

Fitness to Practise Department

Management Information Pack

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Dec-14

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Glossary	Headline description	Further information
Adjournments	The case starts its hearing activity but has a request from a party to cease	
Allegations	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.
Allegations made: Investigating Panel (chart)	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.	
Cancellations	A hearing or meeting does not proceed due to being administratively cancelled	
Case to answer rate	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.
Closed PreICP	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.
Complaints	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
Enquiry cases	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.
Forecast	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.
Full year effect (FYE)	This is the summary of activity in any completed year, described from 1 April to 31 March	
Further Information at ICP	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.
GSCC transfer cases	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
Health and Character Declarations	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.
High Court activity	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.
ICP	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.

Interim Orders	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.
Internal measuring tools	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.
Length of time	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.
Length of time Age of Post ICP (chart)	This chart shows the number and age of cases, measured from the ICP decision of case to answer. These cases have been to ICP.	
Length of time Cases Inv Committee (excluding further information) - (chart)	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.
Length of time: Allegations made to conclusion of final hearing (chart)	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.	
Length of time Investigating Panel - Case Concluded (chart)	This chart shows the time taken from the investigating committee panel decision to the conclusion of the final hearing.	
Length of time Open PreICP (chart)	This chart shows the number of cases and their age from the Standard of Acceptance. These cases have not been to ICP yet.	
Mean and median average	The mean is the average of the data, the median is the middle point of the range of the data	
Obs (Observations)	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
Part Heard	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.
Post ICP cases	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.
Pre ICP cases	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.
Preliminary meetings	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.
Profession	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.

Protection of Title	If an individual uses one of the protected titles described in HCPC's Order, a prosecution can be pursued.	
PSA Learning Points	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.
Ready to Fix (RTF)	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.
Realistic Prospect Test	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.
Registration Appeals	Registrants who are refused entry to HCPC register can appeal.	Panels are arranged to consider the appeal.
Representation	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.
Review of substantive decisions	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.
Source of complaint	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.
Standard of Acceptance (SOA)	This is set out in Council's policy	
Year to date (YTD)	This is the summary of the information in the period 1 April to 31 March in the current budget year	

Key Forecast and Management Information Summary (FTP cases only)

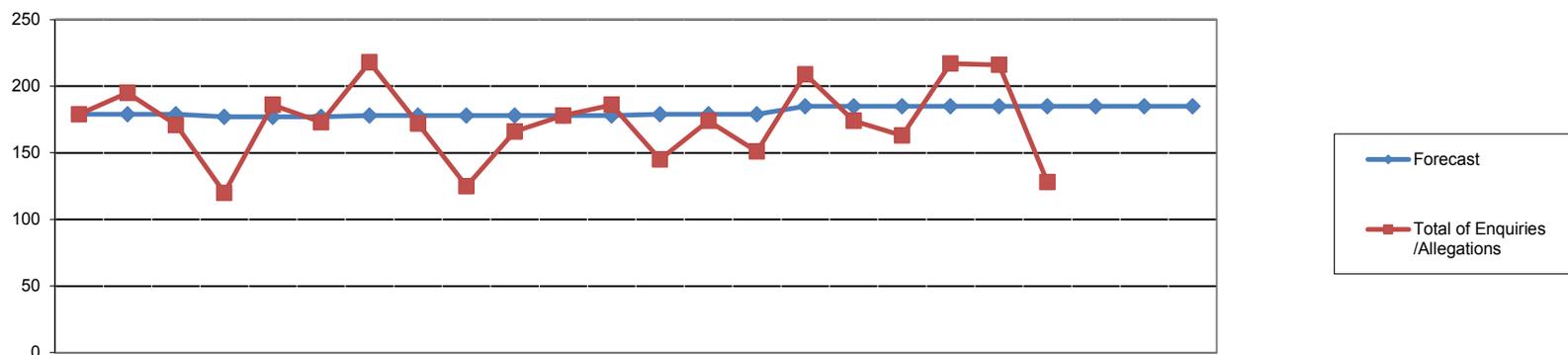
	13/14 Actual													14/15 Actual												14/15 Forecast												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Year End	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Year End Forecast	3 month re-forecast	6 month re-forecast	9 month re-forecast	Year end								
Cases Received	179	195	171	120	186	173	218	172	125	166	178	186	2069	145	174	151	209	174	163	217	216	128				2,149	2,131	2,131										
Cases pre ICP & Enquiry	918	976	1001	985	1039	1040	1086	1115	1098	1059	1143	1162	1162	1147	1173	1193	1234	1194	1276	1365	1445	1436				1,015	1,173	1,264										
Cases closed pre ICP	67	87	99	72	76	96	92	78	89	94	76	98	1024	81	71	73	79	73	81	66	82	89				1,415	1,158	1,122										
Case to Answer percentage	38%	49%	61%	52%	57%	59%	53%	48%	53%	46%	47%	59%	50%	47%	57%	58%	55%	49%	57%	57%	56%	55%				50%	50%	50%										
Cases awaiting hearing	260	267	268	262	273	286	298	309	321	323	336	350	350	354	368	381	397	403	427	418	419	420				417	449	468										
Cases per case manager (preICP)	45	42	46	47	46	48	52	53	47	45	42	54	54	53	52	50	51	46	44	52	50	49				42	49	45										
Case per case manager (post ICP)	N/A												N/A												17	16	16	17	16	15	16	15	14	25	19	25		

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

Month	Current month / variance	Month forecast	Year end forecast	Commentary
December	49/+4 (pre-ICP) 14/-9 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	<p>* The number of cases per Case Manager remains above forecast this month. This is in part due to resourcing issues related to vacancies, which is currently being addressed through the use of temps. It is also, in part, due to fewer than forecast cases being obs'd and closed YTD, which has been compounded by the shorter working month in December due to the Christmas break. A recruitment campaign is in place for permanent replacements for the Case Manager posts and a strategic plan for effective use of Temps has been implemented</p>
November	50/+5 (pre-ICP) 15/-10 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	<p>* The number of cases per Case Manager remains above forecast this month, although slightly reduced from last month. The number of new referrals received in November was again above forecast (216 against a forecast of 185).</p> <p>* We did not meet the obs or pre-ICP case closure forecast in November although our performance against these indicators was improved from the previous month. Nonetheless, the cumulative effect of fewer than forecast numbers of obs and pre-ICP closures, coupled with higher than forecast numbers of new cases received has resulted in pre-ICP caseloads being higher than forecast.</p> <p>* It is noted that post-ICP case loads are lower than forecast (and have been for the YTD). This may in part be explained by the fewer than forecast number of cases being obs'ed and put to ICP.</p> <p>* The Case Manager vacancies have been filled and the new starters are due to commence in post in December. However, there was an unforeseen Case Manager (with immediate effect) resignation, which means that there is an additional vacancy which needs to be recruited for. We continue to use Temporary Case Managers to provide cover and additional resource.</p>
October	52/+7 (pre-ICP) 16/-9 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	<p>* The number of pre-ICP cases per Case Manager has risen to above forecast. The number of new referrals received in October was higher than forecast (216 against a forecast of 185).</p> <p>* It is also noted that we have not met the obs and pre-ICP case closure forecast this month, which is a contributing factor to the rise in the overall number of cases under investigation and therefore the number of cases per Case Manager.</p> <p>* We are currently carrying a number of vacancies for Case Manager posts (4 plus a Case Advancement Case Manager post), which we have covered with Temporary Case Managers (currently 6 in post). This cover has proved invaluable in assisting us in progressing cases whilst recruitment is finalised. However, Temporary Case Managers are unable to take on the full range of cases or tasks expected of a permanent Case Manager, thus limiting the pool to which cases can be distributed.</p> <p>* There have also been a number of sickness absences and on going performance issues which have further limited the capacity of some Case Managers to take on new cases, thus resulting in an increase in case loads across the Case Management Team.</p> <p>* We have completed recruitment for the Case Manager vacancies and expect all new starters to be in post by early in the New Year. We are also intending to retain the Temporary Case Managers during the induction periods of the new starters to provide additional resource which will allow a more even distribution of cases and more efficient progression</p>

Enquiries and Allegations Received by type: April 2013-March 2015



	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	179	179	179	177	177	177	178	178	178	178	178	178	179	179	179	185	185	185	185	185	185	185	185	185
Enquiries	162	184	157	111	168	167	209	167	120	162	172	181	140	166	149	204	168	160	216	211	125			
Allegations	17	11	14	9	18	6	9	5	5	4	6	5	5	8	2	5	6	3	1	5	3			
Total of Enquiries /Allegations	179	195	171	120	186	173	218	172	125	166	178	186	145	174	151	209	174	163	217	216	128			
Article 22(6)/Anon	11	6	2	4	4	5	7	14	2	5	9	8	4	9	4	7	9	2	2	4	2			
Employer	47	63	42	49	58	46	58	45	34	48	48	55	37	55	43	65	40	47	53	53	25			
Other	4	7	9	4	5	8	10	10	6	6	2	10	6	1	4	5	7	11	16	22	7			
Other Registrant	5	6	10	7	8	2	7	3	2	14	6	8	8	6	5	7	6	3	7	5	2			
Police	4	3	4	2	5	5	4	2	2	3	2	1	3	2	0	0	2	2	2	5	1			
Professional body	1	1	1	2	0	1	4	1	0	1	1	1	1	2	2	3	2	1	2	0	1			
Public	76	74	73	29	67	72	77	70	58	58	77	62	58	62	60	93	86	67	101	89	75			
Self-referral	31	35	30	23	39	34	51	27	21	31	33	41	28	37	33	29	22	30	34	38	15			

10/11 FYE	11/12 FYE	12/13 FYE	13/14 FYE	14/15 YTD
	n/a		n/a	n/a
275	500	1,452	1,960	1539
484	425	201	109	38
759	925	1,653	2,069	1577
166	283	58	77	43
217	289	435	593	418
18	33	87	81	79
74	53	99	78	49
25	27	27	37	17
3	12	21	14	14
256	228	634	793	691
NA	NA	NA	396	266

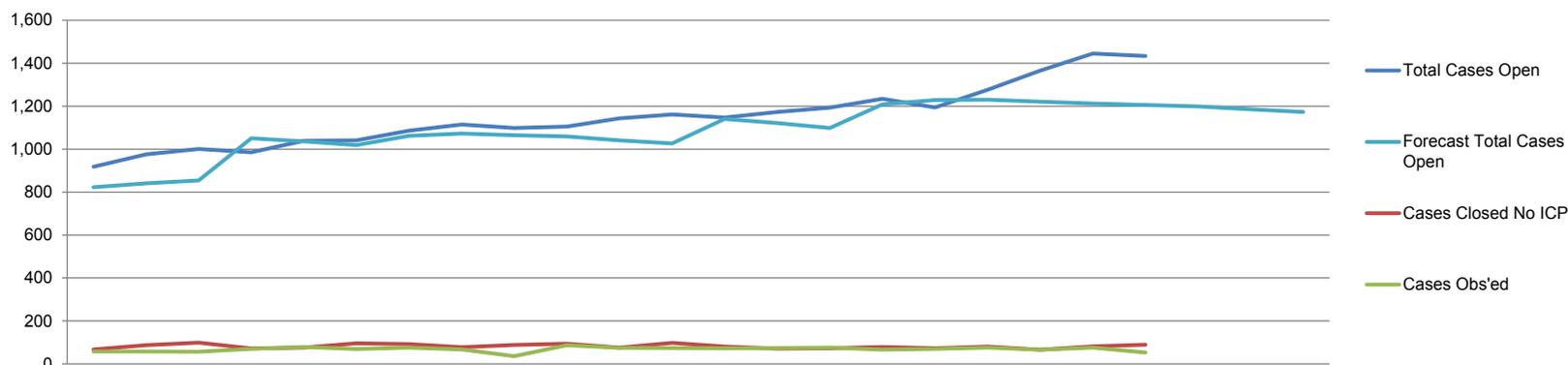
Cases Received: Profession & source of complaint April 2010 - March 2015

	Article 22(6)/Anon	Employer	Other	Other registrant	Police	Professional bodies	Public	Self referral	10/11 FYE	11/12 FYE	12/13 FYE	13/14 FYE	14/15 YTD
Arts therapists	0	3	0	1	0	0	3	3	9	4	7	4	10
Biomedical scientists	1	15	0	4	0	1	3	4	36	66	37	50	28
Chiropodists & podiatrists	1	11	1	0	1	2	19	7	74	55	53	71	42
Clinical scientists	0	2	0	0	0	0	0	2	10	9	9	3	4
Dietitians	0	5	0	0	0	1	1	3	9	12	13	21	10
Hearing aid dispensers	0	1	0	0	0	2	8	5	44	23	25	22	16
Occupational therapists	5	25	4	2	2	1	16	16	63	96	76	105	71
ODPs	0	16	5	0	1	0	2	19	39	63	45	63	43
Orthoptists	0	0	0	1	0	0	0	1	0	2	2	2	2
Paramedics	12	39	6	8	0	2	32	64	188	253	262	266	163
Physiotherapists	3	24	3	4	5	0	42	14	104	118	123	134	95
Practitioner psychologists	2	11	11	11	1	1	72	4	117	139	179	157	113
Prosthetists & orthotists	0	1	0	0	0	0	0	0	1	2	1	2	1
Radiographers	0	28	3	3	2	1	8	13	40	58	55	59	58
Social workers	19	230	45	15	5	2	482	111	n/a	n/a	733	1,085	909
SLTs	0	7	1	0	0	1	3	0	25	25	33	25	12
Total	43	418	79	49	17	14	691	266	759	925	1,653	2,069	1,577

