

**Agenda Item 5**

**Enclosure 3**

**Health and Care Professions Council  
22 September 2016**

**Fitness to Practise report**

**To note**

**From Kelly Holder, Director of Fitness to  
Practise**

Council, 22 September 2016

Fitness to Practise report

Executive summary and recommendations

**Introduction**

The report provides an update about the activities of the Fitness to Practise department

**Decision**

This paper is to note.

**Background information**

None

**Resource implications**

Provided for in 2016-17 budget

**Financial implications**

Provided for in 2016-17 budget

**Appendices**

None

**Date of paper**

9 September 2016

## Fitness to Practise Directorate Update

The following provides an update about the work of the Fitness to Practise directorate in July.

### 1. New Cases

- There were 178 new FTP cases received in July against a forecast of 200 (as per the 3 month re-forecast). In total we have received 791 cases against a forecast of 673 year to date. Therefore there is currently an increase of 118 cases.
- Case Manager caseloads remain on average marginally above forecast. There are 1193 open cases which is 54 below forecast. However, Case Manager caseloads remain on average marginally above forecast and is further impacted due to the current vacant posts, which are being covered by temporary resource. Three Case Managers continue to be on probationary periods with reduced caseloads. A further 3 Case Managers have reduced caseloads due to part time hours or health reasons.
- Case Team Managers have been meeting on a weekly basis to discuss the allocation of cases amongst the Case Managers.
- **ACTION:** We will monitor this trend and any ongoing impact on caseloads. The increase in new cases will be fed into the planning for the realignment of the FTP functions anticipated in autumn 2016 where logging will move to Case Managers within the Reception and Triage Team. We have now recruited for the vacant posts in the Reception and Triage team.
- Year to date, 56% of new cases have related to social workers. The next biggest profession is Paramedics with 12%. This is in line with the proportions seen in 2016-17 where 55% of new cases related to social workers.
- **ACTION:** We will continue to monitor this and should this trend continue we will look at the cases in more detail. As part of the workplan for 2016-17 we will be undertaking further stakeholder engagement, particularly with local authorities as the largest employers of social workers in England and we can feedback any learning from cases we have received.

### 2. Enquiry and Pre ICP Cases

- At the end of July there were 1193 open cases (including those categorized as Rule 12), this is 54 cases (4%) below forecast (1247). The lower than forecast number of new FTP cases received in July and the higher than forecast number of cases closed under the Standard of Acceptance has contributed to this reduction in open cases to below forecasted levels.

- The age of open enquiry cases in July 2016 has remained on a par with June 2016, with 65% of cases less than 5 months old compared to 66%. The mean and median age of open Enquiry cases at the end of July is 5 and 3 months which is consistent with the first quarter of the year.
- The age of open pre-Investigating Committee Panel Cases (ICP) cases has remained steady, with 153 cases (63%) less than 8 months old compared to 154 cases in June (63%). The mean and median of open pre-ICP cases is 10 and 8 months, up from 9 and 6 months in June.
- **ACTION:** The Case Progression Conference and other case progression activities will be reviewed as part of the re-alignment to ensure a coherent and consistent approach to managing cases as efficiently and effectively as possible.
- **ACTION:** An escalation process table has been designed for Case Managers and Case Team Managers that sets out the routes through the department by which outstanding requests for information from third parties can be escalated. The table includes indicative timeframes and helpful commentary on key points to consider at each stage of the escalation process. This should help to ensure cases are progressed more quickly by assisting Case Managers in knowing at what points and how to raise concerns about the cooperation of third parties. The table will be in use from August 2016.

### 3. Cases closed that do not meet the Standard of Acceptance

#### Cases closed under the Standard of Acceptance

- In July 2016 168 cases were closed as they did not meet the Standard of Acceptance. The number of cases closed pre-ICP has been consistently above forecast for the last year. This has aided in reducing the open case load
- The mean and median age of cases closed year to date remains at 5 and 4 months. In 2015-16 the mean and median was 6 and 5 months.

#### Allegations

- Allegations were drafted and sent to registrants for their observations in 54 cases this month which was below forecast (60), the proportion of cases was also slightly below forecast at 22%, (forecast of 25%). Whilst in June observations were sent in 63 cases, which was slightly above forecast (62), in April and May observations were also sent in fewer than forecast cases. This may affect the forecast for cases to be considered at ICP in future months and subsequently the number of cases referred to final hearing.
- **ACTION:** This will be monitored in coming months for any impact on the number of cases considered at ICP and the number of cases referred for a hearing.

#### 4. Cases considered at Investigating Committee Panel

- A lower than forecast number of cases were considered at ICP in July, 54 (forecast 66); year to date there have been 21 cases below forecast. The case to answer rate for July was 77%. Year to date the case to answer rate is 17% higher than forecast, although the total cases referred is in line with the forecast (157).
- The mean and median length of time of cases concluded at ICP from the date the case was received year to date remains at 10 and 8 months. The mean and median for 2015-16 was 11 and 9 months.

#### 5. Interim Order Applications and Interim Order Review Hearings

- In July 15 interim order applications were considered (of which 2 were adjourned). This continues to be above forecast and follows the high number of applications seen in May and June. Year to date we have concluded 47 interim order applications hearings.
- **ACTION:** We are monitoring the impact this will have later in the year with regards to the scheduling of mandatory reviews and the resource required to present them.
- In June there were 6 cases within forecast taking between 9 - 13 days to list. The remaining 9 cases took between 18-36 days. It is noted that the 2 cases which took the longest time to list (32 and 36 days) were adjourned hearings therefore the original hearings took 18 and 14 days to list respectively.
- There are 20 cases due to expire within the next 6 months, a similar number to the last 2 months. 18 are in the Conduct and Competence Committee remit, 8 of which have final hearings scheduled, there are a further 3 that are ready to fix. There are only 2 hearings at the Pre ICP stage. We instructed BDB for 1 case in July to apply to the High Court for an extension.
- **ACTION:** Meetings take place on a monthly basis between Case Management and Adjudications to ensure that cases are progressing and are prioritised and to discuss strategies for managing any issues. Cases with interim orders is a regular topic at the weekly teleconference with Kingsley Napley to ensure matters are progressing and given a high priority. These activities will continue.
- We have undertaken a range of activity to improve approach to risk assessments and the early application of interim orders including the following:

- Two Operations Managers now review cases where they are minded not to approve the Interim Order application to ensure consistency in decision making.
- The revised risk assessment operating guidance has been rolled out and includes a process table to summarise the approach to risk assessments. These process tables have been laminated and given to each Case Manager to place on their desks as a reminder.
- Case Team Managers reviewed all open pre-ICP and enquiry cases to ensure that there was a valid risk assessment in place. This process has been developed using a reporting mechanism and will be undertaken every quarter.
- Amendments were made to a number of form templates to include reference to when the last risk assessment was undertaken to prompt a review of the case.

## 6. Health and Character Declarations

- The number of cases received in July (57), while much higher than June (29), remained significantly below forecast (88). This suggests, although it is too soon to say so with confidence, that the seasonal increase may be less marked than in previous years. If this proves the case, one possible explanation may be changes to the rehabilitation of offenders legislation resulting in fewer cautions and convictions having to be delared by applicants.
- The mean and median ages of open cases are 7 and 5 weeks respectively.
- The revised Health and Character Policy implemented on 1 July will reduce the number of declarations that need to be considered by Registration Panels. The impact of this is already being seen. Of the 57 cases received in July by 8 August 51 had been closed, of which only 8 required consideration by a Panel.
- **ACTION:** We will continue to monitor the impact of the revised Policy on the length of time to conclude cases. In line with our practice over the last several years a temporary Case Manager was recruited in June to help manage the annual summer/autumn peak in new declarations. This post is funded until November. Once the seasonal peak tails off this workstream will transfer to the new Case Officers in the Case Reception and Triage Team as part of the realignment.

## 7. Protection of Title Cases

- The number of new cases received in July was again significantly below forecast – 20 received against a forecast of 29. Year to date we have received 102 new cases, which is 87% of the forecast figure (117). The number of open cases (76)

has increased very slightly over June (74) but remains well below the peak in May of 89.

## 8. Cases Awaiting final hearing

- At the end of July, 153 cases had been fixed for a future final hearing date. This accounts for 28% of the total post ICP group which is only marginally below the forecast of 29% and an improvement compared to last month when 133 cases had been fixed for a future final hearing date.
- There are currently 149 cases that are ready to fix for a final hearing. This accounts for 28% of the total number of cases post ICP. This is an increase of 17 cases compared to last month and is a result of the high numbers of cases being notified as ready to fix last month (52). There are an additional 58 cases where our instructed solicitors have notified us that they have concluded their investigation. However, these cases cannot be listed for final hearing due to outstanding preliminary issues that need to be resolved in advance of a final hearing date being allocated. The number of these cases has again reduced compared to previous months.
- In July we were notified of 42 new cases by Kingsley Napley that are ready to fix for a final hearing. This is lower than last month (52).
- 120 cases are under investigation with Kingsley Napley. This accounts for 22% of the open post ICP cases. The service standard of 10 weeks investigation and return for listing is managed at the monthly service level agreement meeting. Currently, 70% of cases due for return in July 2016 (75% year to date) meet this standard and we are actively managing those that do not via the weekly teleconference.

**ACTION:** We continue to monitor and review the cases that are unable to be listed for a final hearing due to outstanding issues to ensure that these cases do not incur any unnecessary delays.

## 9. Preliminary Hearing Issues

- There were 12 preliminary hearings that took place in July. This continues to be higher than anticipated and almost double the numbers in April and May. There are also 21 cases requiring a preliminary hearing date due to either procedural or evidential issues that need to be considered by a panel in advance of the final hearing. Other cases have been identified as suitable for discontinuance following the external investigation.
- **ACTION:** We will continue to monitor the higher number of cases requiring a preliminary hearing and the impact it has on the work of the scheduling team and the scheduling of final hearings. We continue to balance the listing of preliminary

hearings with all other hearing types. If the increased levels have a detrimental impact, we will look at options for securing extra room resource

## 10. Final hearings

- There were 44 final hearings listed to take place in July. Year to date the number of final hearings listed to take place has been in line with the forecast (177 listed against a forecast of 176). The number of adjourned and part heard cases continues to be higher than expected.
- **ACTION:** A broad action plan has been put in place to help address some of the reasons why we think cases are adjourning and going part-heard at a higher rate than anticipated. This action plan will be monitored and reviewed as well as the impact on hearings.

## 11. Review Hearings

- The number of cases with a substantive order that require a review continue to remain within forecast expectations. However, the trend for review hearings to require one day rather than a half day listing continues.

## 12.405 Usage

- With 20 working days available in July and with the 8 dedicated hearing suites, the maximum number of days available for hearings was 160. There were 144 days of hearings in 405 which amounts to a 90% occupancy rate.
- **ACTION:** No specific action is required however we will continue to monitor the utilisation of rooms and to analyse the trends in hearing days. In order to make full use of the room resources at 405 for the coming months some Investigating Committee Panels will take place at 184 Kennington Park Road.

