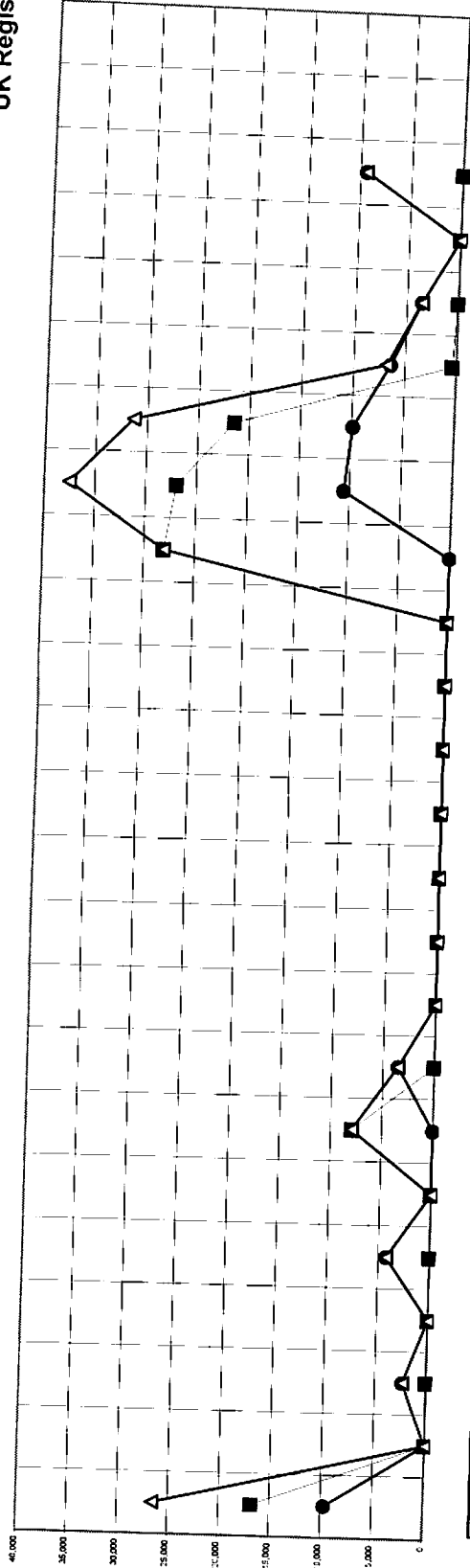
2003/4	2004/5	2005/6
FYE	FYE	YTD
30	2,983	4,989
90	166	325
53	91	22
173	3,240	5,336

	2004												2005												2006		
	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 Information	5	5	5	5	5	88	27	750	782	764	270	277	284	308	354	987	863	357	711	375	371	359					
Awaiting Pass List	5	5	5	0	5	13	4	27	23	29	18	32	14	21	88	30	18	41	41	31	23	18					
Pending Reg. Fee	5	55	5	5	5	0	1	7	3	3	1	1	1	1	1	1	1	3	4	4	4	2					
<b>TOTAL</b>	16	65	15	10	15	101	32	784	808	796	289	310	299	330	443	1,018	902	401	756	410	398	379					

NOTE: Information covers UK applications only  
2003/4 FYE information only available from January 2004 to March 2004



