

**Agenda Item 8**

**Enclosure 5**

**Health and Care Professions Council  
20 September 2017**

**Chief Executive's report**

**For discussion**

**From Marc Seale, Chief Executive and  
Registrar**

Council, 20 September 2017

Chief Executive's report

Executive summary and recommendations

### **Introduction**

The Chief Executive's report, enclosing the performance report, is attached.

It is proposed that the Council should receive a Chief Executive's report at each meeting but only receive a performance report (incorporating commentary and operational data / graphs) at the meetings in March, July, September and December. This approach should ensure that the Council receives data at an appropriate frequency, whilst avoiding considering data and commentary which only relates to a very short reporting period.

Since the last meeting, the Executive has removed a small amount of data / graphs (a table is included in the pack outlining what has been removed). This has been informed by feedback from members and discussion with the Chair and with members of the Executive Management Team.

### **Decision**

The Council is invited to:

- discuss the attached paper; and
- agree that the performance report should be considered by the Council four times a year (at the March, July, September and December meetings).

### **Background information**

None

### **Resource implications**

None

**Financial implications**

None

**Appendices**

None

**Date of paper**

8 September 2017

## **Chief Executive's report – 20 September 2017**

### **1. Meetings attended**

- A list of the meetings the Chief Executive has attended since the last Council meeting is attached.

### **2. Key areas to highlight to the Council**

- The following are the key areas of organisational performance that I wish to bring to the Council's attention. More detailed updates about these areas are provided in the performance report or elsewhere on the Council agenda - with the exception of the regulation of social workers in England for which a verbal update will be provided.

### **Financial performance year to date**

- For the 5 months to 31 August, income is on track and expenditure is £1.1m / 8% under budget. The expenditure underspend includes £0.4m on the 186 Kennington Park Road refurbishment. As noted elsewhere, the project has been delayed while the issue with the middle building was resolved. All invoices received so far have been treated as capital expenditure, pending reanalysis between operating expenditure and capital expenditure later in the year.

### **Professional Standards Authority performance review 2016-17**

- We have received and commented on a draft report on our performance for 2016-17.
- We expect the PSA to publish the final report in late September / early October 2017, with the Council considering the report in its public meeting in December 2017.

### **Registration Transformation and Improvement project (CPD)**

- The first stage of this project is delivery of a new portal which will allow registrants to submit CPD profiles online. We advised the Council at the last meeting of additional time and budget given to this project.
- Testing of the new system is underway and there is a high degree of confidence that this part of the project will deliver successfully within the newly permitted time and budget, with radiographers the first profession to use the new system when their registration renewal period commences in December 2017.

## **186 Kennington Park Road Building works**

- Recent exploratory works to remove the existing render on the middle building of 186 have revealed the existing masonry and pointing to be in extremely poor condition in a number of sections throughout the building (both internally and externally).
- Following discussions with the Chair of Audit Committee and the Chair of Council, it was decided to re-patch the affected area at an additional cost of £322,000 and an additional time of 20 weeks. The Council received confirmation of this decision via email from the Chair on 2 August 2016.

## **Regulation of social workers in England**

- At the time of writing a further meeting with the Department of Health and the Department for Education was due to take place on 19 September 2017.
- Civil servants continue to develop plans for the establishment of Social Work England.
- A key milestone in the project will be the approval of regulations under The Children and Social Act which will determine the detail of how Social Work England, once established, will regulate. The Secretary of State is required to consult on the regulations which then have to be passed via the affirmative resolution procedure. This means that the formal approval of both Houses of the UK Parliament is required.

## **3. Updates**

### **Joint statement from the Chief Executives of statutory regulators of health and care professionals on conflicts of interest<sup>1</sup>**

- The Council were previously advised of General Medical Council led work to develop a joint statement on conflicts of interest. This work originally started life as a proposal for joint guidance, but upon further consideration this was considered unfeasible across the breadth of regulated professions and a joint statement developed instead.
- A joint statement has now been published with signatures from the Chief Executives of the nine regulators overseen by the PSA, including the HCPC.
- Each regulator has also published a case study to show how the principles outlined in the statement can be put into practice.

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<sup>1</sup> See:

<http://www.hcpc-uk.org/mediaandevents/news/index.asp?id=830>

## **PSA consultation**

- We have submitted a response to the PSA consultation on the standards used in the annual performance review – the Standards of good regulation. The consultation sought views on the PSA's approach to the standards. A further consultation will follow on the wording of new standards; if timing allows, the Council will be invited to consider a draft response.
- Our response to this consultation has now been published on the HCPC website.<sup>2</sup> Thank you to Council members who sent us their comments.

## **Memorandum of Understanding with the UK regulators of social workers**

- The Council has been previously advised of the three Care Councils' decisions not to register graduates from the Frontline programme without having to satisfy additional requirements.
- The Chief Executive recently met with the Chief Executive of the Scottish Social Services Council (SSSC) at which this issue was discussed. It was agreed to consider what arrangements should be put in place at the next five country meeting (the UK bodies plus the regulator in the Republic of Ireland) which is due to be hosted at the HCPC on 5 October 2017.

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<sup>2</sup> <http://www.hcpc-uk.org/aboutus/consultations/external/>

**Chief Executive – Marc Seale**

**Meetings up to September 2017**

Chief Executives Steering Group (Edinburgh)	12 July
Meeting with Anna Fowlie, Scottish Social Service Council (Dundee)	13 July
Meeting with British Association of Dramatherapists	17 July
Department of Health and Department of Education meeting	19 July
Meeting with Dr Henrietta Hughes, National Guardian's Office	29 Aug
Meeting with Council of Deans, Brian Webb-Henderson (Chair) and Katerina Kolyva (Executive Director)	4 Sept
Meeting with Suzanne Rastrick, NHS England	7 Sept
Meeting with Harry Cayton, PSA	7 Sept
CLEAR Conference, Denver USA	13 Sept
Meeting with Dr Joanna Fillingham, Clinical Director for SHPs, NHS Improvement	18 Sept
Chief Executives Steering Group (London)	18 Sept

Department of Health and Department of Education meeting 19 Sept

**Scheduled Meetings**

Meet the HCPC event (Eastbourne)	27 Sept
Health and Social Care Regulators Forum	2 Oct
5 Country CEO/Directors meeting, Social Workers Regulator (London)	5 Oct

Council meeting, 20 September 2017

# Performance report



Data / graph	Commentary
HCPC cashflow per month 2016-17	In the July pack, there were graphs showing cashflow for the current financial year and for the previous financial year. This was in addition to the cash flow statement. The previous year's graphs (16-17) have been removed. If there was a significant trend or variance in cash flow, this may be explained in commentary with reference to previous years if relevant.
HCPC income and expenditure per month 2016-17	In the July pack, there were graphs showing income and expenditure for the current financial year and for the previous financial year. This is in addition to other income and expenditure data. The previous year's graphs (16-17) have been removed. If there was a significant trend or variance in income or expenditure, this may be explained in commentary with reference to previous years if relevant.
HCPC income and expenditure - cumulative	In the July pack, there were graphs showing cumulative income and expenditure for the current financial year and for the previous financial year. This is in addition to other income and expenditure data. These graphs have been removed as they were considered to provide little value over and above other data and graphs included in the pack.
FTP data	<p>In the July pack there were graphs showing the age and length of time of cases at different stages of the pre-Investigating Committee Panel (ICP) stage of the fitness to practise process. The following graphs have been removed in order to simplify the information presented and focus on the key length of time/age profile metrics:</p> <ul style="list-style-type: none"> <li>• Age of Open pre Investigating Committee Panel (ICP) cases where the Standard of Acceptance was met (p30 of July paper). This graph is repeated later in the report (p33)</li> <li>• Age of Open pre ICP cases including Enquiries and those which met the Standards of Acceptance (SOA) since receipt (p32 of July paper). This graph is potentially confusing as it refers to 'enquiries' which are not referred to in the other tables. The overall age profile of cases in the pre-ICP stage which have met the SoA can be found in the graph/table contained at (p33).</li> </ul>

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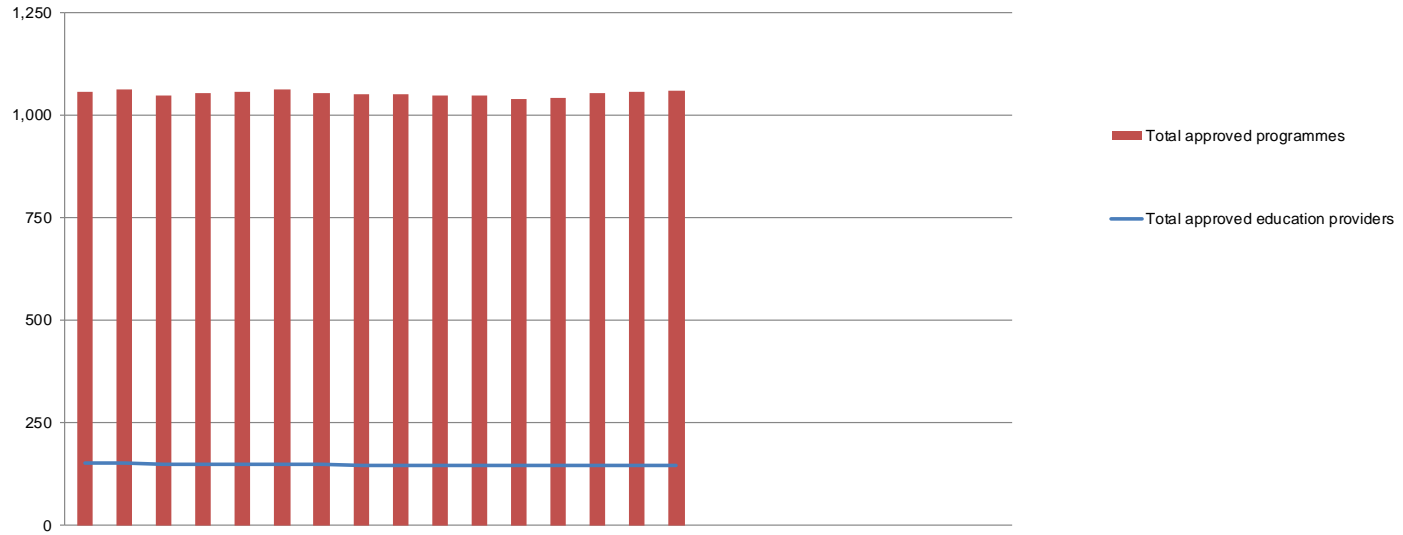
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## Education

- The number of approval cases already scheduled in this financial year (2017-18) remains unusually high compared to forecast (63 scheduled 60 budget). Activity in July and August has increased the total number of visits reforecast for the entire year once again. 70 approval visits are now forecast by year-end; ten more visits than budget; a variance of +17%. There is sufficient resource to deliver these reforecast numbers, however some enhancement and development work in the work plan is likely to be affected.