## Overall length of time position

- 84% of cases closed year to date were done so within 18 months of receipt. This is the same as last month. This is lower than the previous year, where it was 89%. This figure has stabilised at this level and is likely to remain until the end of the financial year, based on the age of cases already fixed.
- This is principally due to the increase in the age of cases closed at final hearing, where the mean and median closure time is 25 and 24 months.
- The pre ICP closures remain the largest group, and the closure times are in line with forecast at 5 and 4 months. These closure times are higher than the age of the open enquiry cases, which demonstrates that we are concentrating on the



most complex cases, and not the most recently received. There is no change in this group since last month, or the start of the financial year.

- The No Case to Answer cases at ICP closure time is currently 10 and 7 months year to date. This is lower than those closed at this stage in 2015-16 (where it was 10 and 9 months and an improvement on the median of 1 month since June's analysis.
- The concluded final hearing cases have a mean and median closure of 25 and 24 months from receipt. As previously reported, this is expected due to the elapsed time at stages earlier in the process already accrued, and is likely to continue for the next two quarters. Currently, the cases with a fixed hearing between July and November, are predicted as having a mean and median of 25 and 23 months, and cases currently being fixed a mean and median of 28 and 26 months. Cases that adjourn or go part heard can have three to six months to reschedule. On current analysis, the sub group of cases that have been previously adjourned will have a median closure time from receipt of 29 or 30 months.
- **ACTION:** We continue the previously reported actions having analysed the cases that have a current fixed final hearing, and calculated the length of time from receipt on the assumption that they conclude at that point. We know that the length of time is likely to remain at current levels until at least quarter four. We will utilise the focus of the Case Preparation and Conclusion team to drive the conclusion of these cases in the second half of the year. This team will be in post and fully established in September. We have asked Kingsley Napley to identify cases where there is difficulty in securing evidence to support the allegations, and are using the weekly teleconferences to agree if consent or discontinuance is appropriate. We continue to audit the cases that are discontinued, have consent or are not well founded at hearing, to assess if there are triggers that may be applied to future cases.

### 13.Challenges to Fitness to Practise Decisions

- No new challenges from registrants were received in July
- We were awarded costs in an appeal by a registrant where the registrant appealed the striking off order and the appeal was dismissed. We are looking at mechanisms to recover costs
- The PSA has referred one matter to the high court using their S29 powers. The case resulted in a not well founded decision.
- Two further s29 cases were considered in July. One case was settled in advance of the hearing and in the other case it was attempted to resolve the case by consent but the registrant refused. The case has been remitted back for redetermination as to sanction. In both cases we have had to pay a proportion of the PSA's costs but have been able to reach an agreement as to those costs

- We were successful in defending the decision of a panel in a judicial review application and costs have been awarded in our favour
- We have had confirmation that in relation to the ongoing prosecution that the defendant is not going to seek to appeal the decision.
- There is one ongoing disability discrimination claim in respect of a registrant currently being considered by the county court

#### **14. Supplier and Systems Management**

- In July a meeting took place with the second of our transcription services provider to review the contract for the provision of recording and transcription services. It was agreed that the contract would be extended for a further two years with no increase in pricing. We will also be piloting new wireless microphones for use in hearings.
- The monthly service level agreement meeting with Kingsley Napley took place. There were no significant contractual issues.

#### **15. Assurance, Development and Compliance**

##### **a. PSA learning points**

- We have received learning points in relation to three cases, two of which were linked and were about the same events. The points are currently being considered after which a response will be provided to the PSA. A response to the learning points received in June 2016 has been provided to the PSA.
- The PSA is consulting with all regulators on their approach to learning points and how they are communicated to regulators.
- The PSA has also provided feedback on HCPC's discontinuance process which we are currently reviewing.

##### **b. Accuracy of the Register**

- No issues concerning the accuracy of the register were identified.

##### **c. Data Security and Data Incidences**

- Five data incident reports were completed in July, two of which were identified as part of the monthly case review audit.
- Counsel advice in relation to the data protection project, being conducted in collaboration with Kingsley Napley LLP, has been received. Counsel's advice was positive and endorsed the the work conducted on the project to date,

indicating that the provisional recommendations were sound. The project has now moved into the 'Improve' stage.

- d. Audit activity** Audit activity has been completed as planned. Activity includes: an audit of cases that were disposed by means of voluntary removal; MIS case audit, DEC and POT audit and audit of Interim Order Applications made between March and April.

## **16. Employee Training**

- A series of half day collaborative workshops designed to support the FTP realignment process have been successfully held for case team managers, case managers, case support officers and team administrators.
- A bespoke series of customer service training workshops has been developed in collaboration with Purple Training. The workshops will be for all FTP employees and will focus on what is good customer service, phone and written communication and responsiveness. The workshops are due to be held in September and October. Other planned training includes: time management for Hearings Officers, coaching skills workshop as well as profession specific workshops with external speakers.

## **17. Partners**

- In July, we delivered three refresher sessions to FTP Panel Members. There was a session for Panel Chairs, for Legal Assessors, and also for Panel Members (a mixture of lay and registrant members). These sessions provided a refresher on core panel skills, and used anonymised examples of previous cases as practical case studies for the participants to work on.
- The Panel Chair and panel member refresher training also covered essential reminders about best practice to follow at Investigating Committee Panels (amending allegations, decisions), conducting hearings smoothly and efficiently, key elements to think about at the decision making stage of a hearing and considerations when selecting an appropriate sanction. A particular focus was to look at PSA feedback in relation to these as learning points to implement moving forward.
- Due to the high volumes of hearings being listed some issues have arisen with obtaining panel availability amongst certain profession groups such as Paramedics and the availability and willingness of panel members to attend half day hearings particularly those held in the UK home countries.

- **ACTION:** We continue to work with the Partners team to help address any FTP partner availability issues, including recruitment planning and the possibility of targeted local recruitment.

## **18. Practice Note Development**

- We continue to review the processes for the new structure, and relevant policies will be revised (if and where appropriate) in light of this over the summer and early autumn.
- Practice Note review of discontinuance and disposal by consent has begun, for consideration by Council in December.

## **19. Fitness to Practise Operating Guidance Development**

- We continue to review the processes for the new structure, and relevant policies will be revised (if and where appropriate) in light of this over the summer and early autumn. We have produced operational guidance on the transfer of cases from the Investigation teams to the Case Preparation and Conclusion team, and also between the Triage and Reception and Investigation teams.
- We have started to develop the revised guidance on discontinuance and disposal by consent. This will be concluded in parallel with the relevant Practice Notes, which will be presented to Council in December.

## **20. External Communications**

- Four new case studies have been added to the FTP webpages to help explain to our differing complainant groups and registrants the types of issues that are taken into consideration by a panel when deciding if a registrant's fitness to practice is impaired and if so, which sanction is appropriate.

## **21. Resourcing**

- John Barwick will cover Kelly Holder's role as Director of Fitness to Practise when Kelly starts her maternity leave in December. Recruitment is underway to appoint maternity cover for John's substantive role as Head of FTP Operations. At the same time recruitment is underway to appoint maternity cover for Sarita Wilson's role as Head of Case Reception and Triage when Sarita starts her maternity leave in December. Brian James will cover Zoe Maguire's role of Head of Adjudication in a care and maintenance capacity when Zoe starts her maternity leave in November with other members of the adjudication team taking on increased responsibility.
- Eva Hales has started as Assurance and Development Manager. Recruitment of two Assurance and Development Officers is in progress with interviews scheduled to take place in September.

- Catherine Willoughby has been appointed to the vacant Quality Compliance Officer post and will report to Rebecca Gray. The resulting vacancy in the Case Preparation and Conclusion team has been filled as an extension of the expression of interest process. The resulting vacancy in the Investigation case team is being filled as part of the next round of recruitment (in progress).

## **22. Resourcing – Case Management**

- 5 new permanent Case Managers have been recruited and will take up post in early September. 2 Case Team Manager vacancies (a permanent post arising from the realignment and a fixed term appointment to cover maternity leave) have been filled by internal candidates.
- As a result of this and of another Case Manager being successful in the recruitment to fill Quality and Compliance Officer vacancies a further recruitment exercise to fill 3 additional Case Manager vacancies will begin in late August with a view to interviews taking place in late September.

## **23. Resourcing – Adjudication**

- There are six temporary staff members currently working in the Adjudications function; three scheduling officers and three hearings officers.
- The temporary scheduling officers continue to be assigned to specific roles: one is arranging preliminary hearings, one is scheduling review hearings, and the third is responsible for panel allocation for all hearings.
- **ACTION:** These posts will shortly be turned into fixed term contract posts as it is clear that the additional headcount is necessary on a longer term basis.
- The three additional hearing officers are being used on the current increased hearing activity.
- **ACTION:** As with the Scheduling Officer posts, the temporary Hearing Officer posts will shortly be turned into fixed term contract posts.

## **24. Project and Workplan activity**

### **Realignment of Fitness to Practise functions**

- We continue to focus on the work needed for the realignment. This includes reviewing process and documentation, and in some areas, devising new processes and documentation.

- Appointments have now been made to the remaining Case Support Manager, Case Team Manager, Case Manager and Case Officer posts. The recruitment to the vacant Case Support Officer posts and Team Administrator post is still ongoing.
- Further communication and briefing for employees on the next stages the realignment process is planned to take place in early September

## **25. Financial overview/3 Month reforecast**

- The 3 month reforecast has recently been completed. Given the above forecast number of new allegations received in the first three months of the year, we have increase the percentage of new allegations forecast to be received from 0.62% of the register to 0.68%. The number of registrants has also been revised to reflect the the three year plan that was considered by Council in July.
- Due to the increase in new cases, the number of open cases is forecast to be marginally higher than originally forecast (1264 vs 1214). Although given the number of pre ICP case closures in July this may change at the six month reforecast point. Furthermore, it is anticipated that the realignment and the recent recruitment campaigns will assist in ensuring the percentage of case closures remains at forecast levels.
- The number of post ICP case forecast to be open at the end of the year is forecast to be 516 (compared to an original forecast of 491). This is in part due to the higher than forecast part heard/adjournment rate for the first three months of the year and the higher case to answer rate (although the number of cases being consider at ICP is lower than originally forecast, the case to answer rate is anticipated to be 63% versus an original forecast of 58% with the number of cases referred for final hearing expected to be 467 versus 439). Original budget preparation accounted for 468 cases to be listed with 1935 days of final hearing, the 3 month reforecast provides for 516 final hearings with 2089 days of hearing,
- A financial reforecast has also been undertaken. The 3 month reforecast currently indicates a negative variance of circa £1,000,000. This will be reviewed again at the 6 month reforecast point.