Commentary

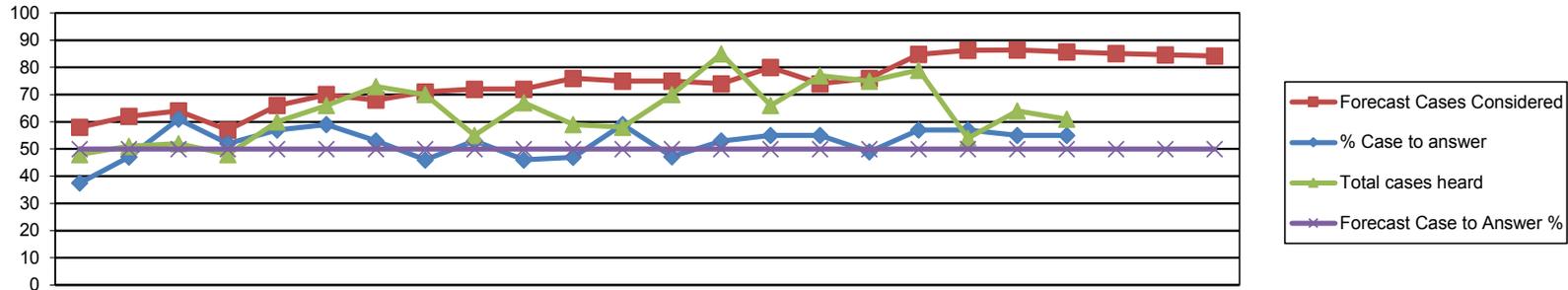
Month	Commentary
December	<p>* The proportion of fitness to practise referrals relating to Social Workers has increased again this month. They represent 58% of all FTP referrals received YTD.</p> <p>* Members of the public continue to be the biggest source of fitness to practise referrals. 44% of all FTP referrals have come from this group YTD. Members of the public are also the largest complainant type for referrals in relation to Social Workers, accounting for 53% of referrals relating to Social Workers.</p>
November	<p>* The proportion of fitness to practise referrals relating to Social Workers has crept up slightly to 57% YTD.</p> <p>* Members of the public remain the largest complainant group, steady at 43% YTD.</p> <p>* The public also continues to be the largest complainant group in relation to Social Worker referrals, at 52%.</p>
October	<p>* 55% of all fitness to practise referrals received YTD relate to Social Workers</p> <p>* The largest complainant type remains members of the public, representing 43% of all referrals received YTD</p> <p>* Members of the public remain the largest complainant group in relation to referrals regarding Social Workers (54% YTD)</p>

Pre - ICP case information April 2013 - March 2015



	2013			2014												2015												13/14	14/15
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD	YTD			
Forecast cases received	179	179	179	177	177	177	178	178	178	178	178	178	179	179	179	185	185	185	185	185	185	185	185	185					
Cases Received	179	195	171	120	186	173	218	172	125	166	178	186	145	174	151	209	174	163	217	216	128				2,069	2,202			
Allegations Open	222	229	238	255	283	298	309	290	272	295	298	307	291	273	283	271	287	265	284	290	276				307	1,577			
Enquiries Open	696	747	763	730	756	743	777	825	826	810	845	855	856	900	910	963	907	1011	1081	1155	1157				855	900			
Total Cases Open	918	976	1,001	985	1,039	1,041	1,086	1,115	1,098	1,105	1,143	1,162	1,147	1,173	1,193	1,234	1,194	1,276	1,365	1,445	1,433				1,162	1,173			
Forecast Total Cases Open	823	841	855	1,051	1,036	1,019	1,062	1,073	1,065	1,059	1,041	1,027	1,140	1,121	1,098	1,208	1,229	1,230	1,221	1,212	1,205	1,199	1,186	1,173	1,027	1,121			
Percentage of Cases in Pre ICP Remit	24	23	24	26	27	29	28	26	25	27	26	26	25	23	24	22	24	21	21	20	19								
Cases Considered at CPC	5	2	3	2	5	13	6	3	2	1	11	9	6	7	5	2	4	9	4	5	7				95	199			
Cases Closed No ICP	67	87	99	72	76	96	92	78	88	94	76	98	81	71	73	79	73	81	66	82	89				1,023	49			
% of Cases Closed no ICP	10	12	13	10	10	13	12	10	11	12	9	11	10	8	8	8	8	8	6	7	8								
Forecast % cases closed No ICP	16	16	16	9	16	16	11	12	14	14	15	15	11	11	11	11	11	11	9	10	11	12	13	13	n/a	n/a			
Cases Obs'ed	58	58	57	70	79	69	76	67	36	87	75	74	73	74	76	66	70	76	66	76	53				1383	134			
Forecast Cases Obs'ed	62	64	65	66	70	68	68	67	66	70	70	69	80	79	77	85	86	86	86	85	85	84	83	82	804	893			
% of Pre ICP cases Obs'ed	26	25	24	27	28	23	25	23	13	29	25	24	25	27	27	24	24	29	23	26	19								
Forecast % cases Obs'ed	28	28	28	26	28	28	28	28	28	30	30	30	27	27	27	27	27	27	27	27	27	27	27	27					

Investigating Panel decisions and referrals April 2013 - March 2015



		2012					2013											2014							
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Case to Answer	Forecast Cases Considered	58	62	64	57	66	70	68	71	72	72	76	75	75	74	80	74	76	85	86	86	86	85	85	84
	Total cases heard	48	51	52	48	60	66	73	70	55	67	59	58	70	85	66	77	75	79	54	64	61			
	Referred to CCC (Reg representations)	14	17	15	16	18	19	24	16	14	21	16	20	17	33	22	23	14	29	15	18	20			
	Referred to CCC (Rep representations)	2	4	5	4	2	5	3	4	2	3	4	4	2	2	2	7	4	5	3	3	3			
	Referred to CCC (No representations)	2	3	10	4	11	14	9	11	10	6	7	10	14	10	9	10	16	8	10	11	9			
	Referred to HC (Reg representations)	0	0	0	0	2	0	0	1	2	0	1	0	0	0	1	0	0	0	0	2	0			
	Referred to HC (Rep representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Referred to HC (No representations)	0	0	0	0	1	1	0	0	1	1	0	0	0	0	2	1	1	0	0	1	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	0	0			
	Referred to IC (Rep representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Referred to IC (No representations)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Forecasted Cases Referred		27	29	30	28	32	34	33	35	35	35	37	37	37	36	39	36	37	41	42	42	42	42	41	41
Total case to answer		18	24	31	24	34	39	36	32	29	31	28	34	33	45	36	41	35	42	28	35	32			
Forecast Case to Answer %		50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50	50
% Case to answer		38	47	61	52	57	59	53	46	53	46	47	59	47	53	55	55	49	57	57	55	55			
No case to answer	Not referred (Reg representations)	23	21	19	15	21	19	25	29	21	25	24	14	32	28	21	28	28	27	18	16	20			
	Not referred (Rep representations)	2	2	1	2	0	3	3	3	3	3	3	6	2	4	3	2	7	3	2	7	3			
	Not referred (No representations)	4	2	0	5	4	2	4	2	1	6	3	2	3	2	2	3	2	1	1	4	3			
	Total cases not referred	29	25	20	22	25	24	32	34	25	34	30	22	37	34	26	33	37	31	21	27	26			
Further Information		1	2	1	2	1	3	5	4	1	2	1	2	0	6	4	3	3	6	5	2	2			

10/11 FYE	11/12 FYE	12/13 FYE	13/14 FYE	14/15 YTD
533	516	543	707	631
178	176	181	210	191
22	19	29	42	31
79	49	83	97	97
6	6	5	6	3
3	2	0	0	0
5	0	3	4	5
1	0	0	0	0
0	0	0	0	0
0	0	0	1	0
n/a	n/a	n/a	394	478
306	254	304	360	327
n/a	n/a	n/a	n/a	50
57	49	56	53	54
195	197	176	256	218
13	21	28	31	33
10	29	18	35	21
223	246	231	322	272
21	18	20	25	31

**Commentary
Cases Considered**

Month	Current month / variance	Month forecast	Year end forecast	Commentary
December	61/-25	86	899	* The obs shortfall in previous months continued to have an impact on cases considered at ICP. In addition the shorter working month because of the Christmas/New Year holiday also had an effect.
November	64/-22	86	899	* The number of cases considered continued to be below forecast because of the shortfall in cases obs'd in previous months. Nonetheless a total in the mid-70s should have been achieved in November. That the monthly total fell short of that reflects that 10 cases were withdrawn following requests by the registrant for more time to respond to the allegation.
October	60/-26	86	899	* The low number of cases considered in October reflects an unusually high number of cases (27) listed for October having to be relisted for November/December ICP dates when the registrant requested more time to respond to the allegation. Some analysis will be undertaken of this.

Investigating Panel Decisions by profession and source of allegation April 2009 - March 2015

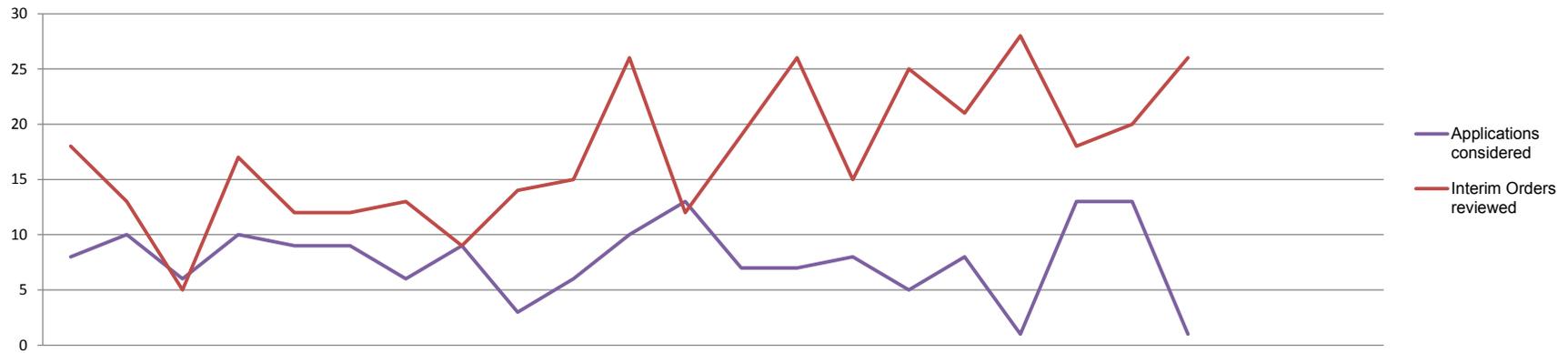
By Profession	No Case to Answer	Further Information requested (FI)	Case to Answer			Total YTD
			CCC	HC	IC	
Arts therapists	0	0	1	0	0	1
Biomedical scientists	3	0	17	0	0	20
Chiropodists & podiatrists	18	1	6	0	0	25
Clinical scientists	0	0	0	0	0	0
Dietitians	4	0	4	0	0	8
Hearing aid dispensers	2	0	2	0	0	4
Occupational therapists	18	1	14	1	0	34
ODPs	10	1	20	0	0	31
Orthoptists	3	0	0	0	0	3
Paramedics	31	3	43	1	0	78
Physiotherapists	21	2	21	1	0	45
Practitioner psychologists	27	3	10	0	0	40
Prosthetists & orthotists	1	0	0	0	0	1
Radiographers	6	0	20	2	0	28
Social workers	122	20	158	3	0	303
SLTs	6	0	3	0	0	9
Total YTD	272	31	319	8	0	630

10/11 FYE	11/12 FYE	12/13 FYE	13/14 FYE	14/15 YTD
2	1	3	1	1
37	37	26	23	20
60	40	27	31	25
4	10	3	2	0
13	5	14	7	8
13	12	9	5	4
48	55	44	47	34
32	37	37	25	31
1	1	1	0	3
113	139	128	100	78
86	65	69	71	45
66	60	67	36	40
4	0	1	1	1
33	39	35	32	28
21	15	58	311	303
533	516	543	707	630

By source of allegation	No Case to Answer	Further Information requested (FI)	Case to Answer			Total YTD
			FI	CCC	HC	
Article 22(6)/Anon	6	0	8	0	0	14
Employer	86	12	195	6	0	299
Other	10	0	5	0	0	15
Other Registrant	8	0	6	0	0	14
Police	5	0	11	1	0	17
Professional body	2	0	0	0	0	2
Public	74	9	22	0	0	105
Self referral	81	10	72	1	0	164
Total YTD	272	31	319	8	0	630

10/11 FYE	11/12 FYE	12/13 FYE	13/14 FYE	14/15 YTD
94	139	72	23	14
208	204	263	321	299
13	14	24	17	15
37	22	22	17	14
28	21	17	21	17
2	5	2	9	2
151	111	109	133	105
n/a	n/a	34	166	164
533	516	543	707	630

