

Council, 29 June 2015

Fitness to Practise Report

Executive summary and recommendations

Introduction

The report provides an update on the main activities of the Fitness to Practise Department. The report includes statistical information relating to case management and adjudication activity in May 2015 as well as length of time analysis.

Decision

The Council is requested to discuss the report.

Background information

There is no additional background information.

Resource implications

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

Financial implications

As above.

Appendices

None.

Date of paper

9 June 2015

Fitness to Practise Directorate – Council 29 June 2015

The following provides an update about the work of the Fitness to Practise Directorate in May 2015 and a comparison with the forecasted activity in 2015-16.

Case Information

1. The statistical information relating to the work of the Fitness to Practise Department can be found in the management information pack, and the appendix providing the cumulative length of time data. The data included is for April to May 2015 (month 1 and 2 of the new budget year), and contains the complete budget year 2014-15 as a comparator. Key information is highlighted below.

Commentary on cases against forecast

2. **New cases:** We had 162 versus 186 forecast, which is 13% lower than expected. This is the second consecutive month where the number of new cases has been lower than predicted. Year to date we are 17% lower than forecast. We will continue to monitor this in the coming months to anticipate any impact on Investigating Committee Panel or team resources.
3. The majority of new cases continues to relate to Social Workers. We received 96 social work cases, accounting for 59% of the total. This has been broadly consistent throughout the previous year.
4. In May, 52% of newly received cases came from members of the public. This remains the consistent route of complaints across the year to date, where 50% of allegations came from members of the public. This remains higher than last year (46%). Complaints from employers accounted for 22% of May's new matters, with 16% being self referrals from Registrants.
5. In May, we closed 123 cases pre-ICP. This was an increase on the previous months, and just short of the forecast numbers (131). We continue to monitor this category of work closely to ensure the overall caseload remains within expected parameters.
6. **Professions:** Year to date, there is little change with 57% of new complaints received relating to social workers. The next highest rate is for paramedics (9%), and practitioner psychologists and physiotherapists (7.8%). The number of paramedic cases has increased, and the number of practitioner psychologists has decreased, but these numbers are relatively small and the proportions of new cases received subject to change as the year goes on. Broadly speaking, there are no significant changes in the most complained about professions.
7. **Ongoing cases:** We have 1429 ongoing pre ICP cases, which is in line with the forecast (1427). We will continue to focus on this in the coming months, now the Standard of Acceptance has been approved by Council, with the aim of moving

more cases into the Investigating Committee Panel stage, or closing them where appropriate.

8. The number of cases at pre-ICP stage is 246, (18% below forecast); we are continuing to focus our obs and ICP planning resources to ensure that we have sufficient cases that can be put in front of a panel of the Investigating Committee.
9. 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 May, seven of the oldest cases were reviewed and escalated actions assigned to them.
10. Obs: 59 cases were obs'd this year. We were forecasting 63 cases. Year to date, there have been 13% fewer obs than forecast, though this is based on only two months of data, so percentage fluctuations are greater. We continue to monitor and support this key stage in the process.
11. **Cases considered at Investigating Committee:** 70 cases were considered at ICP in May (68 were forecasted), 5 (7%) of these cases required further information. The case to answer rate was 58%, compared to 52% forecasted. Year to date the rate is 50%. We will continue to monitor this rate in the coming months.
12. Interim Orders: Six new applications were considered, with five (83%) granted. Thirty one existing interim order cases were reviewed, with one being revoked.

Cases awaiting final hearing and hearings activity

13. There are 431 open cases, which remains 5% under forecast. We are continuing to push through older cases as a result of the length of time work. We have weekly teleconferences and monthly meetings with our external lawyers to ensure escalation of these cases is reviewed regularly. We will review our budget and activity plan as part of the first quarterly report at the end of June's activity.
14. Currently, 32% of these post ICP cases are under investigation by our external lawyers. A further 40% of the cases are with our scheduling team who are actively arranging hearings. The remaining 28% have a final hearing fixed for a date in the future. The proportion of cases without a fixed hearing is lower than anticipated due to resource constraints and vacancies within the Scheduling team. We continue to anticipate that plans to recruit will see this revert to forecast within the first quarter of 2015-16.
15. There were 3 preliminary hearings held in May. There were 28 hearings listed (against a forecast of 29). 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 (21%) but is due to smaller numbers and remains within expected parameters.

Length of time review

16. 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 length of time appendix has detailed commentary; below are the key headlines for the first two months of the new activity year.
17. Year to date, we closed 310 cases at either pre-ICP, ICP or final hearing stage. Of these, 89% were closed within 18 months of receipt of the original complaint. This proportion has not changed since we presented the analysis to Council in September 2014, where the proportion was 90%. This is likely to continue through 2015-16 as we focus on cases still in the system that were assessed under the previous Standard of Acceptance.
18. The mean and median closure times for this combined group has returned to 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 9 and 9 months; and for those closed at final hearing are 20 and 20 months (from 19 and 19 months previously). Broadly, the overall proportions and times are in line with previous years' performance, but are subject to fluctuations due to small numbers of completed cases at the start of the year. We will continue to monitor this in the coming months.
19. An analysis of the open cases at each stage shows the current age of cases yet to conclude. Of the 1182 open Enquiry cases, the mean and median age from receipt remains constant at 5 and 4 months respectively. This is comparable with previous years' activity.
20. Of the 245 open pre-ICP cases, the mean and median age from receipt remains at 11 and 9 months. This is slightly higher than the final position last year where the year-end figures were 10 and 8 months respectively. These cases took a mean and median of 5 and 4 months respectively to reach the Standard of Acceptance (SOA) stage, and a mean and median of 6 and 3 months from SOA being met to their current position. There is no significant change from the previous 12 months.
21. Of the 431 current post ICP cases, the mean and median age from receipt has increased by one month at 19 and 17 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 6 and 4 months (mean and median) respectively from SOA to ICP. The cases have taken a further 8 and 7 months (mean and median) from ICP to date. In the previous year, this stage was 11 and 7 months (mean and median), demonstrating the focus on scheduling cases and working with our external legal suppliers may be having effect in swifter progression.
22. We continue to work with our external lawyers to ensure we identify any delays to these cases, and provide instruction to conclude the case effectively. We have been concentrating on driving cases to be ready to fix for final hearing to ensure that we

meet our budget and activity levels for hearings, and that we use the allocated resources efficiently.

Non-FTP case activity

23. Registration Appeals: 1 new case was received, against a forecast of 2 for May. There are 34 cases open, compared with 47 at the end of April. We continue to review the process for progression of these cases, but the numbers and proportions of cases have returned to the anticipated levels.
24. Protection of Title: There were 28 cases received in May, against a forecast of 34. There are 118 open cases, which is an increase on the 8 that were open at the end of April. These numbers are within the expected parameters. The defendant in the misuse of protected title case who was successfully convicted in January 2015 lodged an appeal. The appeal hearing was scheduled for 21 May 2015 however the hearing has been pushed back to a date yet to be confirmed in October 2015.
25. Health and Character declarations: There were 34 new cases received in May, which is on forecast for the second month running. Nine cases were considered by panels in May, with 31 remaining open. In line with our budgeted operational plan we will be appointing a temporary Case Manager to support the management of the seasonal increase of Health and Character declarations between July and December.
26. Suitability scheme: There were no new suitability cases in May. There have been no new cases since September 2014; this is likely to continue as the cycle of students becoming registered continues and the approval programmes for education providers nears completion. Six cases remain open; there are no concerns with this level of finite activity which will conclude in 2015-16 when the Social Worker education programmes have all been approved.
27. Miscellaneous (MIS): 65 new cases were received in this month. The open caseload is 79, which is higher than the previous month, but still within expected parameters.
28. High Court: we received one high court appeal from a Registrant in May. This case had previously been contested by the PSA and we consented to a re-hearing. This new appeal is against the second hearing outcome decision, which was a striking off order.
29. There were no learning points from PSA in May. The last learning points were received in November, following our enquiry to PSA to see if there was any feedback on our cases. We will be writing to the PSA in June to clarify when any further learning points are likely to be received. 292 cases have been heard since the last learning points were received.

GSCC transfer cases August 2012-May 2015 – update on open activity

30. There is currently one case remaining in a pre ICP status. This case is awaiting the results of a complex criminal investigation without which we are unable to progress matters. This remaining case at Investigating Committee stage is unlikely to conclude before autumn 2015.
31. There are 11 final hearing cases. Of these, five have dates fixed between now and June. Of the remaining six cases, three have ongoing criminal trials, one has preliminary matters that are being prepared for panels, and the remaining two cases are currently being scheduled. It is likely that the cases should be concluded by September 2015 subject to no changes to the timetables for those awaiting criminal trials.

Other Activity

Stakeholder Engagement

32. Members of the department attended meetings with the following organisations:

- KPMG Health and Care Regulation Leadership Network
- Department of Health quarterly meeting
- Xerox
- Society of Radiographers
- Merrill (transcription service provider)
- Kingsley Napley

33. The Director and Heads of Departments met with a range of representative bodies through the HCPC FTP Partnership Forum. The Forum was set up last year to provide a formal engagement opportunity for the HCPC and the representative bodies to discuss matters relating to the HCPC's fitness to practise processes. The Forum meets twice a year. At the Forum meeting in May we discussed areas of improvement and involvement in communications, written guidance and our physical tribunal spaces.

Case Management System

34. In May, development activity has concentrated on ensuring our CMS continues to work seamlessly with changes in other core HCPC systems: this includes testing the changes in Net Regulate to support the fee rise work, and also in preparation for the move to Microsoft Outlook. We have also added and tested changes to support the new Standard of Acceptance.

Independence in Adjudication

35. Further to the Council's decision in March 2015, work continues on establishing the governance and operational arrangements required for the tribunal service. Members of the department have also been working closely with colleagues in the projects team to determine the requirements for 405 Kennington Road which will become a dedicated centre for our fitness to practise hearings.
36. We have reviewed our pilot of pre-hearing teleconferences to support the scheduling of complex cases and have decided to extend the pilot by a further six months in order to provide a larger sample of cases on which to base the final project evaluation.

Quality Assurance Framework

37. We have a comprehensive programme of assurance activities that cover the operational decision making and monitoring of compliance with process and procedures. Such monitoring feeds into our learning and enhancement to process. The framework supports the activities within the work plan. In the past month a significant focus of our quality assurance activity has been supporting the implementation of the enhanced document redaction requirements. This has included checking the quality of redactions and providing training on our information security requirements.

Mediation

38. There have not been any further cases referred to mediation. Arrangements had been made for a further case to go to mediation in May however the complainant withdrew from the process very close to the meeting date. We continue to look to identify cases which may be appropriate for mediation and are in the process of reviewing the feedback mechanisms in place. A review of the process will be undertaken later in the year.

Cost Efficiencies

39. Further to the publication of *The costs of fitness to practise: a study of the Health and Care Professions Council* we have had discussions with the Centre for Health Service Economics and Organisation regarding the scope of further research in this area. A research brief informed by these discussions is currently being drafted.

Standard of acceptance

40. Following approval by Council of the revised standard of acceptance for fitness to practise allegations policy, we have undertaken a number of activities to prepare for the implementation of the revised policy on 1 June 2015. Activities include: providing training for Case Team Managers and Case Managers, updating forms, standard letters and operational guidance to reflect the new policy, as well as finalising the support arrangements for employees who will be applying the policy.

These arrangements include increasing the attendance of our external public law advisers who will be on hand to provide advice on the application of the policy and drafting of case closure letters.