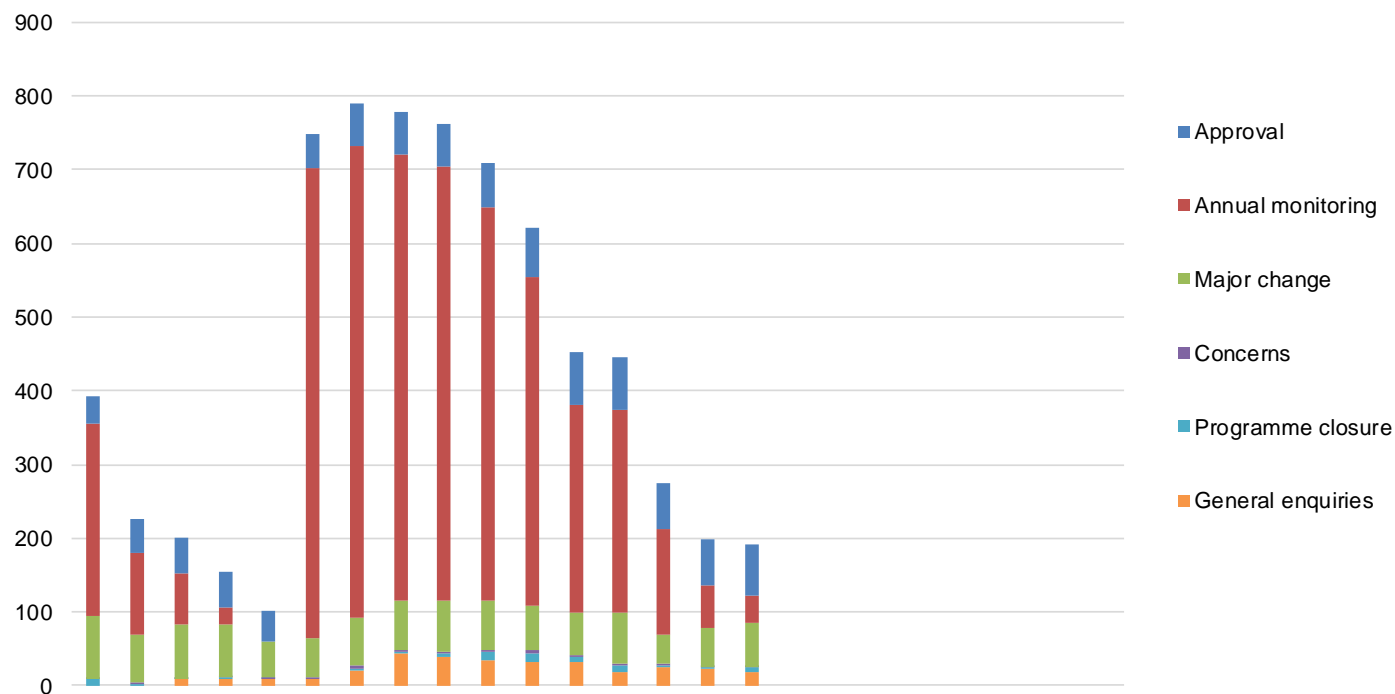
Number of approved programmes, by profession April 2016 - March 2018



Profession/entitlement	2016			2017										2018										
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Arts therapists	31	31	30	30	29	29	29	29	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
Biomedical scientists	65	65	63	63	62	62	62	62	62	62	60	60	60	60	60	60	60	60	60	60	60	60	60	60
Chiropodists/Podiatrists	20	20	20	20	19	19	19	19	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	18
Clinical scientists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Dietitians	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
Hearing aid dispensers	22	22	22	20	20	20	20	19	19	19	19	18	18	18	18	18	18	18	18	18	18	18	18	18
Occupational therapists	70	71	71	71	70	70	69	69	68	68	67	68	68	72	72	72	72	72	72	72	72	72	72	72
Operating Department Practitioners	38	37	37	38	38	38	37	37	37	35	35	34	34	33	33	34	34	33	33	34	34	34	34	34
Orthoptists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Paramedics	77	77	75	76	77	78	75	74	77	77	76	73	73	74	75	75	75	75	75	75	75	75	75	75
Physiotherapists	71	70	70	70	71	71	71	71	72	72	71	71	72	76	76	76	76	76	76	76	76	76	76	76
Practitioner psychologists	102	103	101	101	101	101	102	104	104	105	102	102	102	106	104	104	104	104	104	104	104	104	104	104
Prosthetists/Orthotists	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Radiographers	52	53	52	52	54	54	54	54	54	54	54	54	54	54	54	55	55	55	55	55	55	55	55	55
Social workers in England	242	243	242	250	251	253	253	252	252	249	252	252	252	252	252	254	254	254	254	254	254	254	254	254
Speech and language therapists	34	34	34	34	34	34	33	33	33	33	33	34	34	35	35	35	35	35	35	35	35	35	35	35
Prescription only medicines - administration	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4
Prescription only medicines – sale / supply	8	8	7	7	7	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6
Supplementary prescribing	53	52	52	52	52	52	52	52	52	52	51	51	51	50	50	50	50	50	50	50	50	50	50	50
Independent prescribing	93	94	94	94	94	96	95	94	94	96	96	95	95	95	95	95	95	95	95	95	95	95	95	95
Orthoptists - medicine exemptions																								
Approved mental health professionals	34	36	32	32	32	32	32	32	32	32	32	32	32	32	33	33	33	33	33	33	33	33	33	33
Podiatric surgery																								
<b>Total approved programmes</b>	<b>1,056</b>	<b>1,060</b>	<b>1,046</b>	<b>1,054</b>	<b>1,055</b>	<b>1,060</b>	<b>1,053</b>	<b>1,049</b>	<b>1,051</b>	<b>1,048</b>	<b>1,047</b>	<b>1,039</b>	<b>1,040</b>	<b>1,053</b>	<b>1,056</b>	<b>1,059</b>								
<b>Total approved education providers</b>	<b>150</b>	<b>151</b>	<b>147</b>	<b>147</b>	<b>148</b>	<b>149</b>	<b>147</b>	<b>146</b>	<b>146</b>	<b>146</b>	<b>146</b>	<b>145</b>	<b>145</b>	<b>146</b>	<b>146</b>	<b>146</b>								

2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
FYE	FYE	FYE	FYE	FYE	FYE	YTD
21	29	30	28	31	28	28
49	60	57	55	65	60	60
20	18	17	16	20	17	18
1	3	3	3	3	3	3
33	32	32	32	32	32	32
18	15	18	20	22	18	18
74	73	70	69	70	68	72
34	35	34	34	38	34	34
3	3	3	3	3	3	3
50	50	49	53	77	73	75
67	65	69	69	71	71	76
95	91	91	93	102	102	104
3	3	3	3	2	2	2
56	53	51	50	51	54	55
	231	223	221	242	252	254
32	31	30	31	34	34	35
2	4	4	4	4	4	4
9	9	10	9	8	6	6
77	77	62	59	53	51	50
		86	89	93	95	95
	27	26	26	34	32	33
<b>644</b>	<b>909</b>	<b>968</b>	<b>967</b>	<b>1,055</b>	<b>1,039</b>	<b>1,059</b>
<b>128</b>	<b>150</b>	<b>151</b>	<b>143</b>	<b>150</b>	<b>145</b>	<b>146</b>

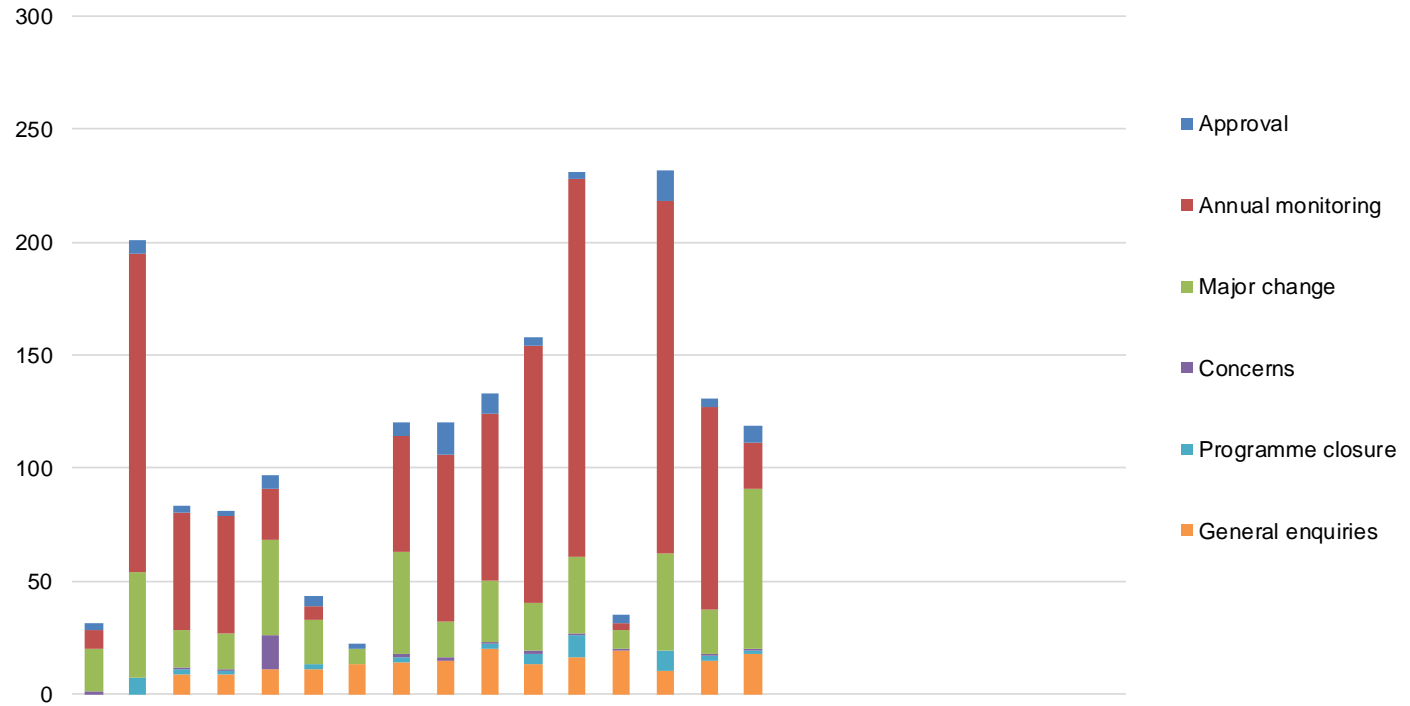
Overview of workload, Number of active cases, April 2016 - March 2018



Work area	2016			2017												2018											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
Approval	37	45	48	49	43	47	58	57	57	62	67	70	72	63	62	69											
Annual monitoring	261	111	69	22	0	638	641	606	589	532	445	283	276	142	57	36											
Major change	85	66	73	71	48	53	64	67	69	67	61	57	68	40	53	60											
Concerns	1	2	1	1	2	2	5	3	4	4	4	3	2	2	1	2											
Programme closure	8	2	1	1	1	0	2	2	5	10	13	8	9	3	3	6											
General enquiries			8	10	8	9	20	43	38	35	31	31	19	25	22	18											
<b>Total</b>	<b>392</b>	<b>226</b>	<b>200</b>	<b>154</b>	<b>102</b>	<b>749</b>	<b>790</b>	<b>778</b>	<b>762</b>	<b>710</b>	<b>621</b>	<b>452</b>	<b>446</b>	<b>275</b>	<b>198</b>	<b>191</b>											

2015/16	2016/17	2017/18
FYE	FYE	YTD
34	70	69
264	283	36
69	57	60
2	3	2
4	8	6
	31	18
<b>373</b>	<b>452</b>	<b>191</b>

Overview of workload, Number of resolved cases, April 2016 - March 2018



Work area	2016			2017												2018									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Approval	3	6	3	2	6	4	2	6	14	9	4	3	4	14	4	8									
Annual monitoring	8	141	52	52	23	6	0	51	74	74	114	167	3	156	90	20									
Major change	19	47	16	16	42	20	7	45	16	27	21	34	8	43	19	71									
Concerns	1	0	1	1	15	0	0	2	1	1	1	1	1	0	1	1									
Programme closure	0	7	2	1	0	2	0	2	0	2	5	10	0	9	2	1									
General enquiries			9	9	11	11	13	14	15	20	13	16	19	10	15	18									
<b>Total</b>	<b>31</b>	<b>201</b>	<b>83</b>	<b>81</b>	<b>97</b>	<b>43</b>	<b>22</b>	<b>120</b>	<b>120</b>	<b>133</b>	<b>158</b>	<b>231</b>	<b>35</b>	<b>232</b>	<b>131</b>	<b>119</b>									

2015/16	2016/17	2017/18
FYE	FYE	YTD
133	62	30
928	762	269
306	310	141
9	24	3
38	31	12
	131	62
<b>1,414</b>	<b>1,320</b>	<b>517</b>

## Finance

- For the 5 months to 31 August, income is on track and expenditure is £1.1m / 8% under budget. The expenditure underspend includes £0.4m on the 186 KPR refurbishment. As noted in the separate paper to Council, the project has been delayed while the issue with the middle building was resolved; also, all invoices received so far have been treated as capital expenditure, pending reanalysis between opex and capex later in the year.
- Outturn for 2017-18 will be reforecast in October based on the month 6 results.
- The cash balance at 31 August was £17.3m. There has been a net cash outflow of £2.2m in the year to date, but budgeted cash outflow for the year to date was £3.6m. The difference is caused by the opex and capex underspends
- We had issued a tender for FTP and Comms printing services, but withdrew the tender without awarding a contract in order to ensure that our specification reflected planned improvements in the delivery of FTP case bundles. We are working on the revised specification and expect to reissue the tender in the autumn.
- There have been no significant issues with core processes.