Interim Orders Cases April 2013 - March 2015



	2013			2014												13/14			14/15							
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD	YTD
Applications considered	8	10	6	10	9	9	6	9	3	6	10	13	7	7	8	5	8	1	13	13	1				99	63
Applications granted	4	10	6	10	8	8	6	9	2	4	8	13	6	6	6	5	8	1	11	12	1				88	56
Applications not granted	4	0	0	0	1	1	0	0	1	2	2	0	1	1	2	0	0	0	2	1	0				11	7
Interim Orders reviewed	18	13	5	17	12	12	13	9	14	15	26	12	19	26	15	25	21	28	18	20	26				166	198
Interim Orders revoked	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	5	1				1	7
IO instructed for High Court extension										4	0	3	0	2	1	3	0	0	0	0	0					
Total days (all locations)	11	14	9	11	10	8	8	10	9	10	16	11	14	14	12	14	14	12	12	18	15				126	125
% days at Park House	90	80	68	64	90	100	95	85	95	74	97	90	93	82	88	96	96	92	83	85	93				86	90
% external	10	20	32	36	1	0	5	15	5	26	3	10	7	18	12	4	4	8	17	15	7				14	10

Commentary

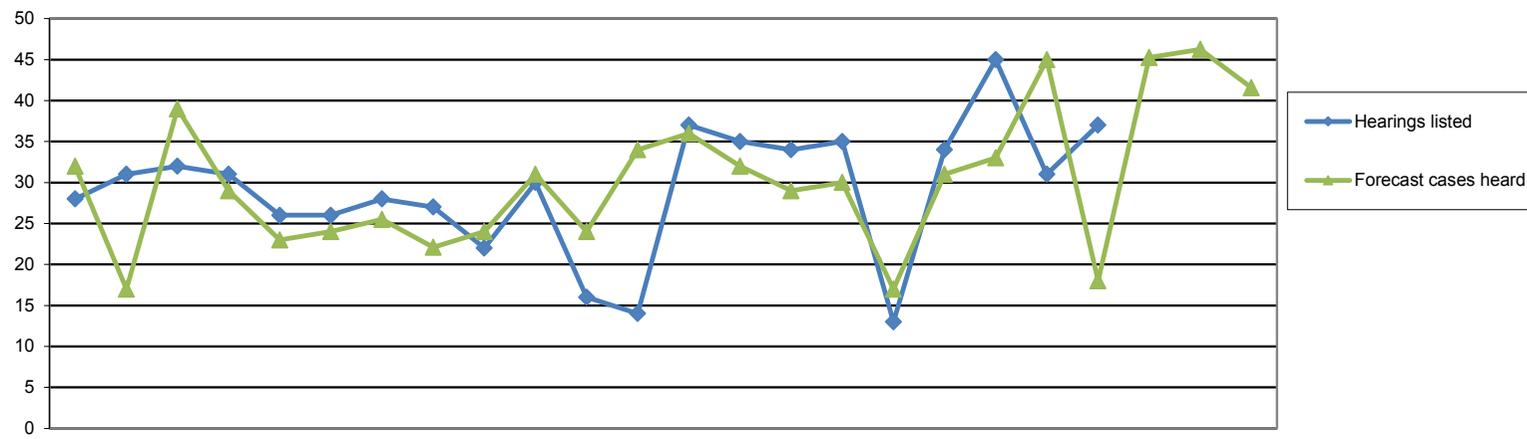
Cases within 6 months of IO expiry pre-ICP

Month	Current month / variance	Month forecast	Year end forecast	Commentary
December	24	n/a	n/a	<p>*Similar to last month there are a total of 24 cases due to expire within the next 6 months. 17 of these cases are in the Conduct and Competence Committee remit of which 4 are scheduled for final hearing. 2 cases are in the Health Committee remit, and 5 cases are at the Pre Investigating stage.</p> <p>* In relation to the 9 cases at the Pre Investigating Panel stage, 2 cases have been scheduled for ICP's in January and February. The remaining cases have on-going criminal proceedings, therefore we have to wait for them to conclude before we can proceed with our investigations. 2 of the cases at the Pre – Investigating Committee Panel are GSCC transfer cases.</p>
November	24	n/a	n/a	<p>There are currently 24 cases due to expire within the next 6 months, decreasing slightly from the previous month. 10 cases are in the pre Investigating Committee stage, and 14 are in the CCC and HC stage. 12 of these post ICP cases have hearing dates. 6 of the Pre Investigating Committee cases have an ICP date.</p>
October	25	n/a	n/a	<p>*There are a total of 25 cases due to expire within the next 6 months, which is a decrease of 3 cases compared to last month. 15 of these cases are in the Conduct and Competence Committee remit of which 6 are scheduled for final hearing. 1 case is in the Health Committee remit, and 9 cases are at the Pre Investigating stage.</p> <p>*There are currently 2 cases that are ready to fix for final hearing. The scheduling team are treating these cases as a priority.</p> <p>* In relation to the 9 cases at the Pre Investigating Panel stage, 3 cases have been scheduled for ICP's in November. The remaining cases has on-going criminal proceedings, therefore we have to wait for them to conclude before we can proceed with our investigations. 2 of the cases at the Pre – Investigating Committee Panel are GSCC transfer cases.</p> <p>*Out of the 25 cases, we have already instructed BDB to apply for an extension to the High Court for 2 cases.</p>

Mean and median Length of Time

Month	Current month / variance	Year cumulative Total	Forecast	Commentary
November	18 days Mean 17 days Median	16 days Mean 14 days Median	15 days Mean 15 days Median	<p>*There were a total of 13 interim order applications made in November, which is the exact same number as last month.</p> <p>*The length of time for this month has ranged from 9 -30 days.</p> <p>*8 cases took between 9 and 15 days which is in line with our forecast. 4 cases took between 16 and 22 days which is slightly over forecast and only one case took 30 days. This was due to Panel availability.</p> <p>*Overall the length of time from the date of the decision to apply and the date the hearing took place is broadly in line with our forecast.</p> <p>*We will continue to monitor this to ensure we remain consistent.</p>
October	18 days Mean 18 days Median	19 days Mean 17 days Median	15 days Mean 15 days Median	<p>*There was a total of 13 applications made in October, which is an increase of 12 cases compared to last month.</p> <p>*3 cases were scheduled within forecast taking between 8 -15 days.</p> <p>*4 cases took between from 16-18 days which is slightly over our forecast. The remaining 3 cases took from 21 – 35 days. For the case that took 35 days to list, the matter was already scheduled for an earlier hearing on the 3 October, 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 the length of time from the date of the decision to apply and the date the hearing took place is broadly in line with our forecast.</p>
September	11 days Mean 11 days Median	20 days Mean 11 days Median	15 days Mean 15 days Median	<p>*There was only 1 interim order application made in September, which is a decrease of 7 compared to last month.</p> <p>* This case took 11 days from the date of the decision to apply, to the date of the hearing which is within forecast.</p> <p>*Again there has been an improvement with meeting our forecast, but we will continue to monitor.</p>

Panel Hearings Decisions (Preliminary and Final Hearings) April 2009 - March 2015



	2013												2014												2015												10/11	11/12	12/13	13/14	14/15
	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	FYE	YTD
Preliminary hearings	4	1	4	2	5	2	4	3	0	3	1	5	0	6	1	6	3	3	4	1	3	0	6	1	6	3	3	4	1	3	n/a	n/a	n/a	12	0						
Forecast cases heard	32	17	39	29	23	24	26	22	24	31	24	34	36	32	29	30	17	31	33	45	18	45	46	42	36	32	29	30	17	31	33	45	18	45	46	42	n/a	n/a	n/a	325	404
Forecast cases adjourned	6	3	8	2	2	2	5	4	4	5	4	5	4	3	3	3	2	3	3	5	2	5	5	4	4	3	3	3	2	3	3	5	2	5	5	4	n/a	n/a	n/a	49	40
Hearings listed	28	31	32	31	26	26	28	27	22	30	16	14	37	35	34	35	13	34	45	31	37	37	35	34	35	13	34	45	31	37	424	399	266	311	301						
Adjourned / cancelled / postponed	4	1	2	2	0	5	1	3	3	2	1	1	1	2	6	2	0	4	4	4	5	1	2	6	2	0	4	4	4	5		22	24	25	28						
Caution	1	5	4	6	1	4	3	3	1	2	3	3	5	2	5	8	2	2	7	3	6	5	2	5	8	2	2	7	3	6	71	44	41	36	40						
Conditions of practice	1	2	2	4	3	1	1	2	2	3	2	3	4	4	3	2	2	2	4	2	3	4	4	3	2	2	2	4	2	3	21	13	14	26	26						
No further action	2	1	0	0	0	0	0	1	0	1	1	0	2	1	1	0	0	1	0	0	0	2	1	1	0	0	1	0	0	0	3	2	2	6	5						
Not well founded /wholly discontinued	6	5	12	6	5	5	9	5	5	6	3	2	9	5	7	3	4	10	8	7	9	9	5	7	3	4	10	8	7	9	83	55	54	69	62						
Part heard	2	3	2	0	0	1	0	3	1	2	1	0	3	3	2	4	1	2	5	2	2	3	3	2	4	1	2	5	2	2	107	16	11	15	24						
Referred to other committee	1	1	0	0	1	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	5	2	2	4	0						
Consent - removed	1	3	1	2	2	2	2	1	3	1	1	1	1	1	0	4	0	3	2	1	7	1	1	0	4	0	3	2	1	7	15	12	12	20	19						
Consent - caution	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	n/a	n/a	n/a	0	0						
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	0	0	0	0	n/a	n/a	n/a	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	0	0	0	0	n/a	n/a	n/a	0	0						
Struck off	3	5	6	5	7	4	3	3	5	6	4	1	6	5	7	4	0	7	8	6	2	6	5	7	4	0	7	8	6	2	62	50	44	52	45						
Suspended	7	4	3	6	7	4	8	6	2	7	0	3	6	11	3	7	4	3	8	6	3	6	11	3	7	4	3	8	6	3	44	60	61	57	51						
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	0	0	0	0	0						
No further action	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	1						
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	1	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	0	0	0	0	0	0	1	1	0	0						
Removed	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	1	1	1	1						
Cases concluded (excluding GSCC)	22	27	28	29	26	20	27	21	18	26	14	13	33	30	26	28	12	28	37	25	30	33	30	26	28	12	28	37	25	30					249						

CCC and HC final hearings - Scheduling and Resource descriptions

	2013			2014												2015			13/14	14/15						
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD
Forecast hearing days	73	39	89	59	48	49	57	64	55	71	64	74	90	80	73	69	51	124	83	113	46				644	729
Cases scheduled HCPC (all hearing types)	28	31	37	23	21	26	51	31	29	34	20	42	38	32	38	34	20	31	34	28	27				373	282
Days scheduled HCPC (all hearing types)	72	67	76	56	44	53	90	92	60	78	57	92	80	84	78	67	54	94	106	83	46				837	692
Cases scheduled external (all hearing types)	4	7	5	7	4	5	6	3	6	7	6	2	5	10	4	1	2	9	4	7	7				62	49
Days scheduled external (all hearing types)	12	21	12	23	8	10	17	17	17	20	16	2	17	40	12	6	4	29	18	30	13				175	169
Days	84	88	88	79	52	63	107	109	77	98	73	94	97	124	90	73	58	123	124	113	59				1012	861
% cases external	14	23	14	29	85	84	12	10	20	17	23	2	18	0	10	3	9	23	11	20	21				28	13
% days external	17	31	16	71	15	16	16	16	22	20	22	98	1	1	13	3	7	24	15	27	22				30	12
Witnesses	40	57	70	45	55	73	75	55	48	78	51	87	94	97	61	60	46	87	103	61	41				61	72

Days of hearings at HCPC planned

Month	Current month /	Month forecast	Year forecast	Commentary
December	72%	88%	88%	<ul style="list-style-type: none"> * In total there are 29 hearings and 92 days of final hearing activity planned in January * 21 of these are planned at HCPC premises, which is 72% of all hearings activity. * The percentage of external hearings is lower than predicated for January * Hearing levels are below the planned activity schedule, which was for 40 days of final hearings in January * This means that Scheduling will need to be higher next month. There are 6 hearings above the forecast for next month * In order to make effective use of HCPC premises extra rooms at 186 Kennington Park road will be used on every day and the Old Council Chamber will be segregated on 2 occasions
November	78%	88%	88%	<ul style="list-style-type: none"> * In total there are 34 hearings and 59 days of final hearing activity planned in December * 46 of these are planned at HCPC premises, which is 78% of all hearings activity. * The percentage of external hearings is higher than predicted for December * Hearing levels are above the planned activity schedule, which was for 45 days of final hearings in December * Scheduling higher than the planned activity schedule in December has helped to meet workload forecasts but has resulted in the need for more external space * In order to make effective use of HCPC premises extra rooms at 186 Kennington Park road will be used on every day and the Old Council Chamber will be segregated on 4 occasions
October	75%	88%	88%	<ul style="list-style-type: none"> * In total there are 36 hearings and 120 days of final hearing activity planned in November * 90 of these are planned at HCPC premises, which is 75% of all hearings activity. * The percentage of external hearings is higher than expected for November * Hearing levels are above the planned activity schedule, which was for 113 days of hearing. * Scheduling higher than the planned activity schedule in November has helped to meet workload forecasts but resulted in an need for more external space in November. * In order to make effective use of HCPC premises extra rooms at 186 Kennington Park road will be used on every day and the Old Council Chamber will be segregated on 5 occasions

Outcome of final hearing by representation April 2014 - March 2015

	Represented self	Represented	No representation	Total
Caution	8	19	13	40
Conditions	8	13	5	26
No Further Action	3	2	0	5
Not Well Found	23	24	8	55
Discontinued in full	2	5	2	9
Not restored	0	0	0	0
Register entry amended	0	0	0	0
Removed	1	0	1	2
Struck Off	5	8	32	45
Suspended	7	6	38	51
Consent - removed	0	0	19	19
Consent - caution	0	0	0	0
Consent - conditions	0	0	0	0
Total	57	77	118	252