Case weighting and allocation

41. From June 2015 a new method of applying a weighting to cases has been introduced. Cases are now assessed for complexity and are weighted as either Reception, Standard or Advancement. This will allow for an improved oversight of the case load as a whole as well as individual Case Manager's case loads. The case weighting will assist in the allocation of cases to ensure that a Case Manager has the correct balance of cases as well as ensuring that only appropriate cases are allocated to individuals.

Standard letter review

42. The standard letters used in relation to Protection of Title cases have been revised as part of the tone of voice review project. The revised letters have been deployed into our Case Management System (CMS). As part of this review a number of new letters have been developed along with an 'easy read' factsheet explaining our protection of title function.

Information security

43. We have delivered detailed information security training to our Case Management, Administrative and Adjudications teams.

44. As part of our ongoing review of information security arrangements we have enhanced our process for the redaction and preparation of bundles which are sent out in connection with our fitness to practise proceedings. To support the enhanced arrangements we have appointed additional temporary resource which is dedicated to the redaction and preparation of hearings bundles. A dedicated secure room for the redaction and preparation of documents is in the process of being established. It is anticipated that this new facility will be operational in late June. We will continue to monitor the impact of the enhanced information security arrangements over the coming months.

45. Members of the department contributed to the recent ISO27001 audit assessment.

Recruitment

46. Two new Case Managers started in May and have completed their induction programme. A further four Case Managers have been recruited to fill existing vacancies and are due to start in late June.

47. Recruitment of an Assurance and Development Officer to fill a post which became vacant in April due to internal promotion is well advanced with an appointment expected to be made in early June.
48. Two Administrative Officers have also been inducted, one to cover an established but vacant post, and the other as a temporary member of staff.

Partners

49. We have delivered refresher training to Panel Members in May, based on our rolling programme of training. The newly revised training and examples continues to evaluate well from post training feedback forms.

Fitness to Practise Department

Management Information Pack

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

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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 PrelCP (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)

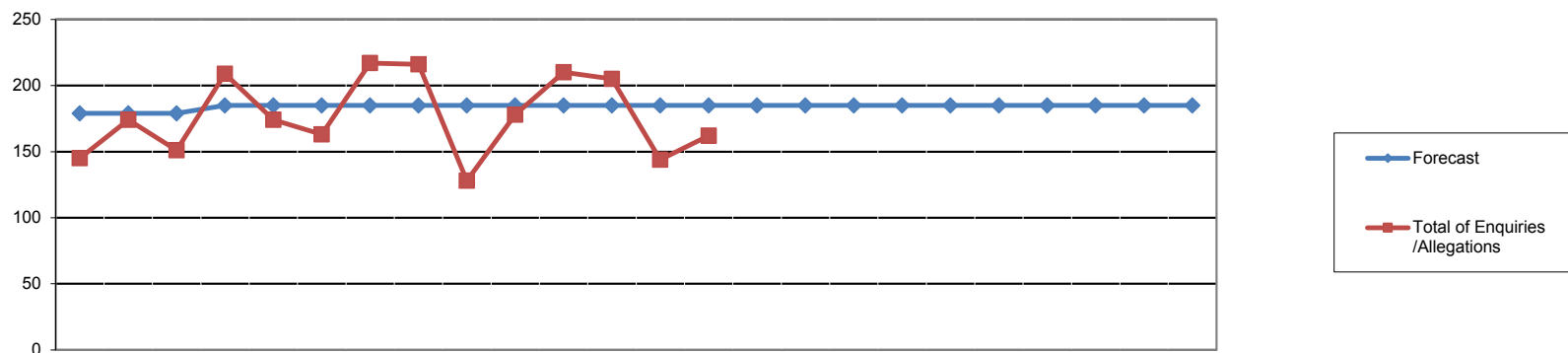
	14/15 Actual													15/16 Actual												15/16 Forecast				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Year End	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Year End Forecast	3 month re-forecast	6 month re-forecast	9 month re-forecast	Year end
Cases Received	145	174	151	209	174	163	217	216	128	178	210	205	2170	144	162															
Cases pre ICP & Enquiry	1147	1173	1193	1234	1194	1276	1365	1445	1436	1437	1457	1441	1441	1437	1427															
Cases closed pre ICP	81	71	73	79	73	81	66	82	89	94	126	127	1042	71	123															
Case to Answer percentage	47%	57%	58%	55%	49%	57%	57%	56%	55%	42%	56%	55%	55%	42%	58%															
Cases awaiting hearing	354	368	381	397	403	427	418	419	420	426	437	428	428	432	431															
Cases per case manager (preICP)	53	52	50	51	46	44	52	50	49	50	53	52	52	52	49															
Case per case manager (post ICP)	17	16	16	17	16	15	16	15	14	15	16	16	16	16	15															

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
May	49/+4 (pre-ICP) 15/-10 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	<p>* The small reduction in the number of cases per Case Manager reflects the recruitment of two new Case Managers who took up post in May and the two recruits from April gradually taking on larger caseloads as they progress through their induction.</p> <p>* A further four new Case Managers will be starting in late June - one of whom is already working as a Temporary Case Manager - and two Temporary Case Managers who have been covering vacancies will be released.</p>
April	52/+7 (pre-ICP) 16/-9 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	45 (pre-ICP) 25 (post-ICP)	<p>* There has been no change in the number of cases per Case Manager since March. The number of pre-ICP cases per Case Manager remains above forecast whereas the number of post-ICP cases per Case Manager remains below forecast</p> <p>* Two new Case Managers commenced in post in early April and therefore they are not yet able to take on full caseloads as they need to be fully trained and progress through their induction periods. A further two new Case Managers will commence in post in early May and there is additional Case Manager recruitment planned for May for 3 posts.</p>
March	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- and post-ICP cases per case manager has remained stable this month although it is still above the forecast level for pre-ICP cases.</p> <p>* Two new case Managers will commence in early April and an additional two will commence at the start of May. Additionally, a recruitment campaign for further 4 Case Manager posts will commence in mid-April.</p> <p>* Non-case load carrying temporary Case Managers finished up in post at the end of March but temporary Case Managers with a case load will remain in post until at least the end of April to assist in managing the cases under investigation.</p>

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

11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
	n/a		n/a	n/a
500	1452	1,960	2,120	302
425	201	109	50	4
925	1653	2,069	2,170	306
283	58	77	65	8
289	435	593	554	72
33	87	81	103	12
53	99	78	71	5
27	27	37	21	2
12	21	14	15	2
228	634	793	988	153
NA	NA	396	353	52

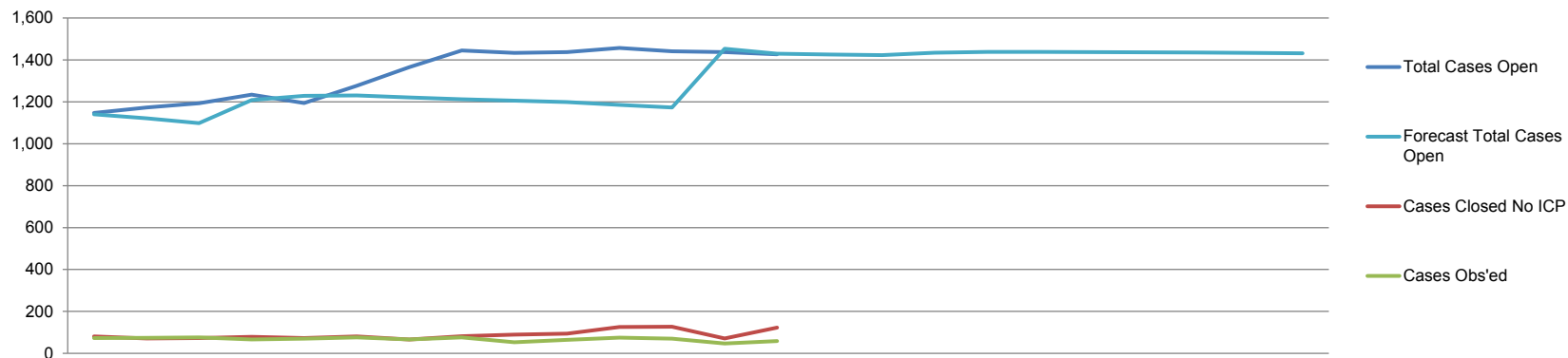
Cases Received: Profession & source of complaint April 2011 - March 2016

	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	0	0	0	0	0	0	1	4	7	4	11	1
Biomedical scientists	1	2	1	0	0	0	1	1	66	37	50	36	6
Chiropodists & podiatrists	0	4	0	0	0	0	2	0	55	53	71	56	6
Clinical scientists	0	0	1	0	0	0	1	1	9	9	3	6	3
Dietitians	0	1	1	0	0	0	0	2	12	13	21	15	4
Hearing aid dispensers	0	2	0	0	0	0	1	0	23	25	22	18	3
Occupational therapists	0	4	0	0	0	0	6	1	96	76	105	97	11
ODPs	1	4	0	0	0	0	0	0	63	45	63	60	5
Orthoptists	0	0	0	0	0	0	0	0	2	2	2	2	0
Paramedics	3	5	0	0	1	0	4	15	253	262	266	231	28
Physiotherapists	0	6	3	0	0	0	13	2	118	123	134	133	24
Practitioner psychologists	0	3	1	0	0	1	18	1	139	179	157	157	24
Prosthetists & orthotists	0	0	0	0	0	0	0	0	2	1	2	2	0
Radiographers	0	5	0	0	1	0	0	2	58	55	59	80	8
Social workers	3	34	4	4	0	1	104	24	n/a	733	1,085	1,251	174
SLTs	0	2	1	1	0	0	3	2	25	33	25	15	9
Total	8	72	12	5	2	2	153	52	925	1,653	2,069	2,170	306

Commentary

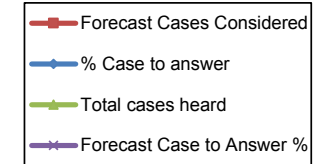
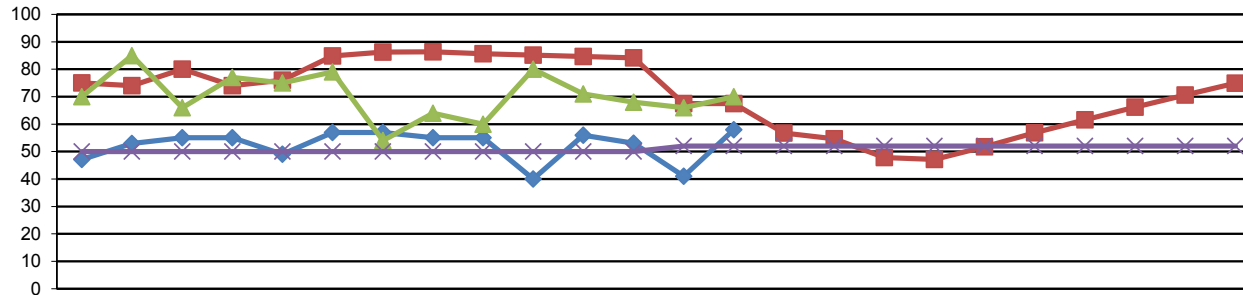
Month	Commentary
May	* Trends remain constant: 57% of new referrals so far in 2015/16 relate to Social Workers and 60% of these referrals are from members of the public. 50% of all referrals are from the public.
April	* 2014/15 trends have continued into the new year: 54% of referrals relate to Social Workers; 63% of Social Worker referrals are from the public and 48% of all referrals are via that route.
March	* Social Worker FTP referrals continue to represent 58% of all FTP referrals received YTD. * Members of the public are the largest complainant category, with 46% of all FTP referrals received coming from this group, YTD * 56% of all FTP referrals received in relation to Social Workers come from members of the public

