

Council, 2 December 2015

Fitness to Practise Report

Executive summary and recommendations

### **Introduction**

This report sets out the main activities of the Fitness to Practise department since the last meeting of Council in September 2015. It includes statistical information, including length of time data, for the period April to October 2015.

### **Decision**

The Council is requested to discuss the report.

### **Background**

None

### **Resource**

The resources for the Department are set out in the annual workplan and budget 2015-16.

### **Financial implications**

None

### **Appendices**

Fitness to Practise management commentary and information pack.

### **Date of paper**

19 November 2015

## **Fitness to Practise Department – Management Commentary**

### **Departmental activities**

#### **1. Case Management**

- 1.1 As part of our ongoing work looking at developing greater specialisation of roles within the Case Management Team to ensure cases continue to be managed efficiently and effectively through the FTP process, we will be piloting the introduction of a case team dedicated to the management and progression of cases in the post-ICP stage of the FTP process. Case Managers and Case Team Managers have been briefed on the proposed changes and invited to provide feedback. The pilot is planned to commence in early January 2016.
- 1.2 A Bircham Dyson Bell lawyer has reviewed a selection of cases to advise on case progression. The types of cases reviewed were:
- cases that have a large volume of documents requiring review in order to determine how to progress;
  - multiple linked cases;
  - cases received from members of the public relating to social workers; and
  - cases which are particularly old and have not been successfully progressed despite case conferences.

No issues have been identified in the way the cases have been managed, but recommendations have been made on the application of the standard of acceptance in some cases. As part of our ongoing focus on case progression and length of time we will be repeating this exercise in January 2016.

- 1.3 Two Case Managers have been recruited to fill vacancies arising from resignations and are due to start in late November 2015 and early January 2016. The vacant Team Administrator post has also been filled. We are currently recruiting a permanent Investigations Manager and a 12 month fixed term maternity cover.

#### **2. Adjudications**

- 2.2 Two new Scheduling Officers have now been recruited to fill vacancies arising from resignations. Additional temporary scheduling resource is also in place to ensure that the forecast number of hearings in the last quarter are listed. As a result of one resignation, and to ensure sufficient cover to manage the forecast increase of hearings listed for the last quarter of the year, we are also bringing in some additional temporary Hearing Officer resource.

## **Independence in adjudication update**

- 2.3 Enhancing the separation between the HCPC's investigative and adjudication functions is an ongoing piece of work for the Fitness to Practise department. The Council has previously endorsed the need for greater separation and agreed that the option of the adjudication function moving to new dedicated premises, and establishing some form of separate hearings service for the HCPC should be pursued further.
- 2.4 In March 2015, Council considered a paper outlining details of the HCPC's current adjudication facilities. Since this date a significant amount of work has been undertaken in relation to the procurement and fit out of a new dedicated site for fitness to practise hearings at 405 Kennington Road. The project is now in its final stages and the adjudication team will take occupation of the building in early 2016. The new building will provide us with enhanced new facilities, which will bring us in line with some of the other large regulators. Given the number and complexity of hearings that we are now holding each day, our current facilities in Park House and 186 Kennington Park Road are no longer sustainable.
- 2.5 The FTP Adjudication team will also be moving into offices located on the first floor of the new building. We plan to take a phased approach, which means that we may not start holding all of our fitness to practise hearings straight away, as we will need to be satisfied that the facilities are working well before allowing full access to members of the public and hearing participants. The new facilities will include:
- Eight dedicated hearing rooms
  - Two witness lounges
  - Vulnerable witness room with new video conferencing facility which provides an internal room to room resource as well as an external facility
  - Eight separate rooms for registrants and their representatives
  - Waiting rooms for panel members and other hearing participants
  - Investigating Committee Panel/ employee training room
  - Cycle storage and showers
  - Small kitchen area
- 2.6 The new building with its dedicated facilities will allow the team to undertake their day to day work more effectively, especially as this often involves dealing with anxious registrants and vulnerable witnesses. In addition, it will address some of the issues that are regularly raised by representative bodies regarding the lack of dedicated space for representatives to take instruction in a private setting.
- 2.7 The main benefits of new and separate premises (as outlined in the March Council paper) are both reputational and operational. The move will bring us in line with the other large regulators and considerably improve the experience for all participants involved in a hearing. This is especially important as since the

regulation of Social Workers in 2012 we have seen an increase in the complexity and length of hearings, as well as an increase in the number of witnesses per case, including those who are vulnerable. The move to 405 Kennington Road will allow us to hold the maximum number of hearings per day and give us the sole use of dedicated facilities. It will also minimise, or in fact eradicate the need to source external London locations, which will have a small cost benefit.

### **Establishment of a separate hearings service for the HCPC**

- 2.8 In line with previous Council papers regarding independence in adjudication, further work has been undertaken in relation to the proposal to establish a separate hearings service for the HCPC. With the move to new and dedicated hearing facilities, part of this will have been completed, namely a greater physical separation. However, the establishment of a separate hearing/ tribunal service is a distinct project in itself and will be managed separately to the physical move by the Fitness to Practise Adjudication team. In June 2015, EMT approved a business case in relation to the establishment of a tribunal service. In terms of current position, additional project management resource is now in place which means that work will now begin to initiate the project to establish a tribunal/hearings service. Further relevant updates will be provided to the Council as the project progresses, including the scope of the project and approvals regarding any proposed operational and governance arrangements once these have been drawn up in further detail.

### **3. Assurance and Development**

- 3.1 Two new Quality Compliance Officers have now started and are being inducted and trained in their roles. We are using temporary resource to ensure the essential ongoing audit activity whilst this induction takes place.
- 3.2 We continue to make incremental changes to our Case Management System to support changes in the FTP process.

### **4. Training**

- 4.1 12 Case Managers have completed Advocacy training with an external provider. In addition, the FTP Training Adviser has delivered time management tools and tips workshops for groups of FTP employees. This training has been well received. A modular training course on complaints handling and investigation for Case Managers, which is being run by Bond Solon, is due to start in December 2015. On successful completion of the post course assessments the attendees will be eligible for the BTEC Level 5 Professional Award in Complaints Handling and Investigation,

- 4.2 Panel refresher training is due to take place on 20 November 2015 and new Panel member training is planned for 26-27 November 2015.

## **5. Service Improvement**

- 5.1 We signed a memorandum of understanding with NHS Protect. The MoU sets out how we will work together to tackle fraud, corruption and theft in the NHS in terms of sharing information and intelligence. It also sets out how we will investigate the small minority of health and care professions who commit such crimes. The MoU is supported by an Information Sharing Agreement which ensures robust data protection practices are followed by both organisations when sharing information under the MoU.
- 5.2 We have begun the process of reviewing our memorandum of understanding with the Care Quality Commission. There is agreement across the two organisations that it is working well and that any amendments will be in relation to updating contacting details.
- 5.3 We have developed 'easy read' factsheets to explain the Standard of Acceptance policy and the HCPC's responsibilities and functions in relation to Protection of Title. The factsheets have been approved by the Plain English Campaign and have received their Crystal Mark. We are in the process of rolling out the inclusion of the factsheets with the correspondence we send to complainants and other parties.
- 5.4 Following the bespoke training session delivered in July 2015 by the Samaritans on managing suicidal contacts, we have developed a guidance document and a desk top guide. Both documents are currently being reviewed by the Samaritans

## **6. Liaison with stakeholders**

- 6.1 Members of the Department attended the following stakeholder meetings and events between September and November 2015.
- CQC - Independent Ambulance External Advisory Group
  - AHPRA - risk-based regulation
  - CCW, NISCC, SSSC, CORU - Directors of FTP meeting
  - KPMG Health and Care Regulation Leadership Network
  - University of Surrey – Ethics and professional regulation
  - HCPC Employer Event - Cambridge
  - FTP Partnership Forum – biannual meeting with Unison and other Professional Bodies
  - Restorative Justice Council
  - Metropolitan Police Service

## **7. Case Information – commentary on cases against forecast**

7.1 The statistical information relating to the work of the Fitness to Practise Department can be found in the management information pack. Length of time data is also provided. The data included is for April to October 2015. Key information regarding activity in October is highlighted below.

## **8. New cases**

8.1 We had 163 versus 194 forecast, which is 15% lower than expected. Year to date we remain 2% lower than forecast, with six out of the seven months being below forecast. We will continue to monitor this in the coming months to anticipate any impact on Investigating Committee Panel or team resources.

8.2 In October, 40% of newly received cases came from members of the public. This remains the consistently highest route of complaints across the year to date, where 44% of allegations came from members of the public. This remains similar to last year (46%). Complaints from employers accounted for 26% of this month's new matters, with 19% being self referrals from Registrants.

## **9. Professions**

9.1 Year to date, there is little change with 53% of new complaints received relating to social workers. The next highest rate is for paramedics (11%), and then physiotherapists and practitioner psychologists (both at 7%). Broadly speaking, there are no significant changes in the most complained about professions.

## **10. Enquiry and Pre ICP cases**

10.1 In October, we closed 156 cases pre-ICP against a forecast of 169. Year to date, we have closed 1025 cases. The average and median ages of open cases in the Enquiry stage is now showing a median age lower than those closed pre-ICP, demonstrating that we are not just concentrating on new matters that have arrived.

10.2 We have 1193 ongoing enquiry and pre ICP cases, which is the lowest number since June 2014. There are 25 Rule 12 cases which meet the definition of no active investigation whilst awaiting further information from third parties, as described in the new Standard of Acceptance.

10.3 The number of cases at pre-ICP stage is 270 which compares favourably against the 257 cases forecast. The number of cases in the pre-ICP stage is the highest it has been since March 2015. This demonstrates that we are continuing to progress cases to the point where they can be considered by an ICP panel, and the pre-ICP closures are not at the expense of other types of case progression.

- 10.4 Case progression conferences continue to be held on a monthly basis with a particular focus on the older cases which are still in the enquiry stage or do not have an ICP date fixed. In October, six complex cases were reviewed.
- 10.5 Allegations were drafted and sent to registrants for their observations in 79 cases this month which was slightly above forecast (72).

## **11. Cases considered at Investigating Committee**

- 11.1 54 cases were considered at ICP in October against a forecast of 64 cases. 3 (6%) of these cases required further information. The case to answer rate was 71%, compared to 57% forecasted. Year to date the rate is 58%. We will continue to monitor this rate in the coming months in light of the closure rate pre-ICP, and the cases already in the system. At the nine month reforecast we will have better understanding of whether the higher than expected case to answer rate is a consistent trend or a short term reflection of the cases which are being progressed through to the ICP stage of the process.

## **12. Interim Orders**

- 12.1 Nine new applications were considered, with all nine granted. The running rate of granted applications is 90%. Twenty six existing interim order cases were reviewed; one was revoked.

## **13. Cases awaiting final hearing and hearings activity**

- 13.1 There are 440 open cases, which is on forecast (449 cases). We are continuing to push through older cases as a result of the length of time work. We continue to have weekly teleconferences and monthly meetings with our external lawyers to ensure escalation of these cases is reviewed regularly.
- 13.2 Currently, 38% of these post ICP cases are under investigation by our external lawyers. A further 41% of the cases are with our scheduling team who are actively arranging hearings. The remaining 21% have a final hearing fixed for a date in the future. In line with our plans, we have in place additional temporary scheduling resource to ensure we meet the forecast for final hearings in the second half of this year.
- 13.3 There were five preliminary hearings held in October. There were 31 hearings listed (against a forecast of 36). We are continuing to use preliminary hearing activity to resolve issues with cases to allow them to advance to final hearings. The adjournment and part heard rate (6 cases in total) is higher as a percentage of listed activity (19%) but is due to smaller numbers and remains within expected parameters.

## **14. Length of time review**

- 14.1 We have continued to repeat the length of time analysis presented to Council in 2014 as part of the wider discussion of timeliness and conclusion of cases. The data indicates a broadly stable position to that presented to Council in September 2015. A summary of the key indicators is provided below.
- 14.2 Year to date, we closed 1420 cases at either pre-ICP, ICP or final hearing stage. Of these, 90% (1277 cases) were closed within 18 months of receipt of the original complaint. This proportion is stabilising at this figure as we concentrate on progressing the cases at each stage of the process. As previously reported, this will continue for the next six months as part of our activity plan.
- 14.3 The mean and median closure times for this combined group has remained at 9 and 7 months. For cases closed at pre-ICP stage, the mean and median times remain at 6 and 5 months; for cases closed no case to answer at ICP has reduced from 11 and 9 months to 10 and 9 months; and for those closed at final hearing the times remain at 21 and 20 months.
- 14.4 An analysis of the open cases at each stage shows the current age of cases yet to conclude. Of the 923 open Enquiry cases, the mean and median age from receipt remains constant at 6 and 4 months respectively. This is lower than previous years' activity.
- 14.6 Of the 440 current post ICP cases, the mean and median age from receipt is 20 and 18 months respectively. For these cases, the mean and median time taken to reach SOA remains at 4 and 3 months respectively. The cases then took a further 7 and 4 months (mean and median) respectively from SOA to ICP. The cases have taken a further 8 and 6 months (mean and median) from ICP to date. There is no change in these timings for this group of cases since last month indicating these cases are not getting older.

## **15. Non-FTP case activity**

- 15.1 Registration Appeals: 4 new cases were received, against a forecast of 14 for October. There are 19 cases open. This figure has been stable for three consecutive months. We have made changes to our Case Management System to allow the Registrations Appeal Team to take over the administration of new appeals. A date for this handover is yet to be set. Fitness to Practise will continue to progress the cases that are currently in the system.
- 15.2 Protection of Title: There were 30 cases received in October, against a forecast of 34. There are 60 open cases. These numbers are higher than the previous month, but within the expected parameters. This level is still below the average

number of open cases year to date. The ongoing prosecution case has been adjourned until 10 December 2015.

- 15.3 Health and Character declarations: There were 85 new cases received in October which is higher than the forecast at 68. As with the previous year, the anticipated rise in declarations appears to be arriving later than we forecast. Year to date, we are just under forecast (4% less). Forty seven cases were considered by panels in October, with 60 remaining open. We continue to monitor and use flexible resources to manage the peaks and troughs in this stream of activity. A paper will be provided to the Education and Training Committee in November 2015 providing a review of the health and character process the cases managed over the past two years.
- 15.4 Miscellaneous (MIS): 66 new cases were received in this month, which is within forecast. The open caseload is 36, from 49 at the end of September. This is the lowest number of open MIS cases since March 2014. Therefore there are no concerns with this area of work.
- 15.5 High Court: There were no new High Court cases received this month, meaning there are four currently open cases. Overall, high court activity remains low.
- 15.6 Despite continued discussion with PSA, there were no learning points from PSA in October. The last learning points were received in November 2014. It is unlikely that we will respond to any learning points received from activity in the last year due to the time since the hearing activity took place and the change in both HCPC team and panel members.