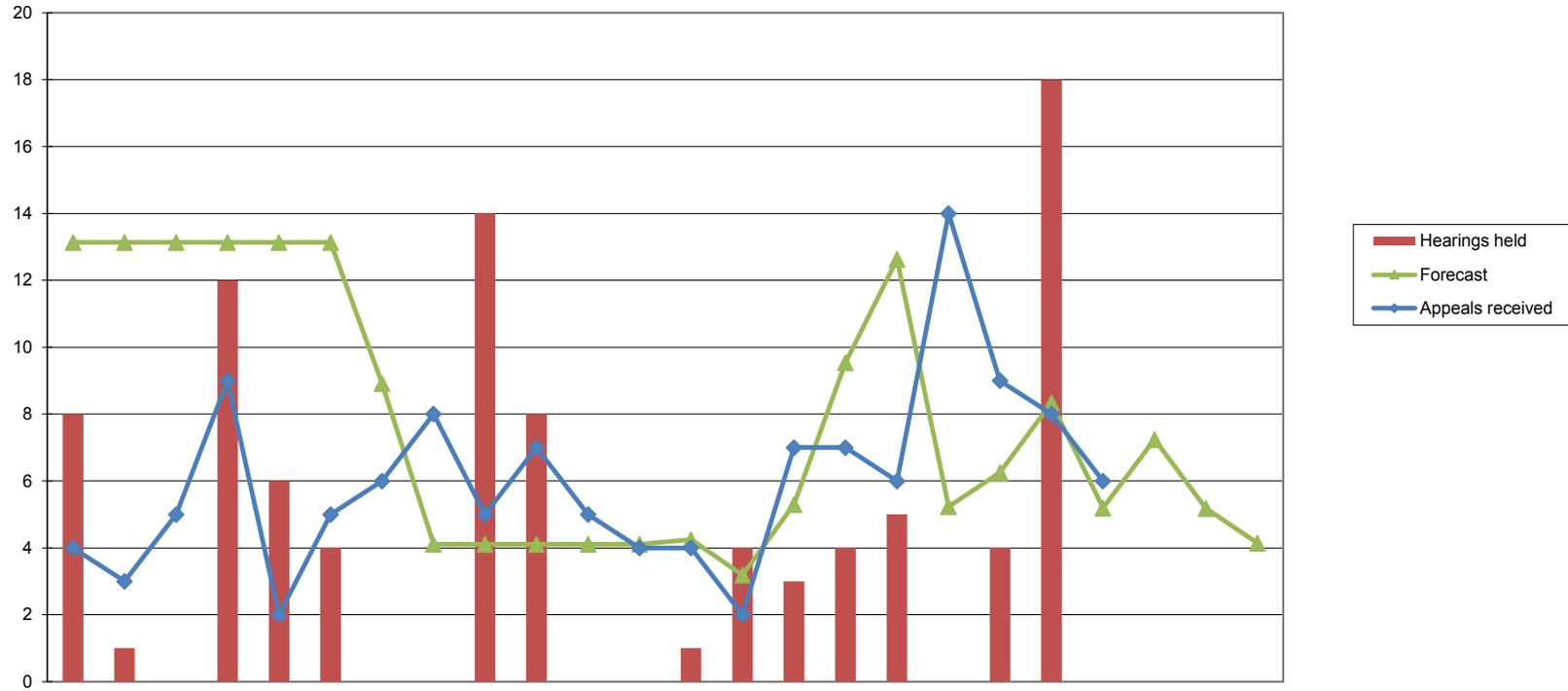
Final hearings: Decisions by profession April 2014 - March 2015

	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical scientists	3	1	0	5	0	0	0	0	0	0	1	0	0	0	0	0	
Chiropodists & podiatrists	1	0	0	3	0	0	0	0	0	0	0	1	1	0	0	0	
Clinical scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Dietitians	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
Hearing aid dispensers	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	
Occupational therapists	4	2	0	3	0	0	0	0	0	0	3	2	2	0	0	0	
ODPs	3	2	1	2	0	0	0	0	0	0	4	2	0	0	0	0	
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Paramedics	3	0	0	8	0	0	0	0	0	1	5	13	8	0	0	0	
Physiotherapists	2	4	1	5	0	0	0	0	0	0	9	1	0	0	0	0	
Practitioner psychologists	0	3	0	2	1	0	0	0	0	0	1	3	1	0	0	0	
Prosthetists & orthotists	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Radiographers	0	0	0	1	0	0	0	0	0	0	4	2	0	0	0	0	
Social workers	21	10	2	25	6	0	1	0	0	1	17	25	6	0	0	0	
SLTs	0	4	0	1	1	0	0	0	0	0	0	0	1	0	0	0	
Total 14/15 YTD	40	26	4	56	8	0	1	0	0	2	45	51	19	0	0	0	252
Total 13/14 YTD	36	27	6	60	9	0	1	2	0	1	52	57	20	0	0	0	269
Total 12/13 FYE	41	13	1	54	n/a	0	0	0	0	1	43	58	10	n/a	n/a	n/a	221
Total 11/12 FYE	69	29	1	68	n/a	0	0	0	0	2	56	55	7	n/a	n/a	n/a	287

Review hearings decisions by profession April 2011 - March 2015

	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	1	0	0	0	0	0	0	0	0	1
Biomedical scientists	2	0	1	3	3	0	0	2	6	0	0	0	0	17
Chiropodists & podiatrists	0	0	0	0	1	0	0	3	2	0	0	0	0	6
Clinical scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietitians	0	0	0	1	0	0	0	0	1	0	0	0	0	2
Hearing aid dispensers	0	0	1	1	0	0	0	0	1	0	0	0	0	3
Occupational therapists	5	0	1	3	3	0	0	4	9	0	0	0	0	25
ODPs	0	0	0	1	2	0	1	0	10	0	0	0	0	14
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	1	0	0	3	6	0	3	3	3	0	0	0	0	19
Physiotherapists	0	0	1	3	2	0	0	4	2	0	0	0	0	12
Practitioner psychologists	0	0	0	0	1	0	1	0	2	0	0	0	0	4
Prosthetists & orthotists	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Radiographers	2	0	0	0	0	0	0	4	3	1	0	0	0	10
Social workers	1	0	0	2	3	1	0	1	3	1	0	0	0	12
SLTs	0	0	0	2	1	0	0	0	6	0	0	0	0	9
Total 14/15 YTD	11	0	4	19	23	1	5	21	49	2	0	0	0	135
Total 13/14 YTD	5	0	3	30	27	1	0	32	56	5	0	0	0	159
Total 2012/13 FYE	2	1	2	19	29	0	0	27	48	4	n/a	n/a	n/a	132
Total 2011/12 FYE	9	1	0	23	17	0	3	26	49	9	n/a	n/a	n/a	137

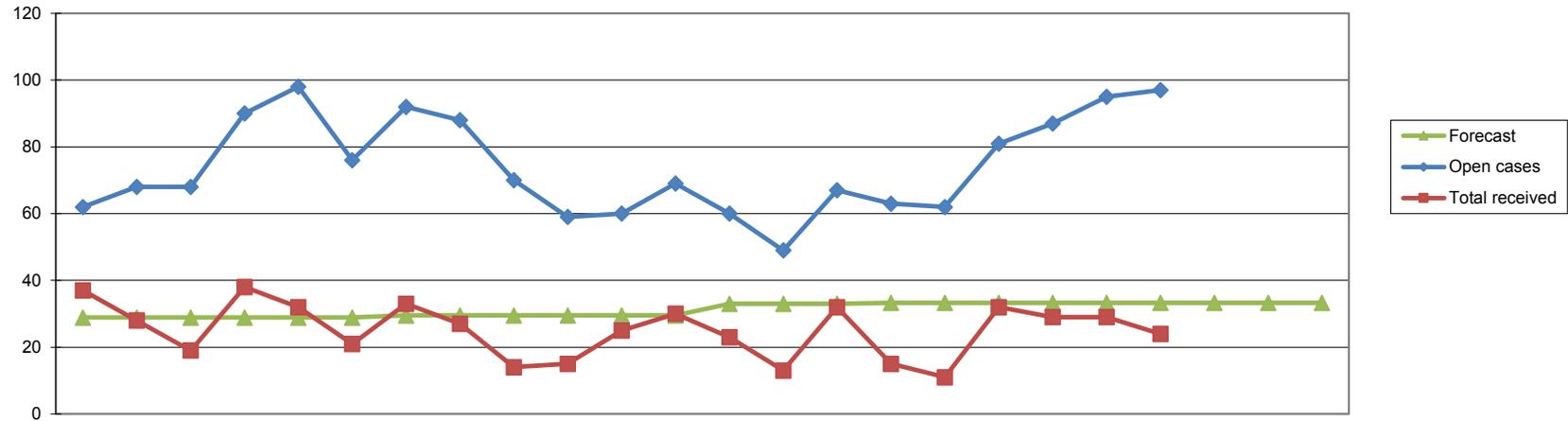
Registration Appeals April 2013 - March 2015



	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	13	13	13	13	13	13	9	4	4	4	4	4	4	3	5	10	13	5	6	8	5	7	5	4
Appeals received	4	3	5	9	2	5	6	8	5	7	5	4	4	2	7	7	6	14	9	8	6			
Hearings held	8	1	0	12	6	4	0	0	14	8	0	0	1	4	3	4	5	0	4	18	0			
Adjourned/postponed	0	0	0	1	5	0	0	0	2	0	0	0	3	1	1	0	2	0	0	2	0			
Withdrawn	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0			
Allowed	3	0	0	5	0	0	0	0	4	2	0	0	0	2	0	2	1	0	1	7	0			
Dismissed	4	1	0	6	2	4	0	0	7	5	0	0	1	1	1	1	2	0	3	6	0			
Substitute decision	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0			
Remit to ETC	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	2	0	0	2	0			
Current active cases	37	34	38	38	38	36	37	42	35	32	39	41	42	40	31	49	47	58	63	59	57			

10/11 FYE	11/12 FYE	12/13 FYE	13/14 FYE	14/15 YTD
n/a	n/a	n/a	n/a	n/a
53	48	68	63	63
37	59	43	53	39
4	7	4	8	9
3	7	0	1	1
22	20	20	14	13
8	29	17	29	15
0	0	0	1	0
2	4	2	1	6

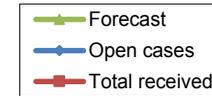
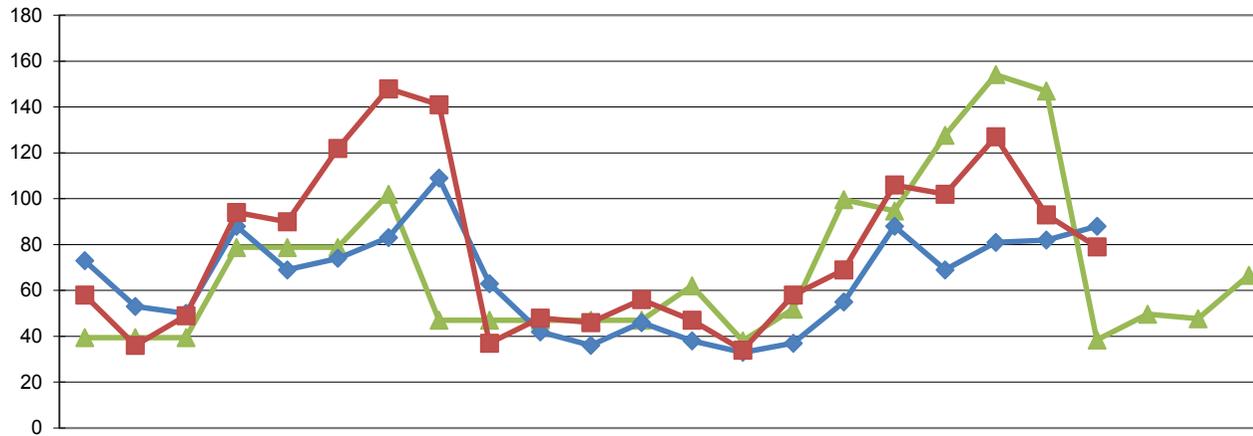
Protection of Title April 2013 - March 2015



	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	29	29	29	29	29	29	30	30	30	30	30	30	33	33	33	33	33	33	33	33	33	33	33	33	
Public	6	7	10	21	13	5	16	15	9	5	9	16	12	4	17	8	6	20	5	14	14				
Police	2	0	0	0	3	2	1	1	0	1	0	1	0	1	1	0	0	0	0	0	0	1			
HCPD	0	2	0	0	1	0	0	1	0	1	0	1	0	0	2	1	3	0	2	0	2				
Anonymous	0	3	1	0	1	1	2	4	0	5	5	3	2	1	1	1	0	0	1	4	1				
Professional	27	10	7	11	12	10	12	6	4	3	9	8	9	7	10	5	2	12	19	9	6				
Other	2	6	1	6	2	3	2	0	1	0	2	1	0	0	1	0	0	0	2	2	0				
Total received	37	28	19	38	32	21	33	27	14	15	25	30	23	13	32	15	11	32	29	29	24				
Visits	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
Open cases	62	68	68	90	98	76	92	88	70	59	60	69	60	49	67	63	62	81	87	95	97				