Variance Commentary					Aug -17 Comments (Actuals vs 2017-18 Budget)	
Department	Movement YTD	Budget YTD	Budget Variance	Budget Var %	Variations by Income Type	Variations by Profession
<b>Total Income</b>	<b>13,775,744</b>	<b>13,595,518</b>	<b>180,226</b>	<b>1.3</b>	Overall income is in line with budget, international scrutiny fee is <b>£53k</b> or 7% higher than budget, as international applications are being received slightly earlier in the year. This is also reflected in the higher international assessor fees.	Recruitment efforts were being undertaken by Trusts for shortage professions, and this has reflected by some professions being slightly ahead on income.
<b>EXPENDITURE</b>						
Department	Movement YTD	Budget YTD	Variance v Budget	Variance v Budget %	Variations on Payroll	Variations on Non-payroll
<b>Communications</b>	443,908	487,674	43,765	9.0	On Target or variance below threshold	<b>£25k</b> underspend in small project costs due to phasing of the budget, the project is expect to complete in October/November.
<b>Education</b>	453,879	489,447	35,568	7.3	On Target or variance below threshold	On Target or variance below threshold
<b>Office Services</b>	1,018,300	1,225,521	207,221	16.9	On Target or variance below threshold	<b>£25k</b> underspend in postage as budget is evenly spread across the year and busy period is expected later in the year. <b>£29k</b> underspend in dilapidation due to the capitalisation of 405 dilapidation, this underspend is expected until month 6 reforecast. <b>£22k</b> underspend in building refurbishment as commencement of work has been delayed <b>£13k</b> underspend in electricity as invoices are issued quarterly, and there has been a delay in invoicing, this is currently under investigation. <b>£11k</b> underspend in cleaning contractors as portions of the deep cleaning were postponed.
<b>Fitness to Practise</b>	6,277,409	6,239,211	<b>(38,197)</b>	<b>(0.6)</b>	On Target or variance below threshold	On Target or variance below threshold
<b>IT Department</b>	881,638	935,036	53,397	5.7	On Target or variance below threshold	<b>£12k</b> underspend on hardware costs due to delay in purchasing of a lump sum of hardware, these are now expected to be bought later this year. <b>£32k</b> underspend on software support due to delays in the registration project.



Department	Movement YTD	Budget YTD	Variance v Budget	Variance v Budget %	Variations on Payroll	Variations on Non-payroll
Major Projects	120,407	693,399	572,992	82.6	<p><b>£40k</b> overspend in backfill costs for the registration project, this is mainly due to the project running longer than expected. IT consultant costs have also been allocated to this project for the extra months that it stretched out for. The extra cost have been included in the exception report and approved by EMT.</p>	<p><b>£111k</b> underspend in Registration project due to slippage, support and maintenance costs for software licenses are now being moved from Spring to Autumn.</p> <p><b>£45k</b> underspend in HR&amp;Partner project was due to poor invoicing by the supplier, and <b>£44k</b> underspend in Web Review and Build project due to rescheduling of non-critical project activities and unspent contingency.</p> <p><b>£229k</b> opex underspend in 186 KPR Refurbishment project reflects delay in the project while the middle building issue was investigated. So far all contractors invoices have been posted to capex but a portion will be reanalysed to opex later in the year. Overall the project is now forecast to be overspent per separate paper for Council.</p>
Registration	1,321,622	1,460,633	139,011	9.5	<p><b>£62k</b> underspend on staff costs as the department is currently running 11 vacancies for registration advisor, also there has been a number of resignations from team leaders, registration coordinator and managers.</p>	<p><b>£45k</b> underspend in printing and posting, this is due to delays with supplier invoice. During the month £40k was accrued. Going forward we expect the supplier to provide a monthly forecast spreadsheet which will ensure correct calculation of accrual.</p> <p><b>£13k</b> overspend in international assessors fees as year to date HCPC received 1,861 applications which is already 51% of the annual forecast (3,664)</p> <p><b>£15k</b> underspend in small project costs due to timing difference.</p>

## Income and Expenditure

31 August 2017

	Period 5	Year to date				Full Year Budget
	Actual	Actual	2017-18 Budget	Variance	Variance %	
<b>Income by Activity</b>						
Graduate Registration Fees	151,733	707,425	776,819	(69,394)	(8.9)	1,860,788
Readmission Fees	23,490	99,495	51,648	47,847	92.6	214,318
Renewal Fees	2,358,516	11,682,580	11,577,070	105,510	0.9	28,480,891
International Scrutiny Fees	150,535	764,335	711,515	52,820	7.4	1,824,911
UK Scrutiny Fees	179,361	521,909	478,467	43,442	9.1	1,026,069
<b>Registration Income</b>	<b>2,863,635</b>	<b>13,775,744</b>	<b>13,595,518</b>	<b>180,226</b>	<b>1.3</b>	<b>33,406,977</b>
Cheque/credit card write offs	0	0	0	0		0
<b>Total Income</b>	<b>2,863,635</b>	<b>13,775,744</b>	<b>13,595,518</b>	<b>180,226</b>	<b>1.3</b>	<b>33,406,977</b>
Chair	260	36,641	55,050	18,409	33.4	100,720
Chief Executive	31,621	156,815	151,751	(5,064)	(3.3)	357,202
Council & Committee	13,445	59,560	78,379	18,819	24.0	303,179
Communications	103,960	443,908	487,674	43,765	9.0	1,211,336
Education	84,795	453,879	489,447	35,568	7.3	1,178,318
Office Services	217,534	1,018,300	1,225,521	207,221	16.9	2,921,188
Finance	69,518	348,006	364,237	16,231	4.5	845,938
Fitness to Practise	1,363,072	6,277,409	6,239,211	(38,197)	(0.6)	14,797,229
Human Resources	106,672	425,978	419,768	(6,210)	(1.5)	997,163
Human Resources Partners	16,576	122,197	148,888	26,691	17.9	436,219
IT Department	168,734	881,638	935,036	53,397	5.7	2,277,810
Major Projects	27,832	120,407	693,399	572,992	82.6	1,526,250
Operations Office	51,231	261,935	276,025	14,090	5.1	644,280
Policy	43,102	167,219	168,650	1,432	0.8	446,946
Registration	251,502	1,321,622	1,460,633	139,011	9.5	3,659,028
Secretariat	22,728	111,357	113,615	2,259	2.0	272,381
Depreciation	66,038	335,688	363,170	27,482	7.6	905,736
PSA Levy	0	878,682	878,682	0	0.0	878,682
Apprenticeship Levy	2,650	13,949	14,725	776	5.3	35,337
<b>Operating expenditure</b>	<b>2,641,267</b>	<b>13,435,190</b>	<b>14,563,860</b>	<b>1,128,670</b>	<b>7.7</b>	<b>33,794,942</b>
<b>Operating surplus/(deficit)</b>	<b>222,368</b>	<b>340,555</b>	<b>(968,342)</b>	<b>1,308,897</b>	<b>(135)</b>	<b>(387,965)</b>
<b>Other income</b>						
Investment Income	12,125	69,792	0	69,792		0
Grant Income	0	0	0	0		0
	<b>12,125</b>	<b>69,792</b>	<b>0</b>	<b>69,792</b>		<b>0</b>
<b>Total surplus/(deficit)</b>	<b>234,493</b>	<b>410,347</b>	<b>(968,342)</b>	<b>1,378,689</b>	<b>(142)</b>	<b>(387,965)</b>

**Payroll costs**

31 August 2017

	Period 5	Year to date				Full Year Budget
	Actual	Actual	Budget	Variance	Variance %	
Chief Executive	21,549	110,868	116,584	5,716	4.9	272,802
Communications	52,551	270,058	280,530	10,473	3.7	673,273
Education	67,330	346,751	370,253	23,502	6.3	891,080
Office Services	24,279	119,751	137,692	17,941	13.0	332,860
Finance	39,672	198,509	198,641	131	0.1	496,638
Fitness to Practise	372,596	1,911,908	1,917,518	5,610	0.3	4,533,740
Human Resources	65,119	297,233	268,595	(28,638)	(10.7)	656,033
Human Resources Partners	7,490	51,700	52,311	611	1.2	125,546
IT Department	67,093	376,892	377,869	977	0.3	875,169
Major Projects	26,515	111,712	54,153	(57,559)	(106.3)	149,129
Operations Office	43,986	228,017	219,269	(8,748)	(4.0)	526,245
Policy	24,281	111,979	121,471	9,492	7.8	291,531
Registration	167,839	788,903	850,470	61,567	7.2	2,079,477
Secretariat	19,624	98,076	99,871	1,796	1.8	239,691
<b>Payroll costs</b>	<b>999,923</b>	<b>5,022,355</b>	<b>5,065,226</b>	<b>42,871</b>	<b>0.8</b>	<b>12,143,214</b>

## Non-payroll costs

31 August 2017

	Period 5	Year to date				Full year
	Actual	Actual	Budget	Variance	Variance %	Full Year Budget
Chair	260	36,641	55,050	18,409	33.4	100,720
Chief Executive	10,072	45,947	35,167	(10,780)	(30.7)	84,400
Council & Committee	13,445	59,560	78,379	18,819	24.0	303,179
Communications	51,409	173,851	207,143	33,293	16.1	538,063
Education	17,464	107,128	119,194	12,066	10.1	287,238
Office Services	193,255	898,550	1,087,829	189,279	17.4	2,588,328
Finance	29,846	149,497	165,596	16,100	9.7	349,300
Fitness to Practise	990,476	4,365,501	4,321,693	(43,807)	(1.0)	10,263,489
Human Resources	41,553	128,746	151,173	22,428	14.8	341,130
Human Resources Partners	9,085	70,497	96,577	26,080	27.0	310,673
IT Department	101,642	504,746	557,167	52,421	9.4	1,402,641
Major Projects	1,317	8,695	639,246	630,551	98.6	1,377,121
Operations Office	7,245	33,918	56,756	22,838	40.2	118,035
Policy	18,821	55,240	47,179	(8,061)	(17.1)	155,415
Registration	83,663	532,719	610,162	77,443	12.7	1,579,551
Secretariat	3,104	13,281	13,744	463	3.4	32,690
PSA Levy	0	878,682	878,682	0	0.0	878,682
Apprenticeship Levy	2,650	13,949	14,725	776	5.3	35,337
<b>Non-payroll costs</b>	<b>1,575,306</b>	<b>8,077,146</b>	<b>9,135,464</b>	<b>1,058,317</b>	<b>11.6</b>	<b>20,745,992</b>

