

Council, 8 February 2017

Fitness to Practise Report

Executive summary and recommendations

Introduction

This report provides the Council with an update into the work of the Fitness to Practise Directorate in December 2016. Areas from the report to highlight are as follows

- The number of new cases received year to date is slightly below the forecast, with 1704 cases being received against the six month year end forecast of 2308.
- The number of open pre-ICP cases is below forecast. This reflects the lower than expected number of new cases being received as well as the number of cases being closed pre-ICP. However, fewer cases were closed pre-ICP in December due to the shorter working month.
- The number of open post-ICP cases is lower than forecast (501 against the six month reforecast of 529). This is due to a higher number of cases being listed and concluded at the final hearing stage.
- The number of cases in the review cycle is above the forecast (225 cases against a forecast of 211 cases).
- The case to answer rate for December was 80%. This compares to an average case to answer rate for the year of 70% and the forecast case to answer rate of 65%.
- Mean and median length of time to conclude a case from receipt to final hearing is 27 and 24 months which is a slight increase on the previous month. Of the 28 cases concluded at a final hearing in December, 14 were over 24 months old. This reflects our continued focus to progress the oldest cases to a final conclusion.
- The overall time to closure, including those closed at the initial stages, is a mean and median of 9 and 4 months. This is consistent with previous months.
- The other key areas of activity within the directorate are:

- The development of a new Quality Assurance Framework for FTP activities which reflects the requirements of the realigned departmental structure
- The work to establish the Health and Care Professions Tribunal Service; and
- Ongoing learning and development activity for example risk assessment and interim order workshops for Case Managers.

Decision

The Council is asked to discuss the Fitness to Practise Directorate report.

Appendices

Appendix 1 Fitness to Practise Directorate Narrative Report

Appendix 2 Fitness to Practise Directorate Management Information Pack

Date of paper

24 January 2017

Fitness to Practise Directorate– Management Commentary

The following provides an update about the work of the Fitness to Practise directorate in December 2016.

1. Performance at a Glance

- The number of new cases received in December was 143, which is less than the forecast of 187. Year to date we have received 1704 cases against a forecast of 2308 (as per the 6 month reforecast).
- Because of the short working month the numbers of allegations sent (28) and cases closed as not meeting the Standard of Acceptance (109) were below forecast.
- The case to answer rate was 80% in December compared to the 6 month reforecast figure of 65%.
- The number of open pre-ICP cases (1121) is 5% below the 6 month reforecast.
- The number of open post ICP cases is 501 against a forecast of 526. We anticipate that the number of open cases will remain at this level for the next quarter. The number of newly received case to answer cases from ICP is broadly in line with the number of concluded hearings. As we conclude the oldest (and longest duration) cases, the number of open cases should start to decrease, along with the length of time.
- Cases in review cycle at 225 and above forecast for December of 211. This is primarily due to the change in reviewable sanctions imposed at final hearing.
- 31% of open Declaration cases are over 1 month old. This reflects the high number of new Declaration cases received in November.

2. New Cases

- At the beginning of December the Case Reception and Triage (CRT) team took on responsibility for logging all new FTP cases received, and for their initial case management in line with new procedures developed for the realignment. The caseloads of Case Managers in the CRT team were reduced prior to December to create the capacity to enable them to take on new cases.
- In December we received 143 new FTP cases, which is lower than the forecast of 187. This is mainly due to the shorter working month caused by the Christmas holiday period. Year to date we have received 1704 cases against a forecast of 2308 (as per the 6 month reforecast).

- The average time taken to log and acknowledge new cases was 5 working days, meeting the 5 day service standard.
- There are currently 215 open cases in CRT, which is higher than the forecast of 195. This includes approximately 50 cases that pre-date the realignment and which Case Managers in the new function retained following the transition.
- **ACTION:** We will be prioritising the progression of the older cases retained by CRT to closure or transfer over the next three months. The reduction of this cohort of cases will enable us to better review our assumptions regarding the number of open cases in the function.
- **ACTION:** We will monitor the caseloads in the CRT team over the next few months against our planning assumptions to ensure they are workable as Case Managers take on more new cases.
- **ACTION:** We will review the impact of the CRT team logging all new FTP cases, to ensure that we continue to meet service standards and that cases are progressed effectively within their first 8 weeks.
- Paramedics continued to make up the second largest group of new referrals by profession in December, behind social workers, which is an ongoing trend. However, we received 13 new cases relating to Paramedics this month, which is the lowest number since April 2015. This may be due to the short working month.

3. Enquiry and Pre ICP Cases

Open cases

- At the end of December there were 1121 open FTP cases, which is 5% below the 6 month reforecast figure (1188), and 24 Rule 12 cases which is also below forecast. This reflects both the reduced intake of new cases in what is a short working month in the run up to Christmas and also high numbers of cases closed pre-ICP in the previous two months.
- The age of open pre-ICP cases in December remains stable at a mean and median of 6 and 4 months respectively.
- **ACTION:** The timeframe for fully implementing the revised Case Progression operating guidance, introduced in October 2016, has had to be extended because of the need to deploy sufficient management resource in November and December 2016 towards ensuring a successful transition to the CRT and Investigations (INV) teams. Assigning Red, Amber or Green actions on CMS to all cases over the optimum length of time (6 months) without an ICP date in order

to enable closer monitoring of case progression is now being phased in during January – March 2017 (all cases over 12 months by the end of January, over 9 months by the end of February and over 6 months by end March).

- **ACTION:** We will be introducing case progression tools for the CRT team over the next few months to assist with forward case planning prior to cases being transferred to the INV team.

Allegations

- Allegations were sent to registrants for their observations in 28 cases in December. As highlighted in the November Commentary, this low figure is because our practice for the last few years has been not to send allegations to registrants in the week or so before Christmas. The reason for this is to ensure that potentially vulnerable registrants do not receive the allegations at a point when the HCPC offices have closed for the holiday period and they may also be unable to access alternative sources of advice and/or support.
- Year to date 468 allegations have been sent, which is 9% below forecast (516).
- **ACTION:** The December shortfall will be reflected in the 9 month reforecast.
- **ACTION:** We will monitor the impact of this shortfall on the number of cases considered at ICP and referred for a hearing.
- **ACTION:** The primary focus of the newly created INV team is to progress cases either to closure or to the drafting of allegations and referral to ICP. Over coming months we shall be keeping under close review the impact of this new working model on the number of allegations (and closures) and the length of time to progress cases to this point.

4. Cases closed that do not meet the Standard of Acceptance

- 109 cases were closed in December as not meeting the Standard of Acceptance. This is 18% under forecast and, although we continued closing cases after we had stopped sending allegations, again reflects the shorter working month. Given that in both October and November closures significantly exceeded forecast (by 33% and 46% respectively) we are confident the December shortfall should be redressed by the end of 2016/17.
- Year to date we have closed 1347 cases, which is 80% of the forecast for 2016/17.
- The mean and median age of cases closed against the Standard of Acceptance in December was in line with November at 5 months and 4 months respectively.

- **ACTION:** We will monitor the impact of the realigned structure on the length of time to close cases under the Standard of Acceptance. Closures will be a focus for both CRT and INV.
- **ACTION:** We are in the process of arranging an external review of some of our older Pre-ICP cases with the aim of expediting closure or progression.

5. Cases considered at Investigating Committee Panel

- In December 44 cases were considered at ICP, which is below the forecast of 58. This again reflects a smaller number of ICP hearing days in the shorter working month but is also a consequence of lower than forecast numbers of allegations sent in October.
- The case to answer rate for December was 80%. This is much higher than forecast. With the exception of October (58%) the case to answer rate has exceeded 60% (the next lowest being 63% in May) in every month of 2016/17.
- The mean and median periods for cases concluded at ICP from date of receipt year to date remained stable in December at 10 and 8 months. For 2015/16 the mean and median were 11 and 9 months.
- **ACTION:** We will continue to monitor the case to answer rate.
- **ACTION:** We will continue to monitor the age profile of cases at this stage of the process.

6. Interim Order Applications and Interim Order Review Hearings

- There were 15 IO applications made in December against a forecast of 11. Of those, orders were granted in 11 cases. This continues the trend over the last 6 months of an increase in the number of IO applications arising from an increased focus on risk assessment and oversight of potential IO cases. The overall number of IO applications for the year to date is 104, which is below the forecast of 129 (as per 6 month reforecast).
- The number of IO reviews was higher than forecast, at 30 compared to 25. This is due to the review cycle for the increased number of IO applications granted earlier in the year falling in December.
- Four IO applications were adjourned. The reasons for these adjournments were: a conflict of interest on the part of the registrant panel member that was not realised until the day of the hearing; to allow the registrant to attend in two cases; to allow the registrant further time to instruct his representative and to provide

further information. Two of the cases were relisted in December and two within January and all have now had a final decision.

- The median number of days from receipt to application for an IO was 173 days, which is higher than the year to date median of 150. The mean number of days from receipt to application was 194, which is consistent with the year to date figure (195).
- **ACTION:** We will continue to monitor the number of IO applications and IO reviews, and the impact that the number of IO hearings has on our presenting resources. This will include a review of how we plan in advance for anticipated peaks in the IO review cycle.
- **ACTION:** We have implemented a pre-hearing case review to set out any activities that would need to be carried out if the final hearing did not conclude in the expected timeslot. This includes applying for an extension of the existing order at the High Court, or re-prioritising the scheduling of the remainder of the case over other work.
- **ACTION:** we will be reviewing this in February and March to ensure highest risk cases can be escalated appropriately.

7. Cases Awaiting final hearing

- The number of open post ICP cases has remained stable at 501, and lower than the forecast of 526. We continue to concentrate on the oldest and most complex cases. These include ones where there has been a previous part heard or adjourned hearing, or where there is an interim order in place.
- The mean and median of the cases remains steady, and the mean and median age at projected conclusion of those hearings fixed is significantly higher than that of the cases that have recently moved to the Post ICP status. This indicates that the overall length of time for concluded cases is likely to increase as these oldest cases conclude. It also indicates that the mean and median values should start to decrease after quarter 1 of the next financial year.
- There are currently 303 post ICP cases with no hearing date. This compares to 314 cases with no hearing date in November. This includes the 35 newly received Case to Answer cases, so we are not only keeping up with new matters, but reducing overall numbers in this category.

8. Cases listed for hearing

- We listed on forecast in December, and are exactly on forecast for cases listed year to date (398 listed, versus 399 forecast in the period April to December).
- The number of cases that were previously part heard or adjourned continues to decline. In December, there remain 18 cases with some previously commenced final hearing activity. This has decreased each month from 53 cases in September. This group remains a focal group for the CPC team and Scheduling Officers in the coming months. We anticipate this group levelling out at around 10, which is 2% of the open post ICP caseload.

9. Preliminary Hearing Issues

- The number of preliminary hearings taking place in December was lower than forecast (4 versus 9). Consequently, the number of prelims listed year to date is slightly lower than forecast (70 actual, versus 79 forecast). Part of the reason for lower preliminary activity in December was the availability of Panel Members close to the festive period, and the reduced number of working days available in the month.
- When compared to the previous year, we have conducted significantly more preliminary hearings (46 in 2015-16, compared to the 69 in the year to date). This increase activity has helped set the direction and duration of the more complex final hearings.
- **ACTION:** we are reviewing the number of cases that require a preliminary hearing, and will continue to do so in the coming months.

10. Final hearings

- We listed on forecast in December, and are on forecast for cases listed year to date (398 listed, versus 399 forecast in the period April to December).
- The number of part heard and adjourned hearings was on forecast in December, and is 10% below the year to date figure. The amount and quality of pre-hearing checks is helping to keep this figure as low as possible.
- There were 18% of concluded final hearings via consent in December. This is the highest this year. We are continuing to identify cases where consensual disposal is appropriate, and will monitor the outcome of these cases against the revised Practice Note in the next quarter.

- The receipt to case conclusion mean of 27 months and median of 24 months has increased comparing to 22 and 21 in November. This reflects the planned progression of the older cases to conclusion.

11. Review Hearings

- We are on forecast with the number of reviews of substantive sanctions, with the forecast number (18) listed in December. All of these reviews concluded as planned. Year to date, we are exactly on forecast (153 reviews listed).
- The volumes of substantive reviews has changed recently. Year to date, there have been 103 reviewable sanctions imposed at final hearing. In the same period in the previous year, there were 75 (an increase of 37%). In addition, the duration of the order appears to be changing, with shorter reviews being imposed. As the order must be reviewed before it expires, this level of activity is increasing.
- **ACTION:** reviewable sanctions are presented by case managers, along with applications for interim orders. We have identified two areas of increased activity in the first quarter of 2017, and will monitor operational caseload.

12. Restoration Applications

- One restoration took place in December (5 year to date, versus forecast of 7). There are currently six cases where a Registrant has indicated that they wish to apply to be restored to the Register.
- **ACTION:** we will continue to review these cases, but there are currently no concerns about likely levels of activity.