10/11	11/12	12/13	13/14	14/15
FYE	FYE	FYE	FYE	YTD
21	35	99	132	100
12	23	27	11	3
7	7	3	6	10
26	29	15	25	11
252	172	154	119	79
			26	5
318	266	298	319	208
0	0	0	0	0

Health and Character Declarations April 2013 - March 2015



		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		39	39	39	79	79	79	102	47	47	47	47	47	62	38	52	100	95	128	154	147	38	50	48	67
Received	Renewal	0	1	1	0	3	0	2	6	0	0	1	2	7	3	2	1	0	4	16	12	3			
	Readmission	12	12	12	9	7	9	19	17	9	8	1	19	12	9	7	8	7	7	7	3	27			
	Admission	46	23	36	85	80	113	127	118	28	40	44	35	28	22	49	60	99	91	104	78	49			
	Self-referral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Total received	58	36	49	94	90	122	148	141	37	48	46	56	47	34	58	69	106	102	127	93	79			
Considered	Considered by panel	33	4	31	31	38	44	76	65	47	40	29	22	34	16	19	23	54	74	73	51	49			
	Referred to FTP	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0			
	Admission rejected	2	0	6	0	1	2	0	0	0	0	0	0	0	2	0	1	2	3	0	1	1			
	Readmission rejected	0	0	0	2	3	0	1	3	2	3	2	2	3	0	0	0	0	0	0	0	0			
	Renewal rejected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	0	0			
	Admission accepted	31	4	25	25	31	42	75	62	45	37	27	20	31	14	18	22	52	71	72	50	46			
	Readmission accepted	0	0	0	3	3	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	0	0			
Open cases	73	53	50	88	69	74	83	109	63	42	36	46	38	33	37	55	88	69	81	82	88				

10/11 FYE	11/12 FYE	12/13 FYE	13/14 FYE	14/15 YTD
N/A	N/a	N/a	692	977
4	8	40	16	48
74	51	124	134	87
334	356	740	775	580
149	0	1	0	0
561	415	905	925	715
461	322	491	460	393
60	15	0	1	1
7	6	28	11	10
14	6	2	18	3
0	0	1	0	1
87	13	3	0	0
247	256	453	424	376
45	23	2	6	0
1	2	2	0	0

571

Suitability Scheme August 2012 - March 2015

	2012			2013						2014												2015						12/13	13/14	14/15					
	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	YTD
Total received	16	10	0	1	2	0	5	0	0	1	0	1	1	2	3	0	0	1	1	4	3	1	1	3	1	1	0	0	0				34	14	10
Considered by assessment panel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0				0	0	1
Considered by adjudicator	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	1	0	
Added to prohibited list	0	7	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				7	1	0	
Open cases					n/a				9	9	5	6	7	9	12	12	12	11	11	13	17	15	7	10	9	9	8	8	8						91

Miscellaneous (MIS) cases April 2013 - March 2015

	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
Cases received	102	97	73	120	135	87	91	90	70	66	66	78	86	65	83	71	54	73	97	68	57			
Cases closed	130	81	94	106	159	73	110	71	73	85	72	83	88	80	79	70	71	92	77	66	53			
Cases open	40	69	67	106	82	96	77	96	93	74	68	63	61	46	50	51	53	52	72	74	78			

13/14	14/15
FYE	YTD
1,075	654
1,813	676

Cases at judicial review or high court/court of sheriff stage April 2013 - March 2015

	2013			2014									2015									13/14	14/15		
	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
Judicial review - received	0	0	1	0	0	0	0	0	0	0	0	1	0	2	0	1	0	2	0	0	0	0	2	5	
Judicial review - open	2	2	3	2	1	1	1	1	1	1	1	2	0	4	3	4	4	6	6	4	6	4			
High court - PSA received	0	0	0	0	0	0	0	0	1	0	2	0	0	1	1	1	0	1	0	0	0	3	4		
High court - PSA open	3	3	0	0	0	0	0	0	1	1	3	2	1	2	3	4	2	3	3	2	2				
High court - Registrant received	0	0	0	0	0	0	3	3	0	0	1	0	1	1	0	1	2	0	0	0	0	7	5		
High Court - Registrant open	1	1	0	0	0	0	3	6	6	6	5	5	5	6	6	7	8	8	8	8	6				
IO extension application at High Court	0	0	0	1	0	0	2	2	0	0	0	0	0	2	1	0	0	0	2	1	0	5	5		
Registration appeals at County Court	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	2	0		

Month	Number of Cases	Commentary
December		*No new High Court activity received in December.
November		* One interim order was extended by the High Court and two pre-action protocols were received.
October		* No new High Court appeals have been received. Interim order extensions were granted in 2 cases.

Complaints relating to FTP cases or service April 2012 - March 2015

	2012			2013									2014									2015									12/13 FYE	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	Apr	May	Jun	Jul	Aug	Sep				Oct	Nov	Dec	Jan	Feb	Mar
Complaints received	N/A	N/A	4	7	6	6	13	16	11	15	17	8	8	17	14	20	18	15	17	23	12	15	7	9	13	16	9	23	18	19	17	9	17				103	175	141
Complaints responded to	N/A	N/A	1	4	2	15	10	18	12	10	21	8	7	10	15	12	26	14	13	20	18	13	10	11	11	17	16	14	19	15	8	4	12				101	169	116
Open complaints	N/A	N/A	3	6	10	1	3	1	0	5	1	1	2	9	9	17	9	10	14	12	7	9	6	4	6	5	0	9	8	12	9	5	9						

Complaints common issues

Month	Commentary
December	12 complaints were responded to with an average of 9 and median of 10.5 days. Seven of these related to PreICP or ICP decisions either unhappy with closure of the case or unhappy with NCTA decisions. One complaint we received from an MP concerning a final hearing decision a few years ago and the effect on the registrant. Two concerned issues about time taken to schedule a case and one related to a registrant's name appearing on the Register despite not renewing his registration.
November	4 complaints were responded to with an average of 8 and a median of 10.5 days. 6 of the complaints related to preICP decisions and investigation process, 3 of these related to the same case with complaints coming from three different family members, 1 related to the allegations put forward to the panel and felt key concerns were missed. 1 complaint concerned the final hearing decision, feeling that it was too lenient and felt that the date of the reconvened hearing had not been communicated properly. 1 complaint was in relation to the role of legal assessor and felt they stepped outside of their role during the hearing. 1 complaint had previously been responded to regarding protection of title.
October	8 complaints were responded to with an average of 10 and median of 9 days. 7 of the complaints related to complaints that had been previously responded to and had to be escalated. One of these were not responded to as complainant contacted us to explain that she did not want any further contact from the HCPC so complaint response was stopped. 7 related to the investigation, preICP or ICP decision. 1 related to a final hearing and the way a witness was portrayed in the decision. 2 complaints were concerned about the length of time it had taken to schedule the final hearing. 2 related to breaches and 2 in regards to communication from the Case Manager. 2 complaints had multiple concerns about the way the cases had been handled.

GSCC transfer cases August 2012 - March 2014

	2012			2013						2014												2015			12/13	13/14	13/14								
	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	YTD
Open Cases pre-ICP / Enquiry	N/A	115	94	74	62	52	36	23	51	45	33	27	25	23	18	13	11	10	7	5	4	4	4	3	3	3	3	3	5						
Cases closed pre-ICP	13	N/A	N/A	N/A	6	1	7	6	5	2	1	0	1	0	1	1	1	0	3	1	1	0	0	0	0	0	0	0							
Open post ICP cases	N/A	83	80	68	58	54	46	42	84	80	75	76	70	63	57	54	52	43	36	23	19	18	17	15	12	12	12	12	10						
ICP considerations																																			
Cases heard at ICP	0	17	23	24	19	11	17	12	6	8	13	5	5	1	4	3	1	2	3	1	1	0	0	2	0	0	0	0				123	52	3	
Cases concluded	0	15	22	24	19	11	17	12	4	7	11	5	5	1	4	3	1	2	3	1	1	0	0	2	0	0	0	0				120	47	3	
Case to answer	0	14	19	23	16	10	7	11	2	5	3	4	5	1	4	3	1	2	2	1	1	0	0	1	0	0	0	0				100	33	2	
No Case to Answer	0	1	3	1	3	1	10	1	2	2	8	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0				20	14	1	
% CTA	0	93	86	96	84	91	41	92	40	71	27	80	100	100	100	100	100	100	67	100	100	0	0	50	0	0	0	0				83	70	150	
Final Hearings																																			
Final hearing cases heard	0	0	0	0	1	2	3	18	8	7	12	8	10	6	15	10	6	11	9	17	0	2	4	4	2	3	0	1	0				24	119	16
Adjourned / cancelled / postponed	0	0	0	0	0	0	0	4	7	0	2	2	3	0	5	0	0	2	0	3	0	0	2	0	0	1	0	0				4	24	3	
Caution	0	0	0	0	0	0	0	1	2	0	5	2	1	1	0	0	1	0	1	3	0	1	0	0	0	0	0	1	0				1	16	2
Conditions of practice	0	0	0	0	0	0	0	1	1	1	0	1	1	1	0	0	0	0	1	1	0	0	0	1	1	2	0	0				1	7	4	
No further action	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				0	2	0	
Not well founded	0	0	0	0	0	0	0	1	7	2	0	0	1	2	3	0	1	1	0	2	0	0	0	1	0	0	0	0				1	15	1	
Part heard	0	0	0	0	0	0	0	0	3	0	2	0	0	0	0	0	2	0	1	0	0	0	0	1	0	0	0				0	8	1		
Referred to other committee	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	1	0	
Removed - consent	0	0	0	0	0	0	2	1	1	2	2	0	1	0	0	1	0	0	0	1	0	0	0	1	0	1	0	0				3	8	2	
Struck off	0	0	0	0	1	2	0	4	4	1	0	2	1	1	1	1	3	5	5	2	0	0	2	1	0	0	0	0				7	26	3	
Suspended	0	0	0	0	0	0	1	6	8	1	1	1	2	1	6	6	1	2	2	5	0	1	0	0	0	0	0	0				7	36	1	

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		14	13	33
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		1	1	5
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
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	1	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		5	1	4
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		2	0	0
Conditions revoked caution imposed	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	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	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
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
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		0	4	8
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		5	5	16
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		1	0	2
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	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		0	2	2
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
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		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		13	57	4

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
December	217	5	* Two cases that were awaiting final hearing have been sent back to ICP for a further case to answer decision on additional allegations which came to light in the preparation of the case. These cases will be considered by a Panel in January 2015. * Two further cases will also be considered by ICP in January 2015.
November	217	3	*Two cases have been obs'ed and will be considered by the Investigating Committee In January 2015. In the third case further information is being sought from the police.
October	217	3	*In one case the criminal proceedings have concluded and final information is being sought prior to the case being obsed. In a second case the obs have been sent. In the third case the police investigation is still on-going.

PSA learning points received April 2013 - March 2015

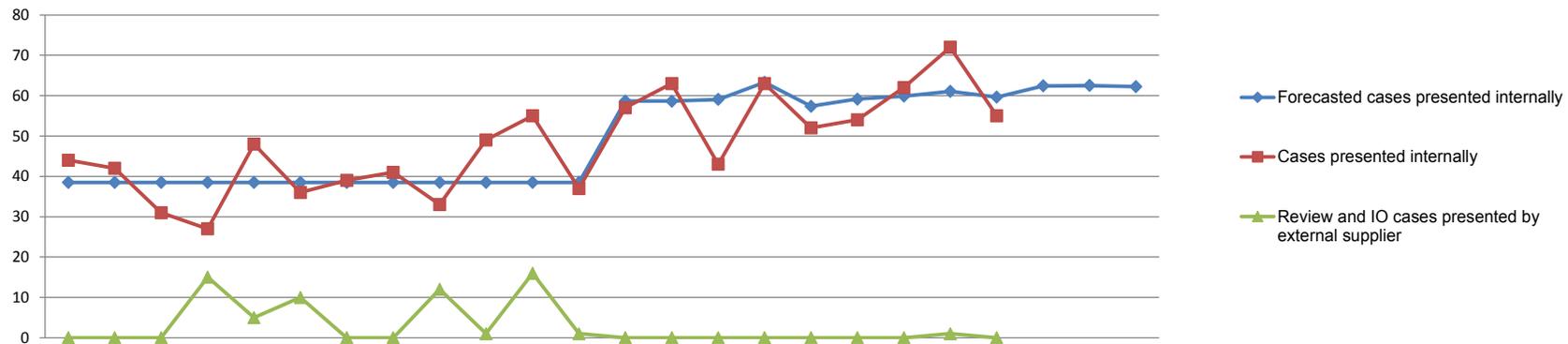
	2013			2014									2015											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Learning points received	9	11	20	6	15	8	8	1	19	21	0	15	11	13	9	0	0	0	0	48	0			
Reviewable cases heard that month	41	45	46	49	55	40	47	46	36	50	42	33	48	55	42	46	30	42	50	69	40			
Reviewable cases in previous 3 months	n/a	n/a	n/a	132	140	150	144	142	133	129	132	128	125	123	145	143	118	118	122	161	159			

12/13	13/14	14/15
FYE	FYE	YTD
104	133	81

Issues arising and learning points

Month	Commentary
December	* There were no learning points received in October
November	<ul style="list-style-type: none"> • Learning points were received in relation to 48 cases where the statutory deadline for Section 29 action expired in the period of 5 months from June to October 2014. • There were 223 reviewable outcomes during this period so feedback was received in relation to 22% of all cases considered • This is higher than the rate of feedback received in the previous 5 months, which was between 11% and 16% for each month reviewed. • 9 concerns were raised in relation to the investigation of a case, involving omissions or errors in allegations and failures to obtain certain evidence or call witnesses to a hearing. • 48 concerns were raised in relation to decision making and/or drafting at hearings.
October	* There were no learning points received in October