## **Fitness to Practise Department**

## **Management Information Pack**

John Barwick, Director of Fitness to Practise  
Activity in October 2015

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Glossary	Headline description	Further information
<b>Adjournments</b>	The case starts its hearing activity but has a request from a party to cease	
<b>Allegations</b>	These are drafted by the Case Manager before the case is considered at ICP. The IC Panel can amend these allegations if they wish, based on their review of the information in front of them.	The allegations are what the Registrant is asked to comment on in their observations. The allegations are also used by the external investigators to investigate and present the case in a public hearing.
<b>Allegations made: Investigating Panel (chart)</b>	This chart shows the number and age of cases from the time the case met the standards of acceptance, until the final ICP decision. Only cases that have concluded at a final hearing are included.	
<b>Cancellations</b>	A hearing or meeting does not proceed due to being administratively cancelled	
<b>Case to answer rate</b>	The rate of cases that an Investigating Committee Panel find that meet the realistic prospect test.	The Case to Answer rate is the total number of cases referred for external investigation, divided by the total number of cases concluded at ICP. It does not include cases that require further information gathering by the Case Manager.
<b>Closed PreICP</b>	A case that does not meet the standard of acceptance can be closed without sending it to an Investigating Committee Panel.	Cases that are closed preICP are those where requests have been made for information to meet the allegation, but have not been provided, or where the case does not relate to HCPC fitness to practise standards.
<b>Complaints</b>	Complaints about FTP decisions, processes or service are logged centrally and reviewed at Executive Management Team. In FTP, a central logging and response process exists to ensure the 10 working day service standard is met, and issues with complaints are escalated appropriately.	Issues from review of complaints are reviewed and fed into the training, guidance or improvement workstreams in FTP
<b>Enquiry cases</b>	These cases are identifiable to an HCPC registrant, but do not currently meet the HCPC's Standard of Acceptance	Cases are anticipated to meet the standard of acceptance within four months of receipt of the original complaint.
<b>Forecast</b>	This is the number of cases that are expected and budgeted for in the annual budget planning process.	There is a re-forecast at 3, 6 and 9 months of the budget year to ensure any changes in activity are resourced or re-planned.
<b>Full year effect (FYE)</b>	This is the summary of activity in any completed year, described from 1 April to 31 March	
<b>Further Information at ICP</b>	These cases have been considered by the Investigating Committee Panel, but are considered to have insufficient detail to make a case to answer decision.	The Case Manager requests further information and the case is returned to a future IC Panel.
<b>GSCC transfer cases</b>	These cases were transferred on 1 August 2012, on the closure of the General Social Care Council	These cases are analysed and presented separately in the management commentary from those relating to social workers in England, which were received after 1 August 2012 directly by HCPC
<b>Health and Character Declarations</b>	If a Registrant declares an issue with their physical or mental health, or a caution or conviction, FTP can investigate and constitute a hearing to decide if the issue is compatible with being on HCPC register.	HCPC team members have administrative rights to close cases in line with the policy. Those cases that require review by a panel go to the Investigating Committee.
<b>High Court activity</b>	Professional Standards Authority have the power to appeal a decision made by an HCPC panel. Registrants also have the right to appeal a Panel decision or to request a judicial review of our processes or decisions.	These cases are presented by external lawyers at the High Court. HCPC can re-hear cases under certain circumstances.

<b>ICP</b>	The Investigating Committee is one of the committees that consider cases. The ICP decide if the realistic prospect test is met on the information in front of it, and refers cases for further (external) investigation.	The Investigating Committee Panel is not a public hearing, and uses the information contained in the papers prepared by the Case Manager to reach its decision.
<b>Interim Orders</b>	Interim orders can be applied for when there is considered to be significant risk to the public or the registrant from their alleged impairment of fitness to practise. An order can be applied for at any stage.	Orders can be granted or refused by a Panel. For those that are granted, they must be reviewed regularly (at 6 months from imposition, then every 3 months until the expiry - usually 18 months). Orders still required after the maximum 18 months have to be applied for extension at the relevant High Court.
<b>Internal measuring tools</b>	A range of time based measures for cases at each of the stages in the process are used to ensure that cases are progressing as expected, or that complex cases have the appropriate escalation actions.	Our case management system generates weekly and monthly reports to ensure any cases that are outside the service standards can be identified.
<b>Length of time</b>	Cases are measured from a number of points in their lifetime. These measures have service standards associated with them, and are used to trigger escalation activity for cases that exceed them. Information is taken from the Case Management System	Measures are taken from: receipt of the original complaint, the time the case meets the standard of acceptance, the time the case has been sent to the Registrant for observations; the date of the final IC Panel; the conclusion of the external investigation; the point at which the case is ready and then fixed for a final hearing; the conclusion of the final hearing.
<b>Length of time Age of Post ICP (chart)</b>	This chart shows the number and age of cases, measured from the ICP decision of case to answer. These cases have been to ICP.	
<b>Length of time Cases Inv Committee (excluding further information) - (chart)</b>	This chart shows the number and age of cases measured from the Standard of Acceptance for ICP cases that have concluded.	These cases may be closed no case to answer, or sent for investigation by external lawyers. Cases where an IC Panel asked for more information are excluded.
<b>Length of time: Allegations made to conclusion of final hearing (chart)</b>	This chart shows the number and age of cases that have concluded at a final hearing. The measure is the time taken from the meeting of the Standard of Acceptance to the conclusion of the final hearing.	
<b>Length of time Investigating Panel - Case Concluded (chart)</b>	This chart shows the time taken from the investigating committee panel decision to the conclusion of the final hearing.	
<b>Length of time Open PreICP (chart)</b>	This chart shows the number of cases and their age from the Standard of Acceptance. These cases have not been to ICP yet.	
<b>Mean and median average</b>	The mean is the average of the data, the median is the middle point of the range of the data	
<b>Obs (Observations)</b>	When a case meets the Standard of Acceptance, it is prepared to go to an Investigating Committee Panel. At the point of reaching the SOA, the Registrant is informed that there is a case against them, and invited to give their observations (Obs) on the complaint made against them.	Any Obs that come back after the 28 day period allowed for the Registrant's response go to the Investigating Committee Panel
<b>Part Heard</b>	A case starts its hearing activity, but does not conclude in the allotted time.	Further hearing time is arranged by the Scheduling team, liaising with all parties.
<b>Post ICP cases</b>	These cases have been considered by an Investigating Committee Panel and have a case to answer decision	The cases may be with external investigators (30%), Ready to fix (40%) or have a confirmed final hearing date that is in the future.

<b>Pre ICP cases</b>	These cases have met HCPC's Standard of Acceptance, but have not yet been considered by an Investigating Committee panel.	These cases may have Obs returned, or still be in the process of creating the allegations on which the Registrant is asked to provide Observations. ICP dates are generally arranged up to two months in advance. Cases are expected to have been to ICP for a decision within eight months of receipt of the original complaint.
<b>Preliminary meetings</b>	Can be used to manage aspects of the case, such as witness orders, use of the time available, or admissibility of evidence.	Preliminary meetings can be held virtually, or in person.
<b>Profession</b>	There are 16 professions regulated by HCPC	The management commentary breaks down the trends in new complaints, and also outcome of key decision stages by profession.
<b>Protection of Title</b>	If an individual uses one of the protected titles described in HCPC's Order, a prosecution can be pursued.	
<b>PSA Learning Points</b>	Professional Standards Authority review all final hearing decisions to ensure consistency and also that HCPC is not unduly lenient. They have the power to appeal these decisions. A monthly learning points letter is sent to HCPC containing their observations.	We review all learning points and respond to PSA with our views, including whether we agree with their opinion. We share these responses with our panels for individual learning, and also use case studies in our induction and refresher training courses.
<b>Ready to Fix (RTF)</b>	A case where the external investigation has concluded and can be scheduled for a final is described as ready to fix	The scheduling team at HCPC take RTF cases and liaise with all parties before fixing or confirming the date and location of the hearings. We assume approximately 30% of all post ICP cases will be RTF at any stage.
<b>Realistic Prospect Test</b>	This is set out in the standard of acceptance Council policy, and describes the likelihood of a Registrant's fitness to practise being found impaired.	It is a core component of the Standard of Acceptance policy.
<b>Registration Appeals</b>	Registrants who are refused entry to HCPC register can appeal.	Panels are arranged to consider the appeal.
<b>Representation</b>	Registrants may be represented by a union. Representation may happen at any stage in the process.	The management commentary reviews the outcome of decisions at ICP and at final hearing against whether the Registrant was engaged with the process. The registrant may represent themselves, by represented by others, or there may be no engagement from the registrant or a representative.
<b>Review of substantive decisions</b>	Cases where a suspension or caution is applied at a final hearing must be reviewed by an independent prior to the order expiring.	These panels can continue the original order, vary it, or allow it to expire. Following a period of suspension, Panels can strike a registrant off the register.
<b>Source of complaint</b>	These are categorised as: article 22(6)/Anonymous; Employer; Other; Other Registrant; Police; Professional body; Public; Self referral	The management commentary breaks down the trends in these different sources, and helps to guide FTP guidance development work.
<b>Standard of Acceptance (SOA)</b>	This is set out in Council's policy	
<b>Year to date (YTD)</b>	This is the summary of the information in the period 1 April to 31 March in the current budget year	

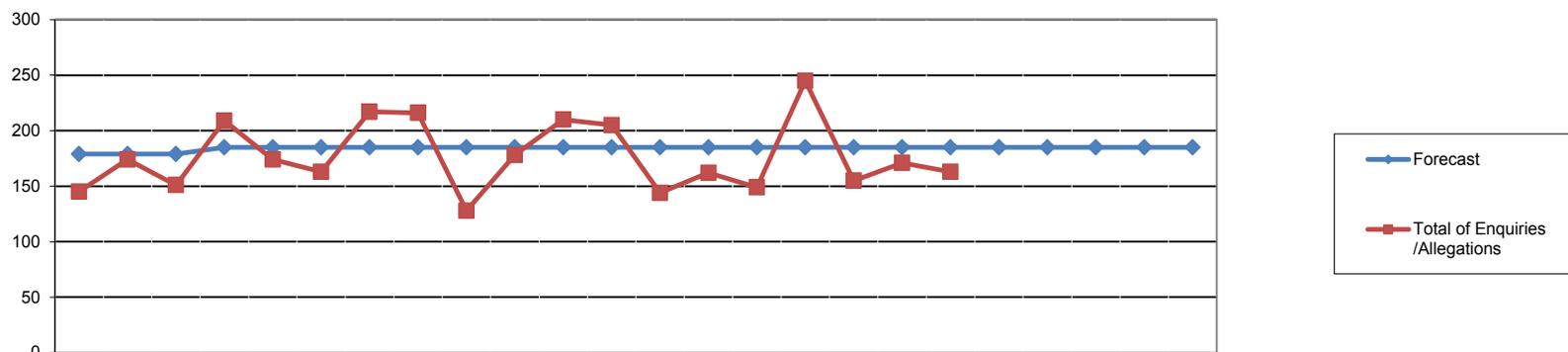


**NB: this does not include GSCC transfer cases or any cases that are in the review cycle of a substantive sanction**

**Cases per case manager**

<b>Month</b>	<b>Current month / variance</b>	<b>Month forecast</b>	<b>Year end forecast</b>	<b>Commentary</b>
<b>October</b>	41/-4 (pre-ICP) 15/-10 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	* The average caseload per Case manager remains unchanged from last month. This reflects the higher than forecast number of cases closed in recent months in addition to the number of new cases received remaining stable.
<b>September</b>	41/-4 (pre-ICP) 15/-10 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	* The average caseload per Case Manager has declined again this month. It is noted that it remains unevenly spread across the Case management group due to a number of new starters and individuals on periods of leave; * The number of post-ICP cases has increased by one case per Case manager compared to last month. This reflects the high number of cases that went to ICP in September and the higher than forecast "case to answer" rate.
<b>August</b>	424/-3 (pre-ICP) 14/-11 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	* The average caseload per Case Manager has continued to decline but remains unevenly spread across the CM cohort for the reasons identified previously.

**Enquiries and Allegations Received by type: April 2014-March 2016**



	2014			2015									2016											
	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>Forecast</b>	179	179	179	185	185	185	185	185	185	174	203	204	185	185	185	185	185	185	185	185	185	185	185	185
<b>Enquiries</b>	140	166	149	204	168	160	216	211	125	174	203	204	142	160	145	231	146	159	153					
<b>Allegations</b>	5	8	2	5	6	3	1	5	3	4	7	1	2	2	4	8	4	6	7					
<b>Rule 12</b>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	6	4	6	3				
<b>Total of Enquiries /Allegations</b>	145	174	151	209	174	163	217	216	128	178	210	205	144	162	149	245	155	171	163					
<b>Article 22(6)/Anon</b>	4	9	4	7	9	2	2	4	2	7	5	10	5	3	2	3	8	1	4					
<b>Employer</b>	37	55	43	65	40	47	53	53	25	37	41	58	37	35	42	62	35	53	43					
<b>Other</b>	6	1	4	5	7	11	16	22	7	9	6	9	5	7	5	11	11	10	11					
<b>Other Registrant</b>	8	6	5	7	6	3	7	5	2	1	11	10	2	3	5	7	1	5	2					
<b>Police</b>	3	2	0	0	2	2	2	5	1	1	3	0	0	2	4	0	0	1	3					
<b>Professional body</b>	1	2	2	3	2	1	2	0	1	0	0	1	0	2	1	1	3	0	1					
<b>Public</b>	58	62	60	93	86	67	101	89	75	92	112	93	69	84	65	109	64	63	66					
<b>Self-referral</b>	28	37	33	29	22	30	34	38	15	31	32	24	26	26	25	52	33	38	33					

11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
	n/a		n/a	
500	1452	1,960	2,120	1136
425	201	109	50	33
925	1653	2,069	2,170	1189
283	58	77	65	26
289	435	593	554	307
33	87	81	103	60
53	99	78	71	25
27	27	37	21	10
12	21	14	15	8
228	634	793	988	520
NA	NA	396	353	233

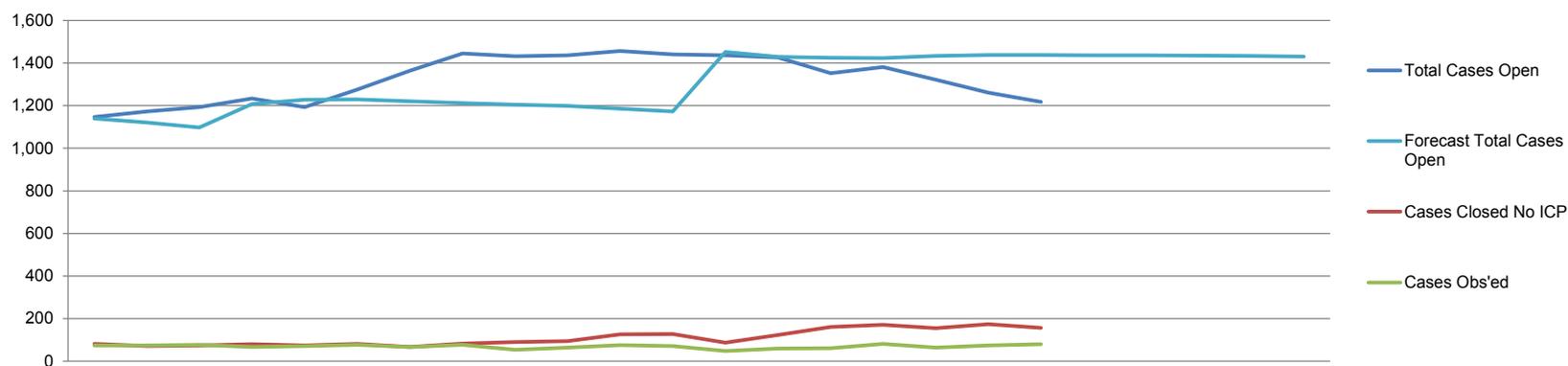
Cases Received: Profession & source of complaint April 2011 - March 2016

	Article 22(6)/Anon	Employer	Other	Other registrant	Police	Professional bodies	Public	Self referral	11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
Arts therapists	0	1	0	0	0	0	2	1	4	7	4	11	4
Biomedical scientists	3	12	3	1	0	0	1	10	66	37	50	36	30
Chiropodists & podiatrists	1	10	1	0	0	0	17	4	55	53	71	56	33
Clinical scientists	0	0	1	0	0	0	1	3	9	9	3	6	5
Dietitians	0	2	3	0	0	0	2	4	12	13	21	15	11
Hearing aid dispensers	0	3	1	0	0	0	7	0	23	25	22	18	11
Occupational therapists	2	15	4	1	0	0	20	10	96	76	105	97	52
ODPs	2	18	1	2	0	0	2	7	63	45	63	60	32
Orthoptists	0	0	0	0	0	0	0	0	2	2	2	2	0
Paramedics	5	27	3	3	1	0	14	76	253	262	266	231	129
Physiotherapists	1	24	8	0	3	1	33	10	118	123	134	133	80
Practitioner psychologists	1	10	7	3	1	3	58	8	139	179	157	157	91
Prosthetists & orthotists	0	2	0	0	0	0	0	1	2	1	2	2	3
Radiographers	2	24	2	0	2	1	5	14	58	55	59	80	50
Social workers	9	152	25	13	3	3	347	78	n/a	733	1,085	1,251	630
SLTs	0	6	1	2	0	0	11	6	25	33	25	15	26
<b>Total</b>	<b>26</b>	<b>306</b>	<b>60</b>	<b>25</b>	<b>10</b>	<b>8</b>	<b>520</b>	<b>232</b>	<b>925</b>	<b>1,653</b>	<b>2,069</b>	<b>2,170</b>	<b>1,187</b>

Commentary

Month	Commentary
<b>October</b>	* Social Worker referrals continue to constitute more than half (53%) of Fitness to Practise referrals received YTD * Members of the public remain the largest source of Fitness to Practise referrals with 43% of all referrals coming from this complainant group
<b>September</b>	* Social Worker referrals constitute 53% of all fitness to practise referrals received, YTD. * Members of the public continue to be the largest complainant group, in particular in relation to Social Worker referrals with 56% of all Social Worker referrals coming from this Complainant group.
<b>August</b>	* Social Worker referrals continue to comprise 55% of the total YTD and the proportion of them raised by the public remains at 58%.