13.405 Usage

- The room occupancy in December was 89%. This is slightly lower than previous months, principally due to the complexity of scheduling longer hearings near to the festive season. Additionally, there have been a higher number of non-England cases held, both as final hearings and also as reviews.
- Year to date, the room occupancy is in line with forecast (actual is 89%, forecast is 94%). We anticipate that the room occupancy will be higher in the last quarter of the financial year due to longer hearings and flexible use of rooms at 405 when ICPs are not running.

14. Challenges to Fitness to Practise Decisions

- There have been no new appeals to the High Court made by registrants. Arrangements are being made to recover costs awarded in HCPC's favour.
- The PSA has referred one matter to the high court using their S29 powers. The case resulted in a suspension order. Another PSA appeal against a finding of no impairment is listed for hearing at the High Court in early February 2017.
- The renewed application for permission to bring a judicial review against our decision to close a case on the grounds that it did not satisfy our Standard of Acceptance policy was refused.
- A registrant is seeking to judicially review the Conduct and Competence Committee's decision to impose an interim suspension order.
- The case brought by the GPhC before the Supreme Court, on which we were granted permission to intervene, was heard on 10 November 2016. The judgement was handed down on 14 December 2016. The question raised by the appeal related to the ambit of a review hearing following suspension. Specifically whether a reviewing committee may extend the period of suspension to reflect the original committee's conclusion that the gravity of the registrant's misconduct demanded a longer period of suspension than the 12 months it was permitted to impose. We are considering the implications of the judgement.

15. Overall length of time position

- 109 cases were closed in December 2016 as they did not meet the Standard of Acceptance (i.e closed pre-ICP). The mean and median length of time from receipt to closure is the same as in November 2016 – five and four months respectively. This is a slightly lower age than six and five months in October 2016. The number of cases open at this stage of the process has declined from 920 at the beginning of this quarter (October 2016) to 858 at the end of December 2016.
- 42 cases were closed by the Investigating Committee Panel (ICP) in December 2016, which is a slight decline on previous months but reflects the shorter working month. The mean and median length of time from the point the case was assessed as meeting the Standard of Acceptance to conclusion at the ICP was six and four months respectively. This compares with five (mean) and four (median) months in November 2016 and is

consistent with October 2016.

- At the end of December 2016, there were 501 cases post ICP. This number has remained consistent this quarter with 503 open cases in October 2016 and 498 in November 2016. The mean and median age, since receipt, of those cases that have been referred for a final hearing remains consistent at 20 and 17 months.
- 28 cases were closed at a final hearing in December 2016. The length of time from receipt to closure of those cases was 27 (mean) and 24 (median) months. This is a slight increase on the previous months for this quarter. The length of time from the ICP decision to conclusion at a final hearing was 15 (mean) and 12 (median) months. Again, this was a slight increase on the previous months for this quarter.
- Of the cases closed in December 2016, 71% of cases were concluded within 15 months of referral from ICP. This compares to 70% in November 2016 and 80% in October 2016. 82% of those cases were over 15 months at conclusion from receipt, which compares to 76% in November 2016 and 86% in October 2016.
- The combined mean and median length of time taken to close all cases, including those closed at the initial stages, is nine (from eight in November 2016) and four months (from five in November 2016). 81% of cases were closed within 15 months in December 2016 compared with 85% in November and 84% in October.

16. Case Progression

An analysis of the open cases by stage of the process shows that:

- In the enquiry stage, 1.4% of the open cases are older than 104 weeks from receipt of the initial complaint. There is no change from November (1.6%).
- In the preICP stage, 5.3% of the open cases are older than 104 weeks from receipt of the initial complaint. There is no significant change from November (5.9%).
- In the postICP stage, 28.3% of the open cases are older than 104 weeks from receipt from the initial complaint. There is the start of a positive change from November proportion, 30.7%.
- **ACTION:** we will continue to review these proportions and use them as part of the prioritisation mechanism for advancing cases.

17. Cases against optimum case length

- As was explained in the November Commentary, we have introduced an optimum length of time for the progression of cases through the process with challenging targets for driving this down.
- It will take some months to fully implement the optimum case length because some stages are linked explicitly to the new realigned structure.
- At the end of December the proportion of open pre-ICP cases no older than 5 months was 65%. This is a slight reduction on November (68%) and some way off the target (75%).
- In terms of the receipt to pre-ICP closure stage, 66% of cases closed as not meeting the Standard of Acceptance were no older than 4 months (target 75%) as against 56% in November.
- Regarding the length of time between sending the allegation to the registrant for their observations and consideration of the case by an ICP, 89% of cases were within the 3 months optimum (target 90%).
- **ACTION:** We will continue to monitor cases against the optimum timeframes and will be able to provide more detailed commentary once the realignment is fully embedded.

18. Health and Character Declarations

- We received 45 new Health and Character declarations in December, which was below the forecast of 55.
- In December, the Case Officer Team took on full responsibility for managing all existing and new Health and Character declarations.
- The number of open declaration cases at the end of December was 96. Although this is higher than the monthly average forecast, it is a slight decrease on the 100 cases open at the end of November.
- At the end of December, 31% of cases were older than 1 month, which is noticeably higher than in November when 13% of open cases were older than 1 month. This is due to the high number of new cases received in November,

a large proportion of which arose from the social worker registration renewal period.

- In December, the average time taken to issue acknowledgements for declarations was 5 working days, meeting the 5 day service standard. This was an improvement on November when the average was 8 days.
- **ACTION:** We will monitor the number of new declarations and the open caseload over the coming months. As the member of the Case Officer team who was on a long period of leave has now returned, and the social worker renewal period has ended, it is anticipated that the open caseload should reduce and stabilise.
- **ACTION:** We will monitor the length of time taken to process declaration cases to ensure service standards are met going forward. However, it is anticipated once Registrations have completed processing all Social Worker applications, the number of cases will reduce resulting in a reduction in the age of cases.

19. Protection of Title Cases

- 14 new Protection of Title cases were received in December, 6 less than the forecast of 20.
- At the end of December, the number of open Protection of Title cases was 34, which continues to remain in line with the number of open cases since October. The continued steady state is due to the concentration of the Case Officers on these cases.
- The time taken to acknowledge cases in December was above the service of standard of 5 working days, at 7 working days. This is an increase from November when the average was 3 working days. This is due to the Case Officers focusing on the Health and Character declaration cases.
- 59% of Protection of Title cases closed in November were within the service standard of 60 days. Although this is less than the target of 90%, it is an improvement from November when 49% of cases were closed within the service standard. We anticipate that our performance against this target will continue to improve as the team reduce the number of older cases.
- **ACTION:** We will continue to monitor the impact of the revised operational guidance on the categorisation of Protection of Title and miscellaneous cases on the number of cases categorised as Protection of Title and the length of time it takes to close these cases.

- **ACTION:** We will monitor the optimum length of time it takes to close these cases, and whether the new target of 90% is appropriate. We anticipate that as we close the older cases, our performance against the optimum length of time will improve.
- **ACTION:** We will monitor the time take to acknowledge Protection of Title cases over the coming months. However, it is anticipated that as team's workflow stabilises that this figure will return to the figures achieved previously.

20. Miscellaneous Cases

- There were 46 new miscellaneous cases received in December. This is lower than the 87 cases forecast.
- At the end of December, 46 miscellaneous cases remained open. This is lower than the forecast of 77 cases and a decrease from November when 59 cases remained open. There is likely to be continued fluctuation in the number of this type of case due to the changes made to our operating guidance, which affects whether new cases are catergorised as a Protection of Title case or a miscellaneous case.
- The time taken to acknowledge miscellaneous cases in December were within our service standard of 5 working days, at 5 days. This remained consistent with November's results.
- At the end of November, 21 (45%) cases in the open caseload were over 1 month old, a decrease from November when 24 cases were older than 1 month.
- **ACTION:** We will continue to monitor the the impact of the revised operational guidance on the number of cases categorised as miscellaneous and the length of time it takes to close cases.

21. Resourcing – Case Management

CRT

- There are two Case Manager vacancies within the CRT team, and temporary resource is currently being used to cover these vacancies. Both posts will be advertised in January.
- Two new Team Administrators joined the team in December, which means the team is at full complement of permanent staff. However, one member of the team has resigned and will be leaving in January 2017. We will be

recruiting temporary resource to cover that vacancy in the immediate term.

- The outstanding Case Officer vacancy continues to remain unrecruited to whilst we assess resourcing needs across the department.

INV

- There are currently two Case Manager vacancies which will be advertised in early January (alongside vacancies in CRT and CPC). In the meantime the vacancies are being covered by temporary resources.
- The two new Operational Manager fixed term appointments (maternity leave cover arrangements) will take up post on 16 January 2017. One of the appointees is currently the Complex Case Team Manager so this post will also need backfilling. The post should be advertised in January 2017.

CPC

- The CPC team is currently fully established, but will have a vacancy at the end of January. Two members of the team have ongoing health issues which are affecting their attendance in the office. A further member of the team will be going on maternity leave in April. These issues are being addressed via the general recruitment plan across all teams.

22. Resourcing – Adjudication

- There is a vacancy for a Scheduling Team Manager, following the departure of Philip Bowden, who has taken a similar post at the NMC. We have a plan to cover this key vacancy until the end of the year with a temporary member of staff. The recruitment process is unlikely to conclude and the successful candidate take up the position before April.
- There is a vacancy for a Scheduling Officer. The recruitment process has started.

23. FTP Operations Resourcing

- Both the Assurance and Development (A&D) and Quality Compliance teams are at full complement.
- Kellie Green joined as Head of FTP Operations on 4 January 2017 whilst John Barwick is Acting Director of Fitness to Practise.

24. Complaints

- In December 2016, a total of 18 new complaints were received and 20 complaints were responded to. The mean response time was 12 days and median 14 days, both being within the 15 working day response service standard. The profile of those raising complaints did not change markedly from previous months. Only two of the complaints received in December 2016 were escalations of previous complaints.
- The average acknowledgement time for December is within the service standard of three working days.
- As was the case in November, there have been no significant issues related to complaints.
- The A&D Team is continuing to prepare for the ISO10002 complaints audit which is scheduled to take place later in January 2017. FTP complaints process map has been drafted and placed on the Intranet.
- **ACTION:** A&D team to prepare a short summary of complaints data on a monthly basis for the FTP Managers meeting to consider the learning from complaints or service standard issues which may arise.

25. Supplier and Systems Management

- The next scheduled quarterly transcript writer review meetings are scheduled in January. This provides an opportunity to review service provision, response times, training and quality of transcripts in line with the contract. We will also be discussing the likely hearing activity for the remainder of this financial year, and the following one. Currently, there are no known issues with either provider.
- We have continued to meet monthly with Kingsley Napley, reviewing the return of the oldest cases, or those that have not met the contractual timescale. We have extended the weekly teleconferences in order to review all of the cases with an interim order, but no scheduled final hearing. These cases have decreased in number since September.
- **ACTION:** we will continue to focus on these cases through the service level agreement meetings and teleconferences.

26. Assurance, Development and Compliance

a. PSA learning points

- We received learning points in relation to two cases in December. The first raised points in relation to the drafting of allegations and the panel's reasoning when considering impairment. Both points were accepted and a response has been sent to the PSA. With regard to the second case, concerns were raised relating to the drafting of allegations and some of the panel's reasoning. The points are currently being considered and a response is being prepared.

b. Overdue actions

- The Case Progression and Conclusion team have completed a review of all open actions on cases. This includes reviewing any completed work, but where the action has not been completed. A revised training programme for using the CMS and actions will be delivered in January and February.
- Part of the review considered which stage of the case lifetime and how to provide guidance and support to the team to ensure key actions (such as the receipt of new material) are performed. We have rated actions as Red, Amber, Green and will be reviewing the time taken per week to manage them. This will be a focus of the monthly case review meetings in CPC in January and February.
- **ACTION:** we will continue to review the number of unperformed actions in the coming months.

c. Accuracy of the Register

- In December 2016, the scheduled audit was undertaken in relation to the integrity of the register for Fitness to Practise cases. No public facing register discrepancies were identified.

d. Data Security and Data Incidences

- There were a total of three data incidents reported to the Information Governance Manager by the Quality Compliance Manager, during December 2016. Two of the incidents were inadvertent disclosures by the HCPC to other parties. The other incident related to insufficient redaction of documentation sent to a Registrant regarding a former colleague.

e. Audit activity

- A new Quality Assurance Framework was approved by the management team in December 2016. The new framework reflects the requirements of the realigned departmental structure. The underpinning audit activity has been completed in line with that Quality Assurance Framework. All audit activity was completed in December, with the exception of the monthly case analysis of the Case Reception and Triage team (CRT). This was delayed to allow the newly aligned team to familiarise itself with its new case load. An increased sample of CRT cases will be reviewed in January 2017.