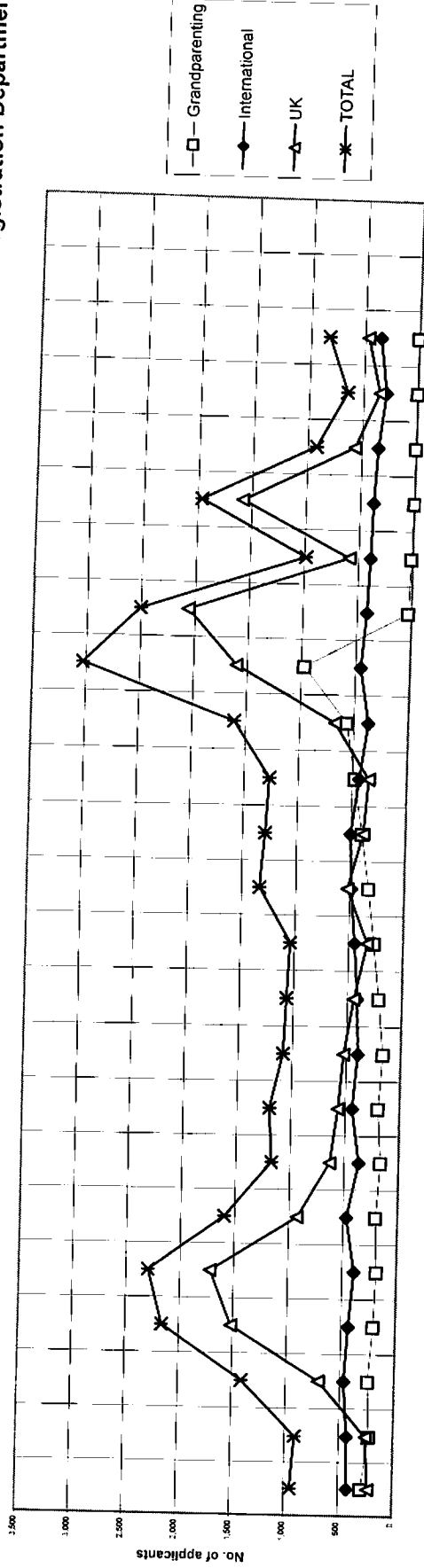
	2004												2005												2006			2003/4	2004/5	2005/6
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD			
Arts Therapists	8	6	10	10	18	17	19	21	7	14	13	17	20	14	20	10	31	11	42	22	10	13	13	149	160	193				
Biomedical Scientists	61	64	71	47	37	44	55	70	117	94	79	81	55	53	51	43	81	37	117	82	101	135	819	820	755					
Clinical Scientists	11	11	7	12	5	6	7	15	18	21	6	19	6	15	6	8	12	5	26	19	5	14	111	138	116					
Chiroprodists/ Podiatrists	6	1	60	101	79	33	13	3	14	7	5	7	3	5	55	111	109	34	50	11	5	8	333	329	391					
Dietitians	2	2	65	116	45	10	12	18	9	2	13	25	17	6	74	118	56	26	33	12	2	3	318	319	347					
ODPs	-	-	-	-	-	-	40	41	99	87	60	67	27	25	22	37	91	60	239	62	34	37	0	394	634					
Occupational Therapists	14	19	82	221	468	209	196	90	58	36	24	51	26	29	67	243	492	119	321	95	42	44	1,392	1,468	1,478					
Orthoptists	0	0	0	10	15	5	4	8	2	0	0	0	0	0	1	12	8	1	8	2	1	0	32	44	33					
Paramedics	67	75	64	64	76	79	83	116	99	99	64	140	139	133	87	102	113	66	172	93	63	138	1,060	1,026	1,106					
Physiotherapists	26	31	125	467	621	221	96	103	55	55	43	83	48	19	122	416	656	129	287	90	48	55	1,767	1,926	1,870					
Prosthetists/ Orthotists	1	0	0	3	2	0	1	19	10	3	1	0	1	2	0	1	1	2	15	11	3	3	36	40	39					
Radiographers	4	19	170	358	192	64	38	17	4	5	9	6	11	20	134	378	252	47	101	18	13	5	752	886	979					
SLTs	8	14	30	90	146	70	73	49	35	19	11	27	35	28	36	121	163	50	173	50	24	14	603	572	694					
TOTAL	208	242	684	1,499	1,704	758	637	570	527	442	328	523	388	349	675	1,600	2,065	587	1,584	567	351	469	7,372	8,122	8,635					



Renewal Notices Sent  
 Final Notices Sent  
 TOTAL

		2004												2005												2006			2003/4	2004/5	2005/6
		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			
Renewal Notices Sent		16,827	0	0	0	0	0	7,954	0	0	0	0	0	0	0	28,012	26,955	21,456	397	0	0	0	0	0	24,781	24,781	76,820				
Final Notices Sent		9,720	0	2,318	0	4,249	0	0	3,559	0	0	0	0	0	0	0	10,559	9,888	6,404	3,559	0	9,410	0	0	19,846	19,846	39,820				
Registrants Lapsed		11	3,732	391	852	1,412	22	6	11	953	15	7	11	3	1	5	3	0	1,752	1,345	11	953	0	0	7,412	7,423	4,073				
<b>TOTAL</b>		<b>26,547</b>	<b>0</b>	<b>2,318</b>	<b>0</b>	<b>4,249</b>	<b>0</b>	<b>7,954</b>	<b>3,559</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>28,012</b>	<b>37,514</b>	<b>31,344</b>	<b>6,801</b>	<b>3,559</b>	<b>0</b>	<b>9,410</b>	<b>0</b>	<b>44,627</b>	<b>44,627</b>	<b>116,640</b>					