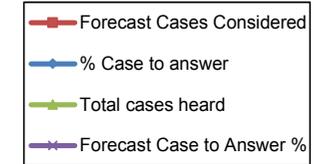
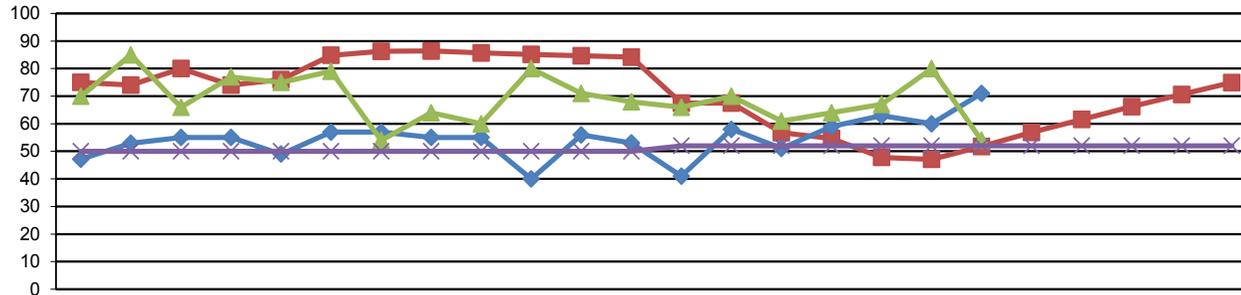
Pre - ICP case information April 2014 - March 2016



	2014			2015												2016												13/14 YTD	14/15 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					
Forecast cases received	179	179	179	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185				
Cases Received	145	174	151	209	174	163	217	216	128	178	210	205	144	162	149	245	155	171	163								3,359	1,189	
Allegations Open	291	273	283	271	287	265	284	290	276	259	269	272	255	246	254	264	252	249	270								307	1,189	
Enquiries Open	856	900	910	963	907	1011	1081	1155	1157	1178	1188	1169	1182	1181	1099	1107	1054	989	923								855	900	
Rule 12 open	N/A	11	17	23	25																								
Total Cases Open	1,147	1,173	1,193	1,234	1,194	1,276	1,365	1,445	1,433	1,437	1,457	1,441	1,437	1,427	1,353	1,382	1,323	1,261	1,218								1,162	1,173	
Forecast Total Cases Open	1,140	1,121	1,098	1,208	1,229	1,230	1,221	1,212	1,205	1,199	1,186	1,173	1,453	1,429	1,426	1,423	1,434	1,439	1,438	1,437	1,437	1,435	1,434	1,432			1,027	1,121	
Percentage of Cases in Pre ICP Remit	25	23	24	22	24	21	21	20	19	18	18	19	18	17	19	19	19	18	22										
Cases Considered at CPC	6	7	5	2	4	9	4	5	7	8	9	11	7	7	4	5	See note	5	6								111	132	
Cases Closed No ICP	81	71	73	79	73	81	66	82	89	94	126	127	87	123	160	171	155	173	156								2,067	34	
% of Cases Closed no ICP	10	8	8	8	8	8	6	7	8	8	11	11	6	10	12	15	15	15	17										
Forecast % cases closed No ICP	11	11	11	11	11	11	9	10	11	12	13	13	15	14	14	13	13	13	12	12	12	11	11	11			n/a	n/a	
Cases Obs'ed	73	74	76	66	70	76	66	76	53	64	75	70	47	59	61	81	64	73	79								1303	151	
Forecast Cases Obs'ed	80	79	77	85	86	86	86	85	85	84	83	82	59	63	68	72	76	80	85	89	86	84	82	80			998	893	
% of Pre ICP cases Obs'ed	25	27	27	24	24	29	23	26	19	25	28	26	18	24	24	31	25	32	31										
Forecast % cases Obs'ed	27	27	27	27	27	27	27	27	27	27	27	27	20	21	22	23	24	25	23	0	0	27	27	27					

Note. The Aug CPC was used to review the full range of some 60 post-ICP cases categorised by instructed solicitors as Ready to Fix: Do Not Schedule.

Investigating Panel decisions and referrals April 2014 - March 2016



	2014			2015										2016										
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Forecast Cases Considered	75	74	80	74	76	85	86	86	86	85	85	84	68	68	57	55	48	47	52	57	62	66	71	75
Total cases heard	70	85	66	77	75	79	54	64	60	80	71	68	66	70	61	64	67	80	54					
Case to Answer	Referred to CCC (Reg representations)	17	33	22	23	14	29	15	18	20	16	24	21	16	24	15	18	30	19	17				
	Referred to CCC (Rep representations)	2	2	2	7	4	5	3	3	3	2	3	4	3	4	3	7	4	8	9				
	Referred to CCC (No representations)	14	10	9	10	16	8	10	11	9	11	11	9	7	10	11	8	7	21	9				
	Referred to HC (Reg representations)	0	0	1	0	0	0	0	2	0	0	0	1	0	0	0	2	0	0	1				
	Referred to HC (Rep representations)	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0				
	Referred to HC (No representations)	0	0	2	1	1	0	0	1	0	2	0	1	0	0	0	0	0	0	0				
	Referred to IC (Reg representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0				
	Referred to IC (No representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
	Forecasted Cases Referred	37	36	39	36	37	41	42	42	42	42	41	41	34	34	29	28	24	24	26	29	31	34	36
Total case to answer	33	45	36	41	35	42	28	35	32	32	38	36	27	38	29	35	42	48	36					
Forecast Case to Answer %	50	50	50	50	50	50	50	50	50	50	50	50	52	52	52	52	52	52	52	52	52	52	52	
% Case to answer	47	53	55	55	49	57	57	55	55	40	56	53	41	58	51	59	63	60	71					
No case to answer	Not referred (Reg representations)	32	28	21	28	28	27	18	16	20	33	24	26	28	20	18	16	17	19	12				
	Not referred (Rep representations)	2	4	3	2	7	3	2	7	3	9	6	0	3	4	5	3	1	3	1				
	Not referred (No representations)	3	2	2	3	2	1	1	4	3	3	0	4	6	3	5	5	2	4	2				
	Total cases not referred	37	34	26	33	37	31	21	27	26	45	30	30	37	27	28	24	20	26	15				
Further Information	0	6	4	3	3	6	5	2	2	3	3	2	2	5	4	5	5	6	3					

	11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
	516	543	707	849	462
	176	181	210	252	139
	19	29	42	40	38
	49	83	97	128	73
	6	5	6	4	3
	2	0	0	0	1
	0	3	4	8	0
	0	0	0	0	0
	0	0	0	0	0
	0	0	1	0	0
	n/a	n/a	394	478	369
	254	304	360	433	255
	n/a	n/a	n/a	n/a	n/a
	49	56	53	53	58
	197	176	256	301	130
	21	28	31	48	20
	29	18	35	28	27
	246	231	322	377	177
	18	20	25	39	30

**Commentary  
Cases Considered**

<b>Month</b>	<b>Current month / variance</b>	<b>Month forecast</b>	<b>Year end forecast</b>	<b>Commentary</b>
<b>October</b>	54/+2	52	726	* The number of cases heard at ICP in October almost exactly matched forecast.
<b>September</b>	80/+33	47	726	* The high number of cases going to ICP in September reflects a strong focus on ensuring as many as possible can be managed to final hearing before the end of 2015/16.
<b>August</b>	67/+19	48	726	* Cases considered were substantially above the, albeit low, forecast.

Investigating Panel Decisions by profession and source of allegation April 2011 - March 2016

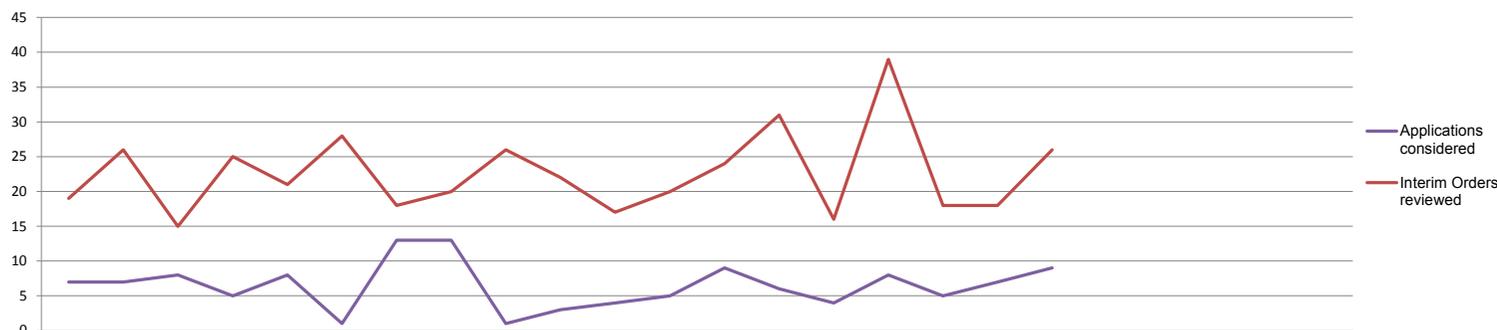
By Profession	No Case to Answer	Further Information requested (FI)	Case to Answer			Total YTD
			CCC	HC	IC	
Arts therapists	1	0	1	0	0	2
Biomedical scientists	2	1	5	0	0	8
Chiropodists & podiatrists	9	0	5	0	0	14
Clinical scientists	0	1	1	0	0	2
Dietitians	3	1	0	1	0	5
Hearing aid dispensers	1	1	6	0	0	8
Occupational therapists	9	1	12	0	0	22
ODPs	5	1	17	0	0	23
Orthoptists	0	0	0	0	0	0
Paramedics	28	2	43	3	0	76
Physiotherapists	19	0	19	0	0	38
Practitioner psychologists	7	5	13	0	0	25
Prosthetists & orthotists	0	0	0	0	0	0
Radiographers	14	1	7	0	0	22
Social workers	75	16	119	0	0	210
SLTs	4	0	3	0	0	7
<b>Total YTD</b>	<b>177</b>	<b>30</b>	<b>251</b>	<b>4</b>	<b>0</b>	<b>462</b>

11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
1	3	1	2	2
37	26	23	28	8
40	27	31	36	14
10	3	2	1	2
5	14	7	10	5
12	9	5	5	8
55	44	47	42	22
37	37	25	41	23
1	1	0	3	0
139	128	100	108	76
65	69	71	56	38
60	67	36	53	25
0	1	1	1	0
39	35	32	43	22
15	21	15	12	7
<b>516</b>	<b>543</b>	<b>707</b>	<b>849</b>	<b>462</b>

By source of allegation	No Case to Answer	Further Information requested (FI)	Case to Answer			Total YTD
			CCC	HC	IC	
Article 22(6)/Anon	3	0	5	2	0	10
Employer	72	21	157	1	0	251
Other	7	1	7	0	0	15
Other Registrant	0	1	11	0	0	12
Police	2	0	3	0	0	5
Professional body	1	1	5	0	0	7
Public	44	4	18	0	0	66
Self referral	48	2	45	1	0	96
<b>Total YTD</b>	<b>177</b>	<b>30</b>	<b>251</b>	<b>4</b>	<b>0</b>	<b>462</b>

11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
139	72	23	20	10
204	263	321	417	251
14	24	17	21	15
22	22	17	21	12
21	17	21	19	5
5	2	9	4	7
111	109	133	133	66
n/a	34	166	214	96
<b>516</b>	<b>543</b>	<b>707</b>	<b>849</b>	<b>462</b>

Interim Orders Cases April 2014 - March 2016



	2014			2015												2016			13/14 YTD	14/15 YTD						
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep			Nov	Dec	Jan	Feb	Mar	
Applications considered	7	7	8	5	8	1	13	13	1	3	4	5	9	6	4	8	5	7	9						123	48
Applications granted	6	6	6	5	8	1	11	12	1	3	4	4	6	5	2	7	5	6	9						107	40
Applications not granted	1	1	2	0	0	0	2	1	0	0	0	1	3	1	2	1	1	1	0						17	9
Interim Orders reviewed	19	26	15	25	21	28	18	20	26	22	17	20	24	31	16	39	18	18	26						429	172
Interim Orders revoked	1	0	0	0	0	0	0	5	1	0	0	1	0	1	0	0	0	2	1						12	4
IO instructed for High Court extension	0	2	1	3	0	0	0	0	0	0	5	3	2	2	2	1	0	2	0							
Total days (all locations)	11	14	9	11	10	8	8	10	9	10	16	11	18	18	11	19	14	14	21						192	115
% days at Park House	90	80	68	64	90	100	95	85	95	74	97	90	94	92	96	84	82	71	79						87	85
% external	10	20	32	36	1	0	5	15	5	26	3	10	6	8	4	16	18	29	21						12	15