## **Fitness to Practise Department**

## **Management Information Pack**

Kelly Holder, Director of Fitness to Practise  
Activity in July 2016

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

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

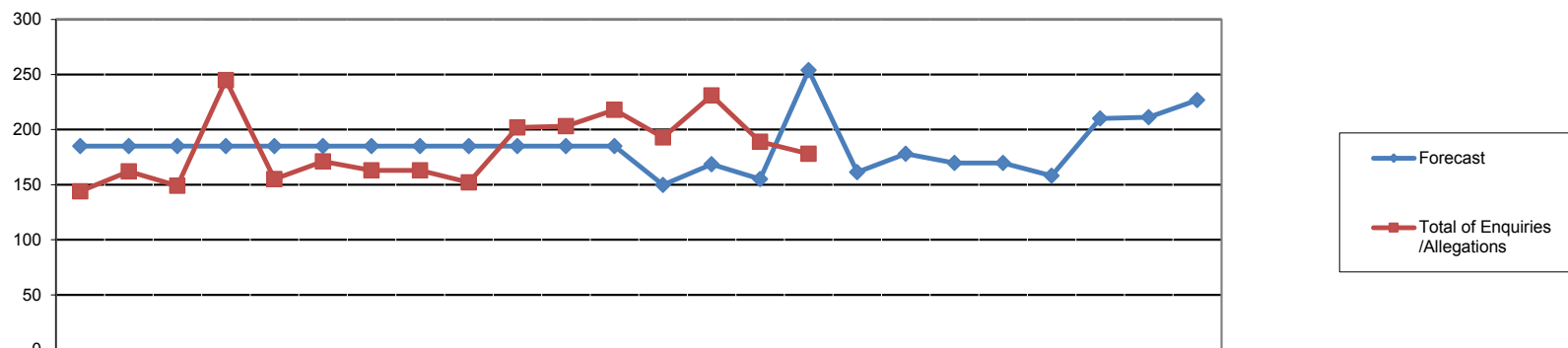
<b>Pre ICP cases</b>	These cases have met HCPC's Standard of Acceptance, but have not yet been considered by an Investigating Committee panel.	These cases may have Obs returned, or still be in the process of creating the allegations on which the Registrant is asked to provide Observations. ICP dates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

**Key Forecast and Management Information Summary (FTP cases only)**

	15/16 Actual													Year End	16/17 Actual													Year End Forecast	3 month re-forecast	6 month re-forecast	9 month re-forecast	Year end forecast
	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	144	162	149	245	155	171	163	163	152	202	203	218	2127	192	231	189	178									2,212	2,414					
Cases pre ICP & Enquiry Rule 12	1437	1427	1353	1372	1306	1238	1193	1163	1159	1151	1140	1176	1176	1142	1194	1204	1170									1,214	1,264					
Cases closed pre ICP	N/A	N/A	N/A	11	17	23	27	30	28	21	33	32	N/A	33	33	25	23									24	25					
Case to Answer percentage	71	123	160	165	155	173	156	143	115	133	130	137	1661	159	125	133	168									1,455	1,633					
Cases awaiting hearing	42%	58%	51%	59%	67%	65%	70%	66%	76%	71%	66%	66%	63%	73%	63%	67%	77%									58%	61%					
Cases per case manager (preICP)	432	431	432	429	439	448	440	457	450	481	488	516	516	530	535	533	538									491	524					
Cases per case manager (post ICP)	52	49	43	44	42	41	41	40	40	46	46	47	47	46	48	48	47															
	16	15	14	14	14	15	15	15	15	19	19	20	20	21	21	21	21															

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

Enquiries and Allegations Received by type: April 2015 - March 2017



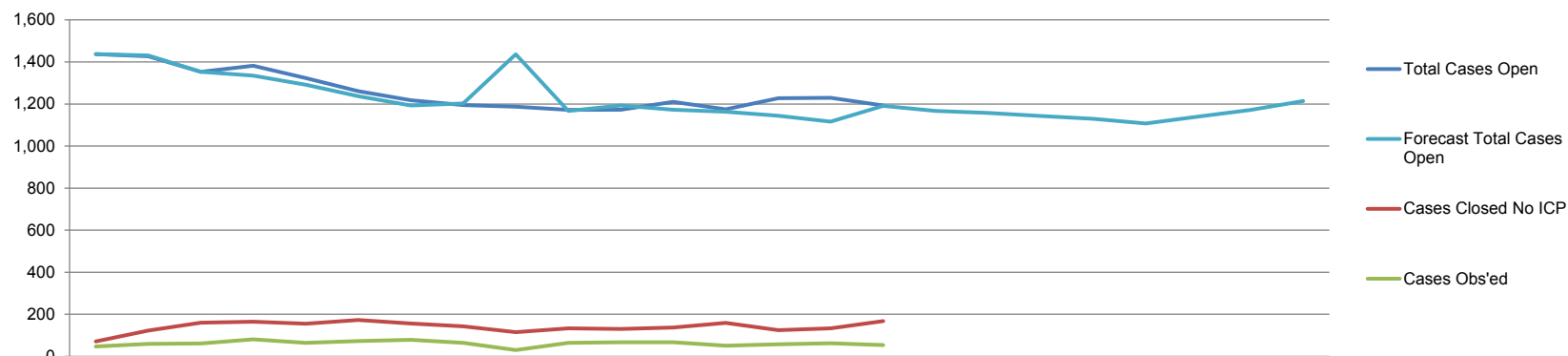
	2015			2016									2016												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
<b>Forecast</b>	185	185	185	185	185	185	185	185	185	185	185	185	150	169	155	254	161	178	170	170	158	210	211	227	
<b>Enquiries</b>	142	160	145	231	146	159	153	156	148	194	184	210	173	212	179	167									
<b>Allegations</b>	2	2	4	8	4	6	7	5	4	7	10	6	13	12	8	9									
<b>Rule 12</b>	N/A	N/A	N/A	6	4	6	3	2	0	1	9	2	7	7	2	2									
<b>Total of Enquiries /Allegations</b>	144	162	149	245	155	171	163	163	152	202	203	218	193	231	189	178									
<b>Article 22(6)/Anon</b>	5	3	2	3	8	1	4	10	3	7	5	6	16	5	4	6									
<b>Employer</b>	37	35	42	62	35	53	43	46	36	53	49	44	41	51	48	48									
<b>Other</b>	5	7	5	11	11	10	11	12	7	14	7	15	6	3	11	10									
<b>Other Registrant</b>	2	3	5	7	1	5	2	7	0	4	8	7	3	5	7	6									
<b>Police</b>	0	2	4	0	0	1	3	0	2	3	2	3	4	2	3	1									
<b>Professional body</b>	0	2	1	1	3	0	1	0	0	0	1	1	0	2	3	0									
<b>Public</b>	69	84	65	109	64	63	66	60	66	75	90	99	84	113	81	77									
<b>Self-referral</b>	26	26	25	52	33	38	33	28	38	46	41	43	39	50	32	30									

12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE
	n/a		n/a	n/a
1452	1,960	2,120	2028	731
201	109	50	65	42
N/A	N/A	N/A	33	18
1653	2,069	2,170	2127	791
58	77	65	57	31
435	593	554	535	188
87	81	103	115	30
99	78	71	51	21
27	37	21	20	10
21	14	15	10	5
634	793	988	910	355
NA	396	353	429	151

Cases Received: Profession & source of complaint April 2012 - April 2017

	Article 22(6)/Anon	Employer	Other	Other registrant	Police	Professional bodies	Public	Self referral	12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE
Arts therapists	0	0	1	0	0	1	1	1	7	4	11	8	4
Biomedical scientists	0	4	1	1	0	0	0	3	37	50	36	47	9
Chiropodists & podiatrists	0	4	0	1	2	0	8	8	53	71	56	56	23
Clinical scientists	0	0	0	0	0	0	0	0	9	3	6	7	0
Dietitians	0	2	0	0	0	0	1	3	13	21	15	17	6
Hearing aid dispensers	0	1	0	0	0	1	6	1	25	22	18	18	9
Occupational therapists	0	10	0	0	1	0	11	7	76	105	97	93	29
ODPs	3	6	0	0	0	0	1	3	45	63	60	55	13
Orthoptists	0	0	0	0	0	0	0	0	2	2	2	1	0
Paramedics	3	15	4	1	1	0	19	52	262	266	231	239	95
Physiotherapists	0	15	3	3	2	0	30	12	123	134	133	139	65
Practitioner psychologists	0	4	3	0	1	1	35	11	179	157	157	146	55
Prosthetists & orthotists	0	0	0	0	0	0	0	0	1	2	2	4	0
Radiographers	3	6	0	0	0	0	9	8	55	59	80	87	26
Social workers	22	118	16	15	3	2	226	40	733	1,085	1,251	1,174	442
SLTs	0	3	2	0	0	0	8	2	33	25	15	36	15
<b>Total</b>	<b>31</b>	<b>188</b>	<b>30</b>	<b>21</b>	<b>10</b>	<b>5</b>	<b>355</b>	<b>151</b>	<b>1,653</b>	<b>2,069</b>	<b>2,170</b>	<b>2,127</b>	<b>791</b>

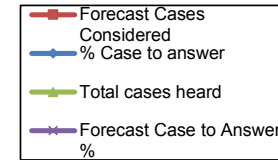
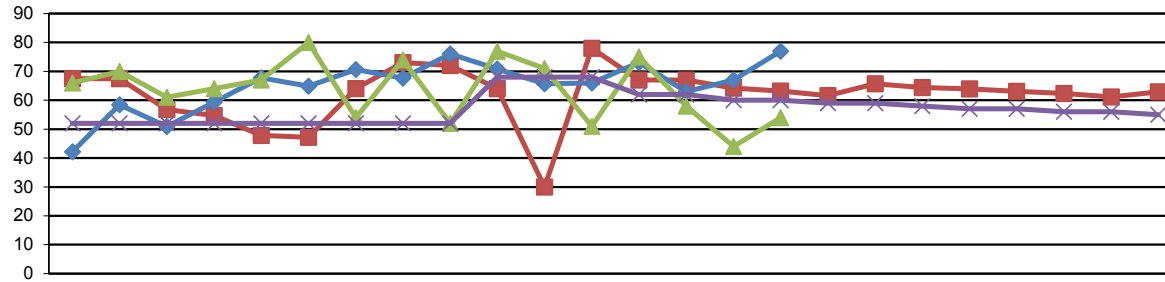
Pre - ICP case information April 2015 - March 2017



	2015			2016												2017						15/16 FYE	16/17 YTD					
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			Jan	Feb	Mar		
Forecast cases received	185	185	185	185	185	185	194	194	194	180	180	180	150	169	155	254	161	178	170	158	210	211	227					
Cases Received	144	162	149	245	155	171	163	163	152	202	203	218	193	231	189	178										2,918	791	
Allegations Open	255	246	254	264	252	249	270	288	275	259	239	257	240	236	244	242											272	0
Enquiries Open	1182	1181	1099	1107	1054	989	923	877	884	892	901	921	902	958	960	928											1,169	0
Rule 12 open	N/A	N/A	N/A	11	17	23	25	30	28	21	33	32	33	33	25	23											N/A	0
Total Cases Open	1,437	1,427	1,353	1,382	1,323	1,261	1,218	1,195	1,187	1,172	1,173	1,210	1,175	1,227	1,229	1,193											1,441	0
Forecast Total Cases Open	1,437	1,431	1,353	1,335	1,292	1,237	1,193	1,202	1,437	1,167	1,193	1,173	1,163	1,144	1,116	1,191	1,167	1,158	1,143	1,130	1,107	1,140	1,172	1,214		1,173	0	
Percentage of Cases in Pre ICP Remit	18	17	19	19	19	18	22	24	23	22	20	21	20	20	20	20											19	0
Cases Considered at CPC	7	7	4	5	See note	5	6	7	4	4	5	8	9	11	5	5											92	0
Cases Closed No ICP	71	123	160	165	155	173	156	143	115	133	130	137	159	125	133	168											2,246	585
% of Cases Closed no ICP	6	10	12	15	15	15	17	16	13	15	14	15	18	13	14	18												
Forecast % cases closed No ICP	15	14	14	13	13	13	12	12	12	13	13	13	14	14	14	14	14	14	14	14	14	14	14	14	14		N/A	N/A
Cases Obs'ed	47	59	61	81	64	73	79	64	30	64	67	67	51	58	62	54											981	225
Forecast Cases Obs'ed	59	63	68	72	76	80	72	67	63	78	80	79	64	63	62	66	64	64	63	62	61	63	65	67		921	764	
% of Pre ICP cases Obs'ed	18	24	24	31	25	32	31	22	11	25	28	26	21	25	25	22												
Forecast % cases Obs'ed	20	21	22	23	24	25	28	28	28	28	28	28	24	24	24	24	24	24	24	24	24	24	24	24	24			