27. Employee Training

Learning and development activity undertaken in December included:

- Risk assessment and Interim Order workshops for Case Managers
- Data protection and redaction refresher session, attended by Case Support Officers
- Allegation drafting, attended by Case Managers
- Fast and effective reading, attended by Case Team Managers, Case Managers and Case Officers
- Tehmina Ansari (FTP Training Advisor) has recently achieved the CIPD Level 5 Diploma in Learning and Development which was supported by HCPC.

28. Partners

- The planned programme of recruitment of Panel Members is continuing as scheduled. The closing date for applications for Panel Chairs is at the beginning of January, with shortlisting and interviews taking place by February. The advertising campaign for lay Panel Members will commence in January, and continue into March. The volume of operational, Tribunal project work and these recruitment campaigns means that the Hearings Team Managers will lead on the lay recruitment.
- Further profession specific Panel Members (Prosthetists and Orthotists, and Practitioner Psychologists) will continue as planned in January and February.
- **ACTION:** we will continue to monitor the impact of this recruitment activity on operational activity, but also to ensure that there are sufficient panel members available for planned forecast activity. Currently, there are no problems foreseen.

29. Policy Development

- A revised policy statement setting out the HCPC's approach to fitness to practise was approved by Council at its meeting in December. This document replaces the Fitness to Practise: What does it mean? document.

30. Practice Note Development

- The Practice Note for the Discontinuance of Proceedings and Disposal of Cases by Consent was revised and approved by Council in December 2016.
- A proposed review cycle for Practice Notes for 2017/18 has been circulated.

31. Fitness to Practise Operating Guidance Development

- Operating guidance to support the discontinuance and consent Practice Notes has been completed, and will be rolled out via updated training for HCPC team members in December. An update for HCPC partners is scheduled for the January newsletter.

32. Project and Workplan activity

Health and Care Professions Tribunal Service

- The project to deliver the Tribunal Service is continuing to deliver as per project plan. The recruitment of Tribunal Advisory Committee members has concluded, and the preparations for the new website are continuing, in conjunction with colleagues in Communications.

Fitness to Practise

Management Information Pack

John Barwick, Director of Fitness to Practise
2016/17
01 January 2017

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Glossary	Headline description	Further information
Adjournments	An adjournment can be either a temporary pause in a hearing or a complete re-scheduling of that hearing.	The decision to adjourn is a decision for the Panel or the Panel Chair, taken at any time after the 14 day limit for postponements has passed or once proceedings have begun or are part heard. An adjournment request may be made by any party involved in Fitness to Practise proceedings.
ADM (Adjudication Manager)	The Adjudication Manager is the member of staff responsible for overseeing the work of the Hearings and Scheduling teams.	
Admission	Admission is the process through which an HCPC-registrant is added to the HCPC's professional register for the first time.	
Allegations	These are drafted by the Case Manager before the case is considered by an Investigating Committee Panel. The Investigating Committee Panel can amend these allegations if they wish based on their review of the information before 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 Standard of Acceptance until the Final Hearing 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 Preparation and Conclusion	Case Preparation and Conclusion is the section of the HCPC's Fitness to Practise Department which manages cases that have been considered by an Investigating Committee Panel and where a Case to Answer decision has been reached. The Case Preparation and Conclusion section also manages cases which have been considered at a Final Hearing and that are in the review cycle (see below).	
Case Reception and Triage	Case Reception and Triage is the section of the HCPC's Fitness to Practise Department which investigates reception and triage cases (see below).	
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 the Investigating Committee Panel stage. It does not include cases that require further information gathering by the Case Manager.
Closed Pre-ICP	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 pre-Investigating Committee Panel 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 by the Executive Management Team. In FTP, a central logging and response process exists to ensure the 15 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
Complex Cases	Complex cases are cases that are investigated by the Complex Case Team. These cases tend to be either high profile or they involve a more complex factual matrix.	
CCC (Conduct and Competence Committee)	CCC is the acronym used for Conduct and Competence Committee.	

CO (Case Officer)	Case Officers are administrative members of staff employed by the Fitness to Practise Department who manage miscellaneous cases and undertake a variety of other duties.	
Consent	The HCPC's consent process is a means by which the HCPC and an HCPC Registrant who is the subject of an allegation made by the HCPC can seek to conclude a case without the need for a contested hearing by putting before a Panel an Order of the kind which the Panel would have been likely to make in any event. Consent to sanction (Caution Order, Conditions of Practice, or Suspension Order) in which a Registrant agrees to be made subject to a sanction, and voluntary removal, in which a Registrant agrees to erasure from the HCPC's professional register are examples of the consent process.	
CM (Case Manager)	Case Managers are members of staff employed by the Fitness to Practise Department to investigate fitness to practise concerns raised in relation to registrants of the HCPC. Case Managers will work within Case Reception and Triage, Investigations, and Case Preparation and Conclusion.	
CSO (Case Support Officer)	Case Support Officers are administrative members of staff employed by the Fitness to Practise Department who assist Case Managers with a variety of administrative tasks.	
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 4 months of receipt of the original complaint.
External Legal Provider	The HCPC currently instructs two principle law firms to provide its legal services, Bircham Dyson Bell and Kingsley Napley.	
Final Hearing	This is a hearing heard by an HCPC Practice Committee at which a determination is made as to whether an HCPC registrant's current fitness to practise is impaired and, if so, what sanction, if any, is necessary for the protection of the public.	
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 Investigating Committee 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
HC (Health Committee)	HC is the acronym used for Health Committee.	
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 meeting 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.

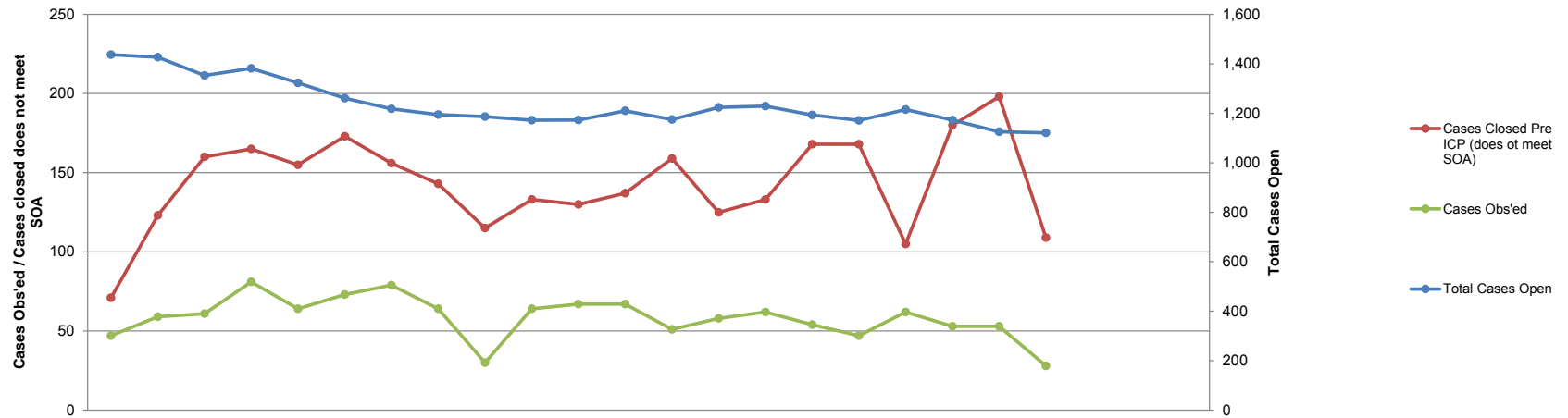
HO (Hearings Officer)	Hearings Officers are hearings clerks who facilitate the smooth operation of hearings, monitor the conduct of hearings, and undertake a variety of administrative duties on behalf of the Adjudications Department.	
ICP	The Investigating Committee is one of the committees that consider cases. The Investigating Committee Panel 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 it uses the information contained in the papers prepared by the Case Manager to reach its decision.
Interim Order Application hearing	An Interim Order Application hearing is a hearing at which the HCPC makes an application to an HCPC Practice Committee to impose an Interim Order (see below) on an HCPC Registrant on any relevant combination of the grounds that it would protect the public, otherwise be in the public interest, or be in the Registrant's own interest.	
Interim Order Review hearing	An Interim Order Review hearing is a hearing at which an Interim Order (see above) is reviewed by an HCPC Practice Committee. The first review takes place 6 months after the Order's imposition. Subsequent reviews then take place every 3 months until the expiry or revocation of the Order. Interim Orders are typically imposed for a duration of 18 months but can be imposed for shorter durations. If an Interim Order is due to expire, the HCPC can apply to the High Court for that Order to be extended.	
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.	
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.
Investigation Cases	Investigation cases are cases that are investigated at the intermediate stage of the Fitness to Practise Department's investigation process by the Investigations Teams.	
Judicial Review	This a procedure by which a Court can review an administrative action by a public body and in England and Wales secure a Declaration, Order, or Award.	
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 Investigating Committee 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 Investigating Committee Panel decision of Case to Answer. These cases have been to Investigating Committee Panel.	
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 Investigating Committee Panel cases that have concluded.	These cases may be closed No Case to Answer, or sent for investigation by external lawyers. Cases where an Investigating Committee Panel asked for more information are excluded.

Length of time: Allegations made to conclusion of final hearing (chart)	This chart shows the number and age of cases that have concluded at a Final Hearing. The measure is the time taken from the meeting of the Standard of Acceptance to the conclusion of the Final Hearing.	
Length of time Investigating Panel - Case Concluded (chart)	This chart shows the time taken from the Investigating Committee Panel decision to the conclusion of the Final Hearing.	
Length of time Open PreICP (chart)	This chart shows the number of cases and their age from the Standard of Acceptance. These cases have not been considered by an Investigating Committee Panel 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 Standard of Acceptance, 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 response that comes 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.
Postponements	Postponements are an administrative action which may be taken on behalf of an HCPC Practice Committee by the HCPC's Head of Adjudication at any time up to 14 days before the date on which a hearing is due to begin to delay the convening of a hearing.	
Pre ICP cases	These cases have met the 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 Investigating Committee Panel for a decision within 8 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 the HCPC.	The management commentary breaks down the trends in new complaints and also outcomes of key decision stages by profession.
Protection of Title	If an individual uses one of the protected titles described in the 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.
RAG rating	This is the process whereby every case that is open for over 6 months without a future ICP date (including cases previously considered at ICP and further investigation requested) should be assigned a red, amber or green rating by applying the relevant action to the case with an associated case progression plan.	
Ready to Fix (RTF)	A case where the external investigation has concluded and can be scheduled for a Final Hearing 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.
RTF DNS (Ready to Fix - Do Not Schedule)	This is a designation used where an external legal provider has determined that the external investigation has concluded but that it would not be appropriate for a Scheduling Team to schedule a Final Hearing.	
Realistic Prospect Test	This is set out in the Standard of Acceptance 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.
Reception and Triage Cases	Reception and triage cases are cases that are investigated at the earliest stage of the Fitness to Practise Department's investigation process by the Case Reception and Triage section.	
Registration Appeals	Registrants who are refused entry to HCPC register can appeal.	Panels are arranged to consider the appeal.
Re-admission	A Registrant is re-admitted to the HCPC's Register after they were formerly registered with the HCPC as a registered professional, their registration has lapsed for an indeterminate period, and they have re-joined the Register.	
Renewal	Renewal refers to the renewal of a Registrant's registration with the HCPC. The renewal cycle at the HCPC takes place every 2 years and the period in which an HCPC Registrant may renew their registration lasts for a duration of 3 months.	
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 Investigating Committee 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 Cycle	This is the cycle in which Interim Orders and Substantive Orders are reviewed. In the case of Interim Orders, the review cycle begins when an Interim Order is imposed at an Interim Order Application hearing and ends at a Final Hearing. In the case of Substantive Orders, the review cycle begins at a Final Hearing and ends at a Substantive Order Review when a Substantive Order is revoked.	
Review of substantive decisions	Cases where a Suspension or Conditions of Practice Order 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.
Rule 12 cases	Rule 12 is a designation that is typically applied to cases where there is limited anticipated case activity due to the existence of an on-going Police investigation. The designation allows the Fitness to Practise Department to more accurately monitor case progression and distinguish between cases that can be expeditiously progressed and those cases which cannot be progressed because any progression is dependent on a third-party investigation.	
SO (Scheduling Officer)	Scheduling Officers liaise with the parties involved in hearings to arrange appropriate dates for Interim Order Application hearings, Interim Order Review hearings, Substantive Order Review hearings, and Final Hearings.	
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	
405	405 Kennington Road is the location of the Health and Care Professions Tribunal Service.	