Commentary

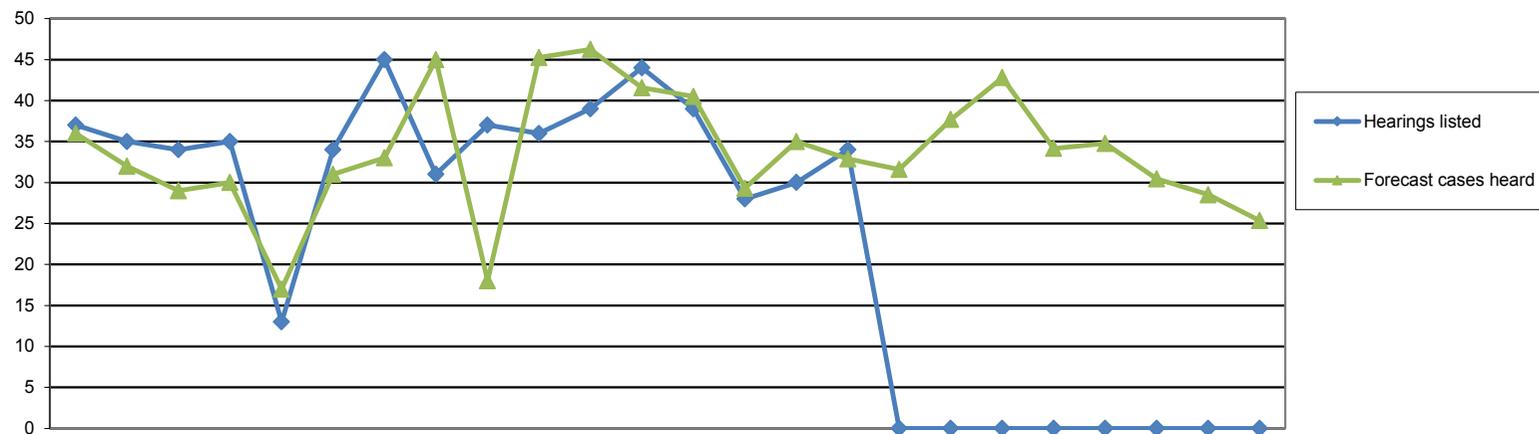
Cases within 6 months of IO expiry pre-ICP

Month	Current month / variance	Month forecast	Year end forecast	Commentary
October	21	n/a	n/a	<p>*This month there is a total of 21 cases that are due to expires within the next 6 months.</p> <p>*8 of these cases are still in the Pre ICP stage, 4 of which have on-going criminal proceedings which we are waiting to conclude. 2 are At the ICP stage and for the remaining 2 cases we are waiting for further information from third parties.</p> <p>*13 cases are in the Conduct and Competence Committee remit. 5 of these cases have been fixed for Final Hearing and are due to conclude before the end of this year. The remaining cases are currently being investigated by our external Solicitors.</p> <p>*We have instructed BDB to apply for an extension to the High Court for 1 case.</p>
September	25	n/a	n/a	<p>* 23 cases are due to expire within the next 6 months, which is a decrease of 4 cases compared to last month.</p> <p>* 15 of these cases are in the Conduct and Competence Committee remit and 7 cases are at the Pre Investigating Panel stage.</p> <p>*Out of these 15 cases, 7 have been fixed for Final Hearings the remaining 8 cases are currently being investigated by our external solicitors.</p> <p>* We have instructed BDB to apply for an extension to the High Court for 5 cases, as we are unable to conclude the matters before the expiry date, however no new cases have been instructed this month.</p>
August	27	n/a	n/a	<p>* 27 cases are due to expire within the next 6 months, which is an increase of 8 cases compared to last month.</p> <p>* 17 of these cases are in the Conduct and Competence Committee remit and 1 case is in the Health Committee remit. Out of these 18 cases, 13 have been fixed for Final Hearings during September and October. The remaining 5 cases are currently being investigated by our external solicitors.</p> <p>*There are 8 cases at the Pre Investigating Panel stage, 7 of which have on-going criminal investigations. We are unable to proceed until these investigations have concluded. The remaining case, is on hold whilst we investigate another linked matter for the same registrant.</p> <p>*1 case has been remitted back to ICP and the Panel will be hearing the case on the 18 September.</p> <p>* We have instructed BDB to apply for an extension to the High Court for 7 cases, as we are unable to conclude the matters before the expiry date.</p>

**Mean and median Length of Time**

Month	Current month / variance	Year cumulative Total	Forecast	Commentary
<b>October</b>	19 days Mean 14 days Median	20 days Mean 17 days Median	15 days Mean 15 days Median	<p>*9 Interim Order applications were made in October. This is a decrease of 4 cases compared to last month.</p> <p>*5 cases were scheduled within forecast taking between 10 -14 days.</p> <p>*3 cases were slightly over forecast, taking between 19-22 days to schedule. Similar to last month, the remaining case took 45 days to list, the matter was already scheduled for an earlier hearing on the 2 September, however the case was adjourned by the Panel. If the matter was heard on that day, the case would have taken 15 days to list which is within forecast.</p> <p>*Overall we are broadly in line with our forecast.</p>
<b>September</b>	19 days Mean 19 days Median	20 days Mean 17 days Median	15 days Mean 15 days Median	<p>*There were only 9 interim order applications that took place in September, this was an increase of 3 cases compared to last month.</p> <p>* 3 cases were scheduled within forecast taking between 14 -15 days. There was 2 cases that took 17 and 19 days which is slightly over the forecast, the remaining 4 cases took between 21 and 29 days. The main reason for this was room availability. The Scheduling Manager will be monitoring this to ensure that the same issues do not reoccur.</p>
<b>August</b>	17 days Mean 18 days Median	20 days Mean 17 days Median	15 days Mean 15 days Median	<p>A total of 6 interim order applications took place in August. This is a decrease of 2 cases compared to last month. * 3 cases were scheduled within forecast taking between 11 - 15 days to schedule. The other 3 cases took from 21 - 22 days. One of these cases was adjourned and relisted, therefore this increased the length of time to schedule a new date. *Overall there has been a slight increase in the month variance, and this will be raised with the Scheduling Manager to keep under review.</p>

Panel Hearings Decisions (Preliminary and Final Hearings) April 2011 - March 2016



		2014												2015												2016												11/12	12/13	13/14	14/15	15/16
		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	YTD	YTD
	Preliminary hearings	0	6	1	6	3	3	4	1	3	9	3	9	7	3	7	6	5	5	5						7	3	7	6	5	5	5						n/a	n/a	12	48	48
	Forecast cases heard	36	32	29	30	17	31	33	45	18	45	46	42	41	29	35	33	32	38	36	36	36	36	36	36	41	29	35	33	32	38	36	36	36	36	36	36	n/a	n/a	325	404.1	423
	Forecast cases adjourned	4	3	3	3	2	3	3	5	2	5	5	4	4	3	4	3	3	4	4	3	3	3	3	4	3	4	3	3	4	4	3	3	3	3	3	n/a	n/a	49	40.41	40	
Conduct & Competence and Health Committee	Hearings listed	37	35	34	35	13	34	45	31	37	36	39	44	39	28	30	34	31	40	31					39	28	30	34	31	40	31						399	266	311	420	233	
	Adjourned / cancelled / postponed	1	2	6	2	0	4	4	4	5	3	3	0	2	1	0	2	1	1	4					2	1	0	2	1	1	4						22	24	25	34	11	
	Caution	5	2	5	8	2	2	7	4	6	3	5	3	5	3	2	3	2	2	3					5	3	2	3	2	2	3						44	41	36	52	20	
	Conditions of practice	4	4	3	2	2	2	4	2	3	5	3	5	3	2	3	6	3	2	3					3	2	3	6	3	2	3						13	14	26	39	22	
	No further action	2	1	1	0	0	1	0	0	0	1	0	0	0	1	0	1	0	0	0					0	1	0	1	0	0	0						2	2	6	6	2	
	Not well founded /wholly discontinued	9	5	7	3	4	10	8	7	9	6	5	16	5	3	10	7	7	10	9					5	3	10	7	7	10	9						55	54	69	89	51	
	Part heard	3	3	2	4	1	2	5	2	2	6	5	3	4	5	2	3	3	5	2					4	5	2	3	3	5	2						16	11	15	38	24	
	Referred to other committee	0	0	0	0	0	0	0	0	0	3	0	0	1	0	1	0	0	0	0					1	0	1	0	0	0	0						2	2	4	3	2	
	Consent - removed	1	2	0	5	0	3	3	1	7	2	4	3	3	2	1	0	2	2	3					3	2	1	0	2	2	3						12	12	20	31	13	
	Consent - caution	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0					0	0	0	1	0	0	0						n/a	n/a	0	0	1	
	Consent - conditions	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						n/a	n/a	0	0	0	
	Consent - suspension	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						n/a	n/a	0	0	0	
	Struck off	6	5	7	4	0	7	8	6	2	2	8	7	6	4	5	8	5	10	5					6	4	5	8	5	10	5						50	44	52	62	43	
	Suspended	6	11	3	7	4	3	8	6	3	5	6	7	7	7	6	5	7	8	2					7	7	6	5	7	8	2						60	61	57	69	42	
Investigating	Amended	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					0	0	0	0	0	0	0						0	0	0	0	0		
	No further action	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	1	0		
	Not well found	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					0	0	0	0	0	0	0						0	0	0	0	0		
	Part heard	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	0	0	0		
	Removed	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0					0	0	0	0	0	0	0						1	1	1	1	0		
Cases concluded (excluding GSCC)		33	30	26	29	12	28	38	26	30	27	31	41	30	22	28	31	26	34	25					30	22	28	31	26	34	25						196					

CCC and HC final hearings - Scheduling and Resource descriptions

	2014			2015									2016									13/14 FYE	14/15 FYE	15/16 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
Forecast hearing days	90	80	73	69	51	124	83	113	46	133	139	129	107	78	93	87	84	100	113	91	92	81	76	67	644	1075	1068
Cases scheduled HCPC (all hearing types)	38	32	38	34	20	31	34	28	27	19	35	42	47	20	31	34	32	36	29						373	378	229
Days scheduled HCPC (all hearing types)	80	84	78	67	54	94	106	83	46	50	101	89	104	59	83	71	82	93	69						837	935	561
Cases scheduled external (all hearing types)	5	10	4	1	2	9	4	7	7	6	10	10	3	5	5	6	6	5	9						62	67	39
Days scheduled external (all hearing types)	17	40	12	6	4	29	18	30	13	29	31	29	8	17	21	17	16	19	34						175	231	132
Days	97	124	90	73	58	123	124	113	59	79	132	118	112	76	104	88	98	112	103						1012	1166	693
% cases external	18	0	10	3	9	23	11	20	21	63	22	24	6	20	14	15	16	12	24						28	17	15
% days external	1	1	13	3	7	24	15	27	22	37	23	25	7	22	20	19	16	17	33						30	23	19
Witnesses	94	97	61	60	46	87	103	61	41	97	91	84	58	57	61	57	70	72	69						61	77	63

**Days of hearings at HCPC planned**

Month	Current month /	Month	Year forecast	Commentary
October	84%	88%	88%	<ul style="list-style-type: none"> <li>* In November there are 40 final hearings and preliminary hearings over 128 days of activity</li> <li>* 34 of these are planned at HCPC premises over 113 days, which is 88% of hearing activity. This is in accordance with the planned activity profile for external hearings.</li> <li>* Only 1 day of hearing activity is being held at external premises in England in November.</li> <li>* There are also 4 final hearings being held in Scotland and Wales in November in accordance with statutory requirements.</li> <li>* Full use is being made of all available rooms at HCPC premises in November to run hearings in a cost effective manner.</li> </ul>
September	84%	88%	88%	<ul style="list-style-type: none"> <li>* In October there are 37 final hearings and preliminary hearings over 103 days of activity</li> <li>* 27 of these are planned at HCPC premises over 69 days, which is 67% of hearing activity. This is higher than the planned activity profile for external hearings.</li> <li>* There are two 8 day hearings and one 5 day hearing taking place at external premises in October.</li> <li>* 2 of three long hearings have been scheduled at external venues as the registrant's were unable to travel to London due to a health condition.</li> <li>* One 8 day hearing was held in Belfast in accordance with statutory requirements</li> <li>* Further provision has been made available for external hearings so that planned hearing activity can be completed by the end of the year.</li> </ul>
August	84%	88%	88%	<ul style="list-style-type: none"> <li>* In September there are 43 final hearings and preliminary hearings over 120 days of activity</li> <li>* 38 of these are planned at HCPC premises over 101 days, which is 84% of hearing activity</li> <li>* 1 complex 9 day hearing with multiple witnesses is being held in the Isle of Wight to minimise disruption to service provision.</li> <li>* The amount of external hearing activity is within the planned activity profile.</li> </ul>

Outcome of final hearing by representation April 2014 - March 2016

	Represented self	Represented	No representation	Total
Caution	10	6	4	20
Conditions	3	15	4	22
No Further Action	0	1	0	1
Not Well Found	11	32	10	53
Discontinued in full	1	0	0	1
Not restored	0	0	0	0
Register entry amended	0	0	0	0
Cross referred	2	0	0	2
Struck Off	4	3	31	38
Suspended	11	4	25	40
Consent - removed	0	2	8	10
Consent - caution	0	0	0	0
Consent - conditions	0	0	0	0
<b>Total</b>	<b>42</b>	<b>63</b>	<b>82</b>	<b>187</b>

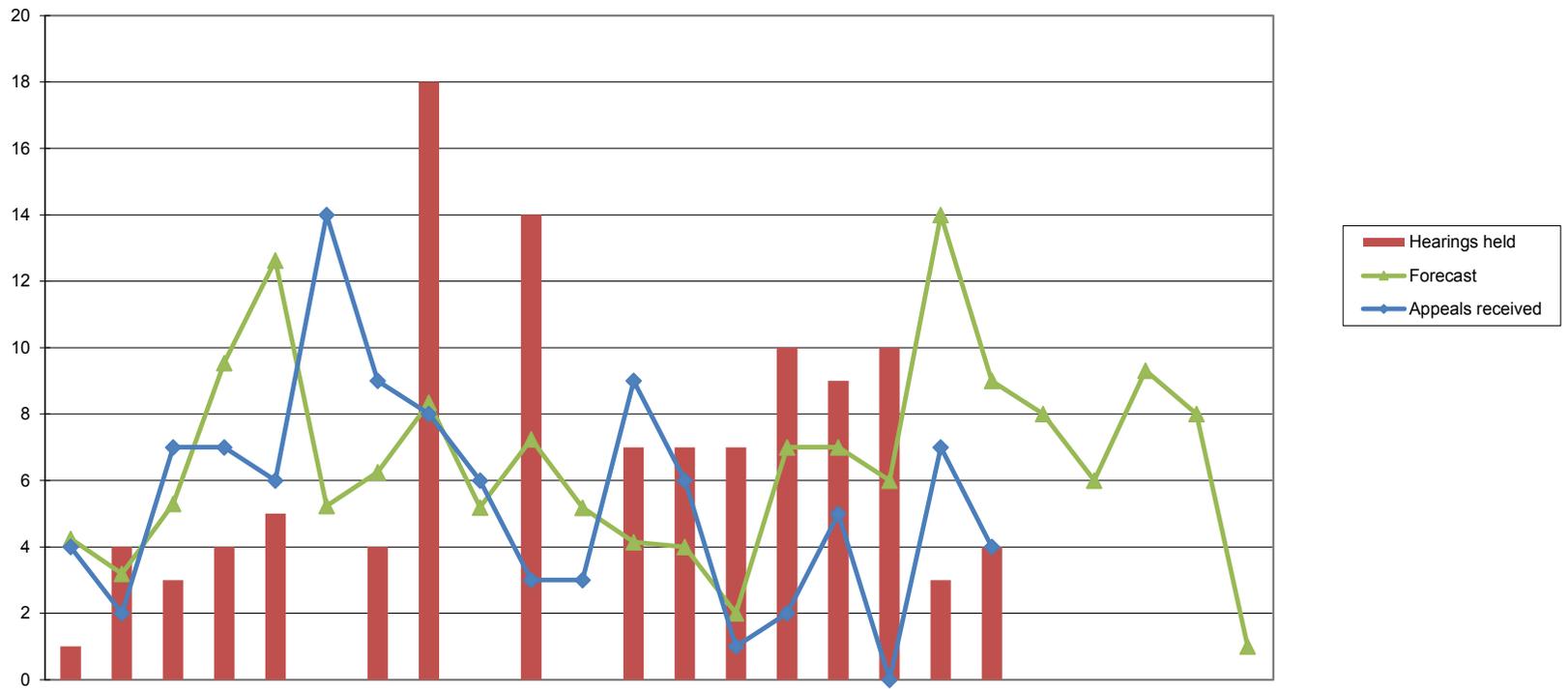
Final hearings: Decisions by profession April 2014 - March 2016