NOTE : 2003/4 FYE information only available from July 2003 to March 2004

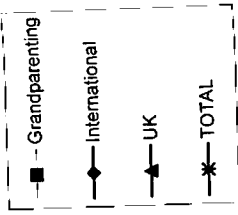
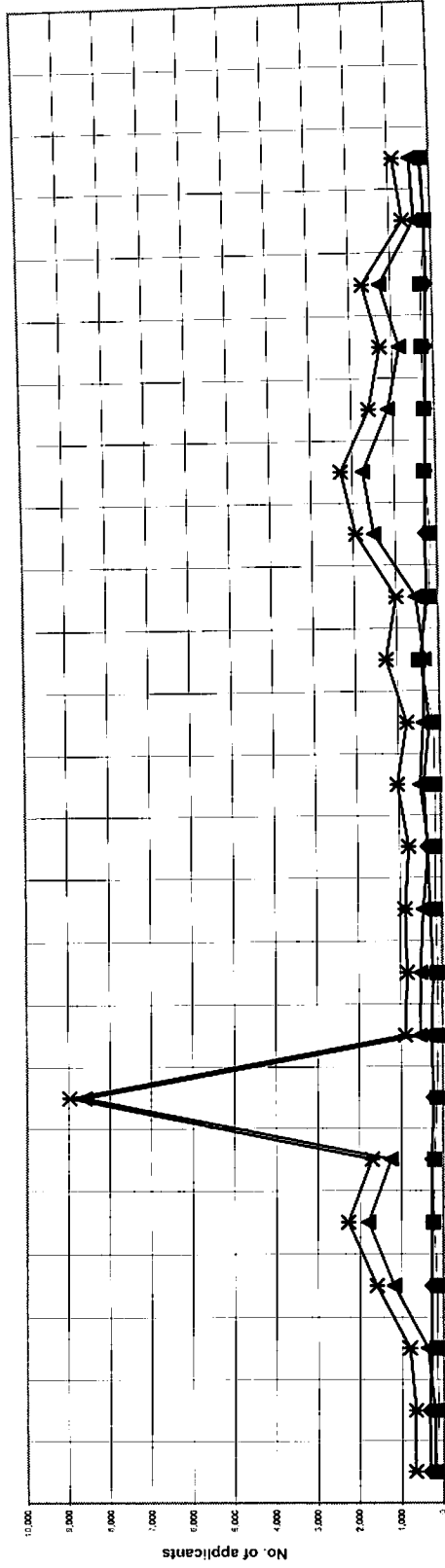


	2004												2005												2006				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	2003/4	2004/5	2005/6		
Grandparenting	295	224	245	207	186	200	168	197	163	213	268	328	399	480	565	975	29	12	3	3	6	5	5	2,366	2,694	2,477			
International	422	431	467	434	390	473	368	437	396	412	445	487	506	437	368	454	411	390	378	353	292	355	355	4,675	5,162	3,944			
UK	230	255	700	1,520	1,721	925	637	568	527	442	328	523	388	349	675	1,600	2,065	587	1,584	567	351	469	469	7,853	8,376	8,635			
<b>TOTAL</b>	<b>947</b>	<b>910</b>	<b>1,412</b>	<b>2,161</b>	<b>2,297</b>	<b>1,598</b>	<b>1,173</b>	<b>1,202</b>	<b>1,086</b>	<b>1,067</b>	<b>1,041</b>	<b>1,338</b>	<b>1,293</b>	<b>1,266</b>	<b>1,608</b>	<b>3,029</b>	<b>2,505</b>	<b>989</b>	<b>1,965</b>	<b>923</b>	<b>649</b>	<b>829</b>	<b>829</b>	<b>14,894</b>	<b>16,232</b>	<b>15,056</b>			