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

Investigating Panel decisions and referrals April 2015 - April 2017



	2015			2016									2017												
	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	68	68	57	55	48	47	64	73	72	64	30	78	67	67	64	63	62	66	64	64	63	62	61	63	
Total cases heard	66	70	61	64	67	80	54	74	52	77	71	51	75	58	44	54									
Case to Answer	Referred to CCC (Reg representations)	16	24	15	18	30	19	17	31	23	27	28	24	31	2	11	20								
	Referred to CCC (Rep representations)	3	4	3	7	4	8	9	6	4	6	0	2	9	21	6	2								
	Referred to CCC (No representations)	7	10	11	8	8	21	9	9	11	17	13	4	13	10	11	15								
	Referred to HC (Reg representations)	0	0	0	2	0	0	1	2	0	0	2	0	0	0	1	1								
	Referred to HC (Rep representations)	1	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1								
	Referred to HC (No representations)	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	1								
	Referred to IC (Reg representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Referred to IC (Rep representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Referred to IC (No representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
	Forecasted Cases Referred	34	34	29	28	24	24	26	29	31	34	36	38	41	41	38	37	36	38	37	36	35	34	34	34
Total case to answer	27	38	29	35	42	48	36	48	38	51	44	31	53	35	29	40									
Forecast Case to Answer %	52	52	52	52	52	52	52	52	52	68	68	68	62	62	60	60	59	59	58	57	57	56	56	55	
% Case to answer	42	58	51	59	68	65	71	68	76	71	66	66	73	63	67	77									
No case to answer	Not referred (Reg representations)	28	20	18	16	17	19	12	17	10	18	16	10	14	18	11	9								
	Not referred (Rep representations)	3	4	5	3	1	3	1	4	2	2	3	4	2	1	2	2								
	Not referred (No representations)	6	3	5	5	2	4	2	2	0	1	4	2	4	2	1	1								
	Total cases not referred	37	27	28	24	20	26	15	23	12	21	23	16	20	21	14	12								
	Further Information	2	5	4	5	5	6	3	3	2	5	4	4	2	2	1	2								

12/13	13/14	14/13	15/16	16/17
FYE	FYE	FYE	FYE	YTD
516	543	707	849	231
176	181	210	252	64
19	29	42	40	38
49	83	97	128	49
6	5	6	4	2
2	0	0	0	3
0	3	4	8	1
0	0	0	0	0
0	0	0	0	0
0	0	1	0	0
n/a	n/a	394	478	439
254	304	360	433	157
n/a	n/a	n/a	n/a	n/a
49	56	53	53	70
197	176	256	301	52
21	28	31	48	7
29	18	35	28	8
246	231	322	377	67
18	20	25	39	7



**Cases Considered**

<b>Month</b>	<b>Current month / variance</b>	<b>Month forecast</b>	<b>Year end forecast</b>	<b>Commentary</b>
<b>July</b>	54/-9	63	766	* As for June, because of a very high Case to Answer rate the number of cases referred to Kingsley Napley was close to forecast despite the lower than forecast number of cases heard at ICP.
<b>June</b>	44/-20	64	766	The number of cases referred to Kingsley Napley are in line with the forecast, despite the number of ICP considerations. We will continue to monitor this.
<b>May</b>	58/-9	67	766	* The shortfall in May is likely to be attributable at least in part to the effect of the two Bank Holidays.

Investigating Panel Decisions by profession and source of allegation April 2012 - March 2017

By Profession	No Case to Answer	Further Information requested (FI)	Case to Answer			Total FYE
			CCC	HC	IC	
Arts therapists	0	0	1	0	0	1
Biomedical scientists	2	1	5	0	0	8
Chiropodists & podiatrists	3	0	4	0	0	7
Clinical scientists	0	0	0	0	0	0
Dietitians	0	0	3	0	0	3
Hearing aid dispensers	1	0	1	0	0	2
Occupational therapists	5	0	8	1	0	14
ODPs	3	0	15	0	0	18
Orthoptists	0	0	0	0	0	0
Paramedics	6	0	17	0	0	23
Physiotherapists	4	1	13	1	0	19
Practitioner psychologists	4	0	1	0	0	5
Prosthetists & orthotists	0	0	1	0	0	1
Radiographers	3	1	8	1	0	13
Social workers	33	3	71	3	0	110
SLTs	3	1	3	0	0	7
<b>Total YTD</b>	<b>67</b>	<b>7</b>	<b>151</b>	<b>6</b>	<b>0</b>	<b>231</b>

12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 YTD
3	1	2	4	1
26	23	28	22	8
27	31	36	24	7
3	2	1	2	0
14	7	10	11	3
9	5	5	13	2
44	47	42	38	14
37	25	41	32	18
1	0	3	0	0
128	100	108	121	23
69	71	56	62	19
67	36	53	36	5
1	1	1	0	1
35	32	43	40	13
58	311	408	371	110
21	15	12	11	7
<b>543</b>	<b>707</b>	<b>849</b>	<b>787</b>	<b>231</b>

By source of allegation	No Case to Answer	Further Information requested (FI)	Case to Answer			Total FYE
			CCC	HC	IC	
Article 22(6)/Anon	1	0	0	0	0	1
Employer	31	2	98	6	0	137
Other	4	1	8	0	0	13
Other Registrant	2	1	2	0	0	5
Police	1	1	3	0	0	5
Professional body	0	1	1	0	0	2
Public	12	0	7	0	0	19
Self referral	16	1	32	0	0	49
<b>Total YTD</b>	<b>67</b>	<b>7</b>	<b>151</b>	<b>6</b>	<b>0</b>	<b>231</b>

12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 YTD
72	23	20	14	1
263	321	417	429	137
24	17	21	31	13
22	17	21	15	5
17	21	19	12	5
2	9	4	13	2
109	133	133	106	19
34	166	214	167	49
<b>543</b>	<b>707</b>	<b>849</b>	<b>787</b>	<b>231</b>



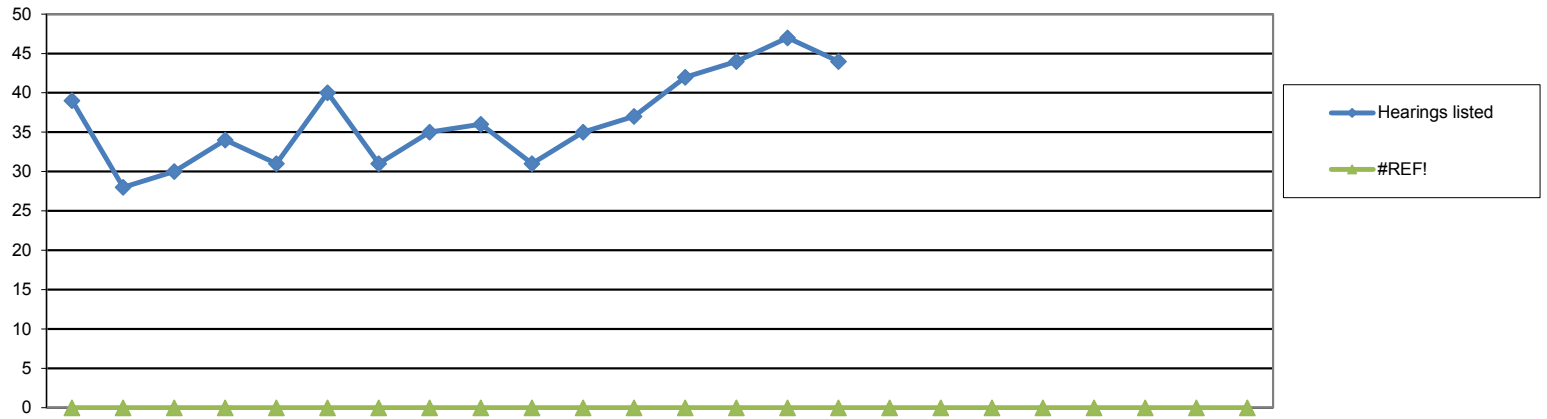
**Cases within 6 months of IO expiry pre-ICP**

<b>Month</b>	<b>Current month / variance</b>	<b>Month forecast</b>	<b>Year end forecast</b>	<b>Commentary</b>
<b>July</b>	20	n/a	n/a	There are 20 cases due to expire within the next 6 months, a similar number to the last 2 months. 18 are at the CCC stage, 8 of which have final hearings scheduled, there are a further 3 that are ready to fix. There are only 2 hearings at the Pre ICP stage. We instructed BDB for 1 case in July to apply to the High Court for an extension.
<b>June</b>	21	n/a	n/a	Of these 21 cases due to expire within six months, 17 are at CCC stage. Six of these have final hearings fixed, and a further four are ready to fix.
<b>May</b>	17	n/a	na	In May there were 17 interim order applications heard (of which two were adjourned) which is highest in any one month to date and 10 above forecast. There are 21 cases where the interim order is due to expire within the next 6 months of which 13 are in the Conduct and Competence Committee remit and 8 are Pre-ICP. BDB are currently instructed in 2 cases to apply to the High Court for an extension

**Mean and median Length of Time**

<b>Month</b>	<b>Current month / variance</b>	<b>Year cumulative Total</b>	<b>Forecast</b>	<b>Commentary</b>
<b>July</b>	19 days mean, 19 days median	19 days mean, 18 days median	15 days Mean 15 days Median	In July there were 15 interim order cases heard , which is the same as last month. The number is remaining consistently high. 6 cases were within forecast taking between 9 - 13 days to list. The remaining 9 cases took between 18-36 days. It is noted that the 2 cases which took the longest time to list (32 and 36 days) were adjourned hearings therefore a hearing had previously been scheduled.
<b>June</b>	18 days mean, 15 days median	18 days mean, 17 days median	15 days Mean 15 days Median	In June there were 15 Interim order applications heard. 3 of these were adjourned. - 10 cases were within forecast taking 9 -15 days to list. - 4 cases took between 21 – 29 days and the remaining case took 45 days. Regarding this particular case, the application was originally scheduled on the 9 May, therefore it only took 13 days to schedule, however at the hearing the Panel agreed to the registrants adjournment request so a new date had to be scheduled.
<b>May</b>	22 days mean, 20 days median	23 days mean and 21 days median	15 days Mean 15 days Median	In May 5 cases were within forecast taking between 12 – 15 days to list. The remaining 12 cases took between 16 and 25 days