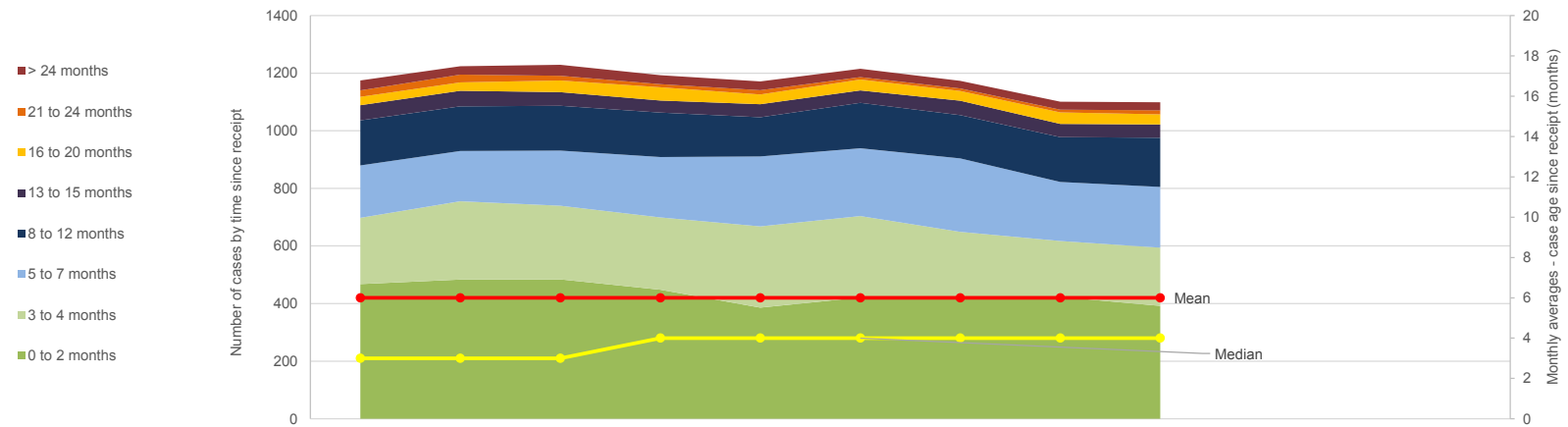
Pre Investigating Committee Panel (ICP) case information



	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	144	162	149	245	155	171	163	163	152	202	203	218	193	231	189	178	191	202	180	197	143			
Cases Open (excl Rule 12)	1,437	1,427	1,353	1,371	1,306	1,238	1,193	1,165	1,159	1,151	1,140	1,178	1,142	1,191	1,204	1,170	1,148	1,192	1,150	1,101	1,099			
Reception and Triage Cases Open	Not previously reported in this format - introduced in line with realignment																				109	215		
Rule 12 open	N/A	N/A	N/A	11	17	23	25	30	28	21	33	32	33	33	25	23	23	23	23	24	22			
Investigations Cases Open	Not previously reported in this format - introduced in line with realignment																				838	686		
Complex Cases Open	Not previously reported in this format - introduced in line with realignment																				140	136		
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	1,224	1,229	1,193	1,171	1,215	1,173	1,125	1,121			
Cases Closed Pre ICP (does not meet SOA)	71	123	160	165	155	173	156	143	115	133	130	137	159	125	133	168	168	105	180	198	109			
% of Cases Closed no ICP	5	9	12	12	12	14	13	12	10	11	11	11	14	10	11	14	14	9	15	18	10			
Cases Obs'd	47	59	61	81	64	73	79	64	30	64	67	67	51	58	62	54	47	62	53	53	28			
% of allegations Obs'd	18	24	24	31	25	32	31	22	11	25	28	26	21	25	25	22	19	25	21	21	12			

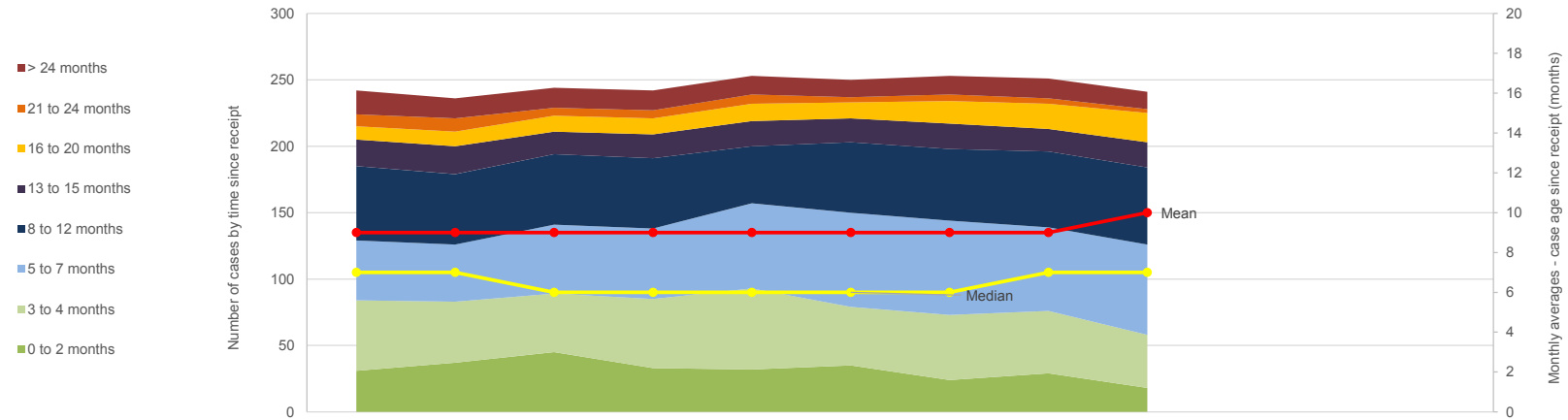
12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 YTD
1,653	2,069	2,170	2,127	1,704
857	1,162	1,441	1,176	1,099
				215
N/A	N/A	N/A	32	22
				686
				136
857	1,162	1,441	1,208	1,121
736	1,080	1,042	1,661	1,345
N/A	N/A	N/A	N/A	N/A
596	802	839	756	468
N/A	N/A	N/A	N/A	N/A

Length of time: Age of Open pre Investigating Committee Panel (ICP) cases including Enquiries since receipt



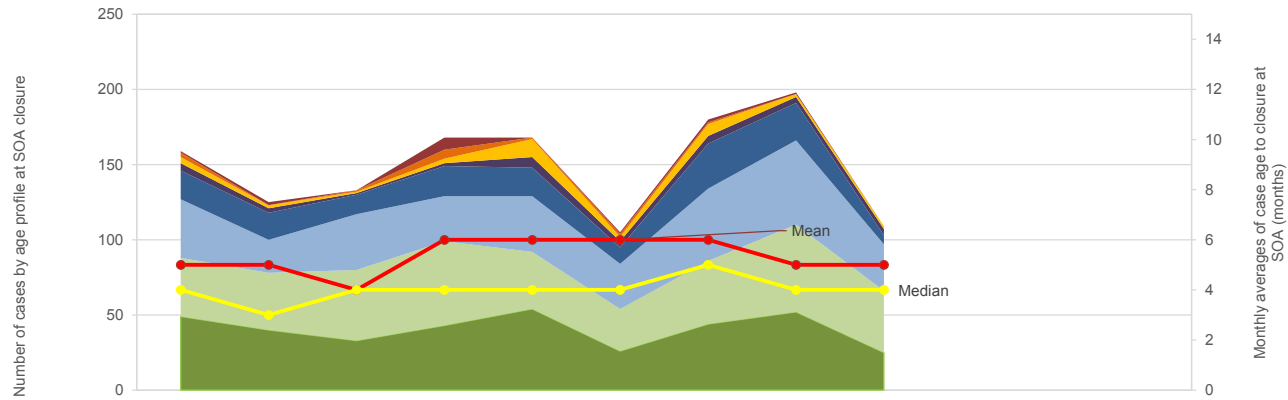
Age Profile (number of cases)	2016									2017		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0 to 2 months	468	483	484	448	386	421	420	423	392			
3 to 4 months	230	272	256	251	282	283	229	194	202			
5 to 7 months	182	175	191	210	243	235	255	205	211			
8 to 12 months	156	155	156	154	136	158	150	156	171			
13 to 15 months	53	54	47	42	45	43	50	46	46			
16 to 20 months	29	29	41	46	34	38	34	40	35			
21 to 24 months	22	27	16	11	15	8	9	9	14			
> 24 months	35	29	38	31	30	29	26	28	28			
Total	1,175	1,224	1,229	1,193	1,171	1,213	1,173	1,101	1,099			
Mean	6	6	6	6	6	6	6	6	6			
Median	3	3	3	4	4	4	4	4	4			
Age Profile (percentage of cases)												
0 to 2 months	40%	39%	39%	38%	33%	35%	36%	38%	36%			
3 to 4 months	20%	22%	21%	21%	24%	23%	20%	18%	18%			
5 to 7 months	15%	14%	16%	18%	21%	19%	22%	19%	19%			
8 to 12 months	13%	13%	13%	13%	12%	13%	13%	14%	16%			
13 to 15 months	5%	4%	4%	4%	4%	4%	4%	4%	4%			
16 to 20 months	2%	2%	3%	4%	3%	3%	3%	4%	3%			
21 to 24 months	2%	2%	1%	1%	1%	1%	1%	1%	1%			
> 24 months	3%	2%	3%	3%	3%	2%	2%	3%	3%			

Length of time: Age of Open pre Investigating Committee Panel (ICP) cases since receipt



	2016									2017		
Age Profile (number of cases)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0 to 2 months	31	37	45	33	32	35	24	29	18			
3 to 4 months	53	46	44	52	61	44	49	47	40			
5 to 7 months	45	43	52	53	64	71	71	63	68			
8 to 12 months	56	53	53	53	43	53	54	57	58			
13 to 15 months	20	21	17	18	19	18	19	17	19			
16 to 20 months	10	11	12	12	13	12	17	19	22			
21 to 24 months	9	10	6	6	7	4	5	4	3			
> 24 months	18	15	15	15	14	13	14	15	13			
Total	242	236	244	242	253	250	253	251	241			
Mean	9	9	9	9	9	9	9	9	10			
Median	7	7	6	6	6	6	6	7	7			
Age Profile (percentage of cases)												
0 to 2 months	13%	16%	18%	14%	13%	14%	9%	12%	7%			
3 to 4 months	22%	19%	18%	21%	24%	18%	19%	19%	17%			
5 to 7 months	19%	18%	21%	22%	25%	28%	28%	25%	28%			
8 to 12 months	23%	22%	22%	22%	17%	21%	21%	23%	24%			
13 to 15 months	8%	9%	7%	7%	8%	7%	8%	7%	8%			
16 to 20 months	4%	5%	5%	5%	5%	5%	7%	8%	9%			
21 to 24 months	4%	4%	2%	2%	3%	2%	2%	2%	1%			
> 24 months	7%	6%	6%	6%	6%	5%	6%	6%	5%			

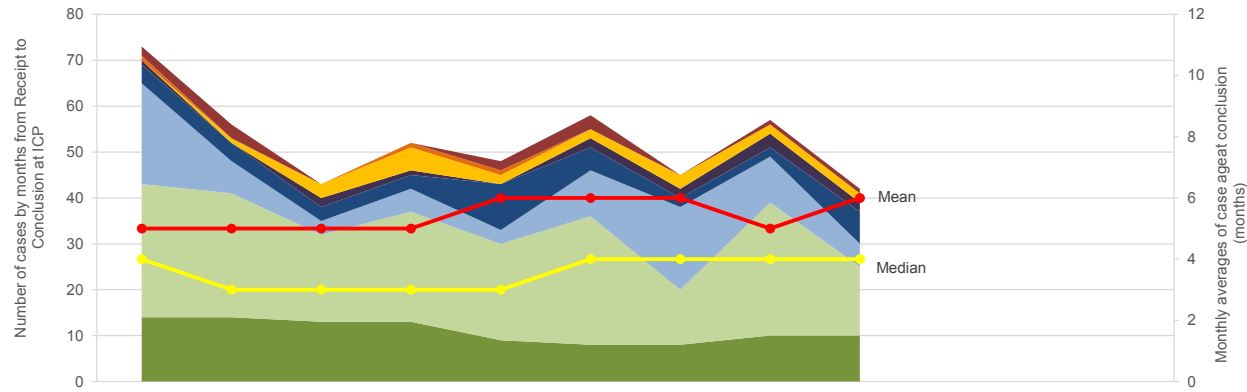
Length of time: Receipt to Closure at Standards of Acceptance (SOA)