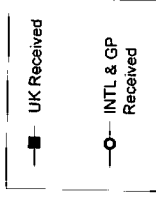
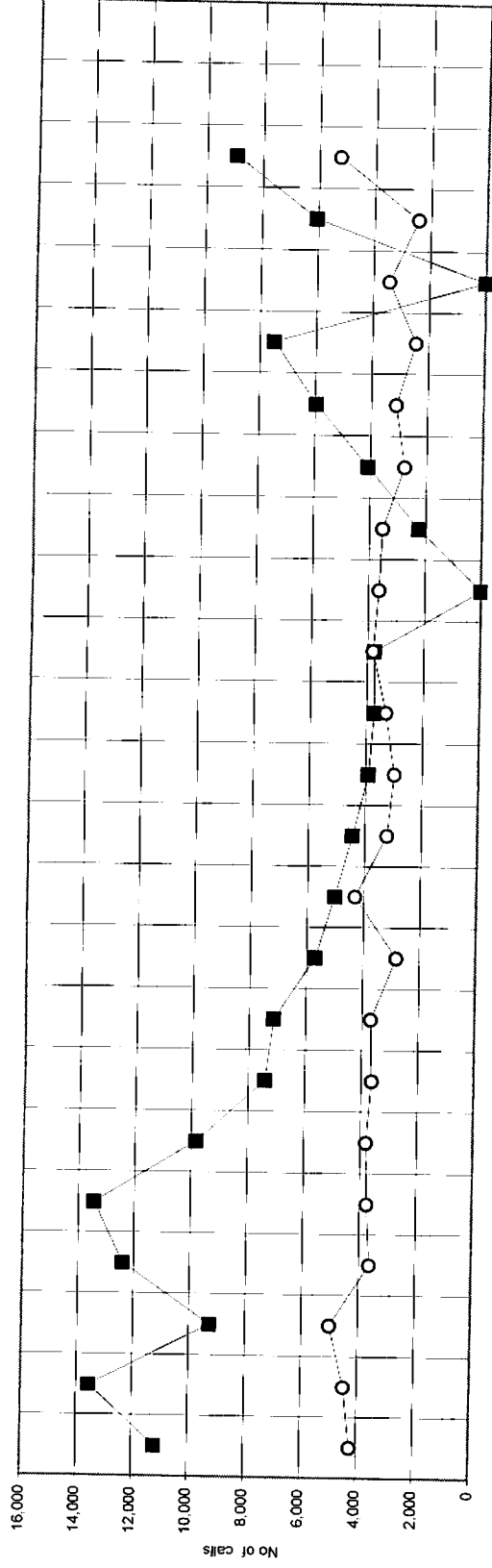
Health Professions Council

New Registrants

International & UK Registration Departments



	2004												2005												2006			2003/4	2004/5	2005/6
	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			
Grandparenting	158	116	154	139	225	198	138	100	106	147	147	133	152	480	198	157	279	252	278	259	131	179	1,230	1,761	2,365					
International	309	336	279	278	259	260	234	260	215	284	332	409	243	437	272	275	243	221	185	160	146	229	2,322	3,455	2,411					
UK	199	210	371	1,181	1,793	1,246	8,599	535	523	446	306	490	395	349	538	1,512	1,753	1,114	822	1,267	404	475	6,594	15,899	8,629					
<b>TOTAL</b>	<b>666</b>	<b>662</b>	<b>804</b>	<b>1,598</b>	<b>2,277</b>	<b>1,704</b>	<b>8,971</b>	<b>895</b>	<b>844</b>	<b>877</b>	<b>785</b>	<b>1,032</b>	<b>790</b>	<b>1,266</b>	<b>1,008</b>	<b>1,944</b>	<b>2,275</b>	<b>1,587</b>	<b>1,285</b>	<b>1,686</b>	<b>681</b>	<b>863</b>	<b>10,146</b>	<b>21,115</b>	<b>13,405</b>					