Pre - ICP case information April 2014 - March 2016



	2014												2015												2016												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	YTD	YTD
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	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																							2,476	2,220
Allegations Open	291	273	283	271	287	265	284	290	276	259	269	272	255	246																							307	306
Enquiries Open	856	900	910	963	907	1011	1081	1155	1157	1178	1188	1169	1182	1181																							855	900
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																							1,162	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																								
Cases Considered at CPC	6	7	5	2	4	9	4	5	7	8	9	11	7	7																							91	35
Cases Closed No ICP	81	71	73	79	73	81	66	82	89	94	126	127	71	123																							1,236	14
% of Cases Closed no ICP	10	8	8	8	8	8	6	7	8	8	11	11	6	10																								
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																							945	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																								
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														

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										
Case to Answer	Referred to CCC (Reg representations)	17	33	22	23	14	29	15	18	20	16	24	21	16	24									
	Referred to CCC (Rep representations)	2	2	2	7	4	5	3	3	3	2	3	4	3	4									
	Referred to CCC (No representations)	14	10	9	10	16	8	10	11	9	11	11	9	7	10									
	Referred to HC (Reg representations)	0	0	1	0	0	0	0	2	0	0	0	1	0	0									
	Referred to HC (Rep representations)	0	0	0	0	0	0	0	0	0	0	0	0	1	0									
	Referred to HC (No representations)	0	0	2	1	1	0	0	1	0	2	0	1	0	0									
	Referred to IC (Reg representations)	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									
	Referred to IC (No representations)	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										
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										
No case to answer	Not referred (Reg representations)	32	28	21	28	28	27	18	16	20	33	24	26	28	20									
	Not referred (Rep representations)	2	4	3	2	7	3	2	7	3	9	6	0	3	4									
	Not referred (No representations)	3	2	2	3	2	1	1	4	3	3	0	4	6	3									
	Total cases not referred	37	34	26	33	37	31	21	27	26	45	30	30	37	27									
Further Information	0	6	4	3	3	6	5	2	2	3	3	2	2	5										

11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
516	543	707	849	136
176	181	210	252	40
19	29	42	40	7
49	83	97	128	17
6	5	6	4	0
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	65
n/a	n/a	n/a	n/a	n/a
49	56	53	53	50
197	176	256	301	48
21	28	31	48	7
29	18	35	28	9
246	231	322	377	64
18	20	25	39	7

**Commentary
Cases Considered**

Month	Current month / variance	Month forecast	Year end forecast	Commentary
May	70/+2	68	726	* The slight increase on forecast mirrors April's slight decrease.
April	66/-2	68	726	* Actual cases considered deviated only slightly from forecast.
March	68/-16	84	899	* The below forecast numbers of cases considered at ICP continues to reflect lower than forecast obs numbers in earlier months.

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

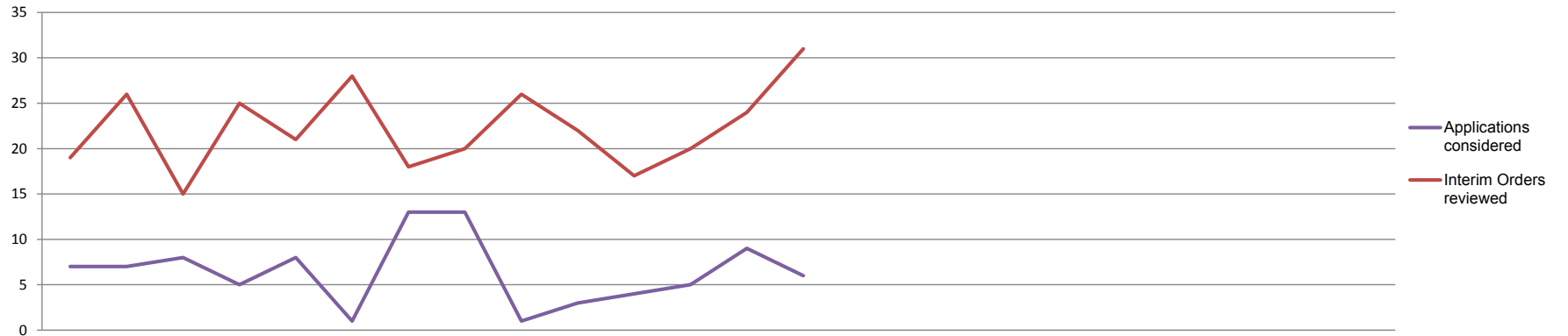
By Profession	No Case to Answer	Further Information requested (FI)	Case to Answer			Total YTD
			CCC	HC	IC	
Arts therapists	0	0	0	0	0	0
Biomedical scientists	1	0	1	0	0	2
Chiropodists & podiatrists	6	0	1	0	0	7
Clinical scientists	0	0	0	0	0	0
Dietitians	2	0	0	1	0	3
Hearing aid dispensers	0	1	2	0	0	3
Occupational therapists	5	0	3	0	0	8
ODPs	3	1	3	0	0	7
Orthoptists	0	0	0	0	0	0
Paramedics	12	0	13	0	0	25
Physiotherapists	6	0	5	0	0	11
Practitioner psychologists	6	0	2	0	0	8
Prosthetists & orthotists	0	0	0	0	0	0
Radiographers	6	1	1	0	0	8
Social workers	16	4	33	0	0	53
SLTs	1	0	0	0	0	1
Total YTD	64	7	64	1	0	136

11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
1	3	1	2	0
37	26	23	28	2
40	27	31	36	7
10	3	2	1	0
5	14	7	10	3
12	9	5	5	3
55	44	47	42	8
37	37	25	41	7
1	1	0	3	0
139	128	100	108	25
65	69	71	56	11
60	67	36	53	8
0	1	1	1	0
39	35	32	43	8
15	58	311	408	53
15	21	15	12	1
516	543	707	849	136

By source of allegation	No Case to Answer	Further Information requested (FI)	Case to Answer			Total YTD
			FI	CCC	HC	
Article 22(6)/Anon	1	0	2	0	0	3
Employer	28	5	35	1	0	69
Other	2	0	2	0	0	4
Other Registrant	0	0	2	0	0	2
Police	1	0	1	0	0	2
Professional body	1	0	4	0	0	5
Public	19	2	4	0	0	25
Self referral	12	0	14	0	0	26
Total YTD	64	7	64	1	0	136

11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD
139	72	23	20	3
204	263	321	417	69
14	24	17	21	4
22	22	17	21	2
21	17	21	19	2
5	2	9	4	5
111	109	133	133	25
n/a	34	166	214	26
516	543	707	849	136

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			Oct	Nov	Dec	Jan	Feb	Mar	
Applications considered	7	7	8	5	8	1	13	13	1	3	4	5	9	6												90	15
Applications granted	6	6	6	5	8	1	11	12	1	3	4	4	6	5												78	11
Applications not granted	1	1	2	0	0	0	2	1	0	0	0	1	3	1												12	4
Interim Orders reviewed	19	26	15	25	21	28	18	20	26	22	17	20	24	31												312	55
Interim Orders revoked	1	0	0	0	0	0	0	5	1	0	0	1	0	1												9	1
IO instructed for High Court extension	0	2	1	3	0	0	0	0	0	0	5	3	2	2													
Total days (all locations)	11	14	9	11	10	8	8	10	9	10	16	11	18	18												162	36
% days at Park House	90	80	68	64	90	100	95	85	95	74	97	90	94	92												87	93
% external	10	20	32	36	1	0	5	15	5	26	3	10	6	8												13	7

Commentary

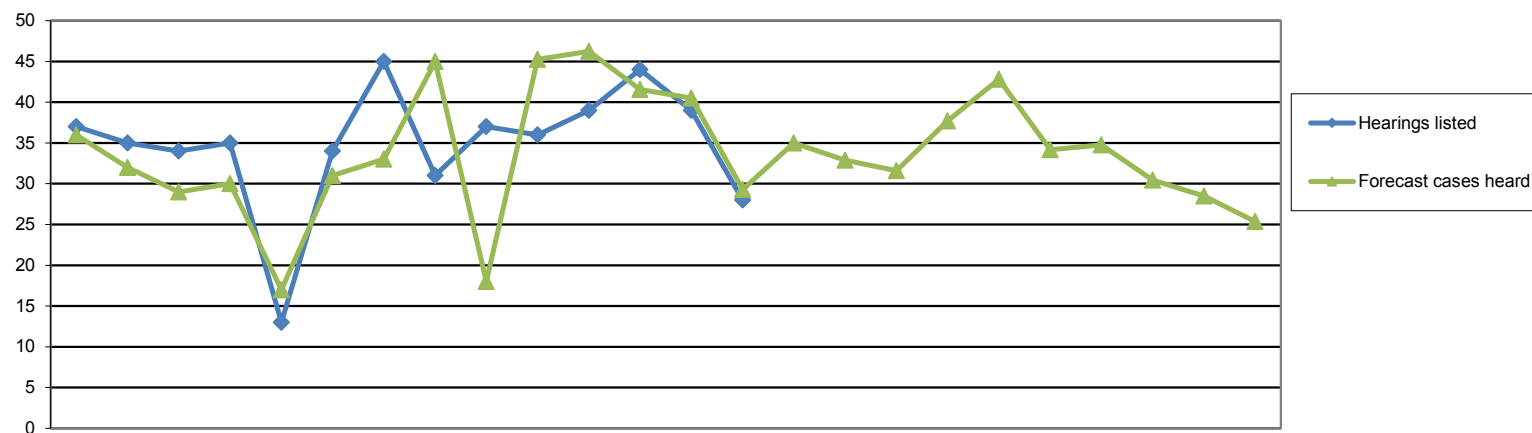
Cases within 6 months of IO expiry pre-ICP