## Statement of Financial Position

31 August 2017

	Actual Period 5	Budget YTD	Budget 31 March 2018	Actual 31 March 2017
<b>Non-current assets</b>				
Land & buildings, at cost or valuation	5,075,376	5,225,293	6,431,833	4,615,000
Land & buildings depreciation	(19,229)	(17,250)	(62,267)	0
	5,056,147	5,208,043	6,369,566	4,615,000
Computer equipment, at cost	528,653	534,535	591,763	499,535
Computer equipment depreciation	(412,322)	(412,811)	(459,718)	(382,705)
	116,331	121,723	132,045	116,829
Office furniture and equipment, at cost	1,183,115	1,183,115	1,183,115	1,183,115
Office equipment depreciation	(490,121)	(479,451)	(570,333)	(413,863)
	692,994	703,664	612,782	769,252
Intangible assets	7,164,963	7,460,209	8,452,829	7,116,711
Intangible depreciation	(5,885,910)	(5,925,552)	(6,285,313)	(5,675,325)
	1,279,053	1,534,658	2,167,516	1,441,386
<b>Total non-current assets</b>	<b>7,144,525</b>	<b>7,568,088</b>	<b>9,281,910</b>	<b>6,942,467</b>
<b>Current assets</b>				
Other current assets	1,016,666	1,113,182	2,009,182	1,994,076
Cash & cash equivalents	17,289,878	15,893,741	18,543,425	19,528,831
	<b>18,306,544</b>	<b>17,006,923</b>	<b>20,552,607</b>	<b>21,522,907</b>
<b>Total assets</b>	<b>25,451,069</b>	<b>24,575,011</b>	<b>29,834,517</b>	<b>28,465,374</b>
<b>Current liabilities</b>				
Trade and other payables	437,848	430,848	430,848	430,848
Other liabilities	1,496,836	2,144,450	2,187,619	2,115,827
Deferred income	17,936,814	17,798,830	22,434,790	20,749,474
<b>Total current liabilities</b>	<b>19,871,498</b>	<b>20,374,128</b>	<b>25,053,257</b>	<b>23,296,149</b>
Liabilities greater than one year	163,052	163,052	163,052	163,052
<b>Total assets less liabilities</b>	<b>5,416,520</b>	<b>4,037,831</b>	<b>4,618,208</b>	<b>5,006,174</b>
General fund b/fwd	(4,155,121)	(4,155,121)	(4,155,121)	(4,155,121)
Rev Res - Land & Building	(851,052)	(851,052)	(851,052)	(851,052)
This periods (surplus)/deficit	(410,347)	968,342	387,965	
General fund c/fwd	<b>(5,416,520)</b>	<b>(4,037,831)</b>	<b>(4,618,208)</b>	<b>(5,006,174)</b>

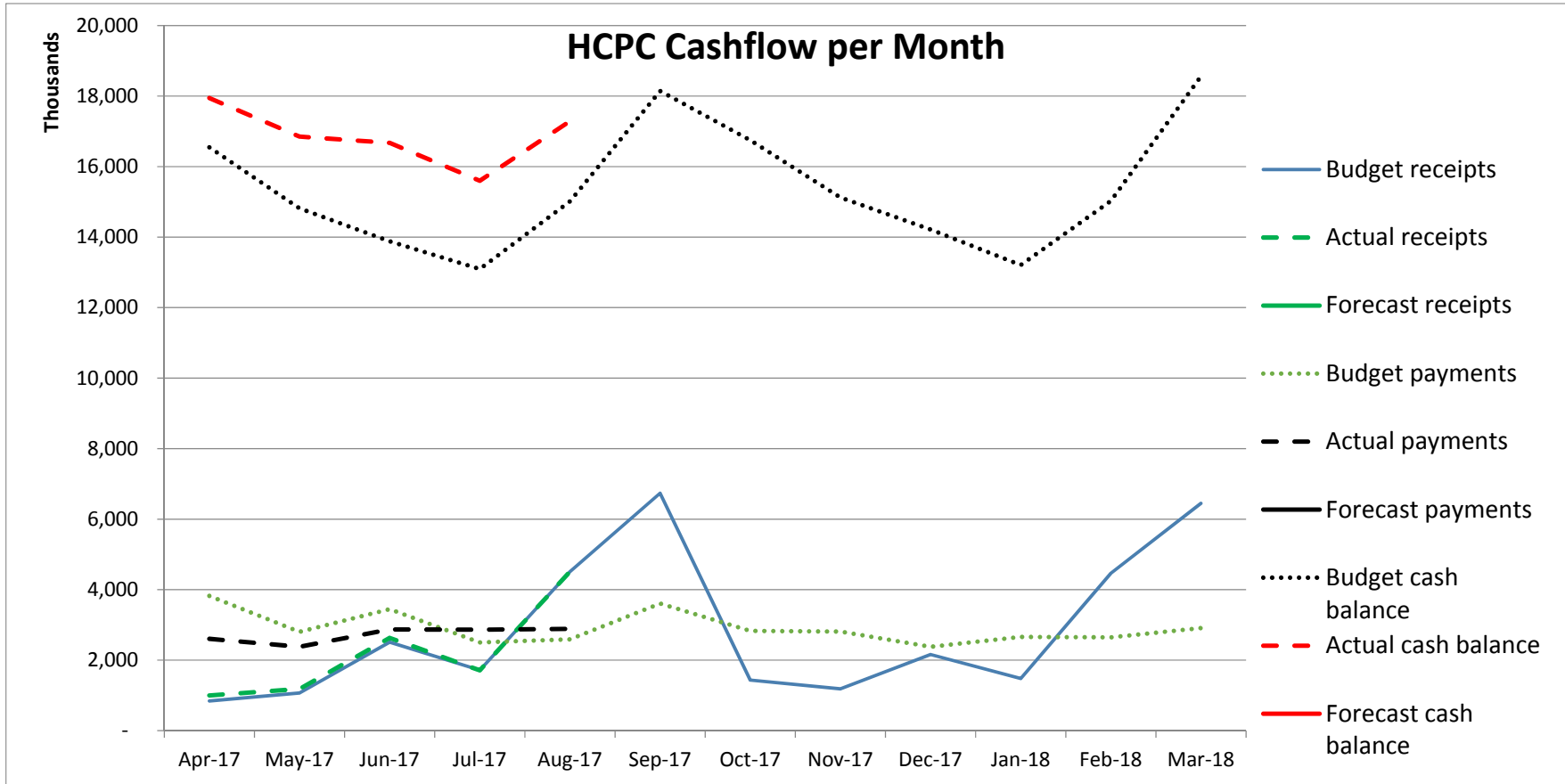
## Projects

	Opex			Capex			Opex & Capex			Opex	Capex
	Actual YTD £	Budget 2017/18 YTD £	Variance £	Actual YTD £	Budget 2017/18 YTD £	Variance £	Actual YTD £	Budget 2017/18 YTD £	Variance £	Budget Full Year £	Budget Full Year £
HR and Partners Build	(14,173)	31,968	46,141	(18)	177,702	177,720	(14,191)	209,669	223,860	31,968	177,702
Reg Transformation and Improvement	90,803	161,449	70,647	41,300	127,000	85,700	132,103	288,449	156,347	410,457	642,500
Establishing the new Tribunal Service	(4,788)	11,500	16,288	(2,323)	13,297	15,620	(7,111)	24,797	31,908	11,500	13,297
PCI/DSS	0	8,000	8,000		25,000	25,000	0	33,000	33,000	8,000	25,000
HCPC website review and build	48,565	92,168	43,603	0	0	0	48,565	92,168	43,603	133,695	337,884
Net Regulate Changes	0	0	0	(307)	500	807	(307)	500	807	0	500
186 Kennington Park Road renovation	0	388,314	388,314	460,376	610,293	149,917	460,376	998,608	538,231	898,983	1,850,833
Education System Change	0	0	0		0	0	0	0	0	2,898	65,895
FTP CMS Review	0	0	0		0	0	0	0	0	28,750	0
	<b>120,407</b>	<b>693,399</b>	<b>572,992</b>	<b>499,028</b>	<b>953,792</b>	<b>454,763</b>	<b>619,436</b>	<b>1,647,191</b>	<b>1,027,755</b>	<b>1,526,250</b>	<b>3,113,610</b>

## Cash flow statement

From 1 April 2017

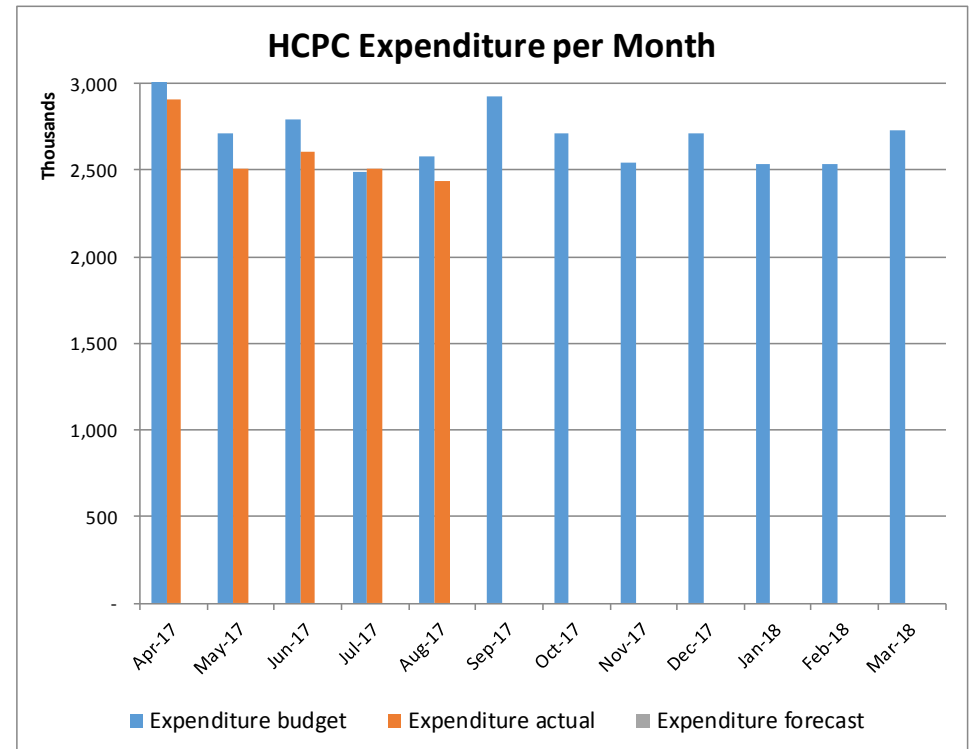
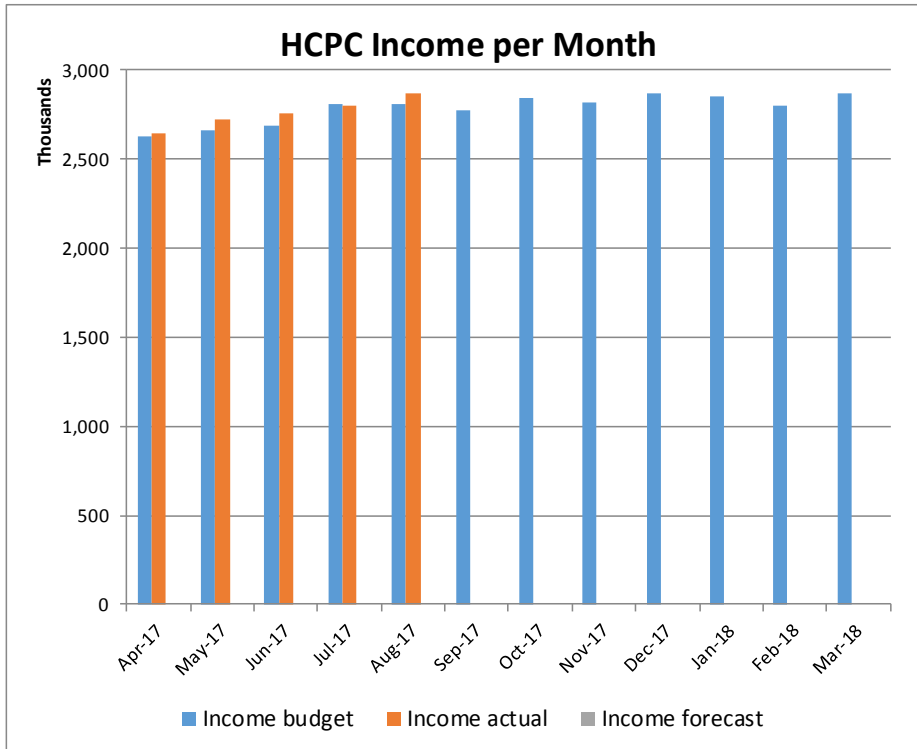
	Year to date actual £	Year to date Budget £	Full year budget £
Operating surplus/(deficit)	340,555	(968,342)	(387,965)
Less: Depreciation	335,688	363,170	905,736
Decrease/(increase) in debtors & prepayments	977,409	880,894	(15,107)
Increase/(decrease) in creditors	(611,990)	28,623	71,792
(Decrease)/increase in deferred income	(2,812,660)	(2,950,644)	1,685,316
<b>Net cash in/(out)flow from operating activities</b>	<b>(1,770,998)</b>	<b>(2,646,298)</b>	<b>2,259,773</b>
<b>Return on investments and servicing of finance</b>			
Investment Income	69,792	0	0
<b>Capital expenditure and financial investments</b>			
Purchase of fixed assets	(537,747)	(988,792)	(3,245,179)
<b>Financing</b>			
Income from DOH	0		0
<b>Increase/(decrease) in cash</b>	<b>(2,238,953)</b>	<b>(3,635,090)</b>	<b>(985,406)</b>
Cash at beginning of period	19,528,831	19,528,831	19,528,831
Cash at end of period	17,289,878	15,893,741	18,543,425
<b>Cash movement</b>	<b>(2,238,953)</b>	<b>(3,635,090)</b>	<b>(985,406)</b>