Panel Hearings Decisions (Preliminary and Final Hearings) April 2012 - March 2017



	2015			2016									2017											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
<b>Preliminary hearings</b>	7	3	7	6	5	5	5	4	4	4	8	8	6	7	15	12								
<b>Forecast cases heard</b>	41	29	35	33	32	38	36	36	36	36	36	36	44	44	44	44	44	44	44	44	34	49	49	44
<b>Forecast cases adjourned</b>	4	3	4	3	3	4	4	3	3	3	3	3	5	5	5	5	5	5	5	5	4	6	6	5
<b>Hearings listed</b>	39	28	30	34	31	40	31	35	36	31	35	37	42	44	47	44								
<b>Adjourned / cancelled / postponed</b>	2	1	0	2	2	1	4	5	0	3	3	4	4	4	8	5								
<b>Caution</b>	5	3	0	3	2	2	2	2	3	1	2	3	5	4	1	1								
<b>Conditions of practice</b>	3	1	3	6	2	2	3	2	4	6	4	1	1	4	2	5								
<b>No further action/Not impaired</b>	1	1	0	1	0	0	0	1	0	1	0	0	1	0	4	0								
<b>Not well founded /wholly discontinued</b>	4	3	9	7	8	10	9	9	11	4	2	8	10	12	8	7								
<b>Part heard</b>	4	5	2	2	4	5	2	4	5	4	11	6	4	4	6	10								
<b>Referred to other committee</b>	1	0	1	0	0	0	0	1	0	0	0	1	1	0	0	0								
<b>Consent - removed</b>	4	2	1	0	2	2	3	3	1	3	2	2	0	1	2	2								
<b>Consent - caution</b>	0	0	2	1	0	0	1	1	0	0	0	0	0	0	0	0								
<b>Consent - conditions</b>	0	1	0	0	1	0	0	0	0	0	2	1	0	0	0	0								
<b>Consent - suspension</b>	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0								
<b>Struck off</b>	6	4	5	8	5	10	5	5	7	3	5	6	7	7	6	11								
<b>Suspended</b>	7	7	6	5	7	6	2	2	3	4	6	4	8	8	9	2								
<b>Amended</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
<b>No further action</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
<b>Not well found</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
<b>Part heard</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
<b>Removed</b>	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0								
<b>Cases concluded (excluding GSCC)</b>	30	22	26	31	28	32	25	25	29	24	23	25	33	36	32	28								

12/13 FYE	13/14 FYE	14/15 YTD	15/16 FYE	16/17 FYE
n/a	12	48	66	40
n/a	325	404	423	528
n/a	49	40	40	63
266	311	420	407	177
24	25	34	27	21
41	36	52	28	11
14	26	39	37	12
2	6	6	5	5
54	69	89	84	37
11	15	38	54	24
2	4	3	4	1
12	20	31	25	5
n/a	0	0	5	0
n/a	0	0	5	0
n/a	0	0	1	0
44	52	62	69	31
61	57	69	59	27
0	0	0	0	0
0	0	1	0	0
0	0	0	0	0
1	0	0	0	0
1	1	1	2	0
129				

CCC and HC final hearings - Scheduling and Resource descriptions

	2015			2016									2017									14/15 FYE	15/16 FYE	16/17 FYE			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec				Jan	Feb	Mar
Forecast hearing days	107	78	93	87	84	100	113	91	92	115	115	115	175	176	175	177	165	164	163	162	132	177	177	162	1075	1190	2005
Cases scheduled HCPC (all hearing types)	47	20	31	34	32	36	29	26	24	29	37	43	42	44	47	40									378	388	173
Days scheduled HCPC (all hearing types)	104	59	83	71	82	93	69	95	39	85	101	92	128	131	174	124									935	973	557
Cases scheduled external (all hearing types)	3	5	5	6	6	5	9	6	8	7	8	7	8	5	14	7									67	75	34
Days scheduled external (all hearing types)	8	17	21	17	16	19	34	15	17	20	25	11	30	20	21	32									231	220	103
Days	112	76	104	88	98	112	103	110	56	105	126	103	193	131	194	185									1166	1193	703
% cases external	6	20	14	15	16	12	24	19	25	19	18	14	5	11	11	17									17	17	11
% days external	7	22	20	19	16	17	33	14	30	19	20	11	19	13	11	26									23	19	17
Witnesses	58	57	61	57	70	72	69	82	38	74	86	57	86	83	90	88									77	65	87

Outcome of final hearing by representation April 2016 - April 2017

	Represented self	Represented	No representation	Total
Caution	3	8	0	11
Conditions	0	9	3	12
No Further Action/Not impaired	3	0	2	5
Not Well Found/ Discontinued	7	21	10	38
Register entry amended	0	0	0	0
Struck Off	0	4	27	31
Suspended	2	6	19	27
Consent - removed	0	0	5	5
Consent - caution	0	0	0	0
Consent - suspension	0	0	0	0
Consent - conditions	0	0	0	0
<b>Total</b>	<b>15</b>	<b>48</b>	<b>66</b>	<b>129</b>

Restoration activity	Represented self	Represented	No representation	Total
Restored	1	1	0	2
Not restored	1	0	0	1
Adjourned	1	0	0	1
<b>Total</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>4</b>



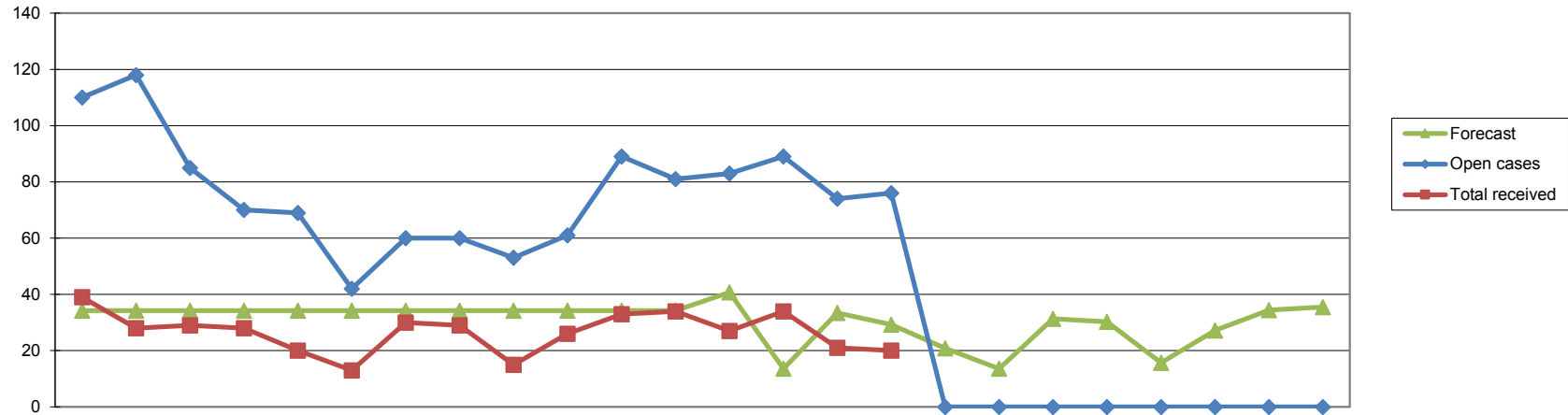
Final hearings: Decisions by profession April 2012 - April 2017

	Final Hearings															Total	
	Caution	Conditions of Practice	No Further Action	Not Well Founded	Discontinued	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	1	3	0	0	0	0	0	0
Chiropodists & podiatrists	0	0	0	1	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	0
Dietitians	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0
Hearing aid dispensers	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Occupational therapists	3	1	0	1	0	0	0	0	0	0	3	0	0	0	0	0	0
ODPs	1	0	0	0	0	0	0	0	0	5	1	0	0	0	0	0	0
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	1	0	1	5	0	0	0	0	0	8	5	0	0	0	0	0	0
Physiotherapists	0	1	1	4	0	0	0	0	0	0	1	1	0	0	0	0	0
Practitioner psychologists	0	3	0	2	0	0	0	0	0	1	1	0	0	0	0	0	0
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	1	0	0	2	0	0	0	0	0	2	1	1	0	0	0	0	0
Social workers	3	7	4	13	5	0	0	0	0	14	12	2	0	0	0	0	0
SLTs	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total 16/17 YTD</b>	11	12	6	31	6	0	0	0	0	31	27	5	0	0	0	0	129
<b>Total 15/16 FYE</b>	28	37	4	58	26	1	4	0	2	69	59	25	5	5	1	324	
<b>Total 14/15 FYE</b>	51	39	5	76	15	1	3	0	2	62	69	28	0	0	0	351	
<b>Total 13/14 FYE</b>	36	27	6	60	9	1	2	0	1	52	57	20	0	0	0	269	
<b>Total 12/13 FYE</b>	41	13	1	54	n/a	0	0	0	1	43	58	10	n/a	n/a	n/a	221	

Review hearings decisions by profession April 2012 - April 2017

	Review Hearings													Total
	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	
Arts therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical scientists	0	0	0	0	2	0	0	2	0	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	0	0	0	0	0
Hearing aid dispensers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational therapists	1	0	0	2	3	0	0	2	1	0	0	0	0	9
ODPs	1	0	0	0	0	0	0	4	4	0	0	0	0	9
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	1	0	0	3	2	0	1	1	3	0	0	0	0	11
Physiotherapists	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Practitioner psychologists	0	0	0	0	0	0	0	0	3	0	0	0	0	3
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	1	0	0	0	1	0	0	2	0	0	0	0	0	4
Social workers	1	0	1	4	2	1	1	6	11	0	0	0	0	27
SLTs	0	0	0	1	0	0	0	1	0	0	0	0	0	2
<b>Total 16/17 YTD</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>10</b>	<b>11</b>	<b>1</b>	<b>2</b>	<b>18</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>70</b>
<b>Total 15/16 FYE</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>44</b>	<b>7</b>	<b>2</b>	<b>1</b>	<b>40</b>	<b>65</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>171</b>
<b>Total 14/15 FYE</b>	<b>11</b>	<b>0</b>	<b>6</b>	<b>25</b>	<b>31</b>	<b>1</b>	<b>5</b>	<b>31</b>	<b>54</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>166</b>
<b>Total 13/14 FYE</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>30</b>	<b>27</b>	<b>1</b>	<b>0</b>	<b>32</b>	<b>56</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>159</b>
<b>Total 2012/13 FYE</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>19</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>48</b>	<b>4</b>	<b>n/a</b>	<b>n/a</b>	<b>n/a</b>	<b>132</b>