	Final Hearings																Total
	Caution	Conditions of Practice	No Further Action	Not Well Founded	Discontinued	NR	Not impaired	cross referred	Register entry amended	Removed (fraudulent/incorrect)	Struck off	Suspended	Consent - removed	Consent - caution	Consent - conditions	Consent - suspension	
Arts therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical scientists	1	4	0	0	0	0	0	0	0	0	2	1	2	0	0	0	
Chiropodists & podiatrists	0	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0	
Clinical scientists	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	
Dietitians	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
Hearing aid dispensers	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Occupational therapists	1	0	0	1	0	0	0	2	0	2	4	0	0	0	0	0	
ODPs	2	0	0	1	0	0	0	0	0	4	4	0	0	0	0	0	
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Paramedics	3	4	1	7	0	0	0	0	0	8	4	1	0	0	0	0	
Physiotherapists	1	2	0	5	0	0	0	0	0	0	2	1	0	0	0	0	
Practitioner psychologists	0	1	0	1	0	0	0	1	0	0	1	1	0	0	0	0	
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Radiographers	2	0	0	2	1	0	0	0	0	2	5	1	0	0	0	0	
Social workers	10	10	2	27	0	0	0	0	0	17	26	1	0	0	0	0	
SLTs	0	2	0	0	0	0	0	0	0	1	0	1	0	0	0	0	
<b>Total 15/16 YTD</b>	<b>20</b>	<b>25</b>	<b>3</b>	<b>48</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>37</b>	<b>48</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total 14/15 YTD</b>	<b>51</b>	<b>39</b>	<b>5</b>	<b>76</b>	<b>15</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>62</b>	<b>69</b>	<b>28</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total 13/14 YTD</b>	<b>36</b>	<b>27</b>	<b>6</b>	<b>60</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>52</b>	<b>57</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
<b>Total 12/13 FYE</b>	<b>41</b>	<b>13</b>	<b>1</b>	<b>54</b>	<b>n/a</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>43</b>	<b>58</b>	<b>10</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>221</b>	
<b>Total 11/12 FYE</b>	<b>69</b>	<b>29</b>	<b>1</b>	<b>68</b>	<b>n/a</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>56</b>	<b>55</b>	<b>7</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>287</b>	

Review hearings decisions by profession April 2011 - March 2016

	Review Hearings													
	Adjourned/ Part Heard	Article 30(7)	Caution	Conditions of practice	Order revoked	Not restored	Restored	Struck off	Suspension	Consent - removed	Consent - caution	Consent - conditions	Consent - suspension	Total
Arts therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical scientists	0	0	0	5	0	0	0	1	3	0	0	0	0	9
Chiropodists & podiatrists	0	0	0	1	0	0	0	2	1	0	0	0	0	4
Clinical scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietitians	0	0	0	1	0	0	0	1	1	1	0	0	0	4
Hearing aid dispensers	0	0	0	2	0	0	0	1	0	0	0	0	0	3
Occupational therapists	1	0	0	3	0	0	0	3	5	0	0	0	0	12
ODPs	1	0	0	0	0	0	0	1	6	0	0	0	0	8
Orthoptists	0	0	0	0	0	0	0	0	0	1	0	0	0	1
Paramedics	1	0	0	2	1	0	0	5	3	0	0	0	0	12
Physiotherapists	0	0	0	1	0	0	1	3	1	0	0	0	0	6
Practitioner psychologists	0	0	0	2	0	0	0	0	3	0	0	0	0	5
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	0	0	0	2	1	0	0	2	1	0	0	0	0	6
Social workers	0	1	1	5	5	0	0	10	17	1	0	0	0	40
SLTs	0	0	0	2	0	0	0	2	0	0	0	0	0	4
<b>Total 15/16 YTD</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>26</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>31</b>	<b>41</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>114</b>
<b>Total 14/15 YTD</b>	<b>11</b>	<b>0</b>	<b>6</b>	<b>25</b>	<b>31</b>	<b>1</b>	<b>5</b>	<b>31</b>	<b>54</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>166</b>
<b>Total 13/14 YTD</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>30</b>	<b>27</b>	<b>1</b>	<b>0</b>	<b>32</b>	<b>56</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>159</b>
<b>Total 2012/13 FYE</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>19</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>48</b>	<b>4</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>132</b>
<b>Total 2011/12 FYE</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>23</b>	<b>17</b>	<b>0</b>	<b>3</b>	<b>26</b>	<b>49</b>	<b>9</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>137</b>

Registration Appeals April 2014 - March 2016

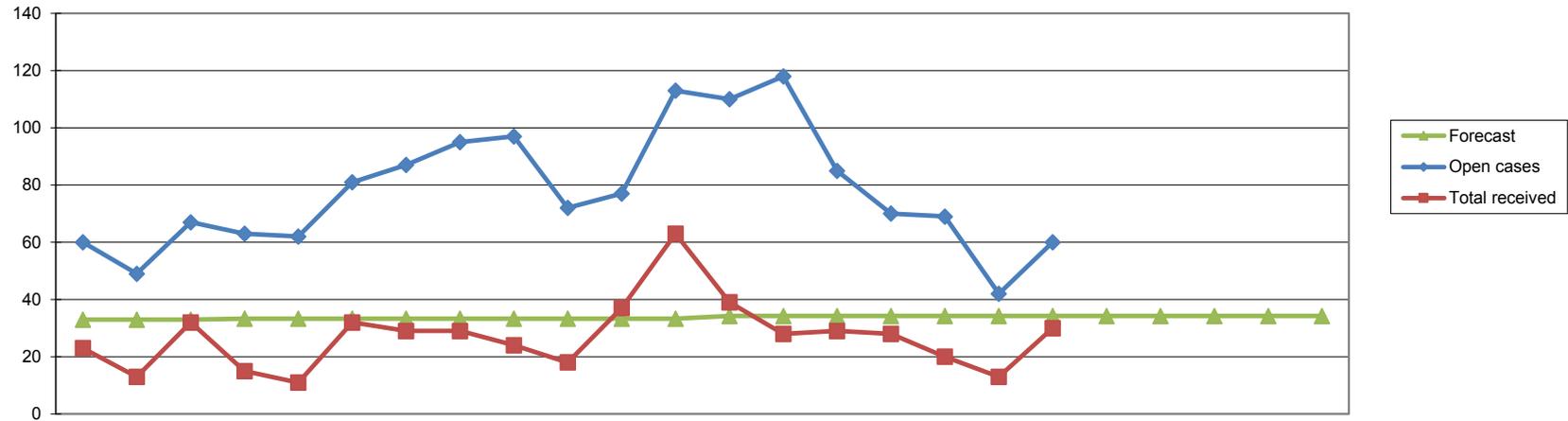


	2013			2014												2015								
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Forecast	4	3	5	10	13	5	6	8	5	7	5	4	4	2	7	7	6	14	9	8	6	9	8	1
Appeals received	4	2	7	7	6	14	9	8	6	3	3	9	6	1	2	5	0	7	4					
Hearings held	1	4	3	4	5	0	4	18	0	14	0	7	7	7	10	9	10	3	4					
Adjourned/postponed	3	1	1	0	2	0	0	2	0	3	0	0	0	1	5	1	1	0	1					
Withdrawn	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0					
Allowed	0	2	0	2	1	0	1	7	0	3	0	1	1	3	1	2	4	0	0					
Dismissed	1	1	1	1	2	0	3	6	0	8	0	6	5	3	3	3	5	3	1					
Substitute decision	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0					
Remit to ETC	0	0	1	1	2	0	0	2	0	0	0	0	1	0	1	2	0	0	0					
Current active cases	42	40	31	49	47	58	63	59	57	52	47	45	47	34	31	27	19	19	19					

11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
n/a	n/a	n/a	n/a	n/a
48	68	63	78	25
59	43	53	60	50
7	4	8	12	9
7	0	1	1	0
20	20	14	17	11
29	17	29	29	23
0	0	1	0	1
4	2	1	6	4

196

Protection of Title April 2014 - March 2016

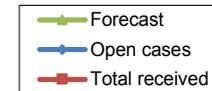
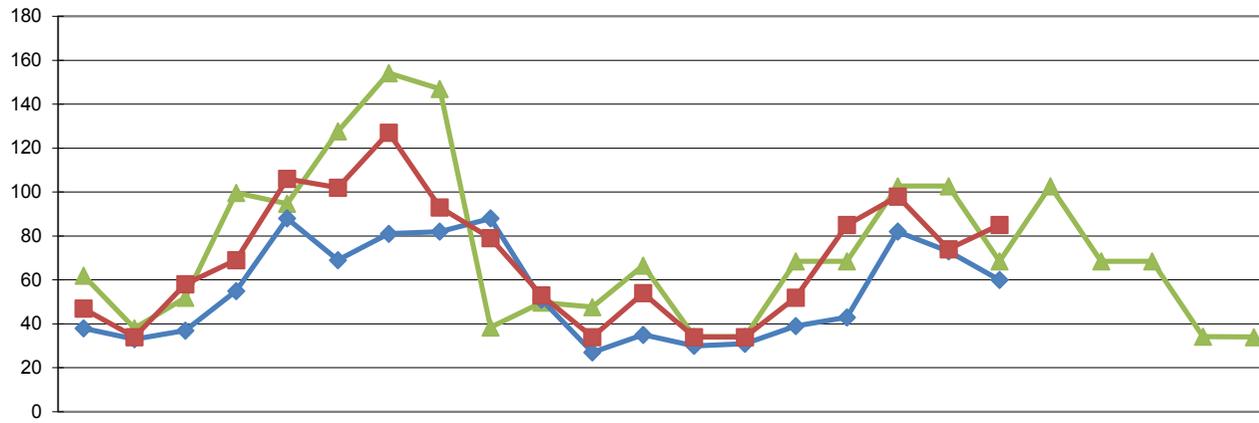


	2014			2015									2016											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
<b>Forecast</b>	33	33	33	33	33	33	33	33	33	33	33	33	34	34	34	34	34	34	34	34	34	34	34	34
<b>Public</b>	12	4	17	8	6	20	5	14	14	12	16	22	21	9	11	9	7	5	11					
<b>Police</b>	0	1	1	0	0	0	0	0	1	0	1	0	0	0	0	1	0	0	0					
<b>HCPC</b>	0	0	2	1	3	0	2	0	2	0	0	0	0	0	0	0	1	0	10					
<b>Anonymous</b>	2	1	1	1	0	0	1	4	1	1	0	2	2	1	1	2	2	1	1					
<b>Professional</b>	9	7	10	5	2	12	19	9	6	5	18	37	15	16	9	11	5	4	8					
<b>Other</b>	0	0	1	0	0	0	2	2	0	0	2	2	1	2	8	5	5	3	0					
<b>Total received</b>	23	13	32	15	11	32	29	29	24	18	37	63	39	28	29	28	20	13	30					
<b>Visits</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
<b>Open cases</b>	60	49	67	63	62	81	87	95	97	72	77	113	110	118	85	70	69	42	60					

11/12	12/13	13/14	14/15	15/16
FYE	FYE	FYE	FYE	YTD
35	99	132	150	73
23	27	11	4	1
7	3	6	10	11
29	15	25	14	10
172	154	119	139	68
		26	9	24
266	298	319	326	187
0	0	0	0	0

554

### Health and Character Declarations April 2014 - March 2016



		2014			2015								2016													
		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>Received</b>	<b>Forecast</b>	62	38	52	100	95	128	154	147	38	50	48	67	34	34	68	68	103	103	68	103	68	68	34	34	
	Renewal	7	3	2	1	0	4	16	12	3	0	0	2	1	1	1	1	7	4	8						
	Readmission	12	9	7	8	7	7	7	3	27	15	6	6	4	5	13	5	9	6	7						
	Admission	28	22	49	60	99	91	104	78	49	38	28	46	29	28	38	79	82	64	70						
	Self-referral	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
	<b>Total received</b>	47	34	58	69	106	102	127	93	79	53	34	54	34	34	52	85	98	74	85						
<b>Considered</b>	Considered by panel	34	16	19	23	54	74	73	51	49	33	43	11	26	9	14	25	23	51	47						
	Referred to FTP	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1						
	Admission rejected	0	2	0	1	2	3	0	1	1	3	7	4	0	0	0	0	1	4	3						
	Readmission rejected	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	Renewal rejected	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	Not referred to FTP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	Admission accepted	31	14	18	22	52	71	72	50	46	30	36	7	26	9	14	25	17	47	43						
	Readmission accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
	Renewal accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
		<b>Open cases</b>	38	33	37	55	88	69	81	82	88	51	27	35	30	31	39	43	82	73	60					

11/12	12/13	13/14	14/15	15/16
FYE	FYE	FYE	FYE	YTD
N/a	N/a	691.66	977	787
8	40	16	50	23
51	124	134	114	49
356	740	775	692	390
0	1	0	0	0
415	905	925	856	462
322	491	460	480	195
15	0	1	1	1
6	28	11	24	8
6	2	18	3	0
0	1	0	1	0
13	3	0	0	0
256	453	424	449	181
23	2	6	0	0
2	2	0	0	0

358

Miscellaneous (MIS) cases April 2014 - March 2016

	2014			2015									2016												
	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 received	86	65	83	71	54	73	97	68	57	48	59	53	45	65	62	84	54	86	66						
Cases closed	88	80	79	70	71	92	77	66	53	62	47	66	52	42	76	93	62	85	79						
Cases open	61	46	50	51	53	52	72	74	78	64	76	63	56	79	65	56	48	49	36						

13/14	14/15	15/16
FYE	FYE	YTD
1,075	814	462
1,988	851	489

Cases at judicial review or high court/court of sheriff stage April 2014 - March 2016

	2014				2015									2016									13/14	14/15	15/16		
	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
Judicial review - received	2	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Judicial review - open	4	3	4	4	6	6	4	6	4	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	2	5	0
High court - PSA received	0	1	1	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	3	5	0
High court - PSA open	1	2	3	4	2	3	3	2	2	1	2	2	2	2	1	1	1	1	1	1	1	1	1	1	3	5	0
High court - Registrant received	1	1	0	1	2	0	0	0	0	0	0	0	1	1	1	0	0	1	0	0	0	0	0	0	7	5	4
High Court - Registrant open	5	6	6	7	8	8	8	8	6	6	5	1	2	1	2	2	2	3	3	0	0	0	0	0	2	5	4
IO extension application at High Court	0	2	1	0	0	0	2	1	0	0	5	3	0	2	0	0	0	2	0	0	0	0	0	0	5	5	4
Registration appeals at County Court	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0

Month	Number of Cases	Commentary
October	0	The volume of High Court activity remains low.
September	1	The volume of High Court activity remains low. The new Registrant Appeal is a further iteration of a previous appeal.
August	0	The amount of high court activity remains very low.