## Graphs - Income and Expenditure

2017-18



## **Fitness to practise**

### **Number of new and open cases**

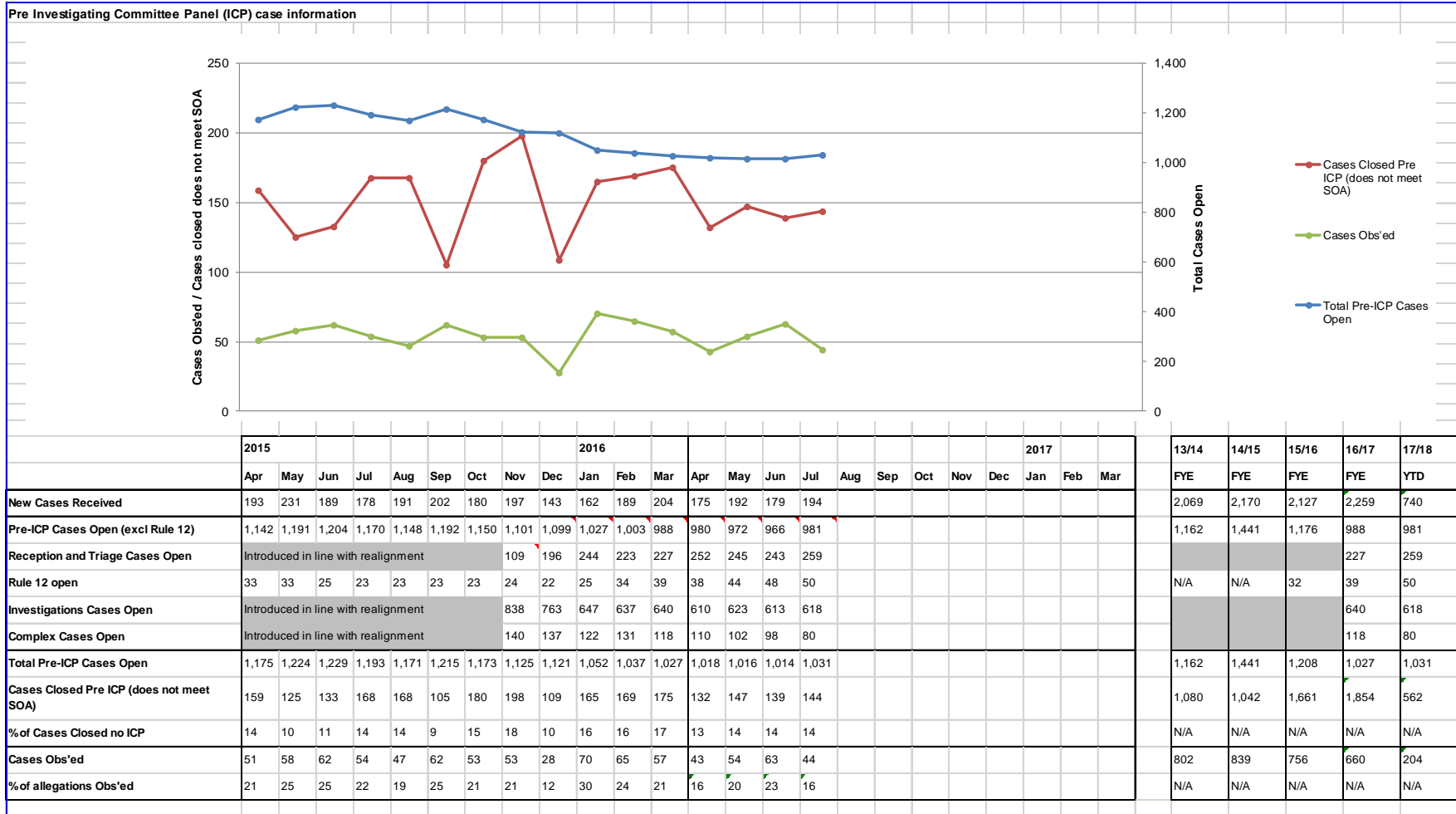
- 194 new cases were received in July 2017. 740 new cases have been received year-to-date. This is an average of 185 new cases per-month, slightly below our expected rate of new cases. (see Table 1)
- The total number of open cases open at the end of July 2017 was 1,495. 69% of these were at the pre-ICP stage and 31% post-ICP. This is in line with expectations. (see Table 1)
- 189 cases were closed in July. 76% of these cases were closed as not meeting the Standard of Acceptance, 7.5% were closed by the ICP and 16.5% were concluded at a final hearing. Year-to-date, we have closed 765 cases – 25 more than we have received. We are therefore maintaining a steady open case load. (see Table 1)
- The case to answer rate is 75% and is consistent with June and significantly below the high of 82% in May. (see Table 1)
- The number of cases listed and concluded year to date is 149. This is slightly below our forecast of 156 cases. This is partly due to the use of consensual disposal options and the concluding of previously adjourned cases. (see Table 16)
- 237 cases in the review cycle, which is marginally higher than expected. The number of cases at this stage of the process increased last year and the demand for review hearings has and continues to increase. This increase is having an impact on our hearings availability. (see Tables 1 and 16)
- 11 Interim Order applications were made and nine Interim Orders imposed. The year to date total of applications for Interim Orders is 52, with 44 Interim Orders imposed. This equates to an average of 13 applications made and 11 Interim Orders imposed each month, year to date. This volume is as expected. (see Table 3)

- There is a continued increase in the number of Interim Order review hearings required. In July 2017, 35 Interim Order review hearings were held. The number of Interim Order reviews is approximately 6% above the forecast position. The increase is in part due to the number of first time reviews of Interim Order applications earlier in the year following the higher than expected number of applications made in late 2016. The resource impact of the increase in the number of review hearings that are required will be considered as part of the six month re-forecast. (see Table 3)
- To help manage the increase in review hearings required for both substantive and interim orders, we are piloting a process where we hold the review on the papers only and without the need for a hearing, where this is appropriate. This should reduce the use of hearing time for review hearings and provide for a more efficient means of managing the required reviews. This will only marginally reduce the increased work of our scheduling and hearings team, who will still need to schedule the review and ensure that it is undertaken.

**Table 1**

Fitness to Practise (FTP) Overview																														
	2016			2017									2018			16/17	17/18 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	Year End 16/17	Original Forecast	3 month re-forecast	6 month re-forecast	9 month re-forecast	YTD Total
New Cases Received	193	231	189	178	191	202	180	197	143	162	189	204	175	192	179	194									2,259	2,353	2,257			740
Open pre ICP cases	1,175	1,224	1,229	1,193	1,171	1,215	1,173	1,125	1,121	1,052	1,037	1,027	1,018	1,016	1,014	1,031									1,027	1,020	1,033			1,031
Cases Closed Pre ICP (does not meet SOA)	159	125	133	168	168	105	180	198	109	165	169	175	132	147	139	144									1,854	1,698	1,652			562
% of Ongoing Cases Closed Pre ICP	14	10	11	14	14	9	15	18	10	16	16	17	13	14	14	14									N/A	14	14			14
Cases Considered at ICP	75	58	44	54	52	61	48	59	44	64	40	54	65	56	52	61									653	690	666			234
% Case to Answer (out of cases concluded)	73	63	67	77	71	69	58	75	83	67	68	78	76	82	74	75									71	65	76			77
Cases Concluded at Final Hearing	32	36	32	29	46	35	29	45	28	35	41	57	42	37	43	27									445	502	443			149
Post ICP Cases	530	539	533	538	518	519	503	498	501	503	485	464	462	468	461	464									464	475	484			464
Cases in Review Cycle	202	203	205	199	206	209	213	226	225	226	235	241	247	231	234	237									241	233	232			237

**Table 2**





- 31% of the cases closed in July 2017 as not meeting the Standard of Acceptance were older than four months old. There was also a significant increase (6%) in the number of cases closed at the Standard of Acceptance stage of the process that were older than 12 months. This reflects the continued focus on progressing the older cases as well as continuing to move newer cases through the process. (see Table 4)
- The age profile of the pre-ICP cases where the Standard of Acceptance has been met remains consistent with previous months, albeit with a slight a reduction in the mean age in July compared to June. (see Table 6)
- The age of the open post ICP cases since receipt is consistent with the previous quarter with the mean and median being 19 and 16 months respectively. This compares to 20 and 17 months in the previous two quarters which indicates that the positive trend has been well established. (see Table 7)
- The total number of cases open at our post-ICP stage is 464 and 46% of these are under 15 months old. 24% of these cases are older than 24 months and this number has remained steady this year. This indicates that overall age profile is not increasing and reflects the prioritisation of the progression of the older cases at final hearing. (see Table 8)
- The age profile of the open post ICP cases since referral by ICP remains consistent at 8 and 6 months (mean and median) in July, June and May, and compares to 9 and seven months in the previous quarter. (see Table 8)
- Looking at case closures overall, the percentage of cases being closed which are over 24s old has increased in the last three months from 6% of all cases to 11%. (see Table 11)