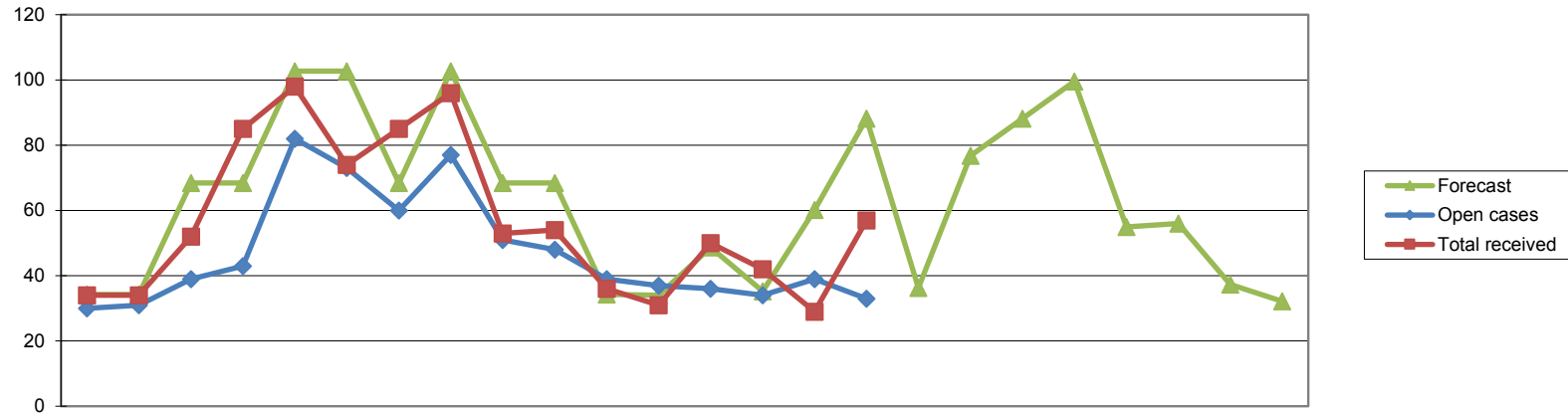
Protection of Title April 2015 - March 2017



	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	34	34	34	34	34	34	34	34	34	34	34	34	41	14	33	29	21	14	31	30	16	27	34	35	
Public	21	9	11	9	7	5	11	12	8	15	18	9	16	9	6	8									
Police	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0									
HCPD	0	0	0	0	1	0	10	3	0	0	3	1	3	1	4	7									
Anonymous	2	1	1	2	2	1	1	0	0	2	1	1	2	4	2	0									
Professional	15	16	9	11	5	4	8	11	5	3	4	21	1	20	6	5									
Other	1	2	8	5	5	3	0	3	1	6	7	2	5	0	3	0									
Total received	39	28	29	28	20	13	30	29	15	26	33	34	27	34	21	20									
Visits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Open cases	110	118	85	70	69	42	60	60	53	61	89	81	83	89	74	76	0	0	0	0	0	0	0	0	0

11/12	12/13	13/14	14/15	15/16	15/17
FYE	FYE	FYE	FYE	FYE	FYE
35	99	132	150	135	39
23	27	11	4	2	0
7	3	6	10	18	15
29	15	25	14	14	8
172	154	119	139	112	32
		26	9	43	8
266	298	319	326	324	102
0	0	0	0	0	0

### Health and Character Declarations April 2015 - March 2017



		2015			2016								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	34	34	68	68	103	103	68	103	68	68	34	34	49	35	60	88	36	77	88	100	55	56	37	32		
	Renewal	1	1	1	1	7	4	8	3	0	2	6	2	2	0	2	3										
	Readmission	4	5	13	5	9	6	7	10	8	5	4	3	6	15	6	1										
	Admission	29	28	38	79	82	64	70	83	45	47	26	26	42	27	21	53										
	Self-referral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	<b>Total received</b>	34	34	52	85	98	74	85	96	53	54	36	31	50	42	29	57										
Considered	Considered by panel	26	9	14	25	23	51	47	36	35	32	19	19	22	14	15	13										
	Referred to FTP	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0										
	Admission rejected	0	0	0	0	1	4	3	1	5	4	1	1	0	1	4	0										
	Readmission rejected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	Renewal rejected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	Not referred to FTP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	Admission accepted	26	9	14	25	17	47	43	35	29	27	18	18	17	12	11	11										
	Readmission accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0										
	Renewal accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
		Open cases	30	31	39	43	82	73	60	77	51	48	39	37	36	34	39	33									

12/13	13/14	14/15	15/16	16/17
FYE	FYE	FYE	FYE	FYE
N/a	691.66	977	787	714
40	16	50	36	7
124	134	114	79	28
740	775	692	617	143
1	0	0	0	0
905	925	856	732	178
491	460	480	336	64
0	1	1	1	0
28	11	24	20	5
2	18	3	0	0
1	0	1	0	0
3	0	0	0	0
453	424	449	308	51
2	6	0	0	1
2	0	0	0	0

Miscellaneous (MIS) cases April 2015 - April 2017

	2015			2016									2017												
	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	45	65	62	84	54	86	66	75	52	77	77	78	90	68	81	68									
Cases closed	52	42	76	93	62	85	79	62	27	55	52	79	103	46	78	75									
Cases open	56	79	65	56	48	49	36	49	74	96	61	60	47	69	72	65									

14/15	15/16	16/17
FYE	FYE	FYE
814	821	307
851	764	302

Cases at judicial review or high court/court of sheriff stage April 2015 - March 2017

	2015			2016									2017									14/15 FYE	15/16 FYE	16/17 FYE			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec				Jan	Feb	Mar
Judicial review - received	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0								5	1	0
Judicial review - open	1	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	0										
High court - PSA received	0	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	1								5	3	1
High court - PSA open	2	2	1	1	1	1	1	1	2	2	3	4	4	5	5	5	4										
High court - Registrant received	1	1	1	0	0	1	0	0	0	1	0	2	1	0	0	0	0								5	8	0
High Court - Registrant open	2	1	2	2	2	3	3	3	3	2	3	4	4	4	3	3											
IO extension application at High Court	0	2	0	0	0	2	0	1	0	0	7	0	0	1	3	1								5	12	5	
Registration appeals at County Court	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								0	0	0	



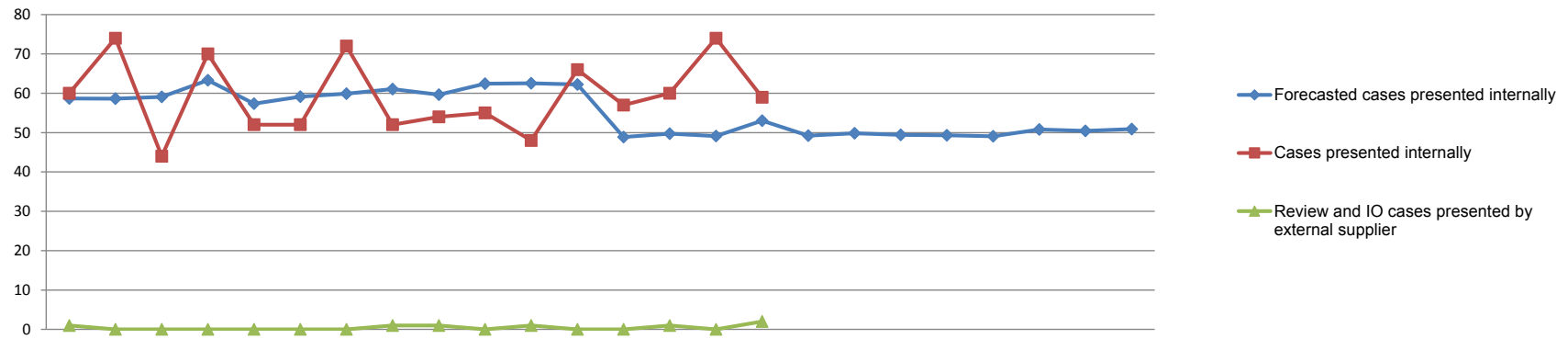








Internal operational management commentary April 2015 - March 2017



	2015			2016									2017												14/15	15/16	16/17
	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
Forecasted cases presented internally	59	59	59	63	57	59	60	61	60	62	63	62	49	50	49	53	49	50	49	49	49	51	50	51	724	724	600
Cases presented internally	60	74	44	70	52	52	72	52	54	55	48	66	57	60	74	59									654	699	250
Review and IO cases presented by external supplier	1	0	0	0	0	0	0	1	1	0	1	0	0	1	0	2									19	4	3

## **Fitness to Practise Department**

### **Length of Time Pack**

Kelly Holder, Director of Fitness to Practise  
Activity in July 2016

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**Summary of current caseload length of time against standards**

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

**Enquiry cases**

Age since receipt	Number	%	Cumulative %
0 to 2 mths	407	43.9	43.9
3 to 4 mths	193	20.8	64.7
5 to 7 mths	152	16.4	81.0
8 to 12 mths	98	10.6	91.6
13 to 15 mths	23	2.5	94.1
16 to 20 mths	34	3.7	97.7
21 to 24 mths	5	0.5	98.3
>24 mths	16	1.7	100.0
		<u>928</u>	<u>100.0</u>

There are a further 23 Rule 12 cases

**Post ICP cases (receipt to date)**

Age since receipt	Number	%	Cumulative %
0 to 7 mths	50	9.3	9.3
8 to 12 mths	118	21.9	31.2
13 to 15 mths	64	11.9	43.1
16 to 20 mths	88	16.4	59.5
21 to 24 mths	68	12.6	72.1
>24 mths	150	27.9	100.0
		<u>538</u>	<u>100.0</u>

**PreICP cases**

Age since receipt	Number	%	Cumulative %
0 to 2 mths	33	13.6	13.6
3 to 4 mths	52	21.5	35.1
5 to 7 mths	53	21.9	57.0
8 to 12 mths	53	21.9	78.9
13 to 15 mths	18	7.4	86.4
16 to 20 mths	12	5.0	91.3
21 to 24 mths	6	2.5	93.8
>24 mths	15	6.2	100.0
		<u>242</u>	<u>100.0</u>

**Post ICP cases (ICP to date)**

Age since ICP	Number	%	Cumulative %
0 to 5 mths	207	38.5	38.5
6 to 7 mths	76	14.1	52.6
8 to 12 mths	147	27.3	79.9
13 to 15 mths	34	6.3	86.2
16 to 20 mths	35	6.5	92.8
21 to 24 mths	15	2.8	95.5
>24 mths	24	4.5	100.0
		<u>538</u>	<u>100.0</u>

**Analysis of age of cases closed PreICP, at time of closure in the period April 2016 - March 2017, measured from receipt of original complaint**

<b>Age of case closed PreICP</b>	<b>Number</b>	<b>Cumulative number</b>	<b>%</b>	<b>Cumulative %</b>
0 to 4 months	345	345	59	59
5 to 8 months	150	495	26	85
9 to 12 months	48	543	8	93
13 to 16 months	13	556	2	95
17 to 20 months	8	564	1	96
>20 months	21	585	4	100
<b>Mean Months</b>	<b>5</b>			
<b>Median Months</b>	<b>4</b>			
<b>Total Closed Cases</b>	<b>585</b>			