Internal operational management commentary April 2013 - March 2014



	2013			2014									2015									13/14	14/15			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD
Forecasted cases presented internally	39	39	39	39	39	39	39	39	39	39	39	39	59	59	59	63	57	59	60	61	60	62	63	62	462	724
Cases presented internally	44	42	31	27	48	36	39	41	33	49	55	37	57	63	43	63	52	54	62	72	55				482	521
Review and IO cases presented by external supplier	0	0	0	15	5	10	0	0	12	1	16	1	0	0	0	0	0	0	0	1	0				60	1

FTP Internal Measuring Tools Report 2013-15

Fitness to practise		2012												2013												2014											
		Target	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar											
From date allegation made to notifying registrant of full allegation																																					
Cases obs'ed each month	Total cases obs'ed	64 / 129	60	59	57	70	79	68	76	68	36	87	75	74	75	74	76	66	70	75	66	76	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														
	% 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														
	% 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														
	% 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														
	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														
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															
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														
	% 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														
	% 6-7 months		2	10	11	5	7	8	10	15	15	13	11	14	11	12	9	10	12	10	8	11	11														
	% 8-10 months		7	4	2	8	8	7	6	10	12	16	15	9	10	9	10	11	7	10	10	11	6														
	% over 10 months		25	23	21	17	12	11	12	11	11	11	16	16	20	12	20	23	22	19	20	24	9														
From ICP to final hearing																																					
Total cases concluded	Total cases concluded		21	26	28	30	25	20	25	21	18	26	14	13	33	30	26	29	12	28	37	25	30														
	% 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														
	% within 10 months		71	62	75	63	60	90	64	62	56	38	86	69	61	73	85	48	58	54	68	44	60														
	% over 10 months		29	38	25	37	40	10	36	38	44	38	14	31	39	27	15	52	42	44	32	56	40														
Currently awaiting hearing																																					
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															
Length of time from receipt to acknowledgement	5 days	n/a	n/a	n/a	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2															

Average 12/13	Average 13/14	Average 14/15 YTD
48	67	70
85	90	83
90	92	89
94	96	94
6	4	6
3	2	2
2	1	1
118	104	72
60	66	61
14	10	10
9	9	9
22	16	19
19	22	28
57	45	39
44	66	61
20	32	39
n/a	2	2

Health and character

From receipt of declaration on application to the register to Panel

Case heard or closed	Total cases heard or closed % within 1 month	95%	90	78	51	75	77	97	134	121	57	32	25	37	21	14	19	36	43	49	38	43	67
			90	79	76	84	83	85	83	85	80	66	54	66	44	48	15	52	41	48	29	46	68
Cases waiting to be heard	Total cases waiting to be heard % over 1 month old		73	53	50	88	69	74	83	77	63	42	27	44	6	33	41	14	14	12	77	83	55
			14	23	36	15	33	23	9	54	52	31	20	20	15	30	22	26	15	11	6	28	34
	Length of time from receipt to acknowledgement (median)	5 days	n/a	n/a	n/a	5	4	4	4	5	6	4	2	7	7	8	7	1	5	1	1	1	6.5

47	73	21
87	78	44
31	62	6
21	28	15
n/a	5	7

Registration Appeals

From receipt of notice of appeal to hearing	% within 6 months	70%	74	71	70	42	57	0	0	0	58	12	0	0	25	50	0	25	25	0	50	44	0
	% within 9 months		90%	Not previously provided	Not previously provided	93	58	86	100	0	0	75	25	0	0	0	0	0	0	0	0	25	11
	Length of time from receipt to acknowledgement (median)	5 days	n/a	n/a	n/a	11	6	10	2	3	10	6	5	6	2	4	4	3.5	3.5	14	6	2.5	4.5

86	32	25
98	44	0
n/a	7	

Protection of title

	Length of time from receipt to acknowledgement	5 days	n/a	n/a	n/a	6	9	11	6	8	7	8	8	8	9	15	8	6	11	9	7	6	13.5
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n/a	8	9
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MIS

	Length of time from receipt to acknowledgement	5 days	3	3	5	7	7	5	6	4	5	2	1	2	3	1	3	3	3	2	3	5	4
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n/a	4	3
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CMS action monitoring and NetRegulate Status checking outcomes

CMS Actions - outstanding actions (Case Management)

Month	Number	Commentary
December	2	There were two actions assigned to an historic user in CMS in December
November	2	Two actions were assigned to an Historic User in November.
October	1	One action was assigned to an Historic User in CMS in October.

CMS actions - overdue actions (Case Management)

Month	Number	Commentary
December	1089	* The number of overdue actions increased in December as a result of prioritising obs'ing and pre-ICP case closure given the shorter working month. A plan for ensuring overdue actions are reviewed and performed in January has been devised.
November	957	* The number of overdue actions in November has reduced compared to the previous month. * Overdue actions are reviewed twice weekly with clear priorities set around which tasks should be performed first.
October	1069	* The number of overdue actions in October increased compared to the previous month. However, this could in part be related to the higher than forecast number of new cases received (where new case actions become overdue the day after they are created) and also the fact that two Case Managers finished up in October, requiring their case loads to be redistributed between the existing Case Managers.

CMS Actions - outstanding actions (Adjudication)

Month	Number	Commentary
December	7	* Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending
November	13	* Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending * There are currently 13 outstanding actions that are not related to the scheduling of hearings * These relate to outstanding correspondance with hearing participants regarding expenses and preliminary adjudication and enquires aabout hearings from other intersted parties.
October	11	* Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending * There are currently 11 outstanding actions that are not related to the scheduling of hearings * These relate to outstanding correspondance with hearing participants regarding expenses and preliminary adjudication and enquires aabout hearings from other intersted parties.

CMS actions - overdue actions (Adjudication)

Month	Number	Commentary
December	11	*There are 11 overdue actions relating to Adjudications activity *These actions concern hearing follow up and additional hearing correspondance allocated to the case files.
November	7	* There are 7 overdue actions relating to hearings team activity * These relate to hearing follow up and additional corespondance with hearing participants * There was a high level of preliminary activity, such as adjournment requests in November, which are included in these actions.
October	10	*There are 10 overdue activity relating t hearings team activity *These relate to hearing follow up and additional corespondance with hearing participants * All three hearing managers were in the officer for the finaal two weeks of the month so more resource was available to work on outstanding correspondance.

Net Regulate status checks

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

Dec-14

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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 defined timescale
 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.

From	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
		15 months	

Enquiry cases

Age since receipt	Number	%	Cumulative %
0 to 2 mths	416	36.0	36.0
3 to 4 mths	229	19.8	55.7
5 to 7 mths	272	23.5	79.3
8 to 12 mths	155	13.4	92.7
13 to 15 mths	46	4.0	96.6
16 to 20 mths	25	2.2	98.8
21 to 24 mths	3	0.3	99.0
>24 mths	11	1.0	100.0
		1157	100.0

Post ICP cases (receipt to date)

Age since receipt	Number	%	Cumulative %
0 to 7 mths	33	7.9	7.9
8 to 12 mths	97	23.1	31.0
13 to 15 mths	78	18.6	49.5
16 to 20 mths	109	26.0	75.5
21 to 24 mths	35	8.3	83.8
>24 mths	68	16.2	100.0
		420	100.0

PreICP cases

Age since receipt	Number	%	Cumulative %
0 to 2 mths	18	6.5	6.5
3 to 4 mths	48	17.4	23.9
5 to 7 mths	76	27.5	51.4
8 to 12 mths	65	23.6	75.0
13 to 15 mths	23	8.3	83.3
16 to 20 mths	27	9.8	93.1
21 to 24 mths	8	2.9	96.0
>24 mths	11	4.0	100.0
		276	100.0

Post ICP cases (ICP to date)

Age since ICP	Number	%	Cumulative %
0 to 5 mths	182	43.3	43.3
6 to 7 mths	70	16.7	60.0
8 to 12 mths	87	20.7	80.7
13 to 15 mths	35	8.3	89.0
16 to 20 mths	27	6.4	95.5
21 to 24 mths	6	1.4	96.9
>24 mths	13	3.1	100.0
		420	100.0

Commentary

Month	Commentary
Dec	The next Case Progression conference is on 21 January 2015. This will look focus on any outstanding actions on the identified cohort of cases that have been worked on in the last two months.
Nov	We have identified 128 cases that are over 12 months old and have not been scheduled for an Investigating Committee Panel decision. We have assigned actions to these cases and are reviewing them through local management mechanisms. Cases with ongoing concerns or requiring additional escalation are considered at the monthly Case Progression Conference.
Oct	The next Case Progression conference is in early November, when an update on the 48 red and amber cases will be made, along with the next tranche of cases for first review.

Analysis of age of cases that met Standard of Acceptance in period April to December 2014

Age from receipt to SOA	Number	%	Cumulative %
0 to 2 months	221	41.3	41
3 to 4 months	127	23.7	65
5 to 8 months	108	20.2	85
9 to 12 months	41	7.7	93
13 to 15 months	21	3.9	97
16 to 20 months	9	1.7	99
21 to 24 months	6	1.1	100
>24 months	2	0.4	100
Mean Months	4		
Median Months	3		
Total Open Cases	535		

Month	Commentary
December	There are no changes in the mean or median times since November 2014
November	The mean length has decreased to 4 months again, suggesting that the measures we have put in place to request information to meet the Standard of Acceptance and targeting of cases may be having an effect.
October	The mean length of time to meet the Standard of Acceptance has risen from 4 to 5 months since July 2014. This is consistent with previously reported issues with increased times to receive information at early stages of the HCPC investigation. The median time remains the same as in July.

Analysis of age of cases closed PreICP, at time of closure in the period April to December 2014, measured from receipt of original complaint

Age of case closed PreICP	Number	Cumulative number	%	Cumulative %
0 to 4 months	345	345	50	50
4 to 8 months	213	558	31	80
9 to 12 months	93	651	13	94
13 to 16 months	20	671	3	97
17 to 20 months	15	686	2	99
>20 months	9	695	1	100
Mean Months	6			
Median Months	5			
Total Open Cases	695			

Month	Commentary
December	The median time to closure has increased by one month.
November	The mean and median time to close cases preICP remains the same as in the previous month. As the figure is an aggregate for the year to date, this demonstrates that the time to close cases is not increasing.
October	The mean time to close cases preICP has increased from 5 to 6 months since July 2014. This is consistent with the increased time to receive information to meet SOA. The median time has remained the same.

Snapshot of age of Enquiry cases since receipt (correct as of 31/12/14)

Age since receipt	Number	%	Cumulative %
0 to 2 mths	416	36.0	36.0
3 to 4 mths	229	19.8	55.7
5 to 7 mths	272	23.5	79.3
8 to 12 mths	155	13.4	92.7
13 to 15 mths	46	4.0	96.6
16 to 20 mths	25	2.2	98.8
21 to 24 mths	3	0.3	99.0
>24 mths	11	1.0	100.0
	1157	100.0	

Length of Time Open Pre ICP April 2013 - March 2015

		2013												2014												2015																
Months		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar					
Cases awaiting ICP	0-4	155	159	163	183	206	217	229	203	178	189	192	206	198	186	185	183	187	182	185	193	175																				
	5-8	34	33	38	40	41	47	51	60	65	65	69	63	52	44	50	43	47	44	51	53	62																				
	9-12	9	12	12	8	13	14	13	18	16	20	21	24	25	25	27	23	20	16	21	23	19																				
	13-16	11	9	8	7	6	6	3	0	5	5	7	6	7	8	9	12	9	9	12	7	8																				
	17-20	2	5	7	6	5	2	1	3	3	2	3	1	2	3	5	3	4	6	5	6	4																				
	21-24	9	4	3	2	2	3	4	1	1	2	1	2	2	2	2	0	1	1	3	2	2																				
	25-28	1	2	7	9	10	3	1	1	1	1	2	1	1	1	0	2	2	2	2	0	1																				
	29-32	0	0	0	0	0	6	7	4	3	0	0	1	1	1	2	1	1	1	0	1	1																				
	over 33	1	1	0	0	0	0	0	0	0	3	3	3	3	3	3	4	4	4	5	5	4																				
Open Cases Pre ICP		222	225	238	255	283	298	309	290	272	287	298	307	291	273	283	271	275	265	284	290	276	0	0	0																	

Commentary

Cases over 5 months pre-ICP

Month	Current month / variance	Internal Measure	Commentary
December	74%/+1%	Pre ICP - 73% 5 months old or less	We have met the service standard for this area of work, having concentrated both temporary and permanent resources onto the task of Obs'ing cases. These obs'd cases can now move on to Investigating Committee for decision on whether there is a case to answer.
November	57%/-15%	Pre ICP - 73% 5 months old or less	<ul style="list-style-type: none"> * The internal measure is that 73% of all cases received are obs'd within 5 months of receipt. * The internal measure has not been met as 57% of fitness to practise referrals have been obs'd within 5 months of receipt YTD. * This is in part due to continued resource limitations as a result of long term absences, on going performance issues and staff turnover. * Case progression is a specific focus of the Case Management Team, with an increased focus on proactive progression of cases and changes to the monthly Case Progression Conference to reflect this.
October	62%/-11%	Pre ICP - 73% 5 months old or less	<ul style="list-style-type: none"> * The internal measure is that 73% of all cases received are obs'd within 5 months of receipt. * The internal measure has not been met as 62% of fitness to practise referrals have been obs'd within 5 months of receipt YTD. * Performance against this measure has improved since August. * However, it is noted that performance against forecast in relation to obs and pre-ICP case closures has been below expectations. * This is in part due to resource limitations as a result of long term absences, on going performance issues and staff turnover. * Case progression is a specific focus of the Case Management Team, with an increased focus on proactive progression of cases and changes to the monthly Case Progression Conference to reflect this.