Complaints relating to FTP cases or service April 2012 - March 2016

	2013			2014			2015			2016			13/14	14/15	15/16																				
	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								
Complaints received	8	17	14	20	18	15	17	23	12	15	7	9	13	16	9	23	18	19	17	9	17	13	13	19	16	10	13	21	11	24	30		103	175	125
Complaints responded to	7	10	15	12	26	14	13	20	18	13	10	11	11	17	16	14	19	15	8	4	12	17	9	20	19	13	10	16	19	17	37		101	169	131
Open complaints	2	9	9	17	9	10	14	12	7	9	6	4	6	5	0	9	8	12	9	5	9	8	12	11	8	5	8	13	5	12	17				

Complaints common issues

Month	Commentary
October	The mean and median response times are both 15 days, which is the service standard. The majority of complaints relate to closure decisions, with 11 preICP closures, 1 No Case to Answer at ICP and 3 relating to a final hearing panel decision. Eight complaints related to concerns raised about the process of investigation. Seven complaints related to a number of issues and/or were reiterations of previous complaints. The remaining complaints were about: perceived data breach or publication of materials, hearing logistics or legal issues.
September	The mean and median response times are 24 and 18 days respectively. These response times were affected by a number of complaints that were received but were delayed in being recorded in our case management system due to a temporary IT system error, which has now been resolved. The majority of complaints related to closure decisions. Nine of the seventeen responses related to complaints about preICP closures, and a further complaint related to an ICP decision to refer a case to a hearing. Three related to previous iterations of complaints, two questioned FTP processes, one related to a perceived data breach and one related to perceived poor customer service.
August	The mean and median response times are 20 and 16 days respectively, which is outside the service standards. A number of complaints required complex reviews of cases, or had several iterations of responses within the month which explain this change. Five complaints related to concerns with the investigation process in general, four related to decisions to close cases preICP, two cases raised issues with communication or customer service. The remaining concerns responded to in August included publication of material on the website, dissatisfaction with final hearing decision, concerns with documentation, loss of earnings and the role of the HCPC in general.



Review cases																																											
Review cases heard	2	2	3	4	1	1	1	0	0	1	1	2	0	1	0	0	1	3	3	1	8	4	2	2	5	1	9	0	2	5	6	7	1	4	4	4	4	0	0	14	13	51	
Adjourned/Part Heard	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	2	1	0	0	1	1	0	1	0	0	1	0	0	1	1	7	
Article 30(7)	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
Caution continued	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Conditions continued	0	0	0	2	1	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	1	0	1	1	0	0	0	0	1	0	0	5	1	6	
Conditions revoked	0	0	2	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	0	0	0	0	0	0	0	0	2	0	2	
Conditions revoked caution imposed	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Conditions revoked suspension imposed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Not restored	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
Restored	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
Struck off	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	1	1	0	3	2	0	0	1	0	1	1	0	2	2	0	0	1	2	4	1	0	0	0	4	12	
Suspension continued	2	1	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	2	1	0	2	0	1	1	2	0	5	4	1	1	0	3	0	1	1	0	0	0	0	5	5	20	
Suspension revoked	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0	0	1	0	4	
Suspension revoked caution imposed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Suspension revoked conditions imposed	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	2	4	
Consent	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

Interim Orders heard																																										
IOA	13	6	4	3	0	6	1	0	1	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	33	3	0
IOR	0	0	1	0	1	1	10	0	7	8	3	9	5	2	9	2	4	6	2	0	1	0	0	1	0	0	1	0	1	0	1	0	0	1	0	0	0	0	0	13	57	5

**Summary of cases received:**

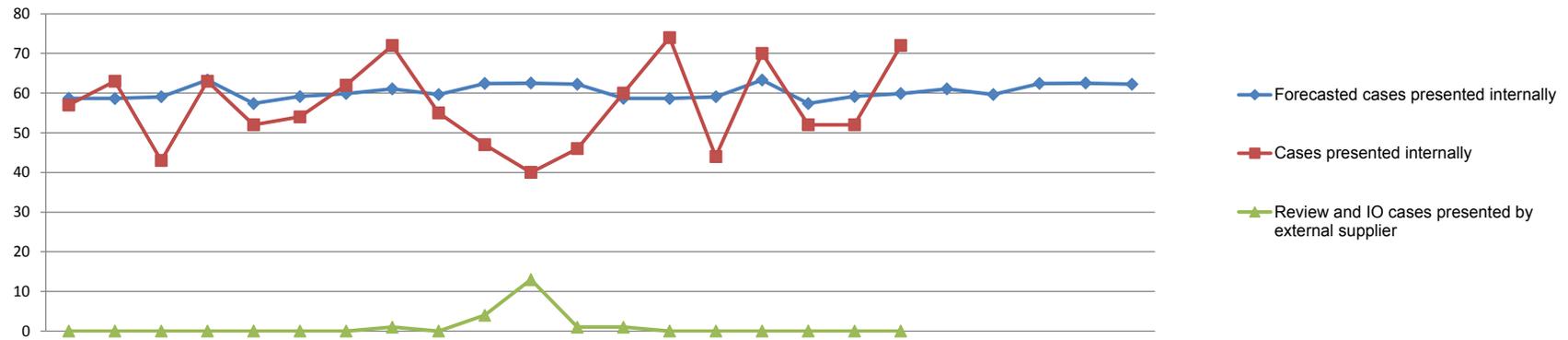
- Total cases reviewed - 495
- Pre-ICP – 217
- Cases subject to interim order - 14
- Suspension/conditional registration – 45
- Cautions – 40
- Character cases - 15
- Students - 12

**Open cases pre-ICP**

Month	Total to date	Total this month	Commentary
October	217	1	The remaining preICP case is awaiting the results of a Police investigation, and is unlikely to be sent to ICP before the autumn.
September	217	1	The remaining preICP case is awaiting the results of a Police investigation, and is unlikely to be sent to ICP before the autumn.
August	217	1	The remaining preICP case is awaiting the results of a Police investigation, and is unlikely to be sent to ICP before the summer.



Internal operational management commentary April 2014 - March 2016



	2014			2015									2016									13/14	14/15	15/16			
	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
Forecasted cases presented internally	59	59	59	63	57	59	60	61	60	62	63	62	59	59	59	63	57	59	60	61	60	62	63	62	462	724	724
Cases presented internally	57	63	43	63	52	54	62	72	55	47	40	46	60	74	44	70	52	52	72						182	654	
Review and IO cases presented by external supplier	0	0	0	0	0	0	0	1	0	4	13	1	1	0	0	0	0	0	0						60	19	

FTP Internal Measuring Tools Report 2014-16

Fitness to practise		2013												2014												2015												Average 12/13	Average 13/14	Average 14/15	Average 15/16 YTD
From date allegation made to notifying registrant of full allegation		Target	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct								
Cases obs'ed each month	Total cases obs'ed	64 / 129	60	59	57	70	79	68	76	68	36	87	75	74	75	74	76	66	70	75	66	76	53	64	75	70	47	59	61	68	64	68	79	48	67	70	53				
	% within 5 months	73%	92	83	93	86	91	94	91	94	86	89	89	86	88	81	87	88	87	81	83	84	68	75	78	86	74	69	85	85	89	81	81	85	90	82	72				
	% within 7 months	85%	93	86	98	93	92	94	92	96	89	94	93	89	91	86	92	92	94	87	89	92	79	88	89	93	81	81	90	88	92	85	89	90	92	89	81				
	% within 10 months	95%	95	92	100	96	96	96	95	99	94	97	97	96	95	96	96	98	94	92	92	95	91	94	96	97	89	90	93	96	93	88	91	94	96	95	90				
	% over 10 months	5%	5	8	0	4	4	4	5	1	6	3	3	4	5	4	4	2	6	8	8	5	9	4	4	3	11	10	7	4	6	12	9	6	4	5	11				
Mean months	3.5	2	3	1	2	2	1	2	2	3	2	2	2	2	2	2	2	2	3	3	3	4	4	3	2	4	4	2	3	2	3	3	3	2	2	4					
Median months	2.5	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1	1	1	0	1	1	1	1	2	1	1	1					
Cases yet to be obs'ed	Total cases to be obs'ed		94	93	99	98	105	121	123	107	109	105	101	95	88	74	70	73	81	72	73	70	46	66	77	77	86	74	79	72	68	73	77	118	104	72	80				
	% of cases 5 months and under		66	63	65	69	73	74	72	64	62	59	58	61	60	57	61	56	58	61	62	57	74	56	79	58	52	54	33	54	50	55	59	60	66	62	53				
	% 6 - 7 months		2	10	11	5	7	8	10	15	15	13	11	14	11	12	9	10	12	10	8	11	11	12	10	13	19	22	3	8	17	14	9	14	10	11	21				
	% 8 - 10 months		7	4	2	8	8	7	6	10	12	16	15	9	10	9	10	11	7	10	10	11	6	9	6	6	8	14	25	17	7	7	13	9	9	9	11				
	% over 10 months		25	23	21	17	12	11	12	11	11	11	16	16	20	12	20	23	22	19	20	24	9	23	4	22	21	14	39	21	25	24	19	22	16	18	18				
From ICP to final hearing																																									
Currently awaiting hearing	Total cases concluded		21	26	28	30	25	20	25	21	18	26	14	13	33	30	26	29	12	28	37	25	30	27	32	42	30	22	28	31	25	28	25	19	22	29	26				
	% within 8 months	70%	67	42	57	43	32	65	32	33	44	23	50	54	42	27	50	38	33	32	46	36	50	37	25	36	47	32	9	35	28	46	32	57	45	38	40				
	% within 10 months		71	62	75	63	60	90	64	62	56	38	86	69	61	73	85	48	58	54	68	44	60	56	53	52	60	50	61	55	40	64	40	44	66	59	55				
	% over 10 months		29	38	25	37	40	10	36	38	44	38	14	31	39	27	15	52	42	44	32	56	40	44	44	48	40	50	30	45	44	61	60	20	32	40	45				
Total cases awaiting hearing		260	267	268	255	273	287	298	309	321	322	336	350	354	368	381	397	403	427	418	418	420	426	437	428	432	431	432	429	428	448	459				n/a					



## CMS action monitoring and NetRegulate Status checking outcomes

### CMS Actions - outstanding actions (Case Management)

Month	Number	Commentary
October	0	* There were no actions assigned to an individual no longer working in the FTP Department.
September	3	* There were 3 action assigned to an individual no longer working within the FTP Department. It is noted that they all relate to closed cases.
August	3	* There were 3 actions assigned to individuals no longer working in the case management team in August, which is down on last month's number

### CMS actions - overdue actions (Case Management)

Month	Number	Commentary
October	946	* The number of overdue actions in October has reduced compared to the previous month, which reflects the more focused approach to monitoring these actions
September	1006	* The reduction in overdue actions in September is evidence of the effectiveness of the renewed overdue action monitoring strategy, which focuses on age and type of action
August	1016	* The number of overdue actions has reduced again this month * The proportion of older overdue actions (more than one month old) represents only 8% of the total overdue actions

**CMS Actions - outstanding actions (Adjudication)**

Month	Number	Commentary
October	26	Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending
September	29	Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending
August	29	Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending

**CMS actions - overdue actions (Adjudication)**

Month	Number	Commentary
October	8	*There are 8 outstanding actions relating to Adjudication activity *The majority relate to hearing follow up administration, although none fall outside of the established service standard timescales
September	10	*There are 10 outstanding actions relating to Adjudication activity *The majority relate to hearing follow up administration, although none fall outside of the established service standard timescales
August	17	* There are 17 overdue actions relating to Adjudications activity * The majority relate to hearing follow-up administration which is pending, and outstanding responses to witness queries. * All complaints were responded to within established service standard timescales

**Net Regulate status checks**

Month	Number of Issues	Commentary
October	0	There continue to be no issues and the checking process is identifying any corrections.
September	0	There continue to be no issues and the checking process is identifying any corrections.
August	0	There continue to be no issues and the checking process is identifying any corrections.

## **Fitness to Practise Department**

### **Length of Time Pack**

John Barwick, Director of Fitness to Practise  
Activity in October 2015

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## Summary of current caseload length of time against standards

To identify any required case escalation activities, all cases are assessed against the following progression standards  
 Those cases outside the standard have an escalation plan and owner, and are assigned a red, amber or green status.  
 Red cases are identified as needing an urgent or higher level intervention than previously tried  
 Amber cases are identified as having potential for more urgent or higher level intervention if the current approach does not progress matters within a  
 Green cases may no longer be within their service standard timescale, but are progressing with no further concerns.  
 Trends in red, amber, green cases are reported at the weekly FTP managers' meeting.

	To	Timescale	Stage
Receipt	SOA	2 months	Enquiry
SOA	Obs	3 months	PreICP
Obs	ICP	3 months	PreICP
ICP	RTF	3 months	PostICP
RTF	Hearing	4 months	PostICP
		<u>15 months</u>	

### Enquiry cases

Age since receipt	Number	%	Cumulative %
0 to 2 mths	334	36.2	36.2
3 to 4 mths	182	19.7	55.9
5 to 7 mths	164	17.8	73.7
8 to 12 mths	146	15.8	89.5
13 to 15 mths	33	3.6	93.1
16 to 20 mths	40	4.3	97.4
21 to 24 mths	13	1.4	98.8
>24 mths	11	1.2	100.0
	<u>923</u>	<u>100.0</u>	

There are an additional 23 Rule 12 cases, all 0-2 months from receipt

### Post ICP cases (receipt to date)

Age since receipt	Number	%	Cumulative %
0 to 7 mths	32	7.0	7.0
8 to 12 mths	84	18.3	25.3
13 to 15 mths	61	13.3	38.6
16 to 20 mths	102	22.2	60.8
21 to 24 mths	48	10.5	71.2
>24 mths	132	28.8	100.0
	<u>459</u>	<u>100.0</u>	

### PreICP cases

Age since receipt	Number	%	Cumulative %
0 to 2 mths	30	11.1	11.1
3 to 4 mths	41	15.2	26.3
5 to 7 mths	50	18.5	44.8
8 to 12 mths	61	22.6	67.4
13 to 15 mths	21	7.8	75.2
16 to 20 mths	34	12.6	87.8
21 to 24 mths	12	4.4	92.2
>24 mths	21	7.8	100.0
	<u>270</u>	<u>100.0</u>	

### Post ICP cases (ICP to date)

Age since ICP	Number	%	Cumulative %
0 to 5 mths	196	42.7	42.7
6 to 7 mths	57	12.4	55.1
8 to 12 mths	98	21.4	76.5
13 to 15 mths	30	6.5	83.0
16 to 20 mths	36	7.8	90.8
21 to 24 mths	21	4.6	95.4
>24 mths	21	4.6	100.0
	<u>459</u>	<u>100.0</u>	

**Commentary**

<b>Month</b>	<b>Commentary</b>
<b>October</b>	6 cases were reviewed at the Case Progression conference in October
<b>September</b>	5 cases were reviewed at the Case Progression conference
<b>August</b>	60 post ICP cases were reviewed this month

**Analysis of age of cases closed PreICP, at time of closure in the period April 2015 to March 2016, measured from receipt of original complaint**

<b>Age of case closed PreICP</b>	<b>Number</b>	<b>Cumulative number</b>	<b>%</b>	<b>Cumulative %</b>
0 to 4 months	420	420	43	43
5 to 8 months	316	736	32	75
9 to 12 months	164	900	17	92
13 to 16 months	55	955	6	97
17 to 20 months	20	975	2	99
>20 months	8	983	1	100
<b>Mean Months</b>	<b>6</b>			
<b>Median Months</b>	<b>5</b>			
<b>Total Closed Cases</b>	<b>983</b>			

<b>Month</b>	<b>Commentary</b>
<b>September</b>	There is no change in the mean and median values this month.
<b>August</b>	There is no change in the mean and median values this month.
<b>July</b>	There is no change in the mean and median values this month.