Month	Current month / variance	Month forecast	Year end forecast	Commentary
May	24	n/a	n/a	<p>* There are a total of 24 cases due to expire within the next 6 months, which is a decrease of 1 case compared to last month.</p> <p>* 19 of these cases are in the Conduct and Competence Committee remit, of which 1 case is a GSCC transfer case. 4 Cases are in the Health Committee remit, and 1 case is at the Pre Investigating Panel stage. Like last month this particular case has on-going criminal proceedings, therefore we have to wait for the criminal investigations to conclude before we can proceed.</p> <p>* 12 of these cases have been fixed for final hearing and will be heard between June and September. There are 2 cases that are ready to fix. There are 8 cases that have on-going investigations with our external solicitors. These cases are being closely monitored by CM's and CTM's to ensure the cases are dealt with expeditiously.</p>
April	25	n/a	n/a	<p>* There are a total of 18 cases due to expire within the next 6 months, which is an increase of 7 cases compared to last month.</p> <p>* 20 of these cases are in the Conduct and Competence Committee remit, of which 1 case is a GSCC transfer case. 4 Cases are in the Health Committee remit, which is an increase of 2 compared to last month. There is also 1 case at the Pre Investigating Panel stage. This particular case has on-going criminal proceedings, therefore we have to wait for the criminal investigations to conclude before we can proceed.</p> <p>* 11 of these cases have been fixed for final hearing and 3 are ready to fix. There are 7 cases that have on-going investigations with our external solicitors. 2 cases need to go back round to ICP as further allegations have been drafted and in 1 case the registrant has sadly passed away. We are currently in the process of closing this matter.</p> <p>* We have instructed BDB to apply for an extension to the High Court for 2 cases, as we are unable to conclude the matters before the expiry date.</p>
March	18	n/a	n/a	<p>* There are a total of 18 cases due to expire within the next 6 months, which is a decrease of 3 cases compared to last month.</p> <p>* 16 of these cases are in the Conduct and Competence Committee remit, of which 1 case is a GSCC transfer case. There are also 2 cases in the Health Committee remit. 7 are scheduled for final hearing. There are no cases in the Pre Investigating Panel stage.</p> <p>* We have instructed BDB to apply for an extension to the High Court on 3 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
May	24 days Mean 19 days Median	19 days Mean 17 days Median	15 days Mean 15 days Median	*There were 6 interim order applications that took place in May, which is an decrease of 3 cases compared to last month. 4 cases were scheduled within forecast. With the other 2 cases we have had difficulty in finding panel members. We will continue to monitor this next month
April	26 days Mean 22 days Median	19 days Mean 17 days Median	15 days Mean 15 days Median	*There was a total of 12 interim order applications made, however 3 applications were adjourned. This is an increase of 6 compared to last month. * Only 2 cases were scheduled within the forecast, taking 13 and 14 days to list. The remaining cases took between 20 and 65 days. This was mainly due to applications being adjourned and difficulty in finding panel members. There was also an unusually high number of Interim order applications made this month. *This will need to be monitored to ensure that we are keeping in line with our forecast.
March	13 days Mean 15 days Median	18 days Mean 16 days Median	15 days Mean 15 days Median	*There were 6 interim order applications that took place in March, which is an increase of 1 case compared to last month. * 5 cases were scheduled within forecast taking between 8 -15 days. There was only 1 case which took 17 days which is slightly over the forecast, however on the whole we are consistently meeting forecast.

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																							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	43	34	35	30	29	25													n/a	n/a	325	404.1	403
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													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																					399	266	311	420	67	
	Adjourned / cancelled / postponed	1	2	6	2	0	4	4	4	5	3	3	0	2	1																					22	24	25	34	3	
	Caution	5	2	5	8	2	2	7	4	6	3	5	3	5	3																					44	41	36	52	8	
	Conditions of practice	4	4	3	2	2	2	4	2	3	5	3	5	3	2																					13	14	26	39	5	
	No further action	2	1	1	0	0	1	0	0	0	1	0	0	0	1																					2	2	6	6	1	
	Not well founded /wholly discontinued	9	5	7	3	4	10	8	7	9	6	5	16	5	3																					55	54	69	89	8	
	Part heard	3	3	2	4	1	2	5	2	2	6	5	3	4	5																					16	11	15	38	9	
	Referred to other committee	0	0	0	0	0	0	0	0	0	3	0	0	1	0																					2	2	4	3	1	
	Consent - removed	1	2	0	5	0	3	3	1	7	2	4	3	3	2																					12	12	20	31	5	
	Consent - caution	0	0	0	0	0	0	0	0	0	0	0	0	0	0																					n/a	n/a	0	0	0	
	Consent - conditions	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																					n/a	n/a	0	0	0	
	Struck off	6	5	7	4	0	7	8	6	2	2	8	7	6	4																					50	44	52	62	10	
	Suspended	6	11	3	7	4	3	8	6	3	5	6	7	7	7																					60	61	57	69	14	
	Investigating	Amended	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	1	0		
Not well found		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																					1	1	0	0	0		
Removed		0	0	0	1	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																									52		

CCC and HC final hearings - Scheduling and Resource descriptions

	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			
Forecast hearing days	90	80	73	69	51	124	83	113	46	133	139	129	107	78	93	87	84	99.905	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											373	378	67			
Days scheduled HCPC (all hearing types)	80	84	78	67	54	94	106	83	46	50	101	89	104	59											837	935	163			
Cases scheduled external (all hearing types)	5	10	4	1	2	9	4	7	7	6	10	10	3	5											62	67	8			
Days scheduled external (all hearing types)	17	40	12	6	4	29	18	30	13	29	31	29	8	17											175	231	25			
Days	97	124	90	73	58	123	124	113	59	79	132	118	112	76											1012	1166	188			
% cases external	18	0	10	3	9	23	11	20	21	63	22	24	6	20											28	17	13			
% days external	1	1	13	3	7	24	15	27	22	37	23	25	7	22											30	23	15			
Witnesses	94	97	61	60	46	87	103	61	41	97	91	84	58	57											61	77	58			

Days of hearings at HCPC planned

Month	Current month /	Month forecast	Year forecast	Commentary
May	79%	88%	88%	<ul style="list-style-type: none"> * In June there are 38 Final hearings over 113 days of activity. * 31 of these are planned at HCPC over 86 days, which is 79% of all hearings activity * 27 days of hearings activity are planned in alternative venues in England, which is slightly over the planned activity profile. * A complex 14 day hearing is being held at an alternative venue in Manchester * This is aimed to minimise service disruption as 9 witnesses are being called from one service provider in Manchester
April	79%	88%	88%	<ul style="list-style-type: none"> * In May there are 26 Final hearings over 86 days of activity. * 21 of these are planned at HCPC over 68 days, which is 79% of all hearings activity *13 days of hearings activity were held in alternative venues in England following a panel direction on to ensure fairness to HCPC witnesses or to accommodate reasonable adjustments for Registrant's or witnesses.
March	83%	88%	88%	<ul style="list-style-type: none"> * In total there are 47 hearings and 113 days of final hearing activity planned in April * 39 of these are planned at HCPC premises over 94 days , which is 83% of all hearings activity. * The percentage of external hearings is slightly higher than predicted for April but is lower than in the previous month.. * 9 days of hearing activity were held at alternative venues in England following a panel direction on to ensure fairness to HCPC witnesses * Overall hearing levels are in accordance with the planned activity schedule. * 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 6 occasions

Outcome of final hearing by representation April 2014 - March 2016

	Represented self	Represented	No representation	Total
Caution	3	4	1	8
Conditions	1	3	1	5
No Further Action	0	1	0	1
Not Well Found	1	6	0	7
Discontinued in full	1	0	0	1
Not restored	0	0	0	0
Register entry amended	0	0	0	0
Referred	1	0	0	1
Struck Off	0	0	10	10
Suspended	4	2	8	14
Consent - removed	0	1	4	5
Consent - caution	0	0	0	0
Consent - conditions	0	0	0	0
Total	11	17	24	52

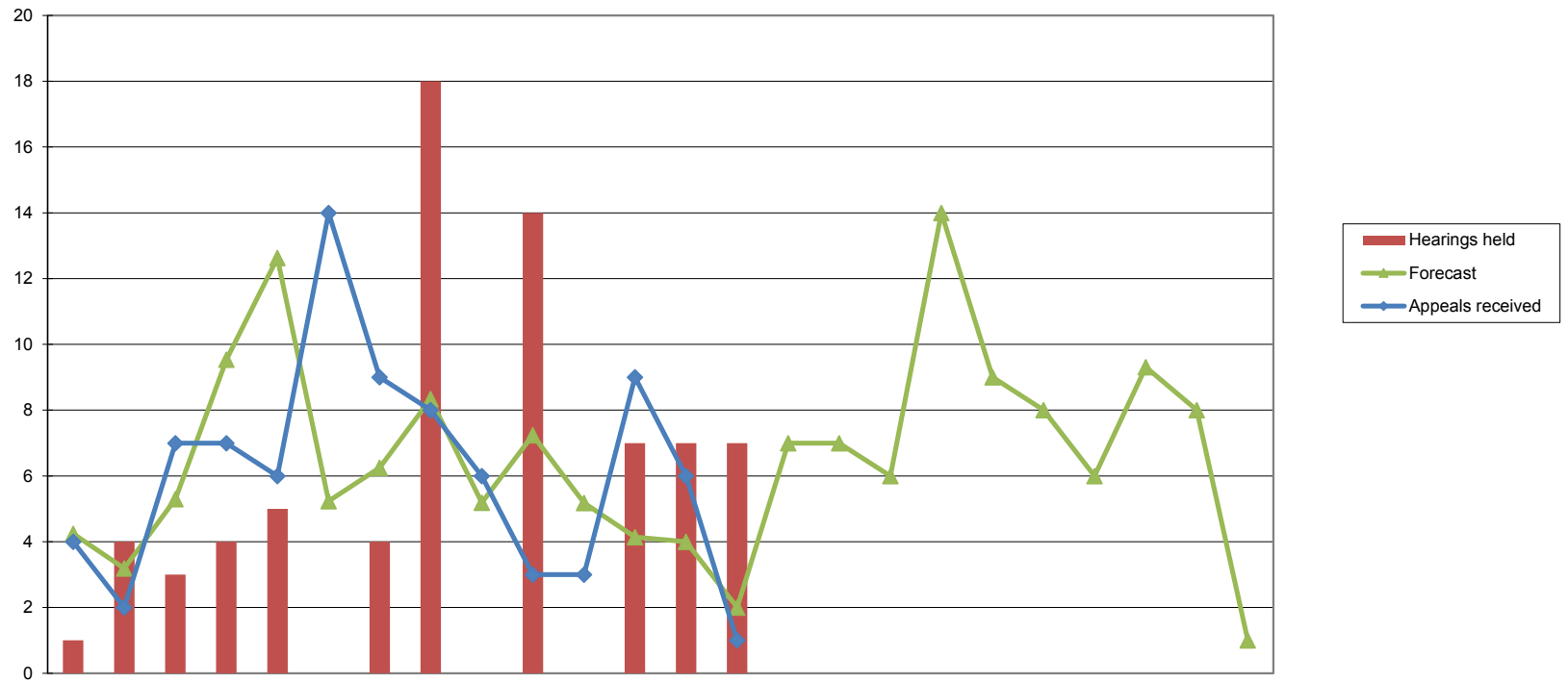
Final hearings: Decisions by profession April 2014 - March 2016

	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	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	
Chiropodists & podiatrists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Clinical scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Dietitians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hearing aid dispensers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Occupational therapists	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	
ODPs	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Paramedics	0	1	1	1	0	0	0	0	0	4	3	0	0	0	0	0	
Physiotherapists	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	
Practitioner psychologists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Radiographers	1	0	0	1	1	0	0	0	0	0	0	1	0	0	0	0	
Social workers	5	2	0	5	0	0	0	0	0	4	8	1	0	0	0	0	
SLTs	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Total 15/16 YTD	8	5	1	7	1	0	0	1	0	0	10	14	5	0	0	0	
Total 14/15 YTD	51	39	5	76	15	0	1	3	0	2	62	69	28	0	0	0	
Total 13/14 YTD	36	27	6	60	9	0	1	2	0	1	52	57	20	0	0	0	
Total 12/13 FYE	41	13	1	54	n/a	0	0	0	0	1	43	58	10	n/a	n/a	n/a	
Total 11/12 FYE	69	29	1	68	n/a	0	0	0	0	2	56	55	7	n/a	n/a	n/a	

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	2	0	0	0	0	2	0	0	0	0	4
Chiropodists & podiatrists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clinical scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietitians	0	0	0	0	0	0	0	0	0	1	0	0	0	1
Hearing aid dispensers	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Occupational therapists	0	0	0	0	0	0	0	1	3	0	0	0	0	4
ODPs	0	0	0	0	0	0	0	0	2	0	0	0	0	2
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	0	0	0	2	1	0	0	1	1	0	0	0	0	5
Physiotherapists	0	0	0	1	0	0	1	0	0	0	0	0	0	2
Practitioner psychologists	0	0	0	1	0	0	0	0	1	0	0	0	0	2
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Social workers	0	1	0	1	1	0	0	2	5	1	0	0	0	11
SLTs	0	0	0	2	0	0	0	1	0	0	0	0	0	3
Total 14/15 YTD	0	1	0	10	2	0	1	5	14	2	0	0	0	35
Total 14/15 YTD	11	0	6	25	31	1	5	31	54	2	0	0	0	166
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 2014 - March 2016