Analysis of ages of cases closed No Case To Answer in the period April to December 2014

Number of Months	Receipt to NCTA			SOA to NCTA		
	Number	%	Cumulative	Number	%	Cumulative %
1-4	45	17	17	190	70	70
5-8	131	48	65	56	21	90
9-12	48	18	82	19	7	97
13-16	29	11	93	6	2	100
17-20	13	5	98	0	0	100
21-24	5	2	100	1	0	100
25-28	0	0	100	0	0	100
29-32	1	0	100	0	0	100
33-36	0	0	100	0	0	100
>36	0	0	100	0	0	100
Mean Months	8			4		
Median Months	7			3		
Total	272			272		

Month	Commentary
December	There is no change in the mean and median times
November	There is no change in the mean and median times
October	The mean and median values have remained the same since July 2014.

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

Month	Commentary
December	The mean time for public referrals has decreased by 1 month, and the mean time for self referrals has increased by one month since November.
November	There is no significant change in either mean or median times for each complaint source
October	There are no significant changes to these times since the last Council report in July 2014

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	55	16	16	214	66	66
5-8	126	43	59	72	24	90
8-12	81	25	83	21	6	95
13-16	31	7	90	12	3	98
17-20	25	8	99	5	2	100
21-24	5	1	99	2	0	100
25-28	2	0	99	1	0	100
29-32	2	1	100	0	0	100
33-36	0	0	100	0	0	100
> 36	0	0	100	0	0	100
Mean months	9			5		
Median months	8			3		
Total number of C	327			327		

Month	Commentary
December	There is no change in the mean and median times since November 2014
November	The median time from SOA to conclusion has increased from 4 to 5 months since October. This is likely to be due to the focusing on conclusion of older cases
October	The mean and median times for each of these stages have increased by one month since July 2014 report. This is consistent with the increased time to gather information preICP

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

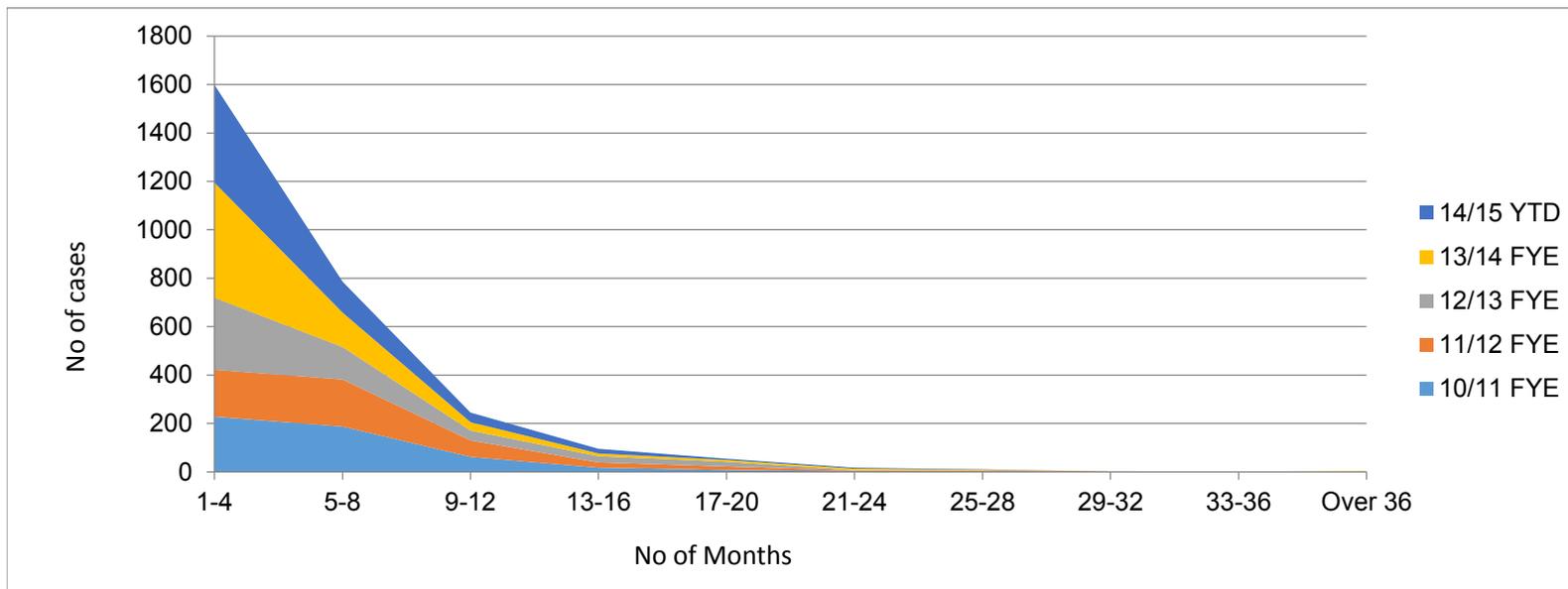
Month	Commentary
December	The mean time from receipt for self referral cases has increased by one month, and has decreased by one month for other referral cases, and decreased by two months for Police referrals.
November	The only group where there were significant changes were in complaints received from the Police.
October	There are no significant changes to any of the individual groups since July.

Analysis of age of cases where an Investigating Panel reach a decision from April to December 2014 (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	100	17	17	404	67	67
5-8	257	43	60	128	21	89
8-12	129	22	81	40	7	95
13-16	60	10	91	18	3	98
17-20	38	6	97	5	1	99
21-24	10	2	99	3	1	100
25-28	2	0	99	1	0	100
29-32	3	1	100	0	0	100
33-36	0	0	100	0	0	100
> 36	0	0	100	0	0	100
Mean months	9			5		
Median months	8			3		
Total number of Cases	599			599		

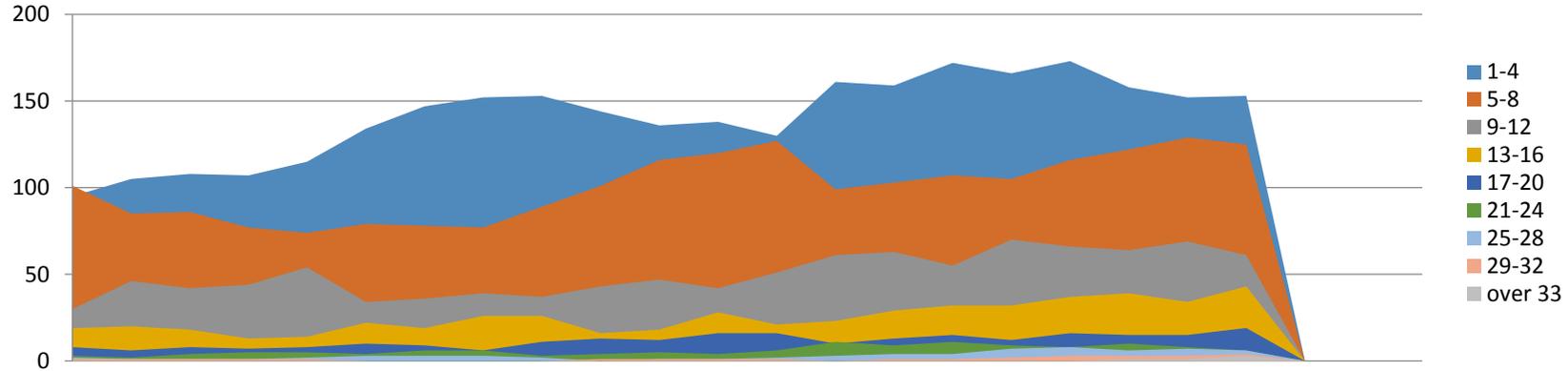
Month	Commentary
December	There are no changes since November 2014.
November	The median time from receipt to conclusion increased from 7 to 8 months since October. This is likely to be caused by focusing on older cases. The mean time from SOA to conclusion also increased by a month in the same period.
October	The mean length of time to conclusion from receipt has increased by 1 month since July 2014. All other times have remained the same.

Length time: Cases Inv Committee (excluding further information) April 2010 - March 20115



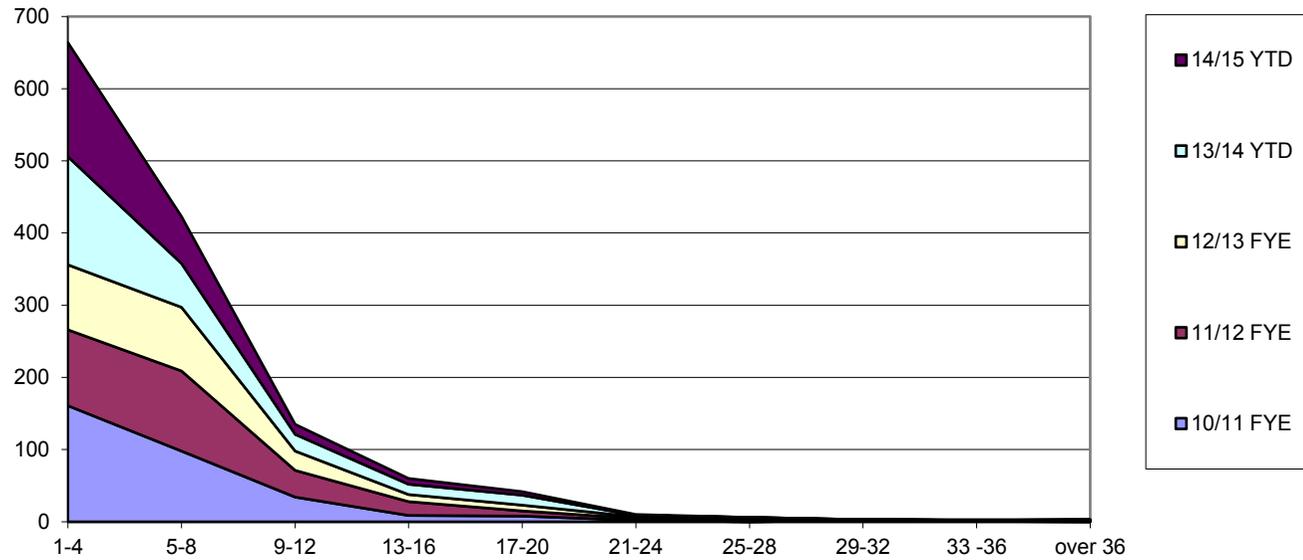
Number of Months	10/11 FYE	11/12 FYE	12/13 FYE	13/14 FYE	14/15 YTD	%	Cumulative %
1-4	228	194	298	475	404	67	67
5-8	188	194	134	142	128	21	89
9-12	62	68	41	34	40	7	95
13-16	18	21	26	12	18	3	98
17-20	9	14	19	8	5	1	99
21-24	4	2	2	6	3	1	100
25-28	2	3	2	3	1	0	100
29-32	1	1	0	0	0	0	100
33-36	0	0	0	1	0	0	100
Over 36	0	1	1	1	0	0	100
Mean Months	6	7	6	5	5		
Median Months	5	5	4	3	3		
Total Cases	512	498	523	682	599		