**Analysis of age of cases that met Standard of Acceptance in period April 2015 to March 2016**

<b>Age from receipt to SOA</b>	<b>Number</b>	<b>%</b>	<b>Cumulative %</b>
0 to 2 months	105	39	39
3 to 4 months	52	19	59
5 to 8 months	50	19	77
9 to 12 months	29	11	88
13 to 15 months	12	4	93
16 to 20 months	16	6	99
21 to 24 months	3	1	100
>24 months	1	0	100
<b>Mean Months</b>	<b>6</b>		
<b>Median Months</b>	<b>4</b>		
<b>Total Open Cases</b>	<b>268</b>		

<b>Month</b>	<b>Commentary</b>
<b>October</b>	There are no changes this month
<b>September</b>	There are no changes this month
<b>August</b>	The mean time from receipt to SOA has increased by one month

**Snapshot of age of Enquiry cases since receipt (correct as of 30/10/15)**

Age since receipt	Number	%	Cumulative %
0 to 2 mths	334	36.4	36.4
3 to 4 mths	182	19.8	56.3
5 to 7 mths	164	17.9	74.2
8 to 12 mths	146	15.9	90.1
13 to 15 mths	33	3.6	93.7
16 to 20 mths	40	4.4	98.0
21 to 24 mths	13	1.4	99.5
>24 mths	5	0.5	100.0
	917	100.0	

There are an additional 25 Rule 12 cases, all 0-2 months from receipt

**Length of Time Open Pre ICP April 2014 - March 2016**

		2014												2015												2016																			
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	<b>0-4</b>	198	186	185	183	187	182	185	193	175	167	170	174	159	157	55	51	55	163	177																									
	<b>5-8</b>	52	44	50	43	47	44	51	53	62	45	60	63	50	43	76	72	57	44	50																									
	<b>9-12</b>	25	25	27	23	20	16	21	23	19	27	15	14	23	22	41	51	48	14	12																									
	<b>13-16</b>	7	8	9	12	9	9	12	7	8	10	10	10	10	12	40	37	37	11	14																									
	<b>17-20</b>	2	3	5	3	4	6	5	6	4	5	6	2	3	3	16	28	26	10	6																									
	<b>21-24</b>	2	2	2	0	1	1	3	2	2	3	5	3	2	2	11	9	11	1	5																									
	<b>25-28</b>	1	1	0	2	2	2	2	0	1	1	1	2	2	3	7	8	9	1	1																									
	<b>29-32</b>	1	1	2	1	1	1	0	1	1	1	1	0	2	0	1	3	4	2	1																									
	<b>33+</b>	3	3	3	4	4	4	5	5	4	0	3	4	4	3	7	5	5	3	4																									
<b>Open Cases Pre ICP</b>		291	273	283	271	275	265	284	290	276	259	271	272	255	245	254	264	252	249	270	0	0	0	0	0																				

**Commentary**

**August**

Month	Current month / variance	Internal Measure	Commentary
October	63%/-10%	Pre ICP - 73% 5 months old or less	The proportion of cases remains stable from the previous month
September	65%/-43%	Pre ICP - 73% 5 months old or less	The increased ICP activity has reduced the number of older cases in this status. The addition of new cases that have progressed from the Enquiry stage has altered the proportions of the overall group so that it is more in line with the profile in the previous financial year.
August	22%/-51%	Pre ICP - 73% 5 months old or less	The proportion of cases in this group remain lower than forecast due to the concentration of moving older cases through the system

Analysis of ages of cases closed No Case To Answer in the period April 2015 to March 2016

Number of Months	Receipt to NCTA			SOA to NCTA		
	Number	%	Cumulative %	Number	%	Cumulative %
1-4	26	13	13	117	59	59
5-8	73	37	50	42	21	81
9-12	51	26	76	23	12	92
13-16	28	14	90	10	5	97
17-20	12	6	96	5	3	100
21-24	4	2	98	0	0	100
25-28	2	1	99	0	0	100
29-32	0	0	99	0	0	100
33-36	1	1	100	0	0	100
>36	0	0	100	0	0	100
Mean Months	9			5		
Median Months	8			4		
Total	197			197		

Source of complaint	Receipt to NCTA		SOA to NCTA	
	Mean months	Median months	Mean months	Median months
Article 22(6)/Anon	13	14	6	4
Employer	9	8	5	4
Other	8	10	5	5
Other Registrant	0	0	0	0
Police	16	25	2	4
Professional Body	10	10	8	8
Public	10	9	4	4
Self Referral	10	8	5	4

Month	Commentary
October	There are no significant changes this month
September	There are no changes this month
August	There are no changes this month

Month	Commentary
October	There are no significant changes this month
September	There are no significant changes this month
August	There are no significant changes this month

Analysis of age of cases at the stage of Investigating Committee Panel deciding there is a Case To Answer

Number of Months	Receipt to CTA			SOA to CTA		
	Number	%	Cumulative %	Number	%	Cumulative %
1-4	33	13	13	133	52	52
5-8	71	28	41	64	25	77
9-12	54	21	62	20	8	85
13-16	40	16	78	20	8	93
17-20	31	12	90	7	3	96
21-24	8	3	93	7	3	98
25-28	7	3	96	0	0	98
29-32	5	2	98	2	1	99
33-36	4	2	99	2	1	100
> 36	2	1	100	0	0	100
Mean months	12			7		
Median months	10			4		
Total number of Cases	255			255		

August

February	Commentary
October	There are no significant changes this month
September	There are no significant changes this month
August	There are no significant changes this month

Source of complaint	Receipt to CTA		SOA to CTA	
	Mean months	Median months	Mean months	Median months
Article 22(6)/Anon	9	10	5	3
Employer	11	10	6	4
Other	10	9	7	3
Other Registrant	18	18	9	9
Police	12	12	8	8
Professional Body	16	13	9	13
Public	15	11	8	6
Self Referral	13	10	6	4

Month	Commentary
October	There are no significant changes this month
September	There are no significant changes this month
August	There are no significant changes this month

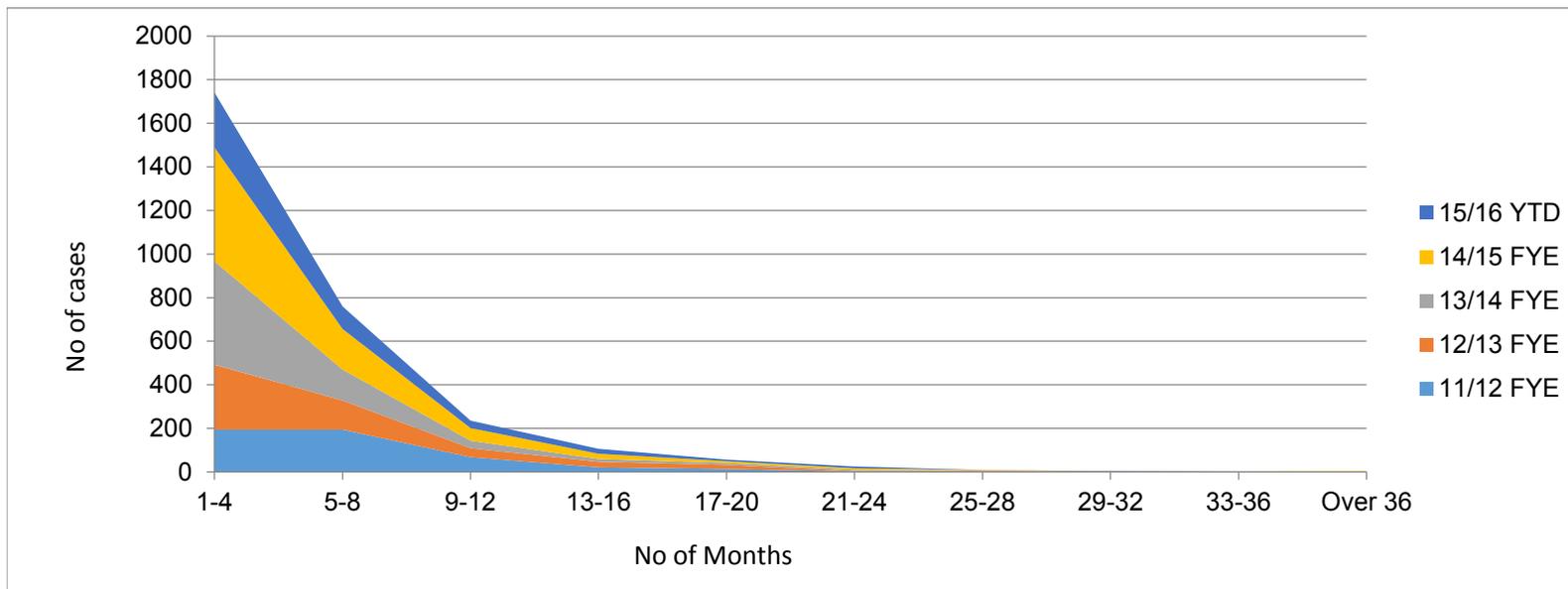
Analysis of age of cases where an Investigating Panel reach a decision from April 2015 to March 2016 (cases requiring further information are excluded)

Number of Months	Receipt to conclusion at ICP			SOA to conclusion at ICP		
	Number	%	Cumulative %	Number	%	Cumulative %
1-4	53	12	12	252	58	58
5-8	140	32	45	103	24	82
9-12	101	23	68	34	8	90
13-16	65	15	83	23	5	95
17-20	41	9	93	8	2	97
21-24	11	3	95	8	2	99
25-28	9	2	97	1	0	99
29-32	5	1	98	2	0	100
33-36	5	1	100	1	0	100
> 36	2	0	100	0	0	100
<b>Mean months</b>	11			6		
<b>Median months</b>	9			4		
<b>Total number of Cases</b>	432			432		

August

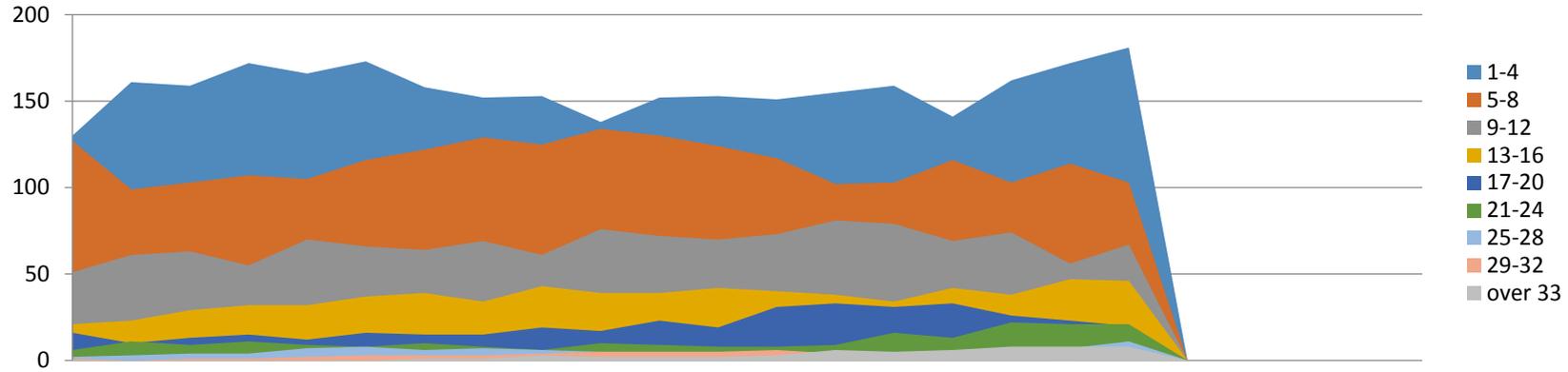
Month	Commentary
October	There are no changes this month
September	There are no changes this month
August	The median time to conclusion has decreased by a month. The average time from SOA to ICP has increased by 1 month

**Length time: Cases Inv Committee (excluding further information) April 2011 - March 2016**



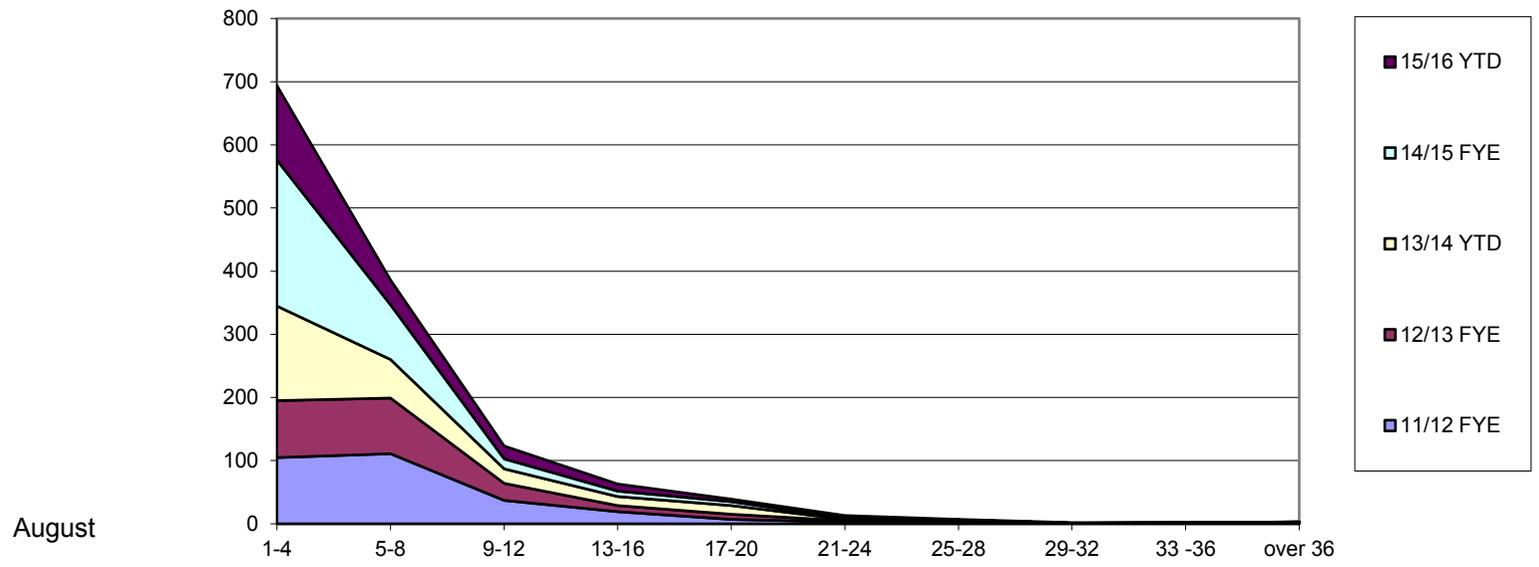
Number of Months	11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD	%	Cumulative %
1-4	194	298	475	523	252	58	58
5-8	194	134	142	186	103	24	82
9-12	68	41	34	58	34	8	90
13-16	21	26	12	24	23	5	95
17-20	14	19	8	8	8	2	97
21-24	2	2	6	7	8	2	99
25-28	3	2	3	1	1	0	99
29-32	1	0	0	1	2	0	100
33-36	0	0	1	1	1	0	100
Over 36	1	1	1	1	0	0	100
<b>Mean Months</b>	7	6	5	5	6		
<b>Median Months</b>	5	4	3	3	4		
<b>Total Cases</b>	498	523	682	810	432		