**Analysis of age of cases that met Standard of Acceptance in period April 2016 - March 2017**

<b>Age from receipt to SOA</b>	<b>Number</b>	<b>%</b>	<b>Cumulative %</b>
0 to 2 months	73	45	45
3 to 4 months	30	18	63
5 to 8 months	36	22	85
9 to 12 months	18	11	96
13 to 15 months	2	1	97
16 to 20 months	3	2	99
21 to 24 months	2	1	100
>24 months	0	0	100
<b>Mean Months</b>	<b>5</b>		
<b>Median Months</b>	<b>3</b>		
<b>Total Open Cases</b>	<b>164</b>		



**Snapshot of age of Enquiry cases since receipt (correct as of 31/7/2016)**

<b>Age since receipt</b>	<b>Number</b>	<b>%</b>	<b>Cumulative %</b>
0 to 2 mths	407	43.9	43.9
3 to 4 mths	193	20.8	64.7
5 to 7 mths	152	16.4	81.0
8 to 12 mths	98	10.6	91.6
13 to 15 mths	23	2.5	94.1
16 to 20 mths	34	3.7	97.7
21 to 24 mths	5	0.5	98.3
>24 mths	16	1.7	100.0
	928	100.0	



Analysis of ages of cases closed No Case To Answer in the period April 2016 - March 2017

Number of Months	Receipt to NCTA			SOA to NCTA		
	Number	%	Cumulative %	Number	%	Cumulative %
1-4	14	21	21	52	78	78
5-8	23	34	55	9	13	91
9-12	11	16	72	4	6	97
13-16	10	15	87	1	1	99
17-20	1	1	88	0	0	99
21-24	3	4	93	0	0	99
25-28	2	3	96	1	1	100
29-32	0	0	96	0	0	100
33-36	3	4	100	0	0	100
>36	0	0	100	0	0	100
Mean Months	10			4		
Median Months	7			3		
Total	67			67		

Source of complaint	Receipt to NCTA		SOA to NCTA	
	Mean months	Median months	Mean months	Median months
Article 22(6)/Anon	5	5	4	4
Employer	8	6	4	2
Other	12	12	3	3
Other Registrant	5	5	3	3
Police	7	7	2	2
Professional Body				
Public	16	13	6	3
Self Referral	8	5	4	3

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

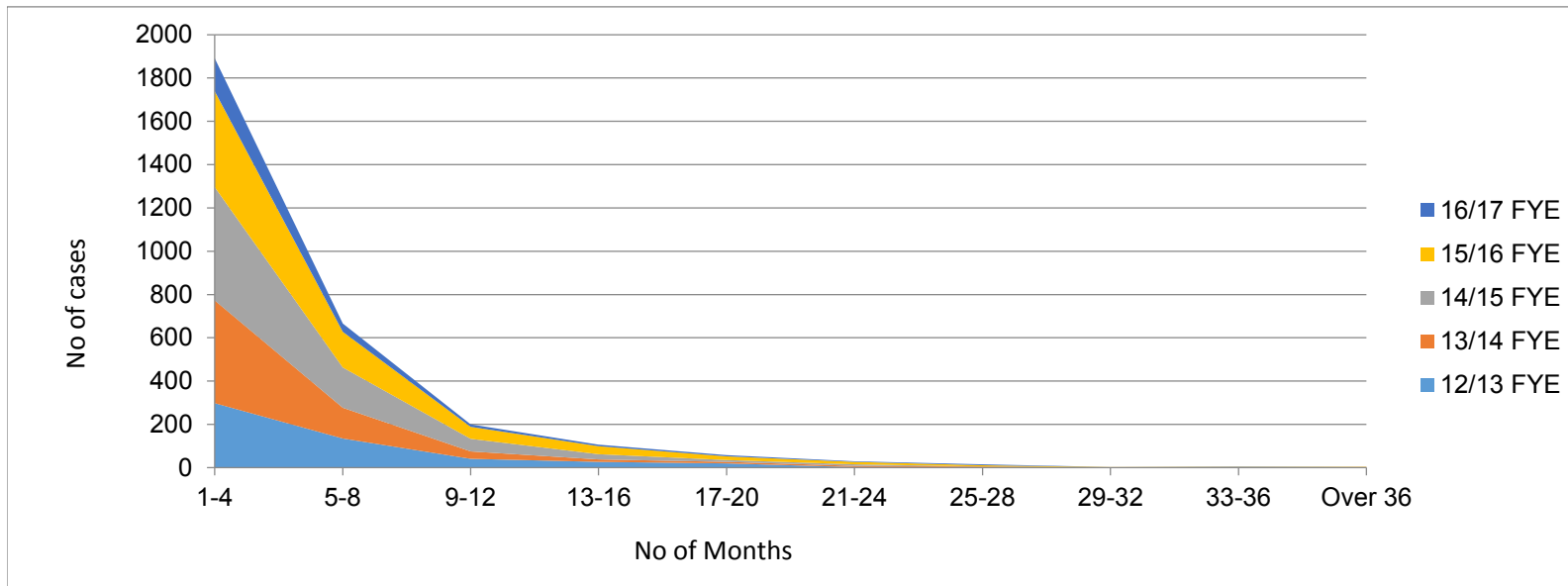
Number of Months	Receipt to CTA			SOA to CTA		
	Number	%	Cumulative %	Number	%	Cumulative %
1-4	35	22	22	101	64	64
5-8	55	35	57	30	19	83
9-12	29	18	76	8	5	89
13-16	13	8	84	6	4	92
17-20	7	4	89	6	4	96
21-24	10	6	95	2	1	97
25-28	4	3	97	3	2	99
29-32	1	1	98	0	0	99
33-36	2	1	99	1	1	100
> 36	1	1	100	0	0	100
Mean months	10			6		
Median months	8			4		
Total number of Cases	157			157		

Source of complaint	Receipt to CTA		SOA to CTA	
	Mean months	Median months	Mean months	Median months
Article 22(6)/Anon				
Employer	10	8	6	4
Other	7	6	5	3
Other Registrant	4	4	2	2
Police	11	11	6	6
Professional Body				
Public	11	8	8	5
Self Referral	9	7	5	3

Analysis of age of cases where an Investigating Panel reach a decision from April 2016 - March 2017 (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	49	22	22	153	68	68
5-8	79	35	57	39	17	86
9-12	39	17	75	12	5	91
13-16	23	10	85	7	3	94
17-20	8	4	88	6	3	97
21-24	13	6	94	2	1	98
25-28	6	3	97	4	2	100
29-32	1	0	97	0	0	100
33-36	5	2	100	1	0	100
> 36	1	0	100	0	0	100
<b>Mean months</b>	10			5		
<b>Median months</b>	8			3		
<b>Total number of Cases</b>	224			224		

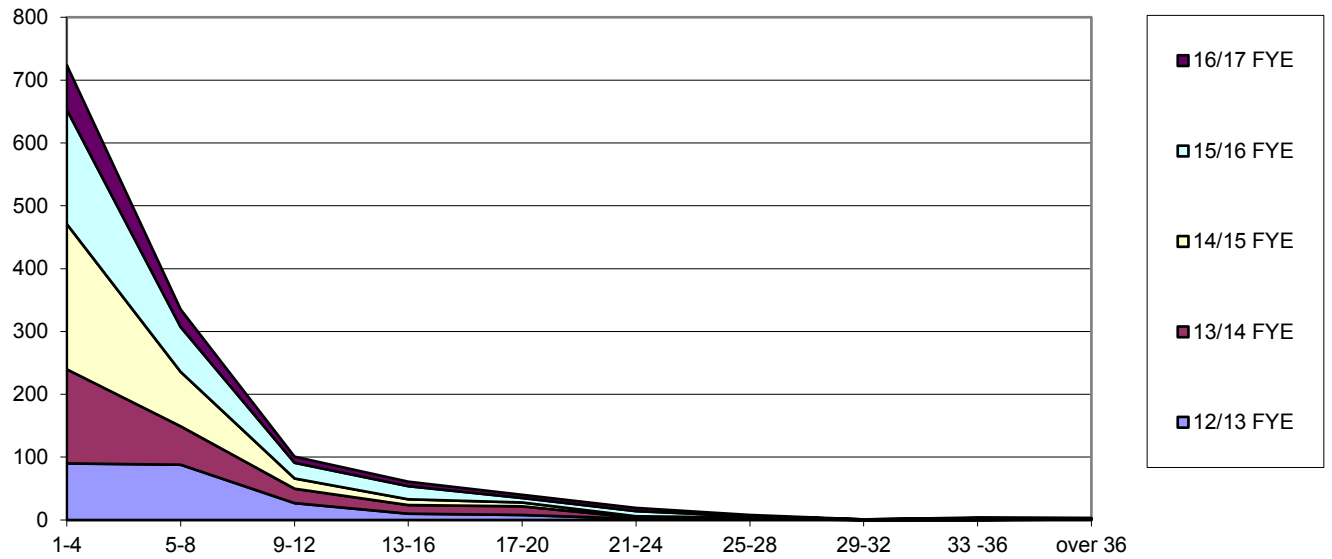
**Length time: Cases Inv Committee (excluding further information) April 2012 - March 2017**



Number of Months	12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE	%	Cumulative %
1-4	298	475	523	443	153	68	68
5-8	134	142	186	165	39	17	86
9-12	41	34	58	55	12	5	91
13-16	26	12	24	37	7	3	94
17-20	19	8	8	17	6	3	97
21-24	2	6	7	12	2	1	98
25-28	2	3	1	5	4	2	100
29-32	0	0	1	2	0	0	100
33-36	0	1	1	2	1	0	100
Over 36	1	1	1	1	0	0	100
<b>Mean Months</b>	6	5	5	6	5		
<b>Median Months</b>	4	3	3	4	3		
<b>Total Cases</b>	523	682	810	739	224		