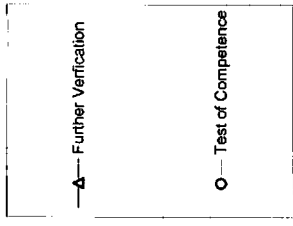
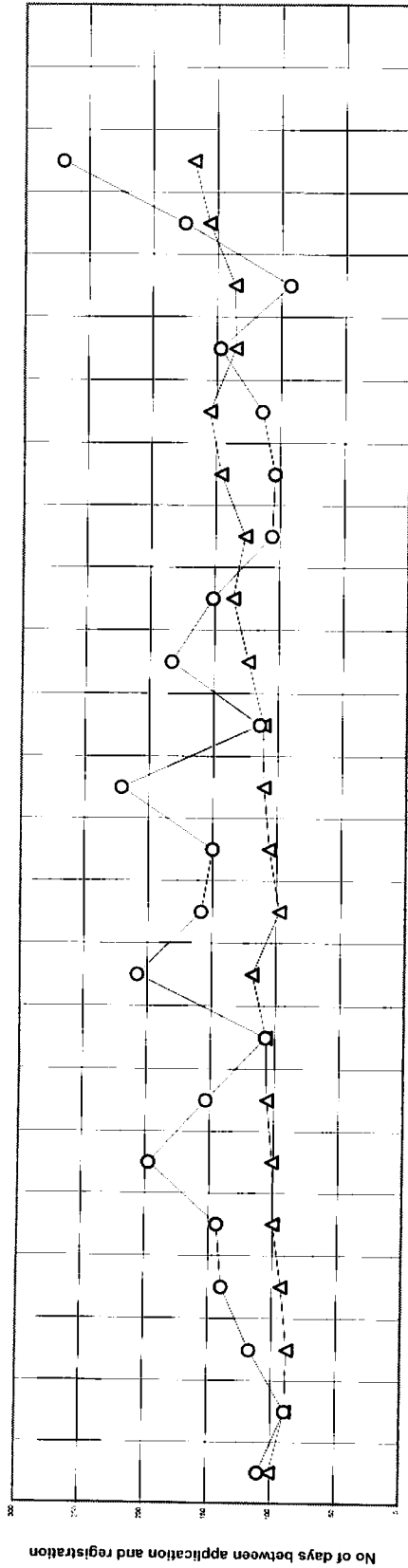


	2004												2005												2006			2005/6	
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD			
<b>INT'L &amp; GP</b>																													
<b>INTL &amp; GP Received</b>	4,236	4,479	5,011	3,629	3,750	3,804	3,627	3,699	2,824	4,311	3,216	2,988	3,311	3,808	3,628	3,536	2,778	3,117	2,459	3,433	2,433	5,248						46,159	33,751
<b>Answered</b>	3,318	3,242	3,315	2,690	2,909	3,036	2,883	3,042	2,314	2,945	2,397	2,411	2,610	2,843	2,837	3,085	2,354	2,788	2,232	2,812	1,957	4,708						34,912	28,226
<b>Calls answered (%)</b>	78	72	66	74	78	79	80	82	82	68	72	80	79	75	78	87	85	91	91	82	81	90						77	84
<b>Adandoned</b>	973	1,281	1,751	985	883	768	790	657	510	1,366	723	577	701	965	791	451	448	329	227	621	476	540						11,708	5,549
<b>Avg answer time (sec)</b>	19	25	26	51	52	45	45	46	33	23	28	35	39	36	28	26	17	26	23	19	28	31						50	27
<b>Avg talk time (min)</b>	2:36	2:33	2:28	2:31	2:18	2:22	2:22	2:28	2:32	2:38	2:33	2:31	2:29	2:21	2:37	2:31	2:35	2:39	2:26	2:27	2:30	2:39						2:71	2:31
<b>UK</b>																													
<b>UK Received</b>	11,197	13,558	9,264	12,397	13,437	9,817	7,418	7,126	5,691	5,037	4,435	3,897	3,727	3,752	2,000*	2,237	4,071	5,953	7,494	7,000*	6,070	8,945						132,984	42,249
<b>Answered</b>	8,604	7,768	6,849	8,268	8,622	7,850	6,710	6,777	5,028	4,910	4,338	3,774	3,614	3,649	-	2,037	3,472	4,696	4,700	0	4,728	7,806						98,598	34,502
<b>Calls answered (%)</b>	77	57	74	67	64	80	91	95	88	98	98	97	97	97	-	91	85	79	63	0	78	85						78	75
<b>Adandoned</b>	2,660	5,874	2,476	4,212	4,897	1,967	753	349	663	127	97	123	113	103	-	200	603	1,257	2,794	0	1,342	1,338						33,955	7,751
<b>Avg answer time (sec)</b>	120	120	60	120	180	60	42	35	32	10	10	14	18	18	-	47	52	124	174	0	145	89						91	74
<b>Average talk time (min)</b>	2:16	2:19	2:25	2:17	2:14	2:00	2:09	2:10	2:10	2:05	2:10	2:15	2:15	1:58	1:58	2:22	2:19	2:32	2:43	0:00	2:44	2:29						1:82	2:13