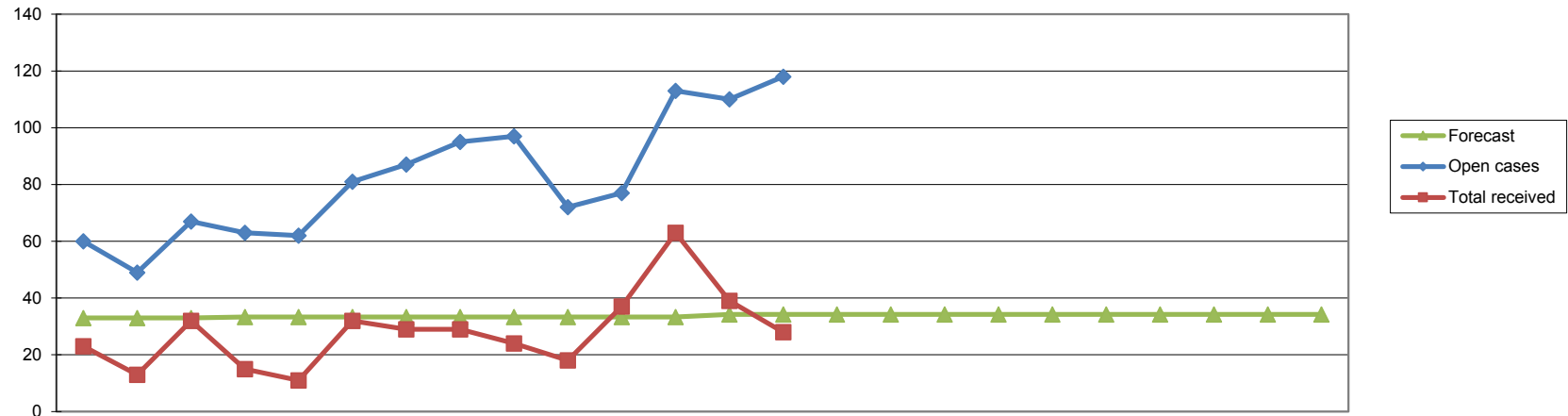


	2013			2014												2015								
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Forecast	4	3	5	10	13	5	6	8	5	7	5	4	4	2	7	7	6	14	9	8	6	9	8	1
Appeals received	4	2	7	7	6	14	9	8	6	3	3	9	6	1										
Hearings held	1	4	3	4	5	0	4	18	0	14	0	7	7	7								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

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	7
59	43	53	60	14
7	4	8	12	1
7	0	1	1	0
20	20	14	17	4
29	17	29	29	8
0	0	1	0	0
4	2	1	6	1

81

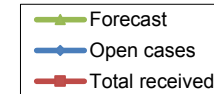
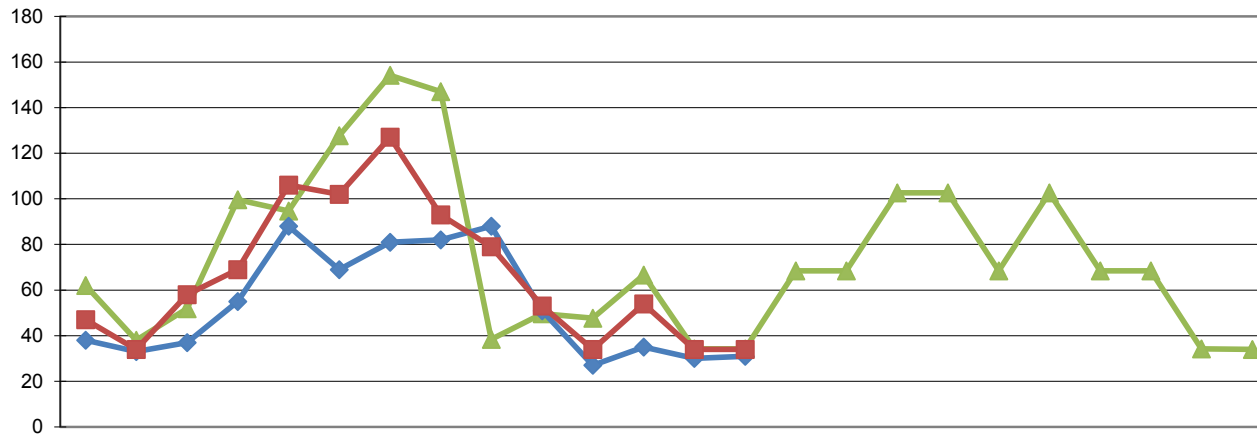
Protection of Title April 2014 - March 2016



	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
Forecast	33	33	33	33	33	33	33	33	33	33	33	33	34	34	34	34	34	34	34	34	34	34	34	34
Public	12	4	17	8	6	20	5	14	14	12	16	22	21	9										
Police	0	1	1	0	0	0	0	0	1	0	1	0	0	0										
HCPC	0	0	2	1	3	0	2	0	2	0	0	0	0	0										
Anonymous	2	1	1	1	0	0	1	4	1	1	0	2	2	1										
Professional	9	7	10	5	2	12	19	9	6	5	18	37	15	16										
Other	0	0	1	0	0	0	2	2	0	0	2	2	1	2										
Total received	23	13	32	15	11	32	29	29	24	18	37	63	39	28										
Visits	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
Open cases	60	49	67	63	62	81	87	95	97	72	77	113	110	118										

11/12	12/13	13/14	14/15	15/16
FYE	FYE	FYE	FYE	YTD
35	99	132	150	30
23	27	11	4	0
7	3	6	10	0
29	15	25	14	3
172	154	119	139	31
		26	9	3
266	298	319	326	67
0	0	0	0	0

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
Received	Forecast	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										
	Readmission	12	9	7	8	7	7	7	3	27	15	6	6	4	5										
	Admission	28	22	49	60	99	91	104	78	49	38	28	46	29	28										
	Self-referral	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	Total received	47	34	58	69	106	102	127	93	79	53	34	54	34	34										
Considered	Considered by panel	34	16	19	23	54	74	73	51	49	33	43	11	26	9										
	Referred to FTP	0	0	0	0	0	0	1	0	0	0	0	0	0	0										
	Admission rejected	0	2	0	1	2	3	0	1	1	3	7	4	0	0										
	Readmission rejected	3	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										
	Not referred to FTP	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										
	Readmission accepted	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										
	Open cases	38	33	37	55	88	69	81	82	88	51	27	35	30	31										

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	2
51	124	134	114	9
356	740	775	692	57
0	1	0	0	0
415	905	925	856	68
322	491	460	480	35
15	0	1	1	0
6	28	11	24	0
6	2	18	3	0
0	1	0	1	0
13	3	0	0	0
256	453	424	449	35
23	2	6	0	0
2	2	0	0	0

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Suitability Scheme August 2012 - March 2016

	2012			2013					2014						2015						April	May	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD													
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar																			
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	0	0	0	0	0	34	14	10	0	
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	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
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	0	0	0	0	0	0	1	0	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	0	0	0	0	0	0	7	1	0	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	8	8	6	6	6	6	6	6	6	

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											
Cases closed	88	80	79	70	71	92	77	66	53	62	47	66	52	42											
Cases open	61	46	50	51	53	52	72	74	78	64	76	63	56	79											

13/14	14/15	15/16
FYE	FYE	YTD
1,075	814	110
1,988	851	94

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	2	5	0
Judicial review - open	4	3	4	4	6	6	4	6	4	2	2	1	1	0														
High court - PSA received	0	1	1	1	0	1	0	0	0	0	1	0	0	0											3	5	0	
High court - PSA open	1	2	3	4	2	3	3	2	2	1	2	2	2	2														
High court - Registrant received	1	1	0	1	2	0	0	0	0	0	0	0	1	1											7	5	2	
High Court - Registrant open	5	6	6	7	8	8	8	8	6	6	5	1	2	1														
IO extension application at High Court	0	2	1	0	0	0	2	1	0	0	5	3	0	2											5	5	2	
Registration appeals at County Court	0	0	0	0	0	0	0	0	0	0	0	0	0	0											2	0	0	

Month	Number of Cases	Commentary
May	1	There was one new High Court Appeal case in May. High Court activity remains at a low level.
April	1	There was one new High Court appeal from a Registrant, which had previously been reheard following a PSA appeal
March	0	The amount of open High Court cases is the lowest since October 2013

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

	2013				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		
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	14	10	103	175	24
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	12	101	169	31
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	6	4			

Complaints common issues

Month	Commentary
May	12 complaints were responded to, with an average of 18 days and a median of 15 days. Four cases related to the decisions around closure of a case (two questioned the discontinuance of allegations), two related to the Case Manager's actions on a case, one regarding the investigation process, one relating to communications during the case, one around the circumstances leading to an adjournment of an interim order, one about the length of time the case had taken, and the final one relating to HCPC's interpretation of the Protection of Title element of the legislation.
April	19 complaints were responded to with an average of 13 and median of 10 days. Five complaints related to decision to close case preICP, two cases about the decision of the ICP of No Case to Answer and a further complaint about the quality of the investigation. Three complaints related to service issues and expectations of the Case Manager, a further complaint demanding a policy following the closure of a case, one relating to publication of information on the website, and one relating to the quality of the hearing venue.
March	20 complaints were responded to with an average of 18 and median of 14 days. Ten related to service (ftp) and two related to service from KN. Four regarded pre ICP decisions and three related to ICP decisions. There was one which was in relation to multiple concerns involving 3 cases. The response time this month has been quite high. This is due to high workloads and a issue with a process on the CMS system which has now been changed.

GSCC transfer cases August 2012 - March 2016

	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	Apr	May	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	1	1	1	1	1				
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	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	14	14	14	13	11				
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	0	4	0	0	0	0	123	52	7	
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	0	4	0	0	0	0	120	47	7	
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	0	4	0	0	0	0	100	33	6	
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	0	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	100	0	0	0	0	83	70	250		
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	0	0	1	3	1	24	119	17	
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	0	0	0	0	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	0	0	0	0	1	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	0	0	0	0	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	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	0	0	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	0	0	0	0	1	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	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	0	0	0	0	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	0	0	0	1	1	0	7	26	4	
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	0	0	1	0	7	36				

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	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	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
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
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	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	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	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	1	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
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
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	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	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	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	1	0
Suspension revoked conditions imposed	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	1	0	1	0	0	0	0	1	0	1	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
Interim Orders heard																																					
IOA	13	6	4	3	0	6	1	0	1	0	0	0	1	0	0	0	0	1	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	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
May	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.
April	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.
March	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.