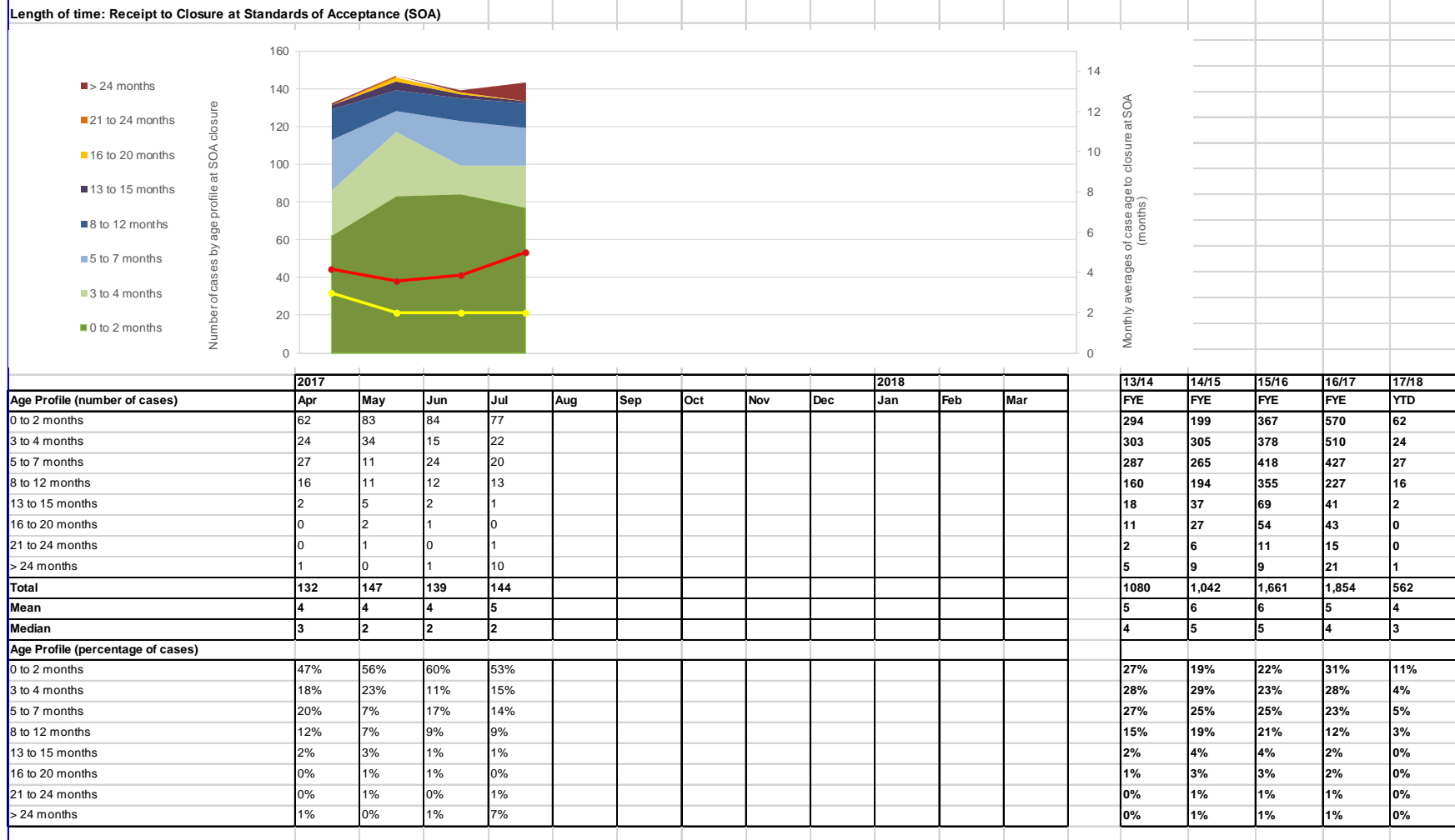
### **Length of time**

- The increase in the conclusion of older cases at each stage of the process has resulted in an increase in the mean age of cases closed as not meeting the Standard of Acceptance – 4 to 5 months. (see Table 4)

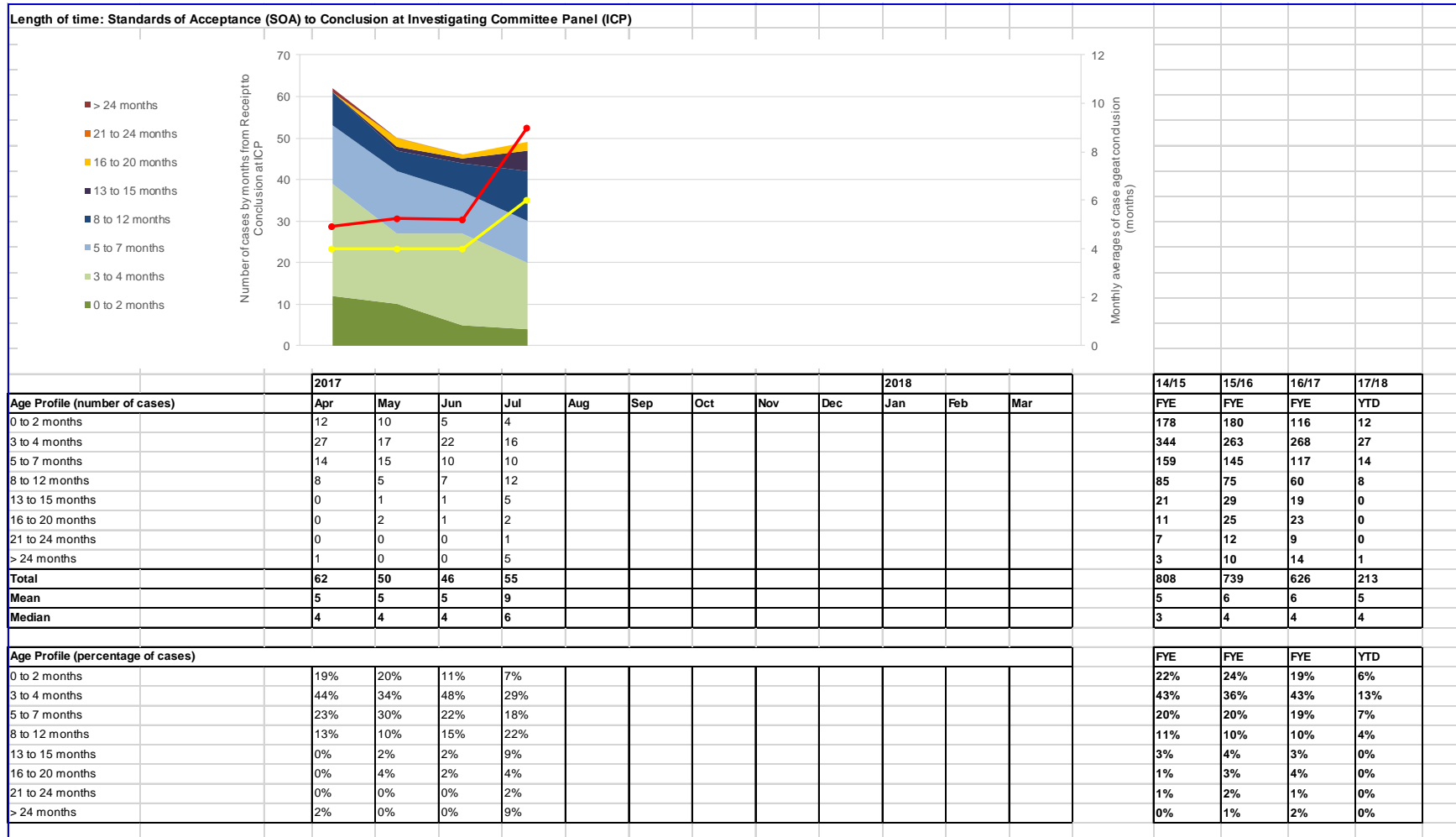
- Similarly, there has been an increase in the volume of older cases that have been concluded at the ICP. The number of cases over 12 months old concluded at this stage in July increased by 9% and those older than eight months by 25%. This has, therefore, also resulted in the increase in the mean age from five to nine months. (see Table 5)
- The length of time from receipt to case conclusion at final hearing is 25 and 26 months (mean and median). This represents a one month improvement in both measures compared to June and is consistent with May. (see Table 10)
- The combined length of time to close all cases at the various stages of the FTP process remains consistent at 9 and 4 months (mean and median). (see Table 11)
- The trend of larger proportion of cases being closed earlier has continued, with 88% of cases being up to 20 months old at the point of closure compared to 85% in the previous three quarters of the previous year (see Table 11)