Age Profile (number of cases)	2016										2017		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
0 to 2 months	49	40	33	43	54	26	44	52	25				
3 to 4 months	39	38	47	56	38	28	42	58	41				
5 to 7 months	39	22	37	30	37	30	48	56	31				
8 to 12 months	19	18	13	20	19	11	30	25	6				
13 to 15 months	5	3	1	2	7	4	5	4	4				
16 to 20 months	4	2	1	3	12	3	8	2	2				
21 to 24 months	3	0	1	6	1	2	1	0	0				
> 24 months	1	2	0	8	0	1	2	1	0				
Total	159	125	133	168	168	105	180	198	109				
Mean	5	5	4	6	6	6	6	5	5				
Median	4	3	4	4	4	4	5	4	4				
Age Profile (percentage of cases)													
0 to 2 months	31%	32%	25%	26%	32%	25%	24%	26%	23%				
3 to 4 months	25%	30%	35%	33%	23%	27%	23%	29%	38%				
5 to 7 months	25%	18%	28%	18%	22%	29%	27%	28%	28%				
8 to 12 months	12%	14%	10%	12%	11%	10%	17%	13%	6%				
13 to 15 months	3%	2%	1%	1%	4%	4%	3%	2%	4%				
16 to 20 months	3%	2%	1%	2%	7%	3%	4%	1%	2%				
21 to 24 months	2%	0%	1%	4%	1%	2%	1%	0%	0%				
> 24 months	1%	2%	0%	5%	0%	1%	1%	1%	0%				

	12/13	13/14	14/15	15/16	16/17
FYE	FYE	FYE	FYE	FYE	YTD
296	294	199	367	366	
208	303	305	378	387	
140	287	265	418	330	
61	160	194	355	161	
17	18	37	69	35	
12	11	27	54	37	
1	2	6	11	14	
1	5	9	9	15	
736	1,080	1,042	1,661	1,345	
4	5	6	6	5	
3	4	5	5	4	
40%	27%	19%	22%	27%	
28%	28%	29%	23%	29%	
19%	27%	25%	25%	25%	
8%	15%	19%	21%	12%	
2%	2%	4%	4%	3%	
2%	1%	3%	3%	3%	
0%	0%	1%	1%	1%	
0%	0%	1%	1%	1%	

Length of time: Standards of Acceptance (SOA) to Conclusion at Investigating Committee Panel (ICP)



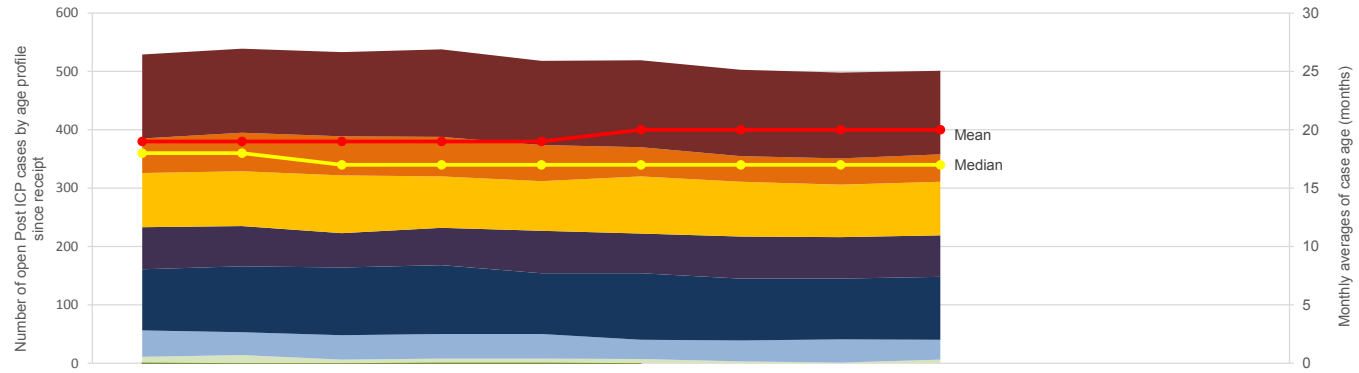
Age Profile (number of cases)	2016										2017		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
0 to 2 months	14	14	13	13	9	8	8	10	10				
3 to 4 months	29	27	19	24	21	28	12	29	15				
5 to 7 months	22	7	3	5	3	10	18	10	5				
8 to 12 months	4	4	3	3	10	5	2	2	7				
13 to 15 months	1	0	2	1	0	2	2	3	2				
16 to 20 months	0	1	3	5	2	2	3	2	2				
21 to 24 months	1	0	0	1	1	0	0	0	0				
> 24 months	2	3	0	0	2	3	0	1	1				
Total	73	56	43	52	48	58	45	57	42				
Mean	5	5	5	5	6	6	6	5	6				
Median	4	3	3	3	3	4	4	4	4				

14/15	15/16	16/17
FYE*	FYE*	YTD
178	180	99
344	264	204
159	146	83
85	75	40
21	29	13
11	25	20
7	12	3
3	11	12
808	742	474
5	6	6
3	4	4

Age Profile (percentage of cases)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0 to 2 months	19%	25%	30%	25%	19%	14%	18%	18%	24%			
3 to 4 months	40%	48%	44%	46%	44%	48%	27%	51%	36%			
5 to 7 months	30%	13%	7%	10%	6%	17%	40%	18%	12%			
8 to 12 months	5%	7%	7%	6%	21%	9%	4%	4%	17%			
13 to 15 months	1%	0%	5%	2%	0%	3%	4%	5%	5%			
16 to 20 months	0%	2%	7%	10%	4%	3%	7%	4%	5%			
21 to 24 months	1%	0%	0%	2%	2%	0%	0%	0%	0%			
> 24 months	3%	5%	0%	0%	4%	5%	0%	2%	2%			

FYE	FYE	YTD
22%	24%	21%
43%	36%	43%
20%	20%	18%
11%	10%	8%
3%	4%	3%
1%	3%	4%
1%	2%	1%
0%	1%	3%

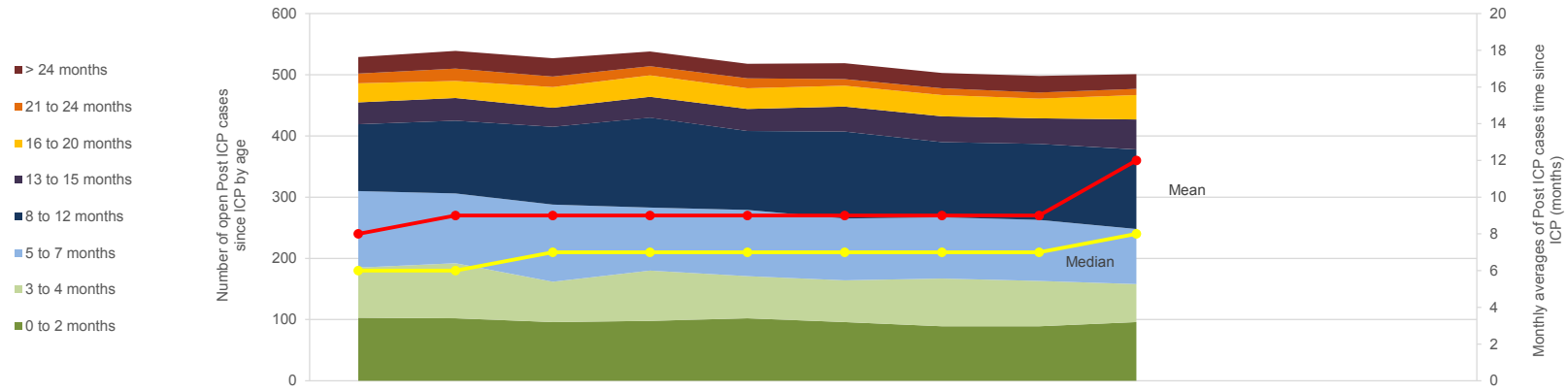
Length of time: Age of Open Post Investigating Committee Panel (ICP) cases since receipt



	2016									2017		
Age Profile (number of cases)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0 to 2 months	1	0	0	1	1	0	0	0	0			
3 to 4 months	10	14	6	7	7	7	3	1	6			
5 to 7 months	45	39	42	42	42	33	36	40	34			
8 to 12 months	105	113	116	118	104	114	106	104	108			
13 to 15 months	72	69	59	64	73	68	72	71	71			
16 to 20 months	93	94	99	88	85	98	94	90	92			
21 to 24 months	59	66	67	68	62	50	44	45	47			
> 24 months	144	144	144	150	144	149	148	147	143			
Total	529	539	533	538	518	519	503	498	501			
Mean	19	19	19	19	19	20	20	20	20			
Median	18	18	17	17	17	17	17	17	17			

Age Profile (percentage of cases)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0 to 2 months	0%	0%	0%	0%	0%	0%	0%	0%	0%			
3 to 4 months	2%	3%	1%	1%	1%	1%	1%	0%	1%			
5 to 7 months	9%	7%	8%	8%	8%	6%	7%	8%	7%			
8 to 12 months	20%	21%	22%	22%	20%	22%	21%	21%	22%			
13 to 15 months	14%	13%	11%	12%	14%	13%	14%	14%	14%			
16 to 20 months	18%	17%	19%	16%	16%	19%	19%	18%	18%			
21 to 24 months	11%	12%	13%	13%	12%	10%	9%	9%	9%			
> 24 months	27%	27%	27%	28%	28%	29%	29%	30%	29%			

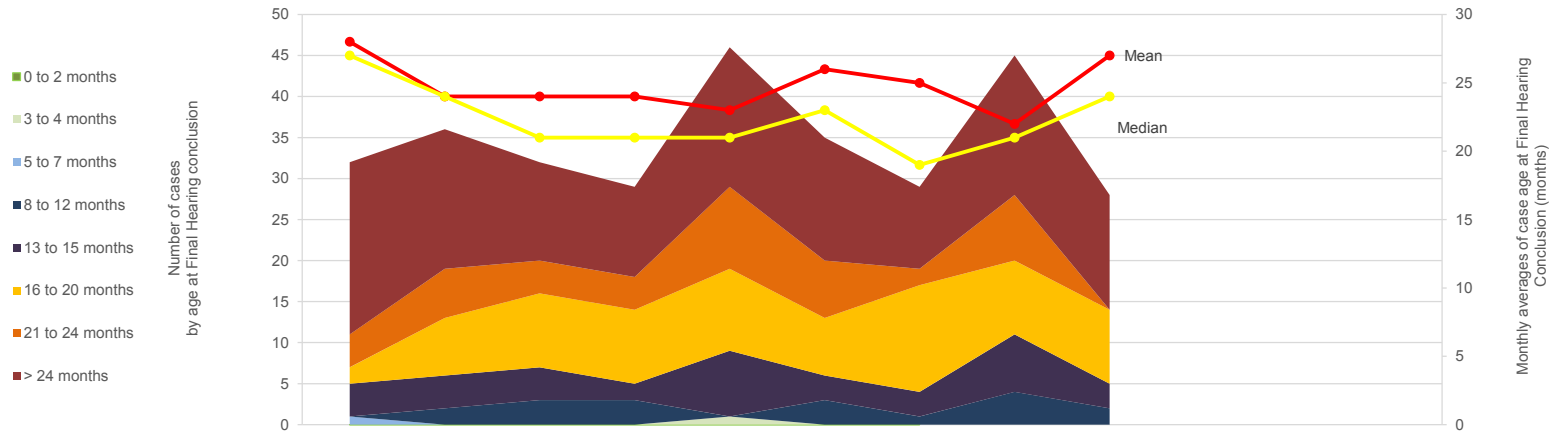
Length of time: Age of Open Post Investigating Committee Panel (ICP) cases since referral from Investigating Committee



Age Profile	2016										2017		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
0 to 2 months	103	102	96	98	102	96	89	89	96				
3 to 4 months	82	90	66	82	69	68	78	74	62				
5 to 7 months	125	114	126	103	108	101	100	100	90				
8 to 12 months	109	119	127	147	129	142	123	124	130				
13 to 15 months	36	37	31	34	36	41	42	42	49				
16 to 20 months	31	28	34	35	34	34	35	32	40				
21 to 24 months	16	20	17	15	16	11	11	10	10				
> 24 months	27	29	30	24	24	26	25	27	24				
Total	529	539	533	538	518	519	503	498	501				
Mean	8	9	9	9	9	9	9	9	12				
Median	6	6	7	7	7	7	7	7	8				

Age Profile (percentage of cases)												
0 to 2 months	19%	19%	18%	18%	20%	18%	18%	18%	19%			
3 to 4 months	16%	17%	12%	15%	13%	13%	16%	15%	12%			
5 to 7 months	24%	21%	24%	19%	21%	19%	20%	20%	18%			
8 to 12 months	21%	22%	24%	27%	25%	27%	24%	25%	26%			
13 to 15 months	7%	7%	6%	6%	7%	8%	8%	8%	10%			
16 to 20 months	6%	5%	6%	7%	7%	7%	7%	6%	8%			
21 to 24 months	3%	4%	3%	3%	3%	2%	2%	2%	2%			
> 24 months	5%	5%	6%	4%	5%	5%	5%	5%	5%			