PSA learning points received April 2014 - March 2016

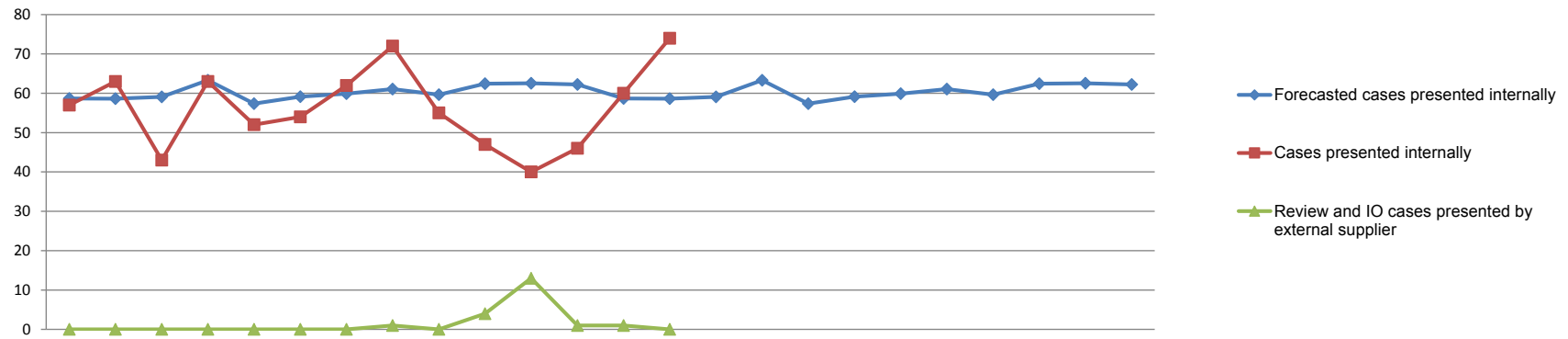
	2014												2015												2016													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		
Learning points received	11	13	9	0	0	0	0	48	0	0	0	0	0	0											0	0												
Reviewable cases heard that month	48	55	42	46	30	42	50	69	40	69	43	59	39	42																								
Reviewable cases in previous 3 months	125	123	145	143	118	118	122	161	159	178	152	171	123	140																								

12/13	13/14	14/15
FYE	FYE	YTD
104	133	0

Issues arising and learning points

Month	Commentary
May	* There were no learning points received in May
April	* There were no learning points received in April
March	* There were no learning points received in March

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											182	654	
Review and IO cases presented by external supplier	0	0	0	0	0	0	0	1	0	4	13	1	1	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
		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															
From date allegation made to notifying registrant of full allegation																																											
Cases obs'd each month	Total cases obs'd	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	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	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	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	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	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	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	1	2	1	1	1	1	2	1	1	1											
Cases yet to be obs'd	Total cases to be obs'd		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	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	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	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	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	22	16	18	18											
From ICP to final hearing																																											
Total cases concluded	Total cases concluded	70%	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	19	22	29	26											
	% within 8 months		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	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	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	20	32	40	45											
Currently awaiting hearing																																											
Total cases 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	426	437	428	432	431				n/a											

Health and character

From receipt of declaration on application to the register to Panel

	Total received		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	n/a	n/a	n/a	n/a	n/a	n/a	n/a	34	34	n/a	n/a	n/a	34
	Total signed off		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	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	6	19	n/a	n/a	n/a
	Total to Panel		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	n/a	n/a	n/a	n/a	n/a	n/a	n/a	26	9	n/a	n/a	n/a	26
	Total waiting to be heard		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	n/a	n/a	n/a	n/a	n/a	n/a	n/a	30	31	n/a	n/a	n/a	30
	Number of cases over 1 month old		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	n/a	n/a	n/a	n/a	n/a	n/a	n/a	11	13	n/a	n/a	n/a	11

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	50	0	71	57	29	86	32	25	57
	% 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	0	64	0	86	100	71	98	44	0	100
	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	7	7	5	5.5	3	n/a	7		5.5

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	6.5	2	2	6	4	n/a	8	9	6
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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	3	4	5	5	5	n/a	4	3	5
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CMS action monitoring and NetRegulate Status checking outcomes

CMS Actions - outstanding actions (Case Management)

Month	Number	Commentary
May	3	Three tasks were assigned to an historic user in CMS in May. New measures have been put in place to ensure actions assigned to individuals who no longer work at the HCPC are actioned in line with service standards.
April	2	Two tasks were assigned to an historic user in CMS in April
March	2	There were two actions assigned to an historic user in CMS in March

CMS actions - overdue actions (Case Management)

Month	Number	Commentary
May	1446	* Overdue actions increased again in May. Of the 1446 overdue actions, 1368 related to open cases. There were 946 overdue actions in relation to pre-ICP/enquiry cases (508 were overdue chase actions and 195 were letter/email received actions). * Analysis of performance against forecast in relation to obs and pre-ICP case closures, in addition to length of time data, has resulted in a sift of the 50 oldest cases in each team in addition to a more focused review of overdue actions across the case management team to assist in an earlier identification of cases that are ready to obs or ready to close or where the case has stalled and requires action to progress. This is being done in June and should compliment the monthly Case Progression Conference system.
April	1369	* The number of overdue actions increased in April. This may be in part attributable to the non-caseload carrying temps finishing up in post and therefore not having the additional resource to allocate chase and initial risk assessment and acknowledgement letter tasks to
March	1121	* The number of overdue actions increased in March. This is due to the end of year focus being on obs and case closures. It is expected that the numbers will stabilise in April.

CMS Actions - outstanding actions (Adjudication)

Month	Number	Commentary
May	23	* Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending
April	18	* Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending
March	19	* 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
April	9	*There are 9 overdue actions relating to Adjudications activity *These actions concern hearing follow up and additional hearing correspondence related to preliminary hearings and witness/registrant enquiries * Hearing levels were slightly reduced in May so team members were able to focus on completing outstanding follow up actions * All complaints related to adjudications work were replied to within the required timescales in May
April	14	*There are 14 overdue actions relating to Adjudications activity *These actions concern hearing follow up and additional hearing correspondence related to preliminary hearings and witness/registrant enquiries * All complaints related to adjudications work were replied to within the required timescales in April
March	20	*There are 20 overdue actions relating to Adjudications activity *These actions concern hearing follow up and additional hearing correspondence related to preliminary hearings and witness/registrant enquiries * All complaints related to adjudications work were replied to within the required timescales in March

Net Regulate status checks

Month	Number of Issues	Commentary
May	0	There continue to be no issues and the checking process is identifying any corrections.
April	0	There continue to be no issues and the checking process is identifying any corrections.
March	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 May 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 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	372	31.5	31.5
3 to 4 mths	260	22.0	53.5
5 to 7 mths	253	21.4	74.9
8 to 12 mths	199	16.8	91.7
13 to 15 mths	40	3.4	95.1
16 to 20 mths	41	3.5	98.6
21 to 24 mths	12	1.0	99.6
>24 mths	5	0.4	100.0
		1182	100.0

Post ICP cases (receipt to date)

Age since receipt	Number	%	Cumulative %
0 to 7 mths	25	5.8	5.8
8 to 12 mths	93	21.6	27.4
13 to 15 mths	67	15.5	42.9
16 to 20 mths	97	22.5	65.4
21 to 24 mths	56	13.0	78.4
>24 mths	93	21.6	100.0
		431	100.0

PreICP cases

Age since receipt	Number	%	Cumulative %
0 to 2 mths	15	6.1	6.1
3 to 4 mths	38	15.5	21.6
5 to 7 mths	53	21.6	43.3
8 to 12 mths	67	27.3	70.6
13 to 15 mths	30	12.2	82.9
16 to 20 mths	14	5.7	88.6
21 to 24 mths	10	4.1	92.7
>24 mths	18	7.3	100.0
		245	100.0

Post ICP cases (ICP to date)

Age since ICP	Number	%	Cumulative %
0 to 5 mths	181	42.0	42.0
6 to 7 mths	56	13.0	55.0
8 to 12 mths	101	23.4	78.4
13 to 15 mths	28	6.5	84.9
16 to 20 mths	43	10.0	94.9
21 to 24 mths	9	2.1	97.0
>24 mths	13	3.0	100.0
		431	100.0

Commentary

Month	Commentary
May	7 cases were reviewed at the monthly Case Progression conference in May
Apr	7 cases were reviewed at the monthly Case Progression conference in April
Mar	11 cases were reviewed at the monthly Case Progression Conference in March.

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

Age from receipt to SOA	Number	%	Cumulative %
0 to 2 months	26	38	38
3 to 4 months	13	19	57
5 to 8 months	19	28	85
9 to 12 months	4	6	91
13 to 15 months	3	4	96
16 to 20 months	3	4	100
21 to 24 months	0	0	100
>24 months	0	0	100
Mean Months	5		
Median Months	4		
Total Open Cases	68		

Month	Commentary
May	The mean and median time has increased by one month
April	There are no changes in the mean or median times since November 2014
March	There are no changes in the mean or median times since November 2014

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

Age of case closed PreICP	Number	Cumulative number	%	Cumulative %
0 to 4 months	80	80	41	41
5 to 8 months	63	143	32	74
9 to 12 months	40	183	21	94
13 to 16 months	6	189	3	97
17 to 20 months	2	191	1	98
>20 months	3	194	2	100
Mean Months	6			
Median Months	5			
Total Open Cases	194			

Month	Commentary
May	The median value has decreased by 1 month as the numbers of closures increases.
April	The mean and median has increased by 1 month, but this is likely due to small numbers in the first month of the year
March	There are no changes this month

Snapshot of age of Enquiry cases since receipt (correct as of 31/5/15)

Age since receipt	Number	%	Cumulative %
0 to 2 mths	372	31.5	31.5
3 to 4 mths	260	22.0	53.5
5 to 7 mths	253	21.4	74.9
8 to 12 mths	199	16.8	91.7
13 to 15 mths	40	3.4	95.1
16 to 20 mths	41	3.5	98.6
21 to 24 mths	12	1.0	99.6
>24 mths	5	0.4	100.0
	1182	100.0	

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												
Cases awaiting ICP	0-4	198	186	185	183	187	182	185	193	175	167	170	174	159	157																						
	5-8	52	44	50	43	47	44	51	53	62	45	60	63	50	43																						
	9-12	25	25	27	23	20	16	21	23	19	27	15	14	23	22																						
	13-16	7	8	9	12	9	9	12	7	8	10	10	10	10	12																						
	17-20	2	3	5	3	4	6	5	6	4	5	6	2	3	3																						
	21-24	2	2	2	0	1	1	3	2	2	3	5	3	2	2																						
	25-28	1	1	0	2	2	2	2	0	1	1	1	2	2	3																						
	29-32	1	1	2	1	1	1	0	1	1	1	1	0	2	0																						
	over 33	3	3	3	4	4	4	5	5	4	0	3	4	4	3																						
Open Cases Pre ICP		291	273	283	271	275	265	284	290	276	259	271	272	255	245	0	0	0	0	0	0	0	0	0	0												

Commentary

Month	Current month / variance	Internal Measure	Commentary
May	67%/-6%	Pre ICP - 73% 5 months old or less	The proportion of cases outside of the service standard is higher than expected, but has improved since the previous month due to our continued efforts to increase PreICP status cases. We continue to focus on Obs targets each month.
April	63%/-12%	Pre ICP - 73% 5 months old or less	The proportion of cases outside of the service standard is higher than expected, mainly due to the smaller number of cases in the PreICP status. We are looking at how we increase the numbers of cases that can be Obs'd and move to ICP consideration.
March	71%/-2%	Pre ICP - 73% 5 months old or less	The proportion of cases in this remit is on target, and we continue to look at moving cases through from Enquiry stage as part of our wider case progression work.