**Table 4**



**Table 5**

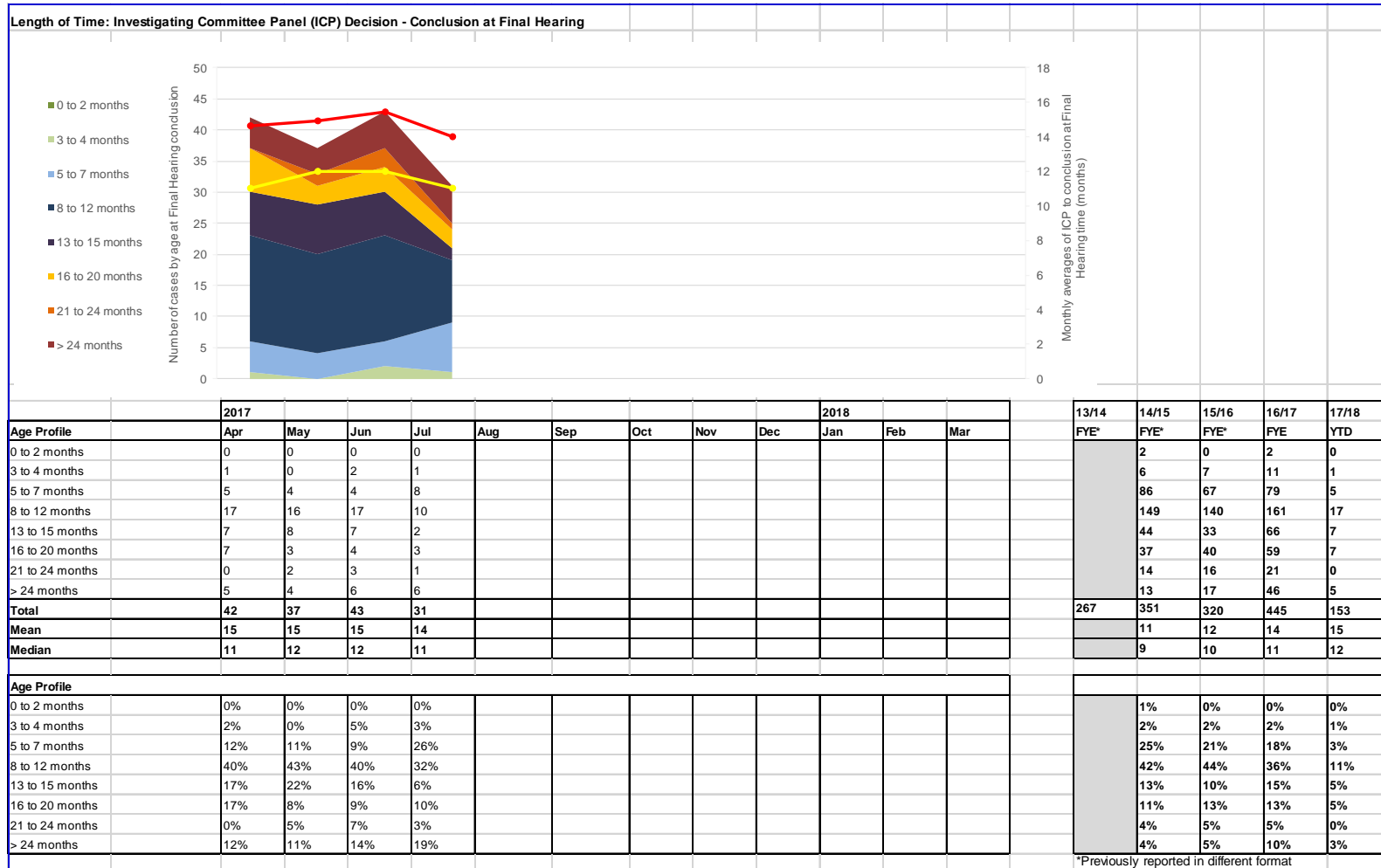




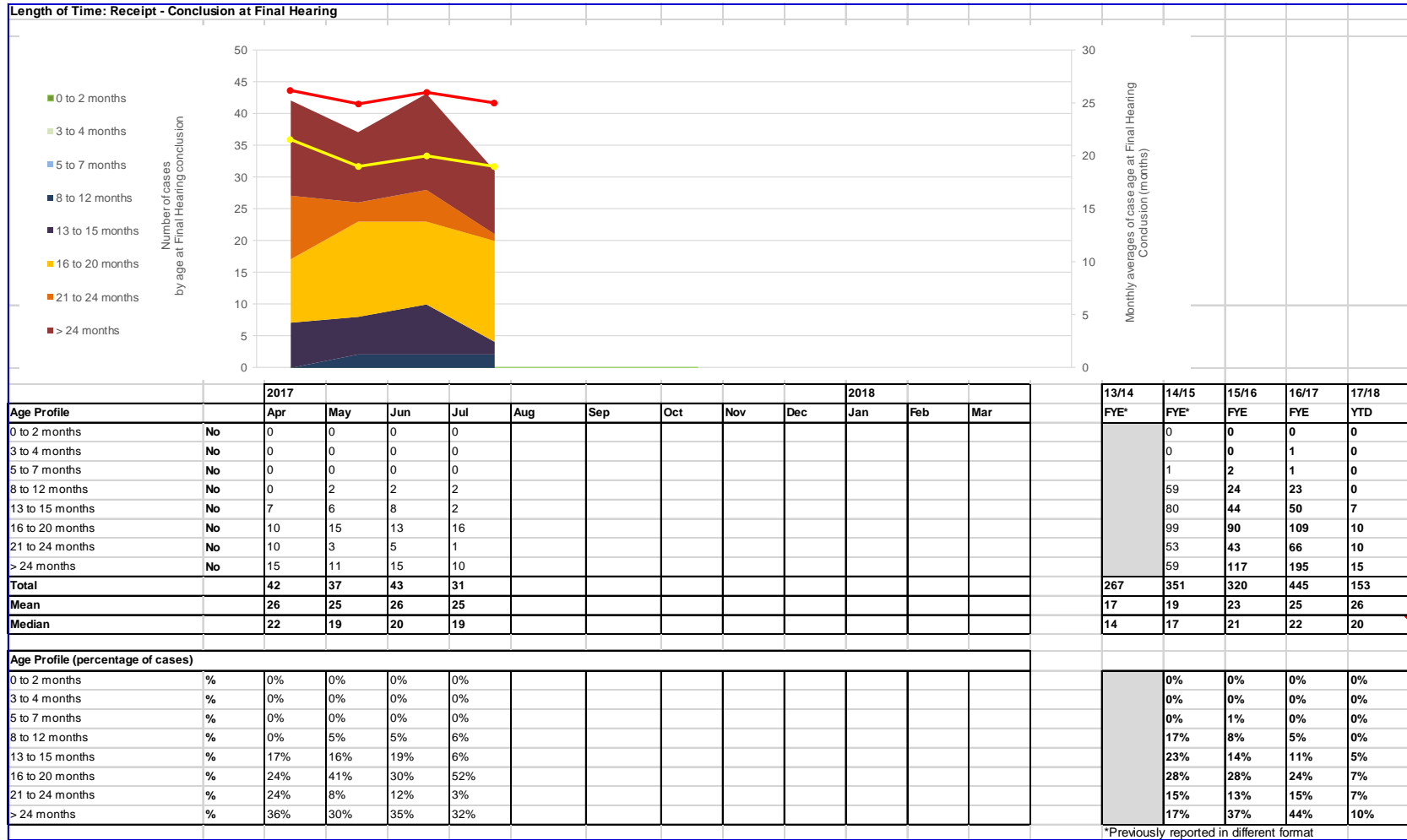




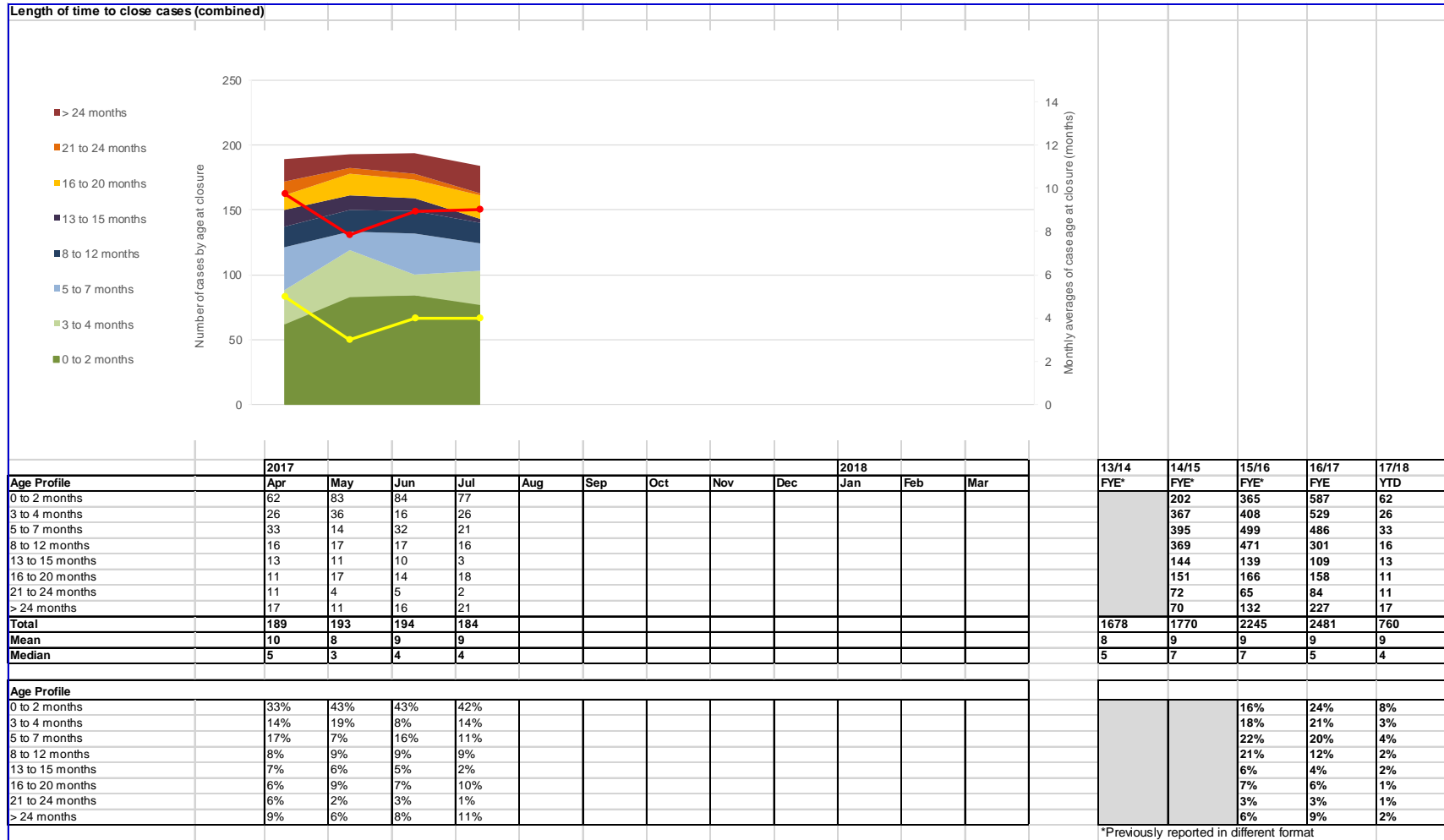
**Table 9**



**Table 10**



**Table 11**





### **Challenges to Fitness to Practise Decisions**

- One new appeal lodged by a registrant was received in July 2017. There are five active appeals. (see Table 12)
- The PSA has not appealed any decisions so far this year.
- No new applications for judicial review were received in July 2017. There is currently one ongoing judicial review case. A hearing date has yet to be listed.

### **Other**

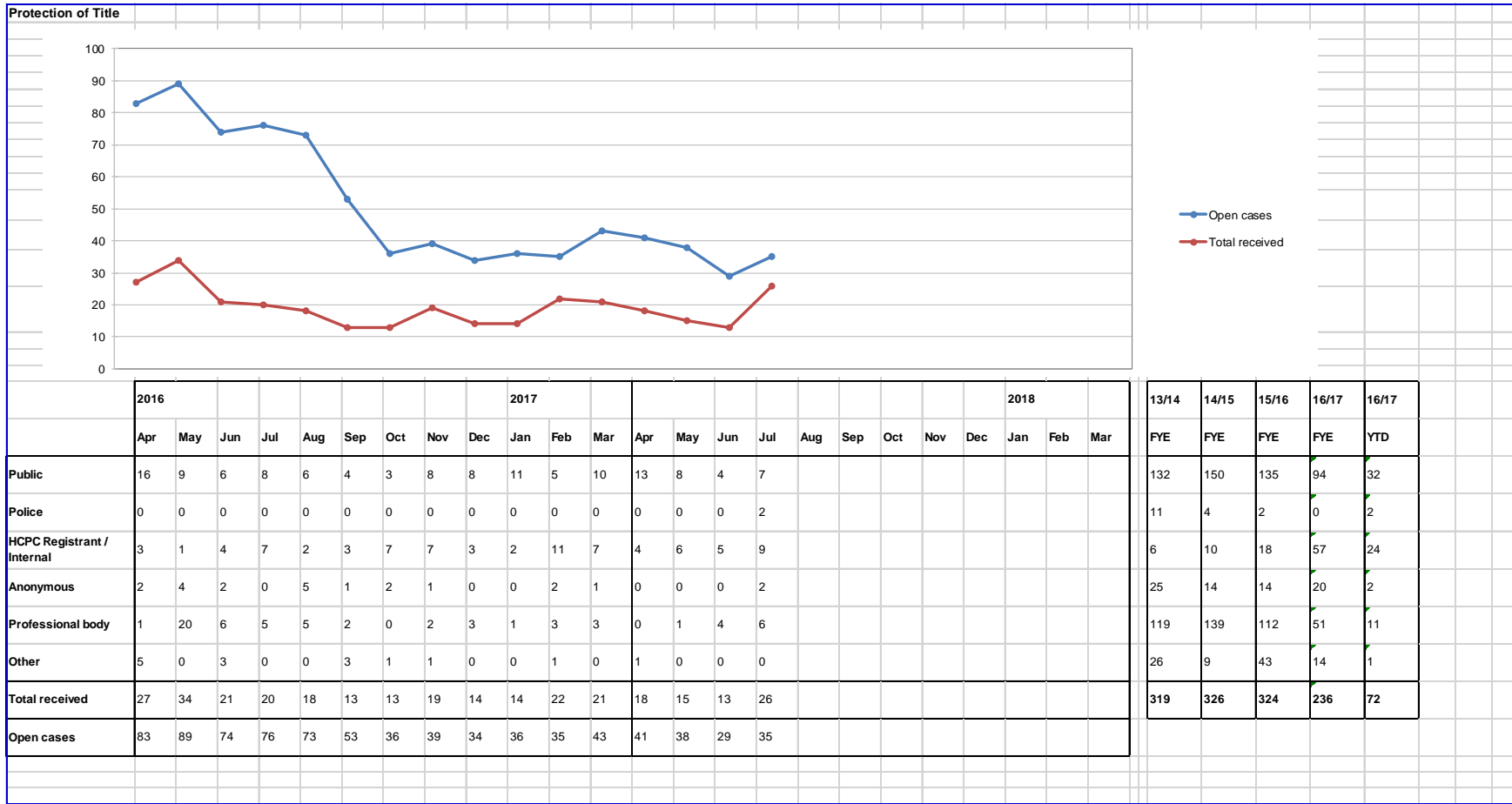
- We are about to embark on a programme of training for our Partners. This will include new panel member and Chair training, refresher training for existing panel members and Chairs and a review day for our legal assessors. This programme will run from September 2017 to February 2018.
- Prosecution proceedings have been initiated in respect of an individual who is misusing a protected title.
- There has been a significant increase in the number of new miscellaneous cases logged in July 2017 – 82 new cases compared to 45 in June. This increase may in part be due to the new approach to the management of general enquiries that has recently been implemented. (see Table 15)