\* Number of calls rec'd in June and November 2005 is an estimate due to system modification

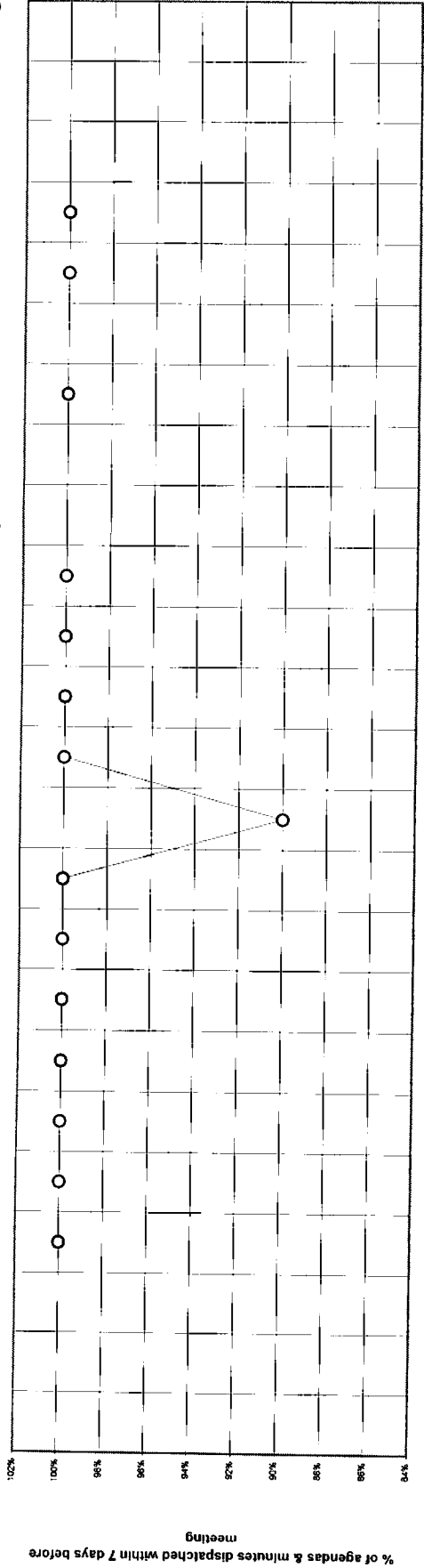






Grandparenting & International	2004												2005												2006			2003/4	2004/5	2005/6
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD			
Further Verification	101	89	88	93	100	101	106	107	118	97	106	110	111	123	136	127	146	155	135	136	156	168			101	139				
Test of Competence	110	89	117	140	144	198	153	107	208	159	150	221	114	183	151	106	104	114	147	93	175	270			150	146				

NOTE: For INTL & GP assessments, measured from, the application is entered onto the registration system to final assessor decision is made. (FV, TOC) - HPC applications only



COUNCIL	2005												2006												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Council Agendas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Council Minutes	-	-	-	100%	100%	-	100%	-	100%	-	100%	100%	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
E & T	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Approval Agendas	-	-	-	100%	100%	-	-	-	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Approval Minutes	-	-	-	100%	-	100%	-	-	100%	-	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E & T Agendas	-	-	-	-	100%	-	-	-	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
E & T Minutes	-	-	-	-	-	100%	-	-	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reg. Agendas	-	-	-	100%	-	100%	-	-	100%	-	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Reg. Minutes	-	-	-	100%	-	100%	-	-	100%	-	100%	-	-	-	-	-	-	-	-	-	-	-	-	-	-
F2P	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Invest. Agendas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Invest. Minutes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CC Agendas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CC Minutes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health Agendas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Health Minutes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non Stat Comm	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance & R Agendas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Finance & R Minutes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Audit Agendas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Audit Minutes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Comms Agendas	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Comms Minutes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	90%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%