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	5	8	8	44	69	69
5-8	25	39	47	11	17	86
9-12	20	31	78	7	11	97
13-16	11	17	95	2	3	100
17-20	2	3	98	0	0	100
21-24	0	0	98	0	0	100
25-28	1	2	100	0	0	100
29-32	0	0	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	9			4		
Total	64			64		

Month	Commentary
May	There are no changes in the mean and median times this month
April	The mean and median have increased this month due to smaller numbers of cases and the focus on older cases going to ICP
March	There is no change in the mean and median times

Source of complaint	Receipt to NCTA		SOA to NCTA	
	Mean months	Median months	Mean months	Median months
Article 22(6)/Anon	14	14	4	4
Employer	8	5	4	3
Other	12	12	12	12
Other Registrant	0	0	0	0
Police	25	25	4	4
Professional Body	0	0	0	0
Public	8	7	4	3
Self Referral	9	11	5	3

Month	Commentary
May	There are no significant changes this month
April	The mean and median have increased this month due to smaller numbers of cases and the focus on older cases going to ICP
March	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	6	9	9	34	52	52
5-8	17	26	35	18	28	80
9-12	11	17	52	5	8	88
13-16	12	18	71	4	6	94
17-20	14	22	92	1	2	95
21-24	1	2	94	2	3	98
25-28	2	3	97	0	0	98
29-32	1	2	98	0	0	98
33-36	1	2	100	1	2	100
> 36	0	0	100	0	0	100
Mean months	13			6		
Median months	12			4		
Total number of Cases	65			65		

February	Commentary
May	The mean and median times have increased this month, due to the push to conclude older cases. The times to process the case from SOA met have not increased, demonstrating the complexity of getting information to meet SOA.
April	The mean and median times are higher due to the small number of cases concluded so far this year. We expect these times to decrease over the first quarter of the year.
March	There is no change in the mean and median times since November 2014

Source of complaint	Receipt to CTA		SOA to CTA	
	Mean months	Median months	Mean months	Median months
Article 22(6)/Anon	13	13	3	3
Employer	13	11	6	4
Other	0	0	0	0
Other Registrant	18	18	7	7
Police	0	0	0	0
Professional Body	17	17	12	12
Public	19	19	6	6
Self Referral	12	12	6	5

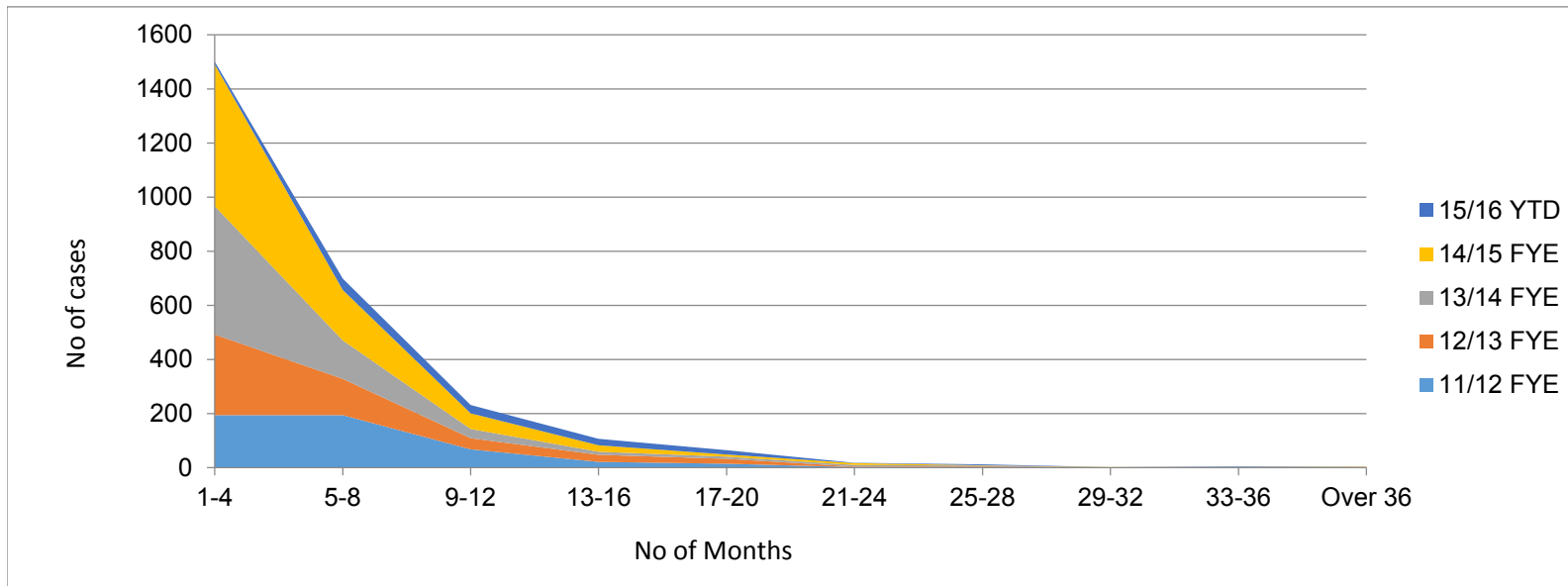
Month	Commentary
May	There are no significant changes this month
April	It is too early in the year to determine if there are trends in the data from these small sub groups
March	There are no significant changes this month

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	11	9	9	78	60	60
5-8	42	33	41	29	22	83
9-12	31	24	65	12	9	92
13-16	23	18	83	6	5	97
17-20	16	12	95	1	1	98
21-24	1	1	96	2	2	99
25-28	3	2	98	0	0	99
29-32	0	0	98	0	0	99
33-36	2	2	100	1	1	100
> 36	0	0	100	0	0	100
Mean months	11			5		
Median months	10			4		
Total number of Cases	129			129		

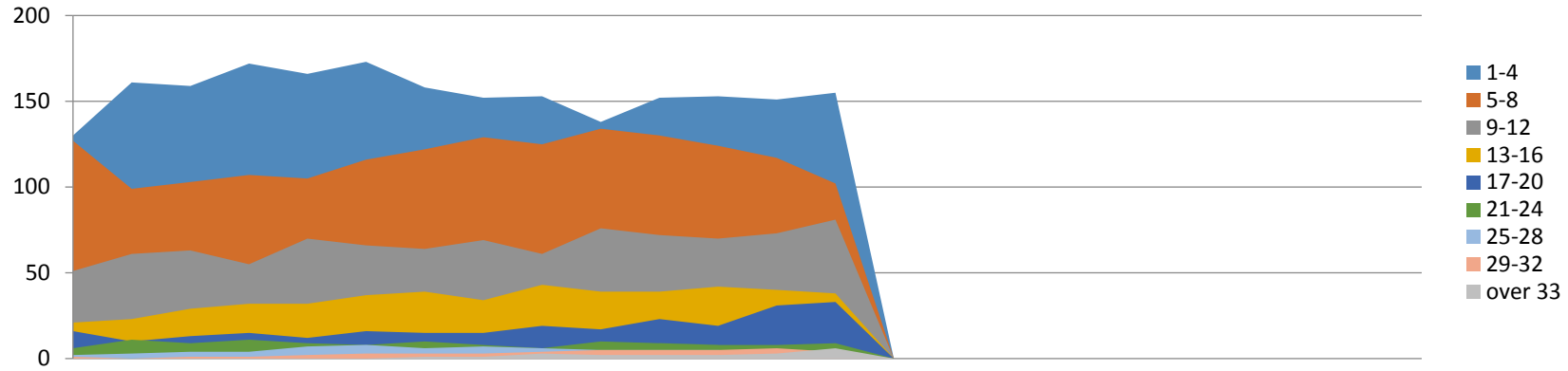
Month	Commentary
May	There are no changes in the receipt to conclusion times, or the SOA met to conclusion types.
April	The mean and median values are slightly higher than the previous 12 months due to small numbers of cases and focus on older cases.
March	There are no significant changes this month

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



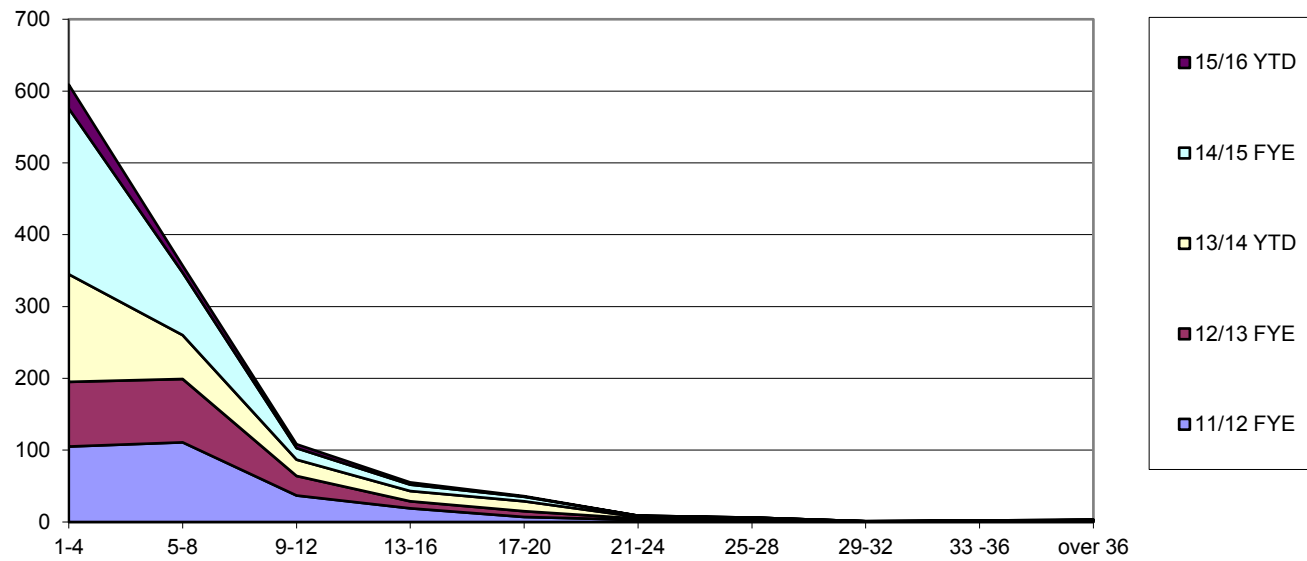
Number of Months	11/12 FYE	12/13 FYE	13/14 FYE	14/15 FYE	15/16 YTD	%	Cumulative %
1-4	194	298	475	523	11	9	9
5-8	194	134	142	186	42	33	41
9-12	68	41	34	58	31	24	65
13-16	21	26	12	24	23	18	83
17-20	14	19	8	8	16	12	95
21-24	2	2	6	7	1	1	96
25-28	3	2	3	1	3	2	98
29-32	1	0	0	1	0	0	98
33-36	0	0	1	1	2	2	100
Over 36	1	1	1	1	0	0	100
Mean Months	7	6	5	5	5		
Median Months	5	4	3	3	4		
Total Cases	498	523	682	810	129		