Length of Time: Receipt - Conclusion at Final Hearing



Age Profile	2016										2017		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
0 to 2 months	No	0	0	0	0	0	0	0	0				
3 to 4 months	No	0	0	0	1	0	0	0	0				
5 to 7 months	No	1	0	0	0	0	0	0	0				
8 to 12 months	No	0	2	3	3	0	3	1	4	2			
13 to 15 months	No	4	4	4	2	8	3	3	7	3			
16 to 20 months	No	2	7	9	9	10	7	13	9	9			
21 to 24 months	No	4	6	4	4	10	7	2	8	0			
> 24 months	No	21	17	12	11	17	15	10	17	14			
Total		32	36	32	29	46	35	29	45	28			
Mean		28	24	24	24	23	26	25	22	27			
Median		27	24	21	21	21	23	19	21	24			

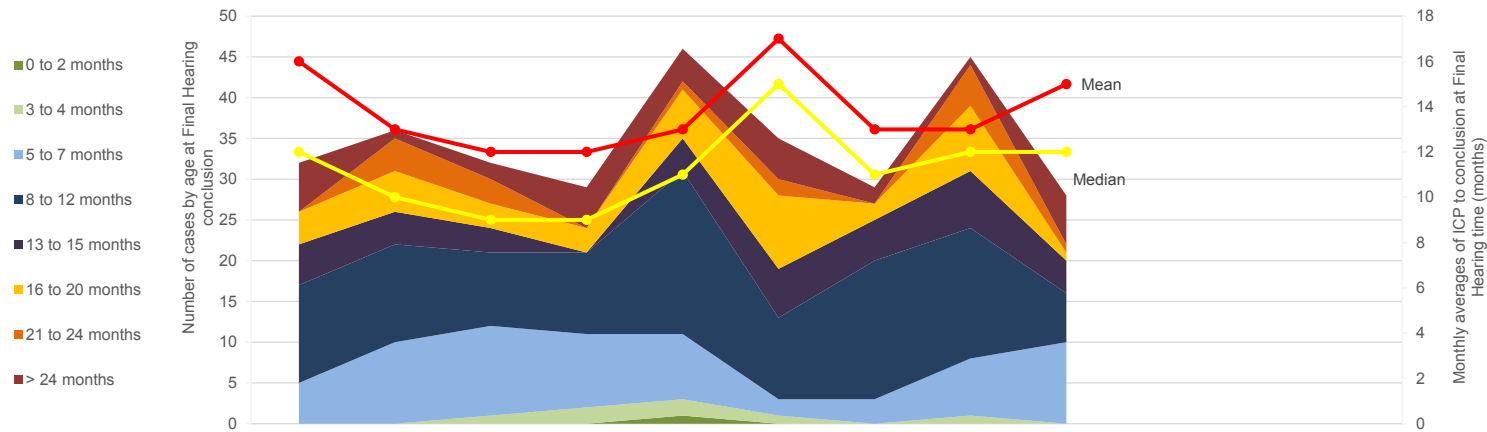
Age Profile (percentage of cases)												
0 to 2 months	%	0%	0%	0%	0%	0%	0%	0%	0%	0%		
3 to 4 months	%	0%	0%	0%	0%	2%	0%	0%	0%	0%		
5 to 7 months	%	3%	0%	0%	0%	0%	0%	0%	0%	0%		
8 to 12 months	%	0%	6%	9%	10%	0%	9%	3%	9%	7%		
13 to 15 months	%	13%	11%	13%	7%	17%	9%	10%	16%	11%		
16 to 20 months	%	6%	19%	28%	31%	22%	20%	45%	20%	32%		
21 to 24 months	%	13%	17%	13%	14%	22%	20%	7%	18%	0%		
> 24 months	%	66%	47%	38%	38%	37%	43%	34%	38%	50%		

12/13 FYE*	13/14 FYE*	14/15 FYE*	15/16 FYE*	16/17 YTD
		0	0	0
		0	0	1
		1	2	1
		59	22	18
		80	44	38
		99	84	75
		53	44	45
		59	116	134
228	267	351	312	312
16	17	19	23	24
14	14	17	21	22

		0%	0%	0%
		0%	0%	0%
		0%	1%	0%
		17%	7%	6%
		23%	14%	12%
		28%	27%	24%
		15%	14%	14%
		17%	37%	43%

*Previously reported in different format

Length of Time: Investigating Committee Panel (ICP) Decision - Conclusion at Final Hearing



Age Profile	2016										2017		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
0 to 2 months	0	0	0	0	1	0	0	0	0				
3 to 4 months	0	0	1	2	2	1	0	1	0				
5 to 7 months	5	10	11	9	8	2	3	7	10				
8 to 12 months	12	12	9	10	20	10	17	16	6				
13 to 15 months	5	4	3	0	4	6	5	7	4				
16 to 20 months	4	5	3	3	6	9	2	8	1				
21 to 24 months	0	4	3	0	1	2	0	5	1				
> 24 months	6	1	2	5	4	5	2	1	6				
Total	32	36	32	29	46	35	29	45	28				
Mean	16	13	12	12	13	17	13	13	15				
Median	12	10	9	9	11	15	11	12	12				

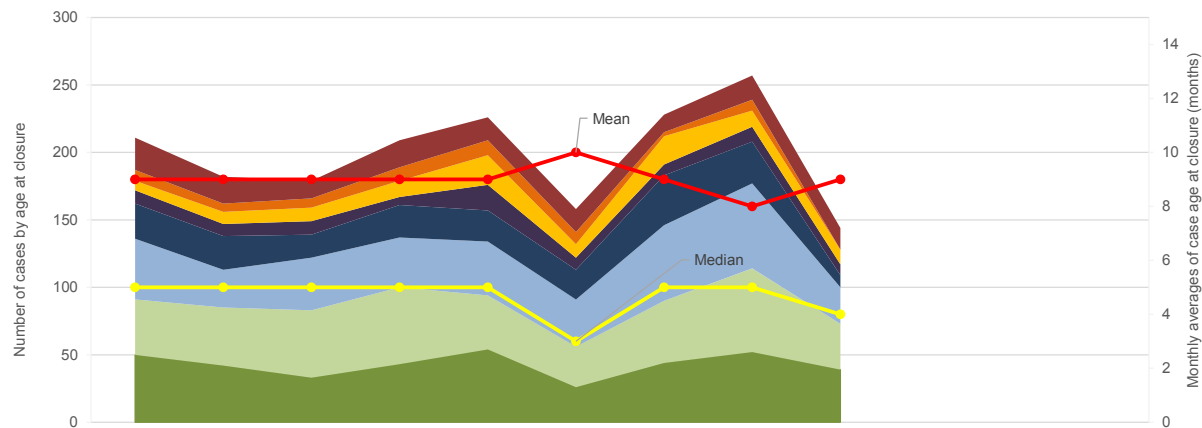
Age Profile	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0 to 2 months	0%	0%	0%	0%	2%	0%	0%	0%	0%			
3 to 4 months	0%	0%	3%	7%	4%	3%	0%	2%	0%			
5 to 7 months	16%	28%	34%	31%	17%	6%	10%	16%	36%			
8 to 12 months	38%	33%	28%	34%	43%	29%	59%	36%	21%			
13 to 15 months	16%	11%	9%	0%	9%	17%	17%	16%	14%			
16 to 20 months	13%	14%	9%	10%	13%	26%	7%	18%	4%			
21 to 24 months	0%	11%	9%	0%	2%	6%	0%	11%	4%			
> 24 months	19%	3%	6%	17%	9%	14%	7%	2%	21%			

12/13 FYE*	13/14 FYE*	14/15 FYE*	15/16 FYE*	16/17 YTD
		2	0	1
		6	7	7
		86	64	65
		149	139	112
		44	32	38
		37	38	41
		14	16	16
		13	17	32
228	267	351	312	312
		11	12	14
		9	10	11

12/13 FYE*	13/14 FYE*	14/15 FYE*	15/16 FYE*	16/17 YTD
		1%	0%	0%
		2%	2%	2%
		25%	21%	21%
		42%	45%	36%
		13%	10%	12%
		11%	12%	13%
		4%	5%	5%
		4%	5%	10%

*Previously reported in different format

Length of time to close cases (combined)



Age Profile	2016									2017		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0 to 2 months	50	42	33	43	54	26	44	52	39			
3 to 4 months	41	43	50	57	40	30	46	62	34			
5 to 7 months	45	28	39	37	40	35	56	63	27			
8 to 12 months	26	25	17	24	23	22	37	31	9			
13 to 15 months	10	9	10	6	19	9	8	11	8			
16 to 20 months	7	9	10	12	22	10	21	12	11			
21 to 24 months	8	6	7	10	11	9	3	8	0			
> 24 months	24	20	13	20	17	17	13	18	16			
Total	211	182	179	209	226	158	228	257	144			
Mean	9	9	9	9	9	10	9	8	9			
Median	5	5	5	5	5	3	5	5	4			

Age Profile	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
0 to 2 months	24%	23%	18%	21%	24%	16%	19%	20%	27%			
3 to 4 months	19%	24%	28%	27%	18%	19%	20%	24%	24%			
5 to 7 months	21%	15%	22%	18%	18%	22%	25%	25%	19%			
8 to 12 months	12%	14%	9%	11%	10%	14%	16%	12%	6%			
13 to 15 months	5%	5%	6%	3%	8%	6%	4%	4%	6%			
16 to 20 months	3%	5%	6%	6%	10%	6%	9%	5%	8%			
21 to 24 months	4%	3%	4%	5%	5%	6%	1%	3%	0%			
> 24 months	11%	11%	7%	10%	8%	11%	6%	7%	11%			

12/13 FYE*	13/14 FYE*	14/15 FYE*	15/16 FYE*	16/17 YTD
		202	365	383
		367	408	403
		395	499	370
		369	471	214
		144	139	90
		151	166	114
		72	65	62
		70	132	158
1185	1678	1770	2245	1794
9	8	9	9	9
6	5	7	7	5

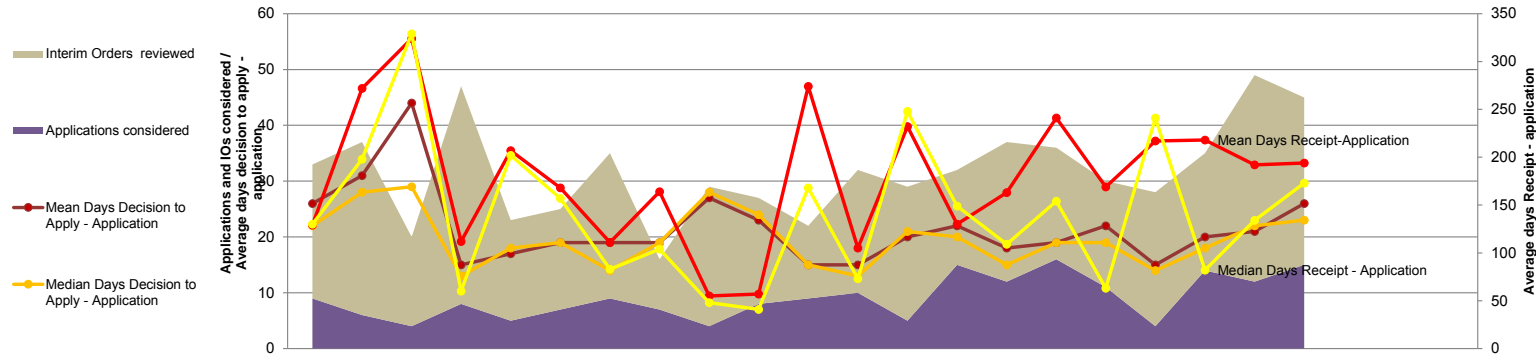
		11%	16%	21%
		21%	18%	22%
		22%	22%	21%
		21%	21%	12%
		8%	6%	5%
		9%	7%	6%
		4%	3%	3%
		4%	6%	9%

*Previously reported in different format

Cases at judicial review or High Court/Court of Sheriff stage

	2015			2016									2017									14/15 FYE	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
Judicial review - received	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	5	1	1
Judicial review - open	1	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	0	1	0	0	1	1			
High court - PSA received	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	1	0	0	0	0	1	5	3	1	
High court - PSA open	2	2	1	1	1	1	1	2	2	3	4	4	5	5	5	4	4	2	1	1	2				
High court - Registrant received	1	1	1	0	0	1	0	0	1	0	2	1	0	0	0	0	0	0	1	0	0	5	8	1	
High Court - Registrant open	2	1	2	2	2	3	3	3	3	2	3	4	4	4	3	3	3	2	3	2	0				
IO extension application at High Court	0	2	0	0	0	2	0	1	0	0	7	0	0	1	3	1	0	0	0	3	4	5	12	12	

