

## Fitness to Practise – Kelly Johnson

### Case Information

Details on the number and types of cases considered by Fitness to Practise Panels are provided for in the draft version of the Fitness to Practise Annual Report which the Committee is considering at this meeting.

### Number of open cases pre-Investigating Committee Panel

At the end of March there were 449 open cases.

### Number of cases awaiting hearing

At the end of March 2012, there were 189 cases awaiting consideration by a substantive hearing panel with 52 cases listed for hearing and a further 39 ready to be listed

### Forecasting and work load management

A number of statistics are used to manage the work of the department and the resources required to manage the department efficient and effectively. The department also use the average number of cases per case manager (pre ICP), to determine the work of the Case Managers. This has remained within expected numbers. Those statistics are demonstrated in the table below:

	April 2011 Forecast	9 Month Reforecast	Actual (April-March 2012)
<b>Number of Allegations</b>	791	904	925
<b>Case to Answer percentage</b>	53	49	51
<b>Percentage of Cases referred to final hearing</b>	39	29	29
<b>Number of cases awaiting hearing</b>	210	189	189
<b>Number of cases listed for hearing</b>	440	402	404
<b>Budget</b>	7,494,000	7,663,224	7,695,308

It is important to recognise that one of the key indicators to the management of the FTP function is not in fact the number of open cases (particularly at the Investigating stage of the process) as that is dependent on cases received but the timeliness of those cases through the process.

### High Court

There are currently 2 outstanding high court appeals. There is a further case where the complainant is seeking permission to judicially review a decision of the Investigating Committee and another case where the registrant is seeking to judicially review a case directions decision of the Conduct and Competence Committee

Date	Ver.	Dept/Cmte	Doc Type	Title	Status	Int. Aud.
05-2012	b	INF	CER	Director's Report Committee May 2012	Final DD: None	Internal RD: None

## Length of time

The time frame in which the HPC should now be notified that a case is ready to fix by its external legal service provider has now been reduced from 4 ½ months to 3 1/12 months.

## Protection of title

266 complaints about misuse of title were received between April 2011 and March 2012. At the end of March 2012 there were 47 open cases.

## Registration Appeals

Between April 2011 and March 2012, 48 new registration appeals were received. At the end of March 2012 there was a live case load of 17 cases.

## Health and Character

Between April 2011 and March 2012, 415 new Health and Character cases were received. At the end of March there was an open case load of 23 cases.

## Meetings and other Stakeholder Events

### March 2012

Football Association  
Centre for Health Service Economics and Organisation  
Department of Health

Care Quality Commission  
General Social Care Council  
British Psychological Society

### April 2012

Bircham Dyson Bell  
Nine Feet Tall

## Resources

Following a review of the structure of the fitness to practise department, the appointments below have been filled following a competitive interview process

Brian James, currently maternity cover for Head of Adjudication has been appointed to the new position of Head of Assurance and Development. Alison Abodarham is due to return from maternity leave on 2 July 2012

Zoe Maguire has been appointed to the newly created post of Head of Investigations. Ciara O' Dwyer (previously Case Team Manager) has been promoted to Investigations Manager and replaces Zoe's previous role.

Deborah Oluwole (previously Scheduling Officer) has been promoted to the post of Scheduling Manager.

Amita Malhotra, previously working for the NMC has now been appointed to the newly created post of Case Support Manager.

Date	Ver.	Dept/Cmte	Doc Type	Title	Status	Int. Aud.
05-2012	b	INF	CER	Director's Report Committee May 2012	Final DD: None	Internal RD: None

Amita will be managing the case support officers of which there are currently 3

John Barwick has taken on the role of Case Advancement Team Manager.

Case Managers Catherine Beevis and Cara Donald have now been appointed to the newly created Case Advancement Manager roles. The Case Advancement Team will be responsible for ensuring the management of cases that require more focused resource.

Jason Rowbottom is now Lead Hearings Officer on a permanent basis. Jason's responsibilities include the co-ordination of panels of the Investigating Committee. It is hoped this will aid in further improving the quality of decision making. Those panels (which make a decision as to whether there is a case to answer), currently meet 8 times a month

Delwyn King (previously Case Manager) and Kayleigh Birtwistle (previously Scheduling Officer) have been appointed to the newly created posts of Assurance and Development Officer.

Yinka Alalade (previously Hearings Officer), Michael Demisse (previously Case Support Officer) and Hayley Fulcher (maternity cover Case Manager) have been appointed to the vacant Case Manager positions

Hafiza Koroma, currently working in the Registrations Department, will be taking over the role of Scheduling Officer to

replace Deborah. Phillip Bowden has also been appointed as Scheduling Officer to replace Kayleigh.

Replacement is underway for a Case Team Manager and Case Support Officer position.

In line with HR recruitment requirements, external recruitment was frozen at the end of April

Given the current and future growth of the FTP team, a range of activity is currently being undertaken to ensure effective communication across and within the team and to ensure all team members are aware of their responsibilities. To help in this activity, the Investigations Manager is leading in the development of an internal survey for the FTP team. It is hoped that this will aid in the preparation of training and induction material and in the structure of team meetings.

### **Partners**

Interviews for new Panel Chairs took place in April 2012. 211 applications were received and 15 appointments have been made. Training is scheduled to take place on 31 May and 1 June 2012. Interviews for Lay Partner are scheduled to take place in mid May 2012

Dates for new and refresher training across the fitness to practise partner roles have also been scheduled, with refresher training for Legal Assessors and Panel Chairs scheduled to take place on 4 July and 12 July respectively.

Date	Ver.	Dept/Cmte	Doc Type	Title	Status	Int. Aud.
05-2012	b	INF	CER	Director's Report Committee May 2012	Final DD: None	Internal RD: None

## Case Management System

The Case Management System has now gone live with the FTP team trained on the functionality of the new system.

## General Social Care Council

HPC is continuing to provide advice and guidance to the GSCC on conduct case files in the lead of to the transfer. Case conferences continue to take place to discuss issues arising out of that advice. An administrator has been appointed to help in the co-ordination of the activity associated with the provision of this guidance.

## Public Protection Research

The Committee will recall that its last meeting it received a paper setting out the work the Executive was proposing to undertake in looking at more widely HPC's approach to the treatment of registrants who had been convicted or cautioned for an offence and in exploring further concepts of public protection. The Committee also asked for further data on the number of occasions where HPC had received more than one complaint about a registrant. That raw data is provided below. No further analysis of that data has been done at this stage, that analysis will be undertaken as part of the work reference above.

<b>Total registrants with more than one case</b>	407
<b>Total registrants with a case to answer in more than one case</b>	86

	<b>Number of case where this has occurred</b>
2	74
3	9
5	2
7	1

Date	Ver.	Dept/Cmte	Doc Type	Title	Status	Int. Aud.
05-2012	b	INF	CER	Director's Report Committee May 2012	Final DD: None	Internal RD: None