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



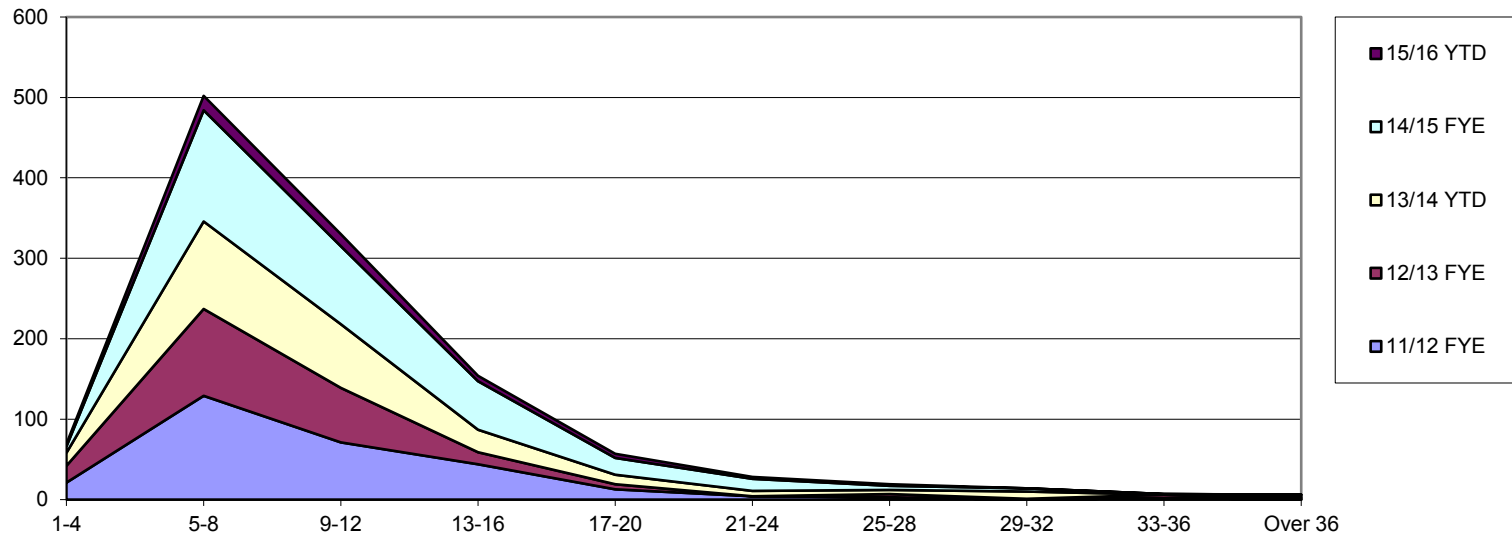
		2014				2015									2016													
Months		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
Cases awaiting final hearing (from ICP)	1-4	130	161	159	172	166	173	158	152	153	138	152	153	151	155													
	5-8	127	99	103	107	105	116	122	129	125	134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

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



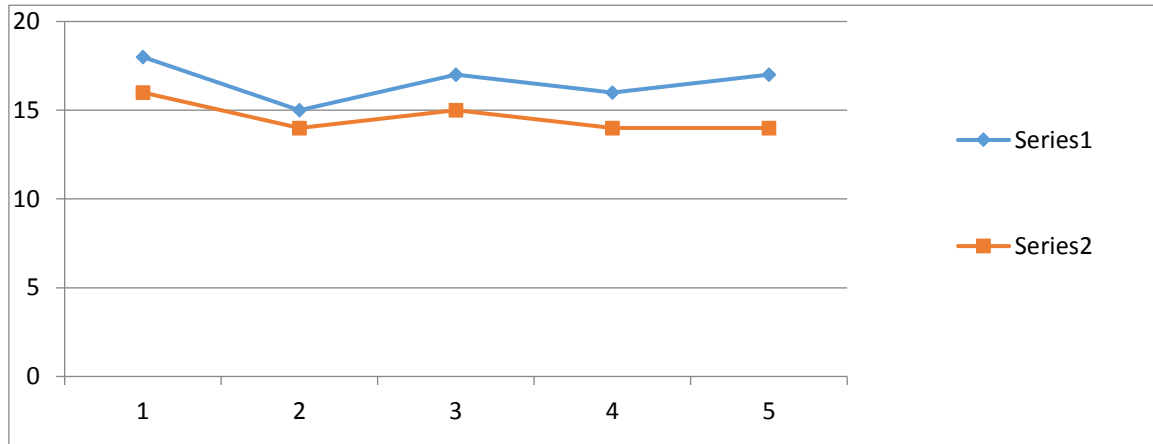
Number of Months	11/12 FYE	12/13 FYE	13/14 YTD	14/15 FYE	15/16 YTD	%	Cumulative %
1-4	105	90	150	231	33	63	63
5-8	111	88	61	87	10	19	83
9-12	37	27	23	16	5	10	92
13-16	19	10	14	9	3	6	98
17-20	7	8	14	6	1	2	100
21-24	3	2	2	2	0	0	100
25-28	2	2	2	0	0	0	100
29-32	1	0	0	0	0	0	100
33 -36	1	0	0	1	0	0	100
over 36	1	1	1	0	0	0	100
Mean Months	7	7	6	5	5		
Meadian Months	5	5	4	4	3		
Total Cases	287	228	267	352	52		

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	3	6	5.8
5-8	129	108	109	138	18	34.6	40.4
9-12	71	68	79	97	15	29	69.2
13-16	44	15	28	60	7	13	82.7
17-20	13	6	12	21	5	10	92.3
21-24	4	0	7	15	2	4	96.2
25-28	3	4	5	5	2	4	100.0
29-32	0	1	9	4	0	0	100.0
33-36	2	4	0	1	0	0	100.0
Over 36	0	1	2	3	0	0.0	100.0
Mean Months	10	9	11	11	11		
Median Months	8	8	9	9	9		
Total Cases	287	228	267	351	52		

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



April	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	4	8	8
9-12	71	66	95	123	17	33	40
13-16	79	62	49	80	10	19	60
17-20	57	37	26	62	10	19	79
21-24	31	13	26	24	5	10	88
25-28	14	6	17	21	2	4	92
29-32	3	10	13	8	2	4	96
33-36	7	5	10	5	2	4	100
Over 36	7	6	11	10	0	0	100
Mean Months	17	16	17	16	16		
Median Months	15	14	14	14	14		
Total Cases	287	228	267	351	52		

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

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	1	2	2	6 to 7 months	3	6	6
8 to 12 months	5	10	12	8 to 12 months	18	35	40
13 to 15 months	13	25	37	13 to 15 months	7	13	54
16 to 20 months	7	13	50	16 to 20 months	13	25	79
21 to 24 months	11	21	71	21 to 24 months	5	10	88
>24 months	15	29	100	>24 months	6	12	100
Mean Average	20				16		
Median Average	20				15		
Total Number of Cases	52				52		

Month	Commentary
May	The mean and median time to conclude from receipt and also the time from SOA was met to conclusion has increased by 1 month. This is a direct result of concentrating on older cases and the complexity of scheduling older cases with vulnerable witnesses.
April	The mean and median of these cases has increased due to the small number of cases. Each year the values reduce as the year progresses.
March	There are no changes 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	3	6	6
5-8	138	39	42	18	35	40
9-12	97	28	69	15	29	69
13-16	60	17	86	7	13	83
17-20	21	6	92	5	10	92
21-24	15	4	97	2	4	96
25-28	5	1	98	2	4	100
29-32	4	1	99	0	0	100
33-36	1	0	99	0	0	100
>36	3	1	100	0	0	100
Mean Months	11			11		
Median Months	9			9		
Total Cases	351	100	100	52	100	100

Month	Commentary
May	There are no changes this month
April	There are no changes this month
March	There are no changes this month

Snapshot of age of Post ICP cases (correct at 31/5/15)

Age since receipt	Number	%	Cumulative %	Age since SOA	Number	%	Cumulative %
0 to 7 months	25	6	6	0 to 7 months	87	20	20
8 to 12 months	93	22	27	8 to 12 months	130	30	50
13 to 15 months	67	16	43	13 to 15 months	58	13	64
16 to 20 months	97	23	65	16 to 20 months	72	17	81
21 to 24 months	56	13	78	21 to 24 months	39	9	90
>24 months	93	22	100	>24 months	45	10	100
Mean months	19			Mean months	15		
Median months	17			Median months	12		
Total cases	431			Total cases	431		

Age since ICP	Number	%	Cumulative %
0 to 5 mths	181	42.0	42.0
6 to 7 mths	56	13.0	55.0
8 to 12 mths	101	23.4	78.4
13 to 15 mths	28	6.5	84.9
16 to 20 mths	43	10.0	94.9
21 to 24 mths	9	2.1	97.0
>24 mths	13	3.0	100.0
	<u>431</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	19	15	14	14
Conditions of Practice	20	18	18	16	23	23	21	19
Consensual disposal	25	18	22	15	13	10	11	9
No Further Action	16	13	12	12	36	36	36	36
Not Well Founded	18	16	15	13	25	25	18	15
Suspension	19	18	16	14	19	18	15	12
Struck Off	19	18	16	15	20	15	15	12
Total mean average	19		16		20		16	
Total median average	17		13		20		15	
Total number of cases	351				52			

Month	Commentary
May	The focus on older cases has increased the total time from receipt to closure. This is likely to continue throughout 2015-16.
April	It is too early in the year to determine if there are changes in the trends in the age of these sub groups of cases.
March	There are no significant changes in the mean or median times since last 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	0	0	0	0
Employer	19	18	17	15	20	18	16	14
Other	17	17	15	14	26	26	24	24
Other Registrant	16	15	12	11	0	0	0	0
Police	16	14	16	14	0	0	0	0
Professional Body	19	21	17	19	0	0	0	0
Public	18	14	14	11	22	14	20	14
Self Referral	16	16	12	10	21	18	16	11
Total mean average	19		16		20		16	
Total median average	17		13		20		15	
Total number of cases	351				52			

Month	Commentary
May	The small numbers in each group makes statistical analysis of changes early in the year difficult.
April	It is too early in the year to determine if there is a change in the mean and median ages of these cases compared to the previous 12 months.
March	There are no significant changes this month

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

	April 2014 - March 2015				April 2015 - March 2016			
	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	20	19	17	15	23	22	18	16
Represented Self	17	15	15	13	21	21	18	18
None	19	17	16	14	18	16	14	12
Total mean average	19		16		20		16	
Total median average	17		14		20		15	
Total number of cases	351				52			

Month	Commentary
May	The length of time for represented registrants (either self representation, or by a representative) appears to be increasing. This trend will be explored in future months.
April	The changes in the mean and median figures is due to smaller numbers of cases closed so far this year and the focus on older cases.
March	There are no significant changes in the groups since last month

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

April 2015 to March 2016			
Stage of case	Number closed	Mean average	Median average
PreICP	194	6	5
No Case to Answer	64	9	9
Final Hearing	52	20	20
All cases	310	9	7

	Receipt to conclusion	%	Cumulative %	SOA to conclusion	%	Cumulative %
0 to 2	40	13	13	21	18	18
3 to 4	45	15	27	23	20	38
5 to 8	90	29	56	15	13	51
9 to 12	64	21	77	24	21	72
13 to 15	27	9	86	8	7	78
16 to 20	14	5	90	14	12	91
21 to 24	12	4	94	5	4	95
>24	18	6	100	6	5	100
Total	310	100		116	100	

Month	Commentary
May	The median time for PreICP closures has decreased from 7 to 5 months as a result of focus on these cases. There is no change in the NCTA closure times. The Final Hearing mean and median have also increased by 1 month as a result of closing the older cases at hearing. Overall, the mean and median times are 9 and 7 months which is comparable to previous years.
April	The overall closure time has increased from 9 and 7 months in the previous 12 months, due to small numbers of cases so far this year and focusing on older cases at each stage
March	There are no changes in mean or median times for any closure type

Month	Commentary
May	The proportion of cases closed in less than 24 months is similar to previous years, at 94%
April	It is too early in the year to determine if there are significant changes in the proportions of the ages of closed cases
March	There are no significant changes in the last reporting period