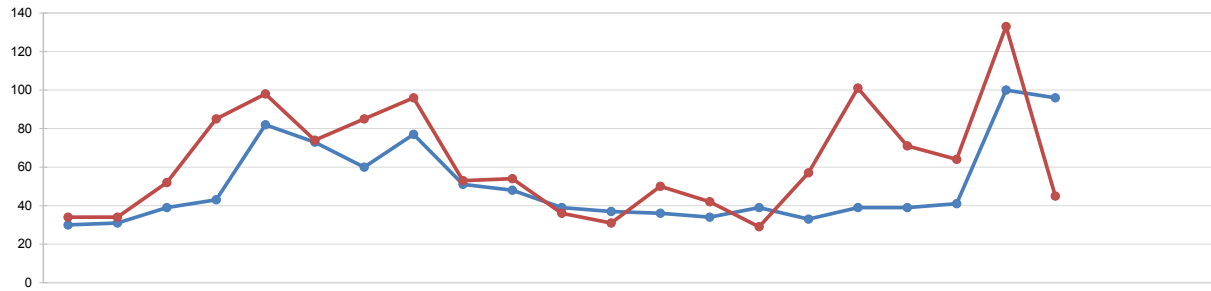
Interim Orders



	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			
Applications considered	9	6	4	8	5	7	9	7	4	8	9	10	5	15	12	16	11	4	14	12	15						
Applications granted	6	5	2	7	5	6	9	7	4	8	8	9	5	14	12	12	9	3	12	10	11						
Applications not granted	3	1	2	1	1	1	0	2	0	0	1	1	0	1	0	2	1	1	2	2	4						
Interim Orders reviewed	24	31	16	39	18	18	26	9	25	19	13	22	24	17	25	20	19	24	21	37	30						
Interim Orders revoked	0	1	0	0	0	2	1	1	1	0	1	0	1	0	0	0	1	0	0	0	2						
IO instructed for High Court extension	2	2	2	1	0	2	0	1	0	0	3	4	0	1	3	1	0	4	0	2	1						
Interim Order imposed at part heard/adjourned Final Hearing	Not previously reported												0	0	0	1	0	0	0	0	0						
Interim Order imposed at Final Hearing	Not previously reported												0	0	0	0	1	0	0	0	29						
Mean Days Receipt-Application	129	272	324	112	207	168	111	164	55	57	274	105	232	130	163	241	169	217	218	192	194						
Median Days Receipt - Application	130	198	329	60	202	157	83	104	48	41	168	73	248	149	109	154	63	241	82	134	173						
Mean Days Decision to Apply - Application	26	31	44	15	17	19	19	19	27	23	15	15	20	22	18	19	22	15	20	21	26						
Median Days Decision to Apply - Application	22	28	29	13	18	19	14	19	28	24	15	13	21	20	15	19	19	14	18	22	23						

12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 YTD
43	97	80	89	104
39	85	71	78	88
4	12	9	11	13
151	166	249	261	217
8	3	8	7	4
10	5	15	19	12
Not previously reported				1
Not previously reported				30
	151	176	152	195
	105	143	106	150
	24	20	21	20
19	18	17	17	19

Health and Character Declarations

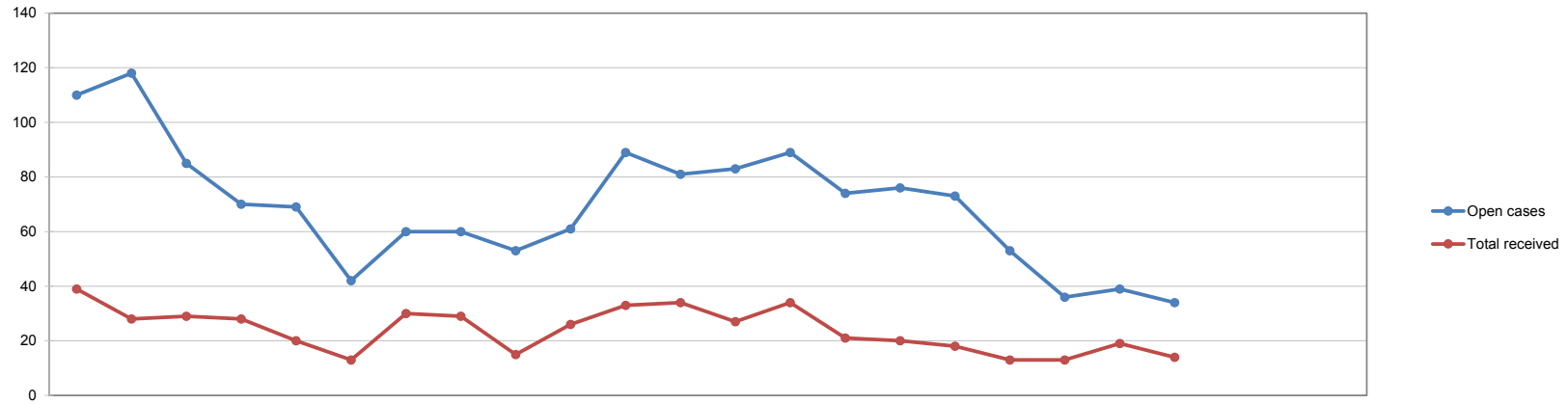


— Open cases
— Total received

		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
Received	Renewal	1	1	1	1	7	4	8	3	0	2	6	2	2	0	2	3	0	0	6	63	31			
	Readmission	4	5	13	5	9	6	7	10	8	5	4	3	6	15	6	1	10	7	5	4	8			
	Admission	29	28	38	79	82	64	70	83	45	47	26	26	42	27	21	53	91	64	53	66	6			
	Self-referral	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Total received	34	34	52	85	98	74	85	96	53	54	36	31	50	42	29	57	101	71	64	133	45			
Considered	Admission accepted administratively	Not previously reported. To be reported from November 2016 onwards																			52	35			
	Considered by panel	26	9	14	25	23	51	47	36	35	32	19	19	22	14	15	13	8	7	7	6	9			
	Referred to FTP	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Admission rejected by panel	0	0	0	0	1	4	3	1	5	4	1	1	0	1	4	0	1	0	1	2	1			
	Readmission rejected by panel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0			
	Renewal rejected by panel	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Not referred to FTP	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
	Admission accepted by panel	26	9	14	25	17	47	43	35	29	27	18	18	17	12	11	11	50	7	4	2	5			
	Readmission accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	7	0	1	1	1			
	Renewal accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2			
Open cases	30	31	39	43	82	73	60	77	51	48	39	37	36	34	39	33	39	39	41	100	96				

12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 YTD
40	16	50	36	107
124	134	114	79	62
740	775	692	617	423
1	0	0	0	0
905	925	856	732	592
491	460	480	336	101
0	1	1	1	0
28	11	24	20	10
2	18	3	0	1
1	0	1	0	0
3	0	0	0	0
453	424	449	308	119
2	6	0	0	11
2	0	0	0	3

Protection of Title



	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
Public	21	9	11	9	7	5	11	12	8	15	18	9	16	9	6	8	6	4	3	8	8			
Police	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0			
HCPC Registrant	0	0	0	0	1	0	10	3	0	0	3	1	3	1	4	7	2	3	7	7	3			
Anonymous	2	1	1	2	2	1	1	0	0	2	1	1	2	4	2	0	5	1	2	1	0			
Professional body	15	16	9	11	5	4	8	11	5	3	4	21	1	20	6	5	5	2	0	2	3			
Other	1	2	8	5	5	3	0	3	1	6	7	2	5	0	3	0	0	3	1	1	0			
Total received	39	28	29	28	20	13	30	29	15	26	33	34	27	34	21	20	18	13	13	19	14			
Open cases	110	118	85	70	69	42	60	60	53	61	89	81	83	89	74	76	73	53	36	39	34			

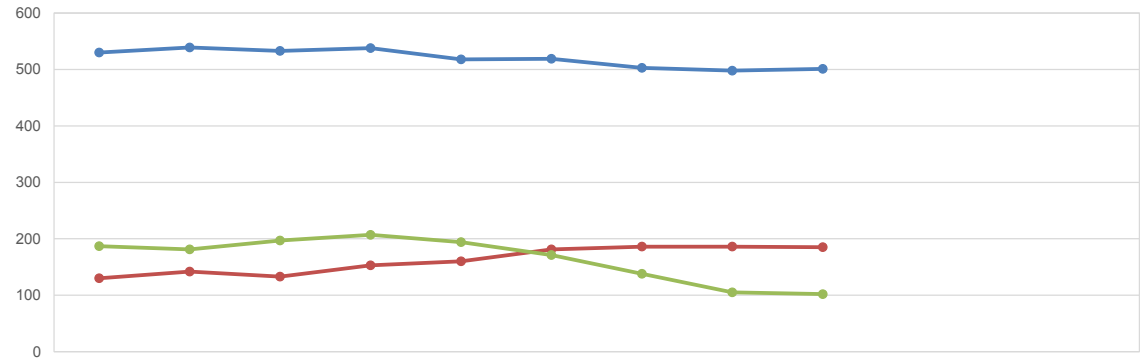
12/13	13/14	14/15	15/16	16/17
FYE	FYE	FYE	FYE	YTD
99	132	150	135	68
27	11	4	2	0
3	6	10	18	37
15	25	14	14	17
154	119	139	112	44
	26	9	43	13
298	319	326	324	179

Miscellaneous (MIS) cases

	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	77	98	51	58	57			
Cases closed	52	42	76	93	62	85	79	62	27	55	52	79	103	46	78	75	105	89	41	55	70			
Cases open	56	79	65	56	48	49	36	49	74	96	61	60	47	69	72	65	37	46	56	59	46			

14/15 FYE	15/16 FYE	16/17 YTD
814	821	648
851	764	662

Scheduling Forecast and Management Information Summary



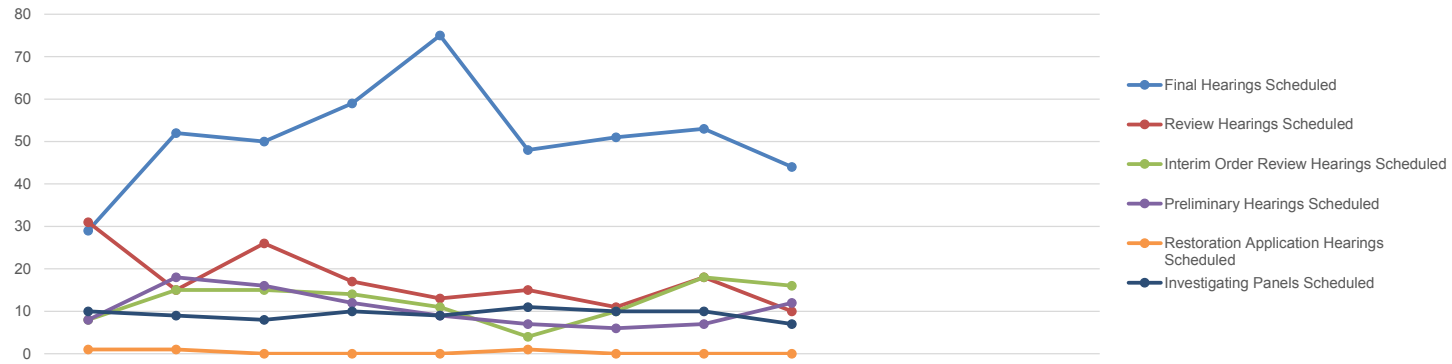
—● Ongoing Post ICP Cases
—● Number of Cases fixed for future months
—● Number of Cases Ready to Fix

	2016									2017		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Ongoing Post ICP Cases	530	539	533	538	518	519	503	498	501			
Number of Cases Ready to Fix	187	181	197	207	194	171	138	105	102			
% of Cases Ready to Fix	35	34	37	38	37	33	27	21	20			
Number of Cases fixed for future months	130	142	133	153	160	181	186	186	185			
% of Cases fixed for future months	25	26	25	28	31	35	37	37	37			
Number of Cases with External Legal Provider	130	146	138	120	108	113	127	121	130			
% of Cases with External Legal Provider	25	27	26	22	21	22	22	24	26			
Number of Cases RTF DNS	83	70	65	58	56	54	52	47	45			
% of Cases RTF DNS	16	13	12	11	11	10	10	9	9			

Year End 15/16*	16/17 Forecast				
	Original Forecast	3 month re-forecast	6 month re-forecast	9 month re-forecast	YTD Total
516	491	526	533		498
	147	158	160		105
	31%	30%	30		21
	147	158	160		186
	30	30	30		37
	147	158	160		121
	30	30	30		24
	49	53	53		47
	10	10	10		9