**Length of Time : Age of Cases Post ICP April 2014-March 2016**



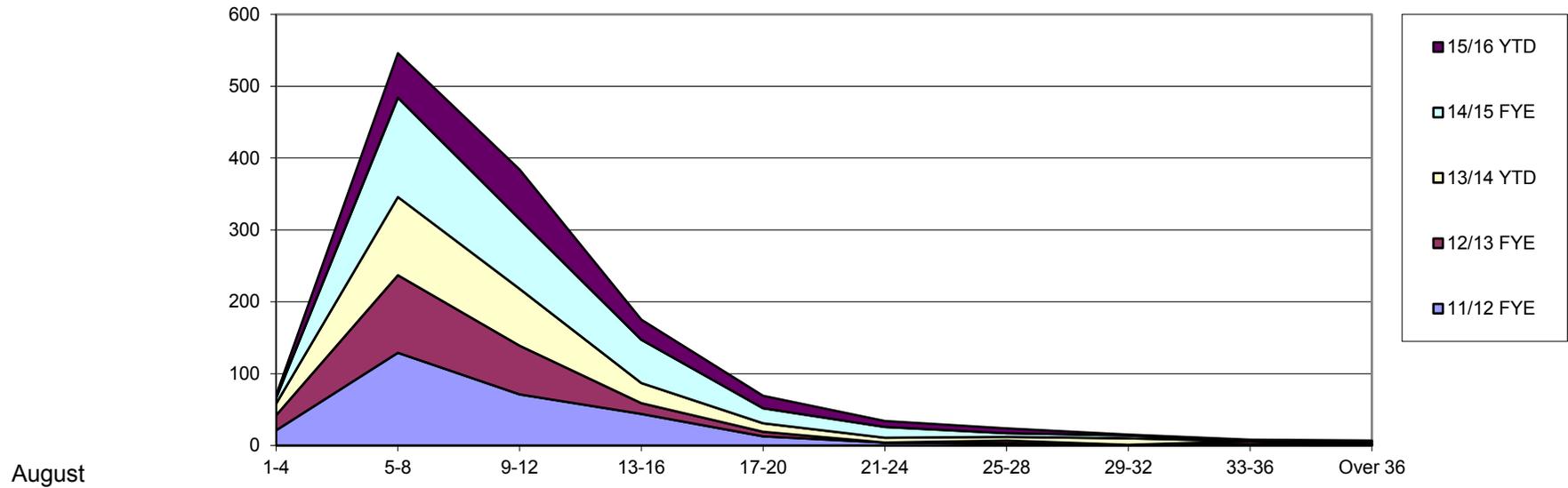
		2014				2015									2016											
Months		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Cases awaiting final hearing (from ICP)	1-4	130	161	159	172	166	173	158	152	153	138	152	153	151	155	159	141	162	172	181						
	5-8	127	99	103	107	105	116	122	129	125	134	130	124	117	102	103	116	103	114	103						
	9-12	51	61	63	55	70	66	64	69	61	76	72	70	73	81	79	69	74	56	67						
	13-16	21	23	29	32	32	37	39	34	43	39	39	42	40	38	34	42	38	47	46						
	17-20	16	10	13	15	12	16	15	15	19	17	23	19	31	33	31	33	26	23	20						
	21-24	6	11	9	11	9	8	10	8	6	10	9	8	8	9	16	13	22	21	21						
	25-28	2	3	4	4	7	8	6	7	6	5	5	5	3	3	1	5	5	7	11						
	29-32	1	0	1	1	2	3	3	3	4	5	5	5	6	4	4	4	1	0	2						
	over 33	0	0	0	0	0	0	1	1	3	2	2	2	3	6	5	6	8	8	8						
<b>Total cases awaiting hearing</b>		354	368	381	397	403	427	418	418	420	426	437	428	432	431	432	429	439	448	459						
<b>Total cases fixed this month</b>		44	21	32	35	38	48	51	37	26	38	25	23	29	29	32	29	34	43	44						
<b>Cases ready to fix, but no date yet</b>		83	95	115	127	128	123	134	145	156	175	162	179	210	181	185	167	173	167	167						
<b>Cases fixed previous months and awaiting hearing</b>		90	74	73	63	84	98	115	127	123	118	121	113	94	107	105	96	96	108	116						
<b>Cases being prepared by external lawyers</b>		167	166	154	151	151	161	140	138	133	128	133	136	138	136	142	166	169	173	176						

**Allegations made - Investigating Panel (concluded final hearing cases) April 2011 - March 2016**



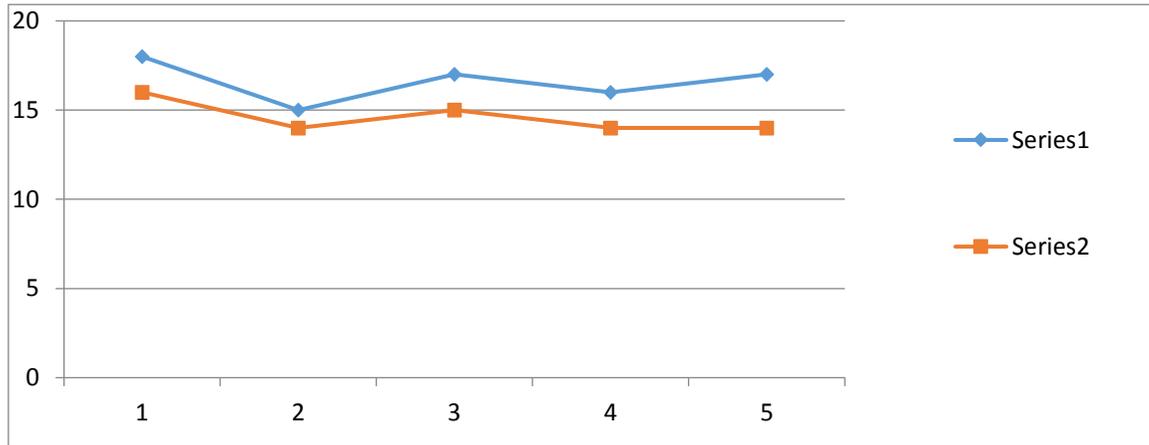
Number of Months	11/12 FYE	12/13 FYE	13/14 YTD	14/15 FYE	15/16 YTD	%	Cumulative %
1-4	105	90	150	231	118	60	60
5-8	111	88	61	87	39	20	79
9-12	37	27	23	16	20	10	89
13-16	19	10	14	9	11	6	95
17-20	7	8	14	6	4	2	97
21-24	3	2	2	2	4	2	99
25-28	2	2	2	0	1	1	99
29-32	1	0	0	0	1	1	100
33 -36	1	0	0	0	1	0	100
over 36	1	1	1	0	0	0	100
<b>Mean Months</b>	7	7	6	5	6		
<b>Meadian Months</b>	5	5	4	4	4		
<b>Total Cases</b>	287	228	267	352	198		

### Length of Time Investigating Panel - Case Conclusion (concluded final hearing cases) April 2011 - March 2016



Number of Months	11/12 FYE	12/13 FYE	13/14 YTD	14/15 FYE	15/16 YTD	%	Cumulative %
1-4	21	21	16	8	4	2	2.0
5-8	129	108	109	138	62	31.3	33.3
9-12	71	68	79	97	69	35	68.2
13-16	44	15	28	60	28	14	82.3
17-20	13	6	12	21	17	9	90.9
21-24	4	0	7	15	8	4	94.9
25-28	3	4	5	5	7	4	98.5
29-32	0	1	9	4	1	1	99.0
33-36	2	4	0	1	1	1	99.5
Over 36	0	1	2	3	1	0.5	100.0
<b>Mean Months</b>	10	9	11	11	12		
<b>Median Months</b>	8	8	9	9	10		
<b>Total Cases</b>	287	228	267	351	198		

**Length of Time: Allegations made - conclusion of final hearing 2011/12 - 2015/16**



August	Cases 11/12	Cases 12/13	Cases 13/14 YTD	Cases 14/15	Cases 15/16	%	Cumulative %
1-4	0	0	1	0	0	0	0
5-8	18	23	21	19	10	5	5
9-12	71	66	95	123	48	24	29
13-16	79	62	49	80	45	23	52
17-20	57	37	26	62	43	22	74
21-24	31	13	26	24	21	11	84
25-28	14	6	17	21	13	7	91
29-32	3	10	13	8	7	4	94
33-36	7	5	10	5	4	2	96
Over 36	7	6	11	10	7	4	100
<b>Mean Months</b>	<b>17</b>	<b>16</b>	<b>17</b>	<b>16</b>	<b>18</b>		
<b>Median Months</b>	<b>15</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>16</b>		
<b>Total Cases</b>	<b>287</b>	<b>228</b>	<b>267</b>	<b>351</b>	<b>198</b>		

**Analysis of age of cases where a final hearing has concluded in the period April 2015 to March 2016**

<b>Age since receipt</b>	<b>Number</b>	<b>%</b>	<b>Cumulative %</b>	<b>Age since SOA</b>	<b>Number</b>	<b>%</b>	<b>Cumulative %</b>
0 to 5 months	0	0	0	0 to 5 months	1	1	1
6 to 7 months	1	1	1	6 to 7 months	4	2	3
8 to 12 months	20	10	11	8 to 12 months	53	27	29
13 to 15 months	34	17	28	13 to 15 months	39	20	49
16 to 20 months	46	23	51	16 to 20 months	49	25	74
21 to 24 months	31	16	67	21 to 24 months	21	11	84
>24 months	66	33	100	>24 months	31	16	100
<b>Mean Average</b>	21				18		
<b>Median Average</b>	20				16		
<b>Total Number of Cases</b>	198				198		

<b>Month</b>	<b>Commentary</b>
<b>October</b>	There are no significant changes in the conclusion times this month
<b>September</b>	There are no significant changes in the conclusion times this month
<b>August</b>	There are no significant changes in the conclusion times this month

Comparison of age of cases from ICP decision to conclusion of final hearing, for 2014-15 and April 2015 to March 2016

Number of Months	14/15 YTD	% of cases	Cumulative %	15/16 YTD	% of cases	Cumulative %
1-4	8	2	2	4	2	2
5-8	138	39	42	62	31	33
9-12	97	28	69	69	35	68
13-16	60	17	86	28	14	82
17-20	21	6	92	17	9	91
21-24	15	4	97	8	4	95
25-28	5	1	98	7	4	98
29-32	4	1	99	1	1	99
33-36	1	0	99	1	1	99
>36	3	1	100	1	1	100
<b>Mean Months</b>	11			12		
<b>Median Months</b>	9			10		
<b>Total Cases</b>	351	100	100	198	100	100

August

Month	Commentary
<b>October</b>	There are no significant changes this month
<b>September</b>	The average closure time has increased by 1 month
<b>August</b>	There are no significant changes this month

Snapshot of age of Post ICP cases (correct at 30/10/15)

Age since receipt	Number	%	Cumulative %	Age since SOA	Number	%	Cumulative %
0 to 7 months	32	7	7	0 to 7 months	108	24	24
8 to 12 months	84	18	25	8 to 12 months	112	24	48
13 to 15 months	61	13	39	13 to 15 months	61	13	61
16 to 20 months	102	22	61	16 to 20 months	75	16	78
21 to 24 months	48	10	71	21 to 24 months	31	7	84
>24 months	132	29	100	>24 months	72	16	100
<b>Mean months</b>	20			<b>Mean months</b>	15		
<b>Median months</b>	18			<b>Median months</b>	13		
<b>Total cases</b>	459			<b>Total cases</b>	459		

Age since ICP	Number	%	Cumulative %
0 to 5 mths	206	44.9	44.9
6 to 7 mths	47	10.2	55.1
8 to 12 mths	98	21.4	76.5
13 to 15 mths	30	6.5	83.0
16 to 20 mths	36	7.8	90.8
21 to 24 mths	21	4.6	95.4
>24 mths	21	4.6	100.0
	<u>459</u>	<u>100.0</u>	

Analysis of final hearing outcomes by age at each stage, for the periods 2014-15 and April 2015 to March 2016

Type of Sanction	April 2014 - March 2015				April 2015 - March 2016			
	Receipt to Final Hearing		SOA to Final Hearing		Receipt to Final Hearing		SOA to Final Hearing	
	Mean average	Median average	Mean average	Median average	Mean average	Median average	Mean average	Median average
Caution	17	15	14	12	17	15	14	12
Conditions of Practice	20	18	18	16	24	23	21	19
Consensual disposal	25	18	22	15	21	18	18	12
No Further Action	16	13	12	12	36	36	36	36
Not Well Founded	18	16	15	13	24	25	18	16
Suspension	19	18	16	14	19	18	16	13
Struck Off	19	18	16	15	21	19	18	17
<b>Total mean average</b>	19		16		21		18	
<b>Total median average</b>	17		13		20		16	
<b>Total number of cases</b>	351				396			

Month	Commentary
August	
October	There are no significant changes this month
September	There are no changes this month
August	The mean closure time has increased by 1 month

Age of concluded final hearings at each stage, for the periods 2014-15 and April 2015 to March 2016

Source of Complaint	April 2014 - March 2015				April 2015 - March 2016			
	Receipt to Final Hearing		SOA to Final Hearing		Receipt to Final Hearing		SOA to Final Hearing	
	Mean average	Median average	Mean average	Median average	Mean average	Median average	Mean average	Median average
Anonymous / Article 22(6)	28	19	22	14	25	20	24	19
Employer	19	18	17	15	21	20	18	17
Other	17	17	15	14	26	26	22	23
Other Registrant	16	15	12	11	28	27	20	19
Police	16	14	16	14	34	32	31	32
Professional Body	19	21	17	19	18	18	18	18
Public	18	14	14	11	18	20	15	13
Self Referral	16	16	12	10	21	20	16	13
<b>Total mean average</b>	19		16		21		18	
<b>Total median average</b>	17		13		20		16	
<b>Total number of cases</b>	351				396			

August

Month	Commentary
October	There are no significant changes this month
September	There are no changes this month
August	The mean closure time has increased by one month

Comparison of age of concluded final hearings at each stage, by representation, for the periods 2014-15 and April 2015 to March 2016

Type of representation	April 2014 - March 2015				April 2015 - March 2016			
	Receipt to Final Hearing		SOA to Final Hearing		Receipt to Final Hearing		SOA to Final Hearing	
	Mean average	Median average	Mean average	Median average	Mean average	Median average	Mean average	Median average
Represented	20	19	17	15	23	22	19	16
Represented Self	17	15	15	13	21	23	18	18
None	19	17	16	14	20	19	17	15
<b>Total mean average</b>	19		16		21		18	
<b>Total median average</b>	17		14		20		15	
<b>Total number of cases</b>	351				396			

Month	Commentary
October	There are no significant changes this month
September	There are no significant changes this month
August	There are no changes this month

**Analysis of length of time to close cases at each stage and combined**

Stage of case	April 2015 to March 2016		
	Number closed	Mean average	Median average
PrelCP	1003	6	5
No Case to Answer	219	10	9
Final Hearing	198	21	20
<b>All cases</b>	<b>1420</b>	<b>9</b>	<b>7</b>

	Receipt to conclusion	%	Cumulative %	SOA to conclusion	%	Cumulative %
0 to 2	210	15	15	73	18	18
3 to 4	238	17	32	69	17	34
5 to 8	412	29	61	58	14	48
9 to 12	244	17	78	65	16	64
13 to 15	99	7	85	44	11	74
16 to 20	103	7	92	54	13	87
21 to 24	39	3	95	23	6	93
>24	75	5	100	31	7	100
<b>Total</b>	<b>1420</b>	<b>100</b>		<b>417</b>	<b>100</b>	

Month	Commentary
<b>October</b>	There are no changes this month
<b>September</b>	There are no changes this month
<b>August</b>	There are no changes this month

Month	Commentary
<b>October</b>	The proportion of cases closed within 18 months of receipt remains stable at 90%. This is likely to be the position up to the end of the financial year, as we continue to concentrate on older cases.
<b>September</b>	The proportion of cases closed within 18 months of receipt has fallen to 90%, due to concentration of conclusion of older cases.
<b>August</b>	The proportion of cases concluded within 18 months remains at 94%