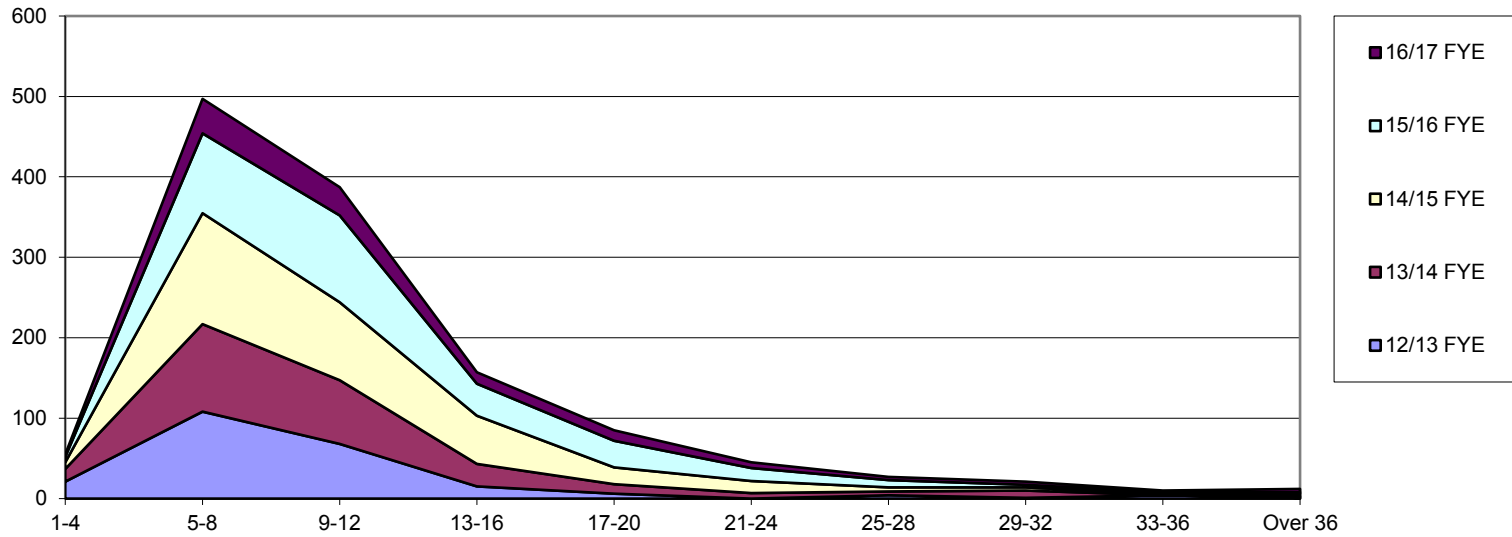
**Allegations made - Investigating Panel (concluded final hearing cases) April 2012 - March 2017**



Number of Months	12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE	%	Cumulative %
1-4	90	150	231	182	71	55	55
5-8	88	61	87	71	28	22	77
9-12	27	23	16	25	10	8	84
13-16	10	14	9	21	7	5	90
17-20	8	14	6	7	5	4	94
21-24	2	2	2	8	5	4	98
25-28	2	2	0	2	2	2	99
29-32	0	0	0	1	0	0	99
33-36	0	0	1	2	1	1	100
over 36	1	1	0	1	0	0	100
<b>Mean Months</b>	7	6	5	6	7		
<b>Median Months</b>	5	4	4	4	4		
<b>Total Cases</b>	228	267	352	320	129		

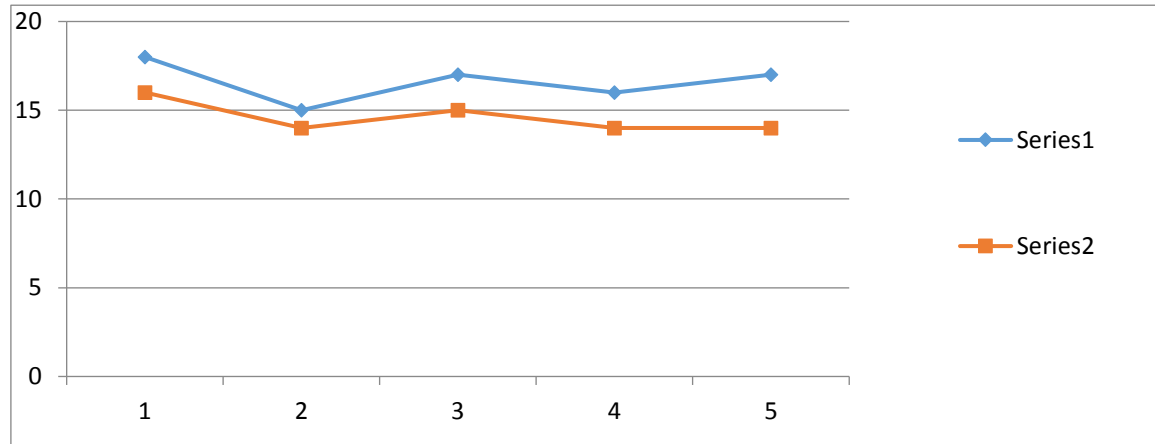


**Length of Time Investigating Panel - Case Conclusion (concluded final hearing cases) April 2012 - March 2017**



Number of Months	12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE	%	Cumulative %
1-4	21	16	8	7	3	2	2.3
5-8	108	109	138	99	43	33.3	35.7
9-12	68	79	97	108	35	27	62.8
13-16	15	28	60	40	14	11	73.6
17-20	6	12	21	33	13	10	83.7
21-24	0	7	15	16	7	5	89.1
25-28	4	5	5	9	4	3	92.2
29-32	1	9	4	3	4	3	95.3
33-36	4	0	1	3	2	2	96.9
Over 36	1	2	3	2	4	3.1	100.0
<b>Mean Months</b>	9	11	11	12	13		
<b>Median Months</b>	8	9	9	10	11		
<b>Total Cases</b>	228	267	351	320	129		

**Length of Time: Allegations made - conclusion of final hearing 2012/13 - 2016/17**



Number of Months	Cases 12/13	Cases 13/14 FYE	Cases 14/15	Cases 15/16	Cases 16/17	%	Cumulative %
1-4	0	1	0	0	0	0	0
5-8	23	21	19	14	10	8	8
9-12	66	95	123	65	26	20	28
13-16	62	49	80	87	25	19	47
17-20	37	26	62	57	17	13	60
21-24	13	26	24	34	15	12	72
25-28	6	17	21	25	13	10	82
29-32	10	13	8	16	5	4	86
33-36	5	10	5	6	7	5	91
Over 36	6	11	10	16	11	9	100
<b>Mean Months</b>	16	17	16	18	20		
<b>Median Months</b>	14	14	14	16	17		
<b>Total Cases</b>	228	267	351	320	129		

**Analysis of age of cases where a final hearing has concluded in the period April 2016 - March 2017**

<b>Age since receipt</b>	<b>Number</b>	<b>%</b>	<b>Cumulative %</b>	<b>Age since SOA</b>	<b>Number</b>	<b>%</b>	<b>Cumulative %</b>
0 to 5 months	0	0	0	0 to 5 months	0	0	0
6 to 7 months	1	1	1	6 to 7 months	4	3	3
8 to 12 months	8	6	7	8 to 12 months	32	25	28
13 to 15 months	14	11	18	13 to 15 months	21	16	44
16 to 20 months	27	21	39	16 to 20 months	21	16	60
21 to 24 months	18	14	53	21 to 24 months	15	12	72
>24 months	61	47	100	>24 months	36	28	100
<b>Mean Average</b>	25				20		
<b>Median Average</b>	24				17		
<b>Total Number of Cases</b>	129				129		

Comparison of age of cases from ICP decision to conclusion of final hearing, for 2015-16 and April 2016 - March 2017

Number of Months	15/16 YTD	% of cases	Cumulative %	16/17 YTD	% of cases	Cumulative %
1-4	7	2	2	3	2	2
5-8	99	31	33	43	33	36
9-12	108	34	67	35	27	63
13-16	40	13	79	14	11	74
17-20	33	10	90	13	10	84
21-24	16	5	95	7	5	89
25-28	9	3	98	4	3	92
29-32	3	1	98	4	3	95
33-36	3	1	99	2	2	97
>36	2	1	100	4	3	100
<b>Mean Months</b>	12			13		
<b>Median Months</b>	10			11		
<b>Total Cases</b>	320	100	100	129	100	100

Snapshot of age of Post ICP cases (correct at 31/7/16)

Age since receipt	Number	%	Cumulative %	Age since SOA	Number	%	Cumulative %
0 to 7 months	50	9	9	0 to 7 months	115	21	21
8 to 12 months	118	22	31	8 to 12 months	147	27	49
13 to 15 months	64	12	43	13 to 15 months	77	14	63
16 to 20 months	88	16	59	16 to 20 months	79	15	78
21 to 24 months	68	13	72	21 to 24 months	46	9	86
>24 months	150	28	100	>24 months	74	14	100
<b>Mean months</b>	19			<b>Mean months</b>	15		
<b>Median months</b>	17			<b>Median months</b>	13		
<b>Total cases</b>	538			<b>Total cases</b>	538		

Age since ICP	Number	%	Cumulative %
0 to 5 mths	207	38.5	38.5
6 to 7 mths	76	14.1	52.6
8 to 12 mths	147	27.3	79.9
13 to 15 mths	34	6.3	86.2
16 to 20 mths	35	6.5	92.8
21 to 24 mths	15	2.8	95.5
>24 mths	24	4.5	100.0
	<u>538</u>	<u>100.0</u>	

Analysis of final hearing outcomes by age at each stage, for the periods 2015-16 and April 2016 - March 2017

Type of Sanction	April 2015 - March 2016				April 2016 - March 2017			
	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	18	17	14	13	23	15	19	14
Conditions of Practice	24	22	21	18	28	24	22	20
Consensual disposal	25	21	20	17	16	14	9	9
No Further Action	22	19	17	13	28	31	22	22
Not Well Founded	25	25	20	17	28	27	23	19
Suspension	20	18	17	14	25	24	20	19
Struck Off	22	20	19	17	22	20	18	15
<b>Total mean average</b>	22		18		25		20	
<b>Total median average</b>	21		16		24		17	
<b>Total number of cases</b>	320				129			

Age of concluded final hearings at each stage, for the periods 2015-16 and April 2016 - March 2017

Source of Complaint	April 2015 - March 2016				April 2016 - March 2017			
	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)	26	20	24	19	21	17	15	12
Employer	22	20	19	16	25	26	20	21
Other	26	26	23	23	23	21	21	19
Other Registrant	29	27	23	21	37	33	34	33
Police	25	20	23	16	26	19	22	13
Professional Body	24	18	19	18	21	21	7	7
Public	23	21	18	17	27	21	20	14
Self Referral	22	20	17	14	23	24	18	18
<b>Total mean average</b>	22		18		25		20	
<b>Total median average</b>	21		16		24		17	
<b>Total number of cases</b>	320				129			

Comparison of age of concluded final hearings at each stage, by representation, for the periods 2015-16 and April 2016 - March 2017

Type of representation	April 2015 - March 2016				April 2016 - March 2017			
	Receipt to Final Hearing		SOA to Final Hearing		Receipt to Final Hearing		SOA to Final Hearing	
	Mean average	Median average	Mean average	Median average	Mean average	Median average	Mean average	Median average
Represented	25	21	21	16	27	25	22	18
Represented Self	22	22	19	18	27	26	20	18
None	21	20	17	15	23	22	18	16
Total mean average	22		18		25		20	
Total median average	21		16		24		17	
Total number of cases	320				129			



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

Stage of case	April 2016 to March 2017		
	Number closed	Mean average	Median average
PreICP	585	5	4
No Case to Answer	67	10	7
Final Hearing	129	25	24
<b>All cases</b>	<b>781</b>	<b>9</b>	<b>5</b>

	Receipt to conclusion	%	Cumulative %	SOA to conclusion	%	Cumulative %
0 to 2	168	22	22	26	13	13
3 to 4	191	24	46	25	12	25
5 to 8	175	22	68	16	8	33
9 to 12	66	8	77	29	14	47
13 to 15	35	4	81	23	11	59
16 to 20	38	5	86	24	12	70
21 to 24	31	4	90	20	10	80
>24	77	10	100	40	20	100
<b>Total</b>	<b>781</b>	<b>100</b>		<b>203</b>	<b>100</b>	

654 cases (84%) of cases concluded within 18 months