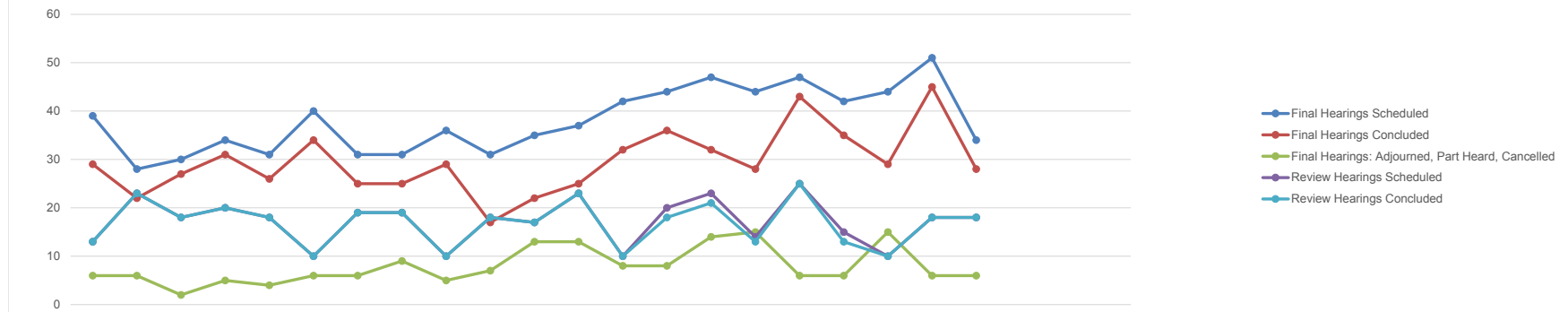
*Not previously reported in this format

Scheduling Activity Overview - Cases scheduled this month for future months



	2016									2017			16/17 YTD
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Final Hearings Scheduled	29	52	50	59	75	48	51	53	44				461
Review Hearings Scheduled	31	15	26	17	13	15	11	18	10				156
Interim Order Applications Scheduled	8	15	15	14	11	4	10	18	16				111
Interim Order Review Hearings Scheduled	24	17	25	19	26	26	31	42	16				226
Preliminary Hearings Scheduled	8	18	16	12	9	7	6	7	12				95
Restoration Application Hearings Scheduled	1	1	0	0	0	1	0	0	0				3
Investigating Panels Scheduled	10	9	8	10	9	11	10	10	7				84
Total Events Scheduled	111	127	140	131	143	112	119	148	105				1136

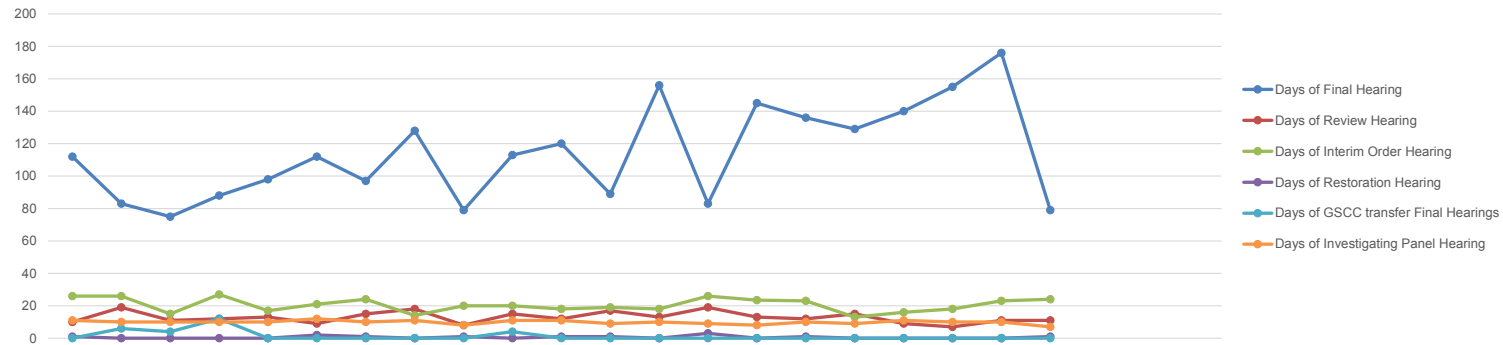
Hearings Management Information Summary



	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
Final Hearings Scheduled	39	28	30	34	31	40	31	31	36	31	35	37	42	44	47	44	47	42	44	51	34			
Final Hearings Concluded	29	22	27	31	26	34	25	25	29	17	22	25	32	36	32	28	43	35	29	45	28			
Final Hearings: Adjournd, Part Heard, Cancelled	6	6	2	5	4	6	6	9	5	7	13	13	8	8	14	15	6	6	15	6	6			
% of Hearings Adjournd/Part Heard	15	21	7	15	13	15	19	29	14	23	37	35	19	18	30	34	13	14	34	12	18			
Review Hearings Scheduled	13	23	18	20	18	10	19	19	10	18	17	23	10	20	23	14	25	15	10	18	18			
Review Hearings Concluded	13	23	18	20	18	10	19	19	10	18	17	23	10	18	21	13	25	13	10	18	18			
Cases in Review Cycle	234	233	235	235	236	226	229	226	219	219	219	210	202	203	205	199	206	209	213	226	225			
Preliminary Hearings	7	3	7	6	5	5	5	4	4	4	8	8	6	7	15	12	5	11	4	5	4			

Year End 15/16	16/17 Forecast				
	Original Forecast	3 month re-forecast	6 month re-forecast	9 month re-forecast	YTD Total
403	403	403	403		395
312	321	321	321		308
82	82	82	82		84
243	20	20	20		192
208	235	233	213		153
208	235	229	206		146
210	210	213	227		226
66	118	118	105		69

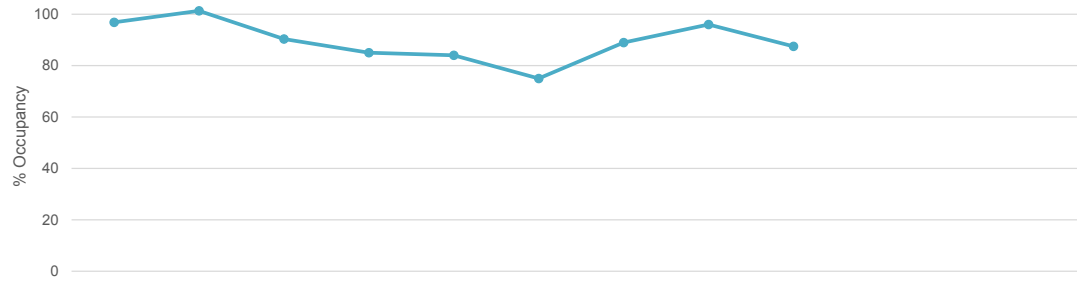
Hearing Days and Witnesses



	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
Days of Final Hearing	112	83	75	88	98	112	97	128	79	113	120	89	156	83	145	136	129	140	155	176	79			
Days of Review Hearing	10	19	11	12	13	9	15	18	8	15	12	17	13	19	13	12	15	9	7	11	11			
Days of Interim Order Hearing	26	26	15	27	17	21	24	14	20	20	18	19	18	26	24	23	13	16	18	23	24			
Days of Restoration Hearing	1	0	0	0	0	2	1	0	1	0	1	1	0	3	0	1	0	0	0	0	1			
Days of GSCC transfer Final Hearings	0	6	4	12	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0			
Days of Investigating Panel Hearing	11	10	10	10	10	12	10	11	8	11	11	9	10	9	8	10	9	11	10	10	7			
Total Days of Hearing	160	144	115	149	138	156	147	171	116	163	162	135	197	140	190	182	166	176	190	220	122			
Days of External Hearing	18	22	39	5	19	22	12	17	30	20	32	22	42	23	21	41	16	23	25	35	16			
% of Days of External Hearing	11	15	32	3	13	14	8	10	25	12	19	15	21	16	11	23	10	13	13	16	13			
Average days per Final Hearing	2.9	3.0	2.5	2.6	3.2	2.8	3.1	4.1	2.2	3.6	3.4	2.4	3.7	1.9	3.1	3.1	2.7	3.3	3.5	3.5	2.3			
Number of Witnesses (Fact)	59	67	66	61	72	77	63	88	45	70	84	54	97	95	89	87	72	86	99	122	39			
Number of Witnesses (Expert)	2	2	1	2	0	2	0	1	0	2	1	3	4	3	1	1	2	3	1	1	0			

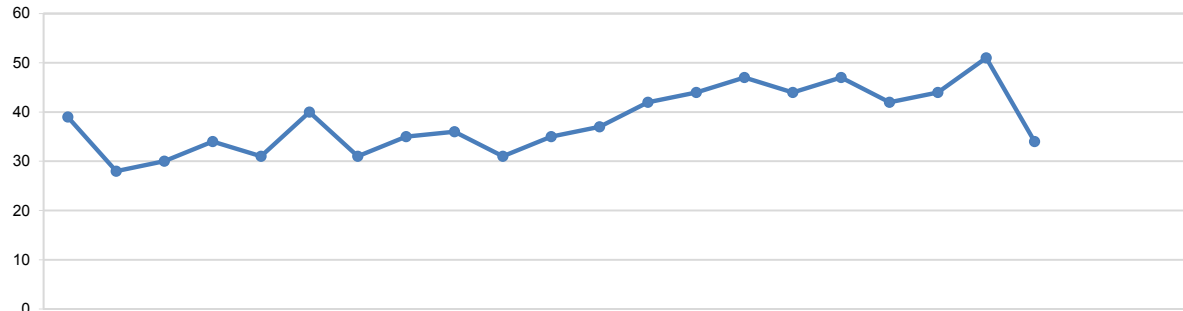
12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 YTD
574	870	1180	1,194	1,199
77	101	124	159	110
107	124	196	247	185
1	1	5	7	5
32	253	40	22	0
123	108	136	123	84
957	1,554	1,672	1,756	1,583
198			258	166
21			15	15
2.5	3.6	3.4	3.0	3.0
529	907	937	806	786
6	17	15	16	16

405 Kennington Road Capacity



	2016 Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	2017 Jan	Feb	Mar	16/17 YTD
Available Days for Hearing	20	19	22	20	22	22	21	22	16	21	20	23	248
405 KPR Hearing Room Capacity	160	152	176	160	176	176	168	176	128	168	160	184	1,984
405 KPR Forecast Capacity	160	152	176	160	176	176	168	176	128	168	160	184	1,984
405 Hearing Room Used	155	154	159	136	147	132	149	169	112				1,313
405 % Occupancy	97	101	90	85	84	75	89	96	88				89
405 ICP Room Capacity	20	19	22	20	22	22	21	22	16	21	20	23	248
405 ICP Room Capacity Used	50	47	36	50	41	50	38	50	44				45

Panel Hearings Decisions (Preliminary and Final Hearings)



—●— Hearings listed

	2015			2016									2017			12/13	13/14	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	FYE
Conduct & Competence and Health Committee	Hearings listed	39	28	30	34	31	40	31	35	36	31	35	37	42	44	47	44	47	42	44	51	34	266	311	420	407	395	
	Adjourned / cancelled / postponed	2	1	0	2	1	1	4	5	0	3	3	4	4	4	8	5	2	4	13	2	2	24	25	34	26	44	
	Part heard	4	5	2	3	3	5	2	4	5	4	10	6	4	4	6	10	2	3	6	3	4	11	15	38	53	42	
	Referred to other committee	1	0	1	0	0	0	0	1	0	0	0	1	1	0	0	0	0	0	0	1	0	2	4	3	4	2	
	Caution	5	3	2	3	2	2	3	3	3	1	2	3	5	4	1	1	5	3	5	2	1	41	36	52	32	27	
	Conditions of practice	3	2	3	6	3	2	3	2	4	5	6	1	1	4	2	5	2	5	1	5	3	14	26	39	40	28	
	No further action	0	1	0	1	0	0	0	0	0	1	0	0	1	0	4	1	0	2	0	0	0	2	6	6	3	8	
	Not well founded /wholly discontinued	5	3	10	7	7	10	9	10	11	4	2	8	10	12	8	7	11	12	7	11	7	54	69	89	86	85	
	Consent - removed	3	2	1	0	2	2	3	3	1	3	1	2	0	1	2	2	7	2	0	1	5	12	20	31	23	20	
	Consent - caution	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	n/a	0	0	1	1	
	Consent - conditions	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	n/a	0	0	1	0	
	Consent - suspension	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	n/a	0	0	0	0	
	Struck off	6	4	5	8	5	10	5	5	7	3	5	6	7	7	6	11	6	3	9	11	8	44	52	62	69	68	
	Suspended	7	7	6	5	7	8	2	2	3	0	6	4	8	8	9	2	15	7	7	15	4	61	57	69	57	75	
Investigating	Amended	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	No further action	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	
	Not well founded	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	Part heard	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	
	Removed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	
Cases concluded	29	22	27	31	26	34	25	25	29	17	22	25	32	36	32	29	46	35	29	45	28	228	266	348	312	312		
% of Concluded Cases Disposed of via consent	10	9	4	3	8	6	12	12	3	18	5	12	0	3	6	7	15	9	0	2	18	5	8	9	8	7		
% of Concluded Cases with a Reviewable Sanction	34	41	33	35	38	29	20	16	24	29	55	20	28	33	34	24	37	34	28	44	25	33	31	31	31	33		