Length of Time : Age of Cases Post ICP April 2013-March 2015



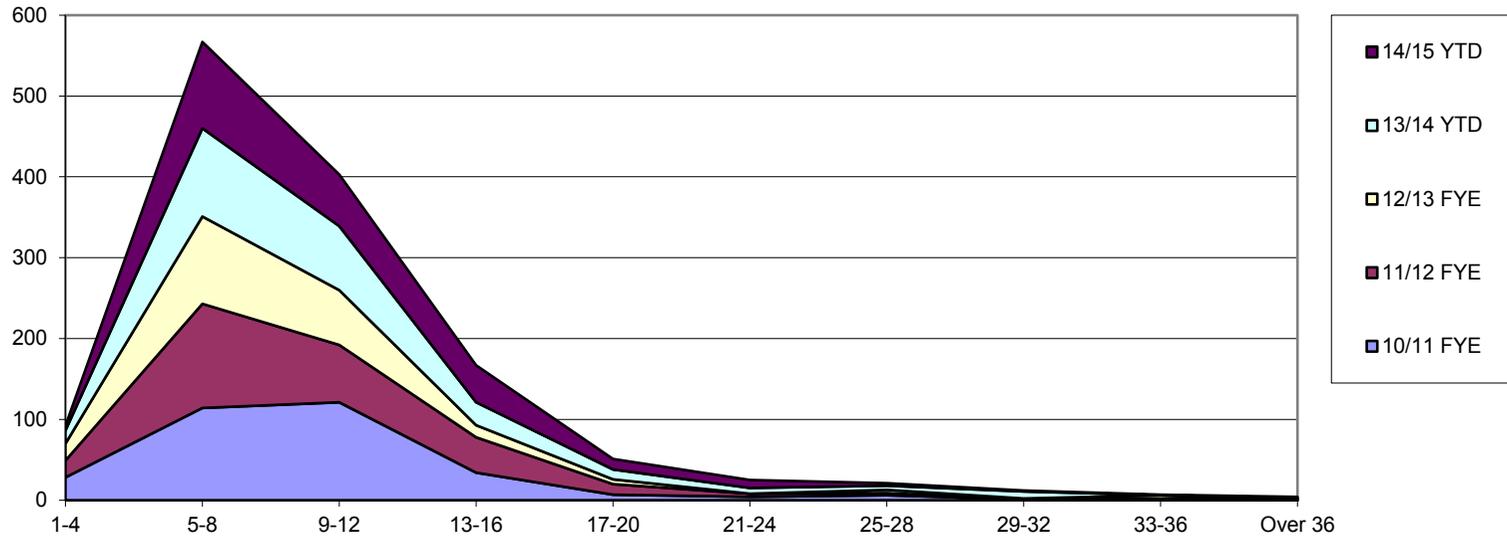
		2013			2014										2015										
Months		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Cases awaiting final hearing (from ICP)	1-4	95	105	108	107	115	134	147	152	153	144	136	138	130	161	159	172	166	173	158	152	153			
	5-8	101	85	86	77	74	79	78	77	89	101	116	120	127	99	103	107	105	116	122	129	125			
	9-12	30	46	42	44	54	34	36	39	37	43	47	42	51	61	63	55	70	66	64	69	61			
	13-16	19	20	18	13	14	22	19	26	26	16	18	28	21	23	29	32	32	37	39	34	43			
	17-20	8	6	8	7	8	10	9	6	11	13	12	16	16	10	13	15	12	16	15	15	19			
	21-24	3	2	4	5	5	4	6	6	3	4	5	4	6	11	9	11	9	8	10	8	6			
	25-28	2	1	1	1	2	3	3	3	2	0	1	1	2	3	4	4	7	8	6	7	6			
	29-32	1	1	1	1	1	0	0	0	0	1	1	1	1	0	1	1	2	3	3	3	4			
	over 33	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	3			
Total cases awaiting hearing		259	266	268	255	273	286	298	309	321	322	336	350	354	368	381	397	403	427	418	418	420			
Total cases fixed this month		36	36	37	36	30	42	34	33	18	26	36	42	44	21	32	35	38	48	51	37	26			
Cases ready to fix, but no date yet		65	60	66	80	88	83	83	74	77	95	99	91	83	95	115	127	128	123	134	145	156			
Cases fixed previous months and awaiting hearing		88	84	72	66	62	55	58	50	52	49	72	90	90	74	73	63	84	98	115	127	123			
Cases being prepared by external lawyers		70	86	93	73	93	106	123	152	174	152	129	127	167	166	154	151	151	161	140	138	133			

Allegations made - Investigating Panel (concluded final hearing cases) April 2010 - March 2015



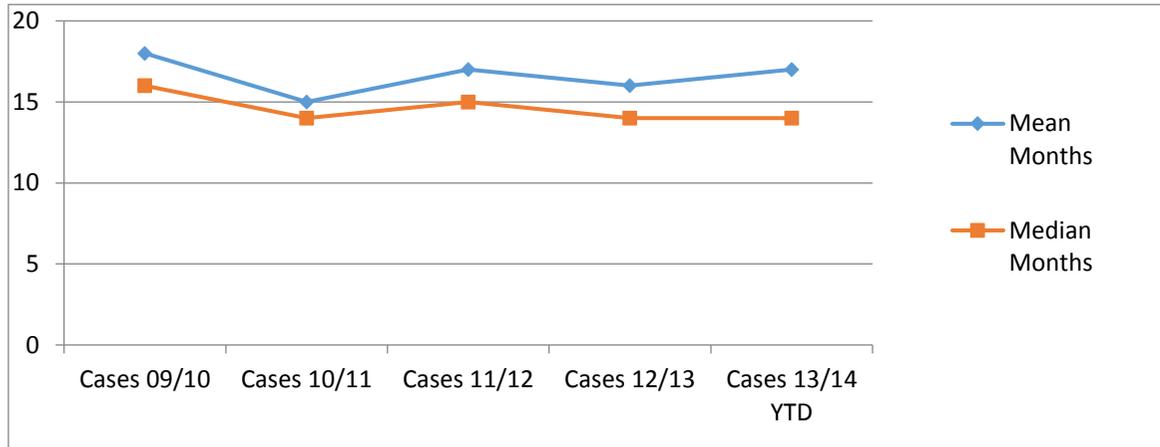
Number of Months	10/11 FYE	11/12 FYE	12/13 FYE	13/14 YTD	14/15 YTD	%	Cumulative %
1-4	161	105	90	150	158	63	63
5-8	98	111	88	61	65	26	88
9-12	34	37	27	23	14	6	94
13-16	9	19	10	14	8	3	97
17-20	8	7	8	14	5	2	99
21-24	2	3	2	2	1	0	100
25-28	0	2	2	2	0	0	100
29-32	2	1	0	0	0	0	100
33 -36	1	1	0	0	1	0	100
over 36	0	1	1	1	0	0	100
Mean Months	6	7	7	6	5		
Meadian Months	4	5	5	4	4		
Total Cases	315	287	228	267	252		

Length of Time Investigating Panel - Case Conclusion (concluded final hearing cases) April 2010 - March 2015



Number of Months	10/11 FYE	11/12 FYE	12/13 FYE	13/14 YTD	14/15 YTD	%	Cumulative %
1-4	28	21	21	16	6	2	2.4
5-8	114	129	108	109	107	42.5	44.8
9-12	121	71	68	79	64	25	70.2
13-16	34	44	15	28	46	18	88.5
17-20	7	13	6	12	13	5	93.7
21-24	4	4	0	7	10	4	97.6
25-28	6	3	4	5	3	1	99.5
29-32	1	0	1	9	1	0	99.5
33-36	0	2	4	0	1	0	99.5
Over 36	0	0	1	2	1	0.4	100.0
Mean Months	9	10	9	11	11		
Median Months	9	8	8	9	9		
Total Cases	315	287	228	267	252		

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



Number of Months	Cases 10/11	Cases 11/12	Cases 12/13	Cases 13/14 YTD	Cases 14/15	%	Cumulative %
1-4	1	0	0	1	0	0	0
5-8	35	18	23	21	13	5	5
9-12	75	71	66	95	93	37	42
13-16	104	79	62	49	55	22	64
17-20	48	57	37	26	44	17	81
21-24	27	31	13	26	17	7	88
25-28	9	14	6	17	15	6	94
29-32	7	3	10	13	6	2	96
33-36	6	7	5	10	2	1	97
Over 36	3	7	6	11	7	3	100
Mean Months	15	17	16	17	16		
Median Months	14	15	14	14	14		
Total Cases	315	287	228	267	252		

Analysis of age of cases where a final hearing has concluded in the period April to December 2014

Age since receipt	Number	%	Cumulative %	Age since SOA	Number	%	Cumulative %
0 to 5 months	0	0	0	0 to 5 months	0	0	0
6 to 7 months	0	0	0	6 to 7 months	2	1	1
8 to 12 months	48	19	19	8 to 12 months	104	41	42
13 to 15 months	62	25	44	13 to 15 months	44	17	60
16 to 20 months	61	24	68	16 to 20 months	55	22	81
21 to 24 months	40	16	84	21 to 24 months	17	7	88
>24 months	41	16	100	>24 months	30	12	100
Mean Average	18				16		
Median Average	17				14		
Total Number of Cases	252				252		

Month	Commentary
December	There are no changes in the mean or median times.
November	There are no changes in the mean or median times since October
October	The median time to conclude a final hearing has increased by 1 month since July 2014. All other times have remained the same. This is consistent with the conclusion of some older cases.

Comparison of age of cases from receipt to conclusion of final hearing, for 2013-14 and April to December 2014

Number of Months	13/14 YTD	% of cases	Cumulative %	14/15 YTD	% of cases	Cumulative %
1-4	16	6	6	6	2	2
5-8	109	41	47	107	42	45
9-12	79	30	76	64	25	70
13-16	28	10	87	46	18	88
17-20	12	4	91	13	5	94
21-24	7	3	94	10	4	98
25-28	5	2	96	3	1	99
29-32	9	3	99	1	0	99
33-36	0	0	99	1	0	100
>36	2	1	100	1	0	100
Mean Months	11			11		
Median Months	9			9		
Total Cases	267	100	100	252	100	100

Month	Commentary
December	There have been no changes in mean or median closure times.
November	There have been no changes since October 2014
October	There are no changes in the mean and median data since the report in July 2014

Snapshot of age of Post ICP cases (correct at 31/12/14)

Age since receipt	Number	%	Cumulative %	Age since SOA	Number	%	Cumulative %
0 to 7 months	36	9	9	0 to 7 months	120	29	29
8 to 12 months	106	25	34	8 to 12 months	140	33	62
13 to 15 months	90	22	56	13 to 15 months	55	13	75
16 to 20 months	92	22	78	16 to 20 months	48	11	87
21 to 24 months	41	10	87	21 to 24 months	27	6	93
>24 months	53	13	100	>24 months	28	7	100
Mean months	16			Mean months	12		
Median months	14			Median months	11		
Total cases	418			Total cases	418		

Age since ICP	Number	%	Cumulative %
0 to 5 mths	197	47.1	47.1
6 to 7 mths	56	13.4	60.5
8 to 12 mths	91	21.8	82.3
13 to 15 mths	33	7.9	90.2
16 to 20 mths	21	5.0	95.2
21 to 24 mths	10	2.4	97.6
>24 mths	10	2.4	100.0
	<u>418</u>	<u>100.0</u>	

Analysis of final hearing outcomes by age at each stage, for the periods 2013-14 and April to December 2014

Type of Sanction	2013-14				April - December 2014			
	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	13	12	12	10	17	15	15	13
Conditions of Practice	16	15	16	13	17	18	14	16
Consensual disposal	22	18	20	15	25	18	21	16
No Further Action	22	17	20	15	12	12	9	8
Not Well Founded	19	17	17	13	18	16	15	14
Suspension	19	17	18	15	18	17	15	14
Struck Off	19	17	18	16	19	18	16	15
Total mean average	18		17		18		16	
Total median average	16		14		17		14	
Total number of cases	267				252			

Month	Commentary
December	The mean and median times to closure for consensual disposal and not well founded cases has increased by one month since the previous update.
November	There are no significant changes in the mean or median times since October
October	The median time from receipt to final hearing has increased by one month since July 2014. The mean time has remained the same. This is consistent with the targeting of some older cases. The median time from SOA to final hearing has also increased by one month in the same period.

Age of concluded final hearings at each stage, for the periods 2013-14 and April to December 2014

Source of Complaint	2013-14				April - December 2014			
	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)	23	23	20	17	24	26	23	19
Employer	17	15	16	13	19	17	17	15
Other	20	13	19	13	17	15	14	15
Other Registrant	36	36	35	35	16	17	13	15
Police	20	21	19	21	16	13	16	13
Professional Body	18	18	18	18	21	18	19	16
Public	23	21	22	18	18	16	14	12
Self Referral	12	12	10	10	16	16	12	10
Total mean average	18		17		18		16	
Total median average	16		14		17		14	
Total number of cases	267				252			

Month	Commentary
December	There were no significant changes to the larger groups of referrals in the previous month.
November	There are no significant changes in the mean or median times since October
October	The median time from receipt to final hearing has increased by one month since July 2014. The mean time has remained the same. This is consistent with the targeting of some older cases. The median time from SOA to final hearing has also increased by one month in the same period.

Comparison of age of concluded final hearings at each stage, by representation, for the periods 2013-14 and April to December 2014

	2013-14				April - December 2014			
	Receipt to Final Hearing		SOA to Final Hearing		Receipt to Final Hearing		SOA to Final Hearing	
Type of representation	Mean average	Median average	Mean average	Median average	Mean average	Median average	Mean average	Median average
Represented	19	16	17	14	20	19	17	15
Represented Self	18	15	16	12	17	15	15	13
None	18	15	17	14	18	16	16	13
Total mean average	18		17		18		16	
Total median average	16		14		17		14	
Total number of cases	267				252			

Month	Commentary
December	There were increases in the mean and median time from receipt to closure and from SOA to closure where the registrant represented themselves. Where there was no representation at all, the time from SOA to closure also increased.
November	The mean and median times for conclusion of represented cases increased by 2 months since October.
October	The median time from receipt to final hearing has increased by one month since July 2014. The mean time has remained the same. This is consistent with the targeting of some older cases. The median time from SOA to final hearing has also increased by one month in the same period.

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

	April – December 2014		
Stage of case	Number closed	Mean average	Median average
PreICP	695	5	4
No Case to Answer	272	8	7
Final Hearing	252	18	17
All cases	1219	9	7

	Receipt to conclusion	%	Cumulative %	SOA to conclusion	%	Cumulative %
0 to 2	220	18	18	78	15	15
3 to 4	220	18	36	112	21	36
5 to 8	318	26	62	69	13	49
9 to 12	170	14	76	114	22	71
13 to 15	98	8	84	50	10	80
16 to 20	98	8	92	55	10	91
21 to 24	50	4	96	18	3	94
>24	45	4	100	30	6	100
Total	1219	100		526	100	

Month	Commentary
December	There are no changes in mean or median times for any closure type
November	The mean time for conclusion of PreICP cases has reduced by 1 month since October
October	The overall mean and median has increased by one month for all case closures combined. This can be attributed to the increase by a month in the closure time for PreICP cases, which is the largest group of all closures.

Month	Commentary
December	There are no significant changes since last month
November	There are no significant changes since October
October	There are no significant changes in the proportions of ages of cases since the July 2014 report.