### **Table 12**

Cases at judicial review or High Court/Court of Sheriff stage																												
	2016												2017									2018			14/15	15/16	16/17	17/18
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD
Judicial review - received	0	0	0	0	0	0	0	1	0	1	2	0	1	0	0	0									5	1	4	0
Judicial review - open	1	1	1	0	1	0	0	1	1	1	3	3	2	1	1	1												
High court - PSA received	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0									5	3	2	
High court - PSA open	5	5	5	4	4	2	1	1	2	2	2	1	1	0	0	0												
High court - Registrant received	0	0	0	0	0	0	1	0	0	2	0	0	0	3	1	1									5	8	3	5
High Court - Registrant open	4	4	3	3	3	2	3	2	0	2	2	1	0	4	4	5												
IO extension application at High Court	0	1	3	1	0	0	0	3	4	3	0	4	4	0	2	4									5	12	19	6



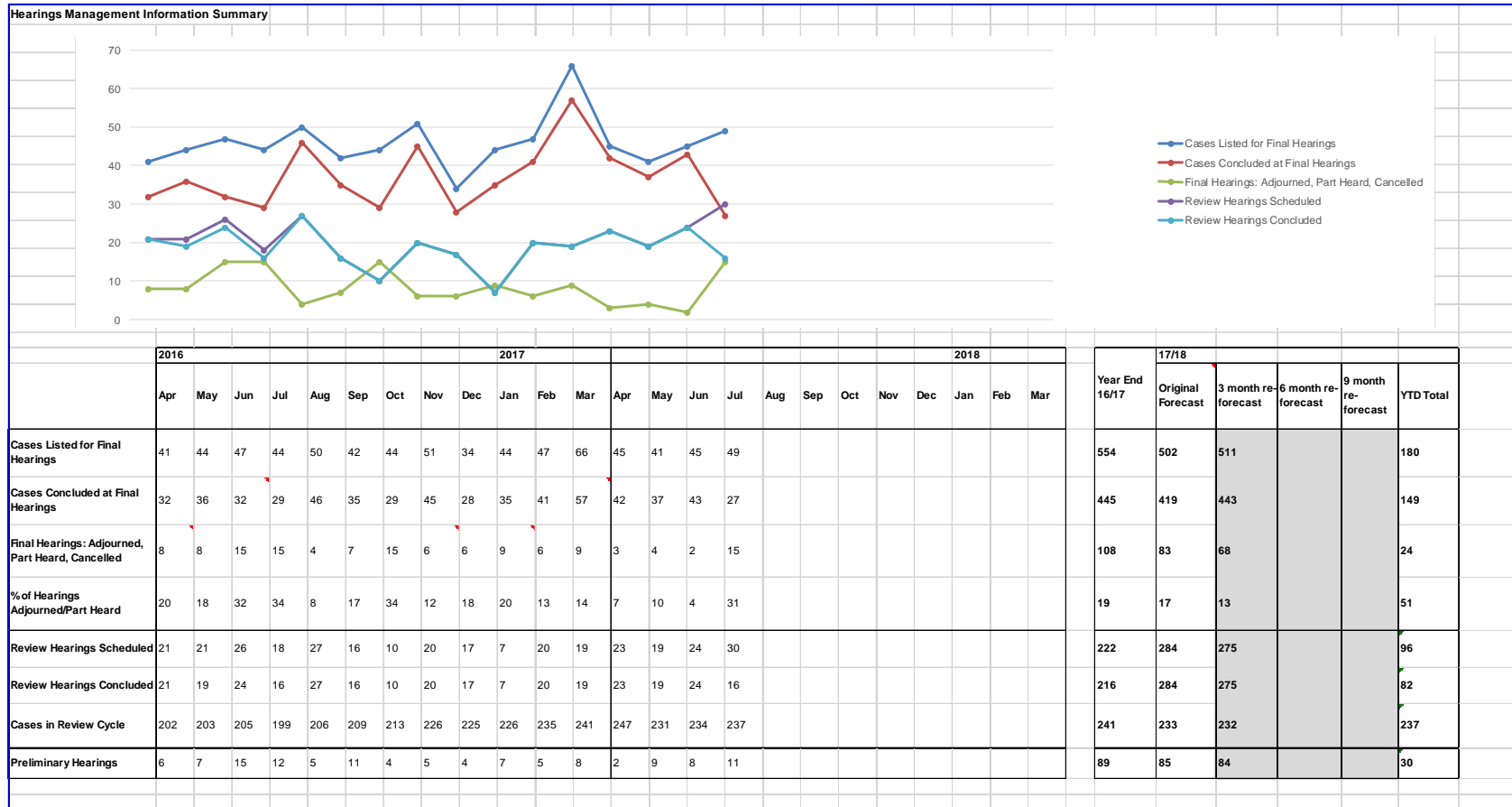
**Table 14**



**Table 15**

Miscellaneous (MIS) cases																																													
	2016												2017												2018												14/15	15/16	16/17	17/18					
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD					
<b>Cases received</b>	90	68	81	68	77	98	51	58	57	47	60	62	48	58	45	82																								814	821	817	233		
<b>Cases closed</b>	103	46	78	75	105	89	41	55	70	46	52	62	71	63	70	62																										851	764	822	266
<b>Cases open</b>	47	69	72	65	37	46	56	59	46	47	55	55	42	39	26	51																													

**Table 16**



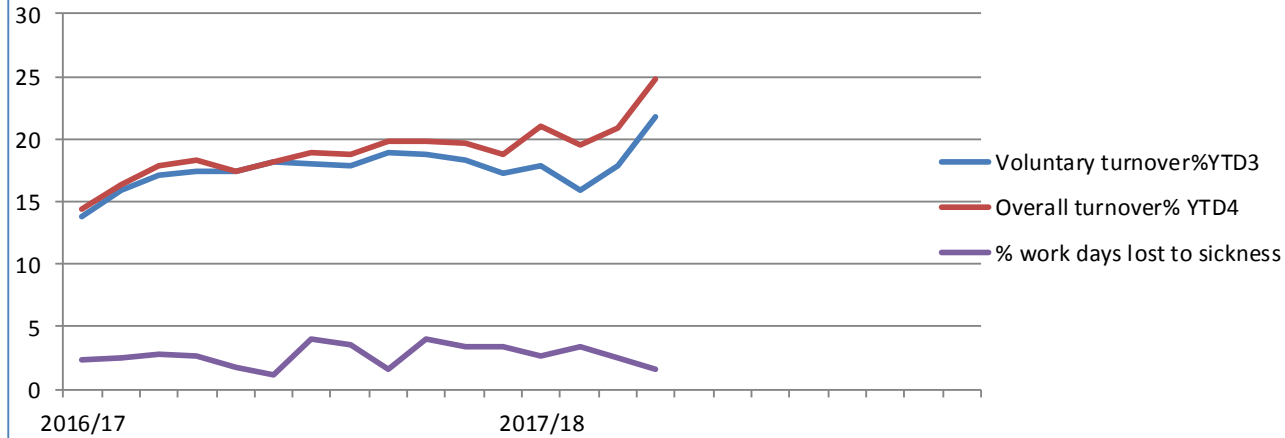
## Human resources

- Employee turnover rates increased in June and July to 25%. This is above the UK national average of 21.5% for overall turnover. The number of leavers in August has reduced to 4, however it is anticipated that turnover rates will continue at 22% or above for the rest of the financial year.
- Leavers are spread over departments and job levels. The predominant reasons given for leaving are career progression and pay. There is also a higher than normal incidence of visa expiries and relocations due to a spouse or partner's job.
- In terms of remedial action, the organisation has recently enhanced its flexible working policies and practises in response to employee feedback, and is about to launch a career development programme to equip employees with a clear view of their own career direction and development options. It is hoped that these initiatives will contribute to employee retention in the longer term.





## Employee sickness absence & turnover



	2016/17												2017/18												15/16	16/17	17/18
	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD
<b>Voluntary resignations<sup>1</sup></b>	3	7	3	3	3	4	3	3	4	4	4	2	5	1	7	11									29	43	24
Compulsory leavers <sup>2</sup>	0	0	2	0	0	0	2	0	0	0	1	0	3	1	0	0									4	5	4
Total leavers (vol. & comp.)	3	7	5	3	3	4	5	3	4	4	5	2	8	2	7	11	0	0	0	0	0	0	0	0	33	48	28
<b>Voluntary turnover%YTD<sup>3</sup></b>	14	16	17	17	17	18	18	18	19	19	18	17	18	16	18	22									<b>13</b>	<b>17</b>	<b>22</b>
Overall turnover% YTD <sup>4</sup>	14	16	18	18	17	18	19	19	20	20	20	19	21	20	21	25									15	19	25
Agency days	407	461	340	404	407	406	421	462	225	216	253	303	189	311	254	319									3684	4304	1073
% work days lost to sickness	2	3	3	3	2	1	4	4	2	4	3	3	3	3	3	2									2	3	3
Average sick-days YTD	6	6	6	6	6	6	6	6	6	7	7	7	7	8	8	8									6	6	8
<b>Sick-days</b>	121	131	145	135	96	59	208	189	87	216	183	187	156	197	143	94									1346	1757	590
Occ. Health Referrals	1	1	0	0	1	4	0	1	0	1	2	6	1	4	5	6									23	17	22

<sup>1</sup> **Voluntary Resignations:**  
<sup>2</sup> **Compulsory Leavers:**  
<sup>3</sup> **Voluntary Turnover YTD:**  
<sup>4</sup> **Overall Turnover:**

**FTE** Full-time equivalent  
**YTD** Year to Date  
**FYE** Final Year End

(source: 'XpertHR Labour turnover rates' published 24 October 2016).

**Partner turnover**

	2016			2017									2017									2018									16/17	17/18
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD						
Voluntary Resignations*	0	1	3	1	0	1	3	2	0	2	3	4	2	1	0	7										20	3					
Compulsory Leavers*	3	3	2	16	1	0	0	0	0	0	4	0	2	1	0	24											29	3				
Total Leavers (Vol & Comp)	3	4	5	17	1	1	3	2	0	2	7	4	4	2	0	31											49	6				
<b>Total Number of Partners</b>	670	666	661	644	644	644	664	662	662	660	653	661	660	670	676	666											658	670				
<b>Voluntary Turnover%</b>	0.0%	0.2%	0.5%	0.2%	0.0%	0.2%	0.5%	0.3%	0.0%	0.3%	0.5%	0.6%	3.3%	3.3%	2.9%	3.8%											3.0%	3.3%				
<b>Overall Turnover%</b>	0.4%	0.6%	0.8%	2.6%	0.2%	0.2%	0.5%	0.3%	0.0%	0.3%	1.1%	0.6%	7.6%	7.3%	6.5%	8.6%											7.5%	7.3%				

\*Compulsory Leavers includes agreement not renewed (failed renewal assessment or changed resource requirements, 8 year rule, voluntary de-registrations)

\*\* Voluntary Turnover of Partners: for 2016/17 this is calculated by month, for 2017/18 this is a rolling % calculated over the preceding 12 months

Turnover information does not capture those Partners who move from one role to another or those who leave one role and remain in another

YTD = Year to date      FYE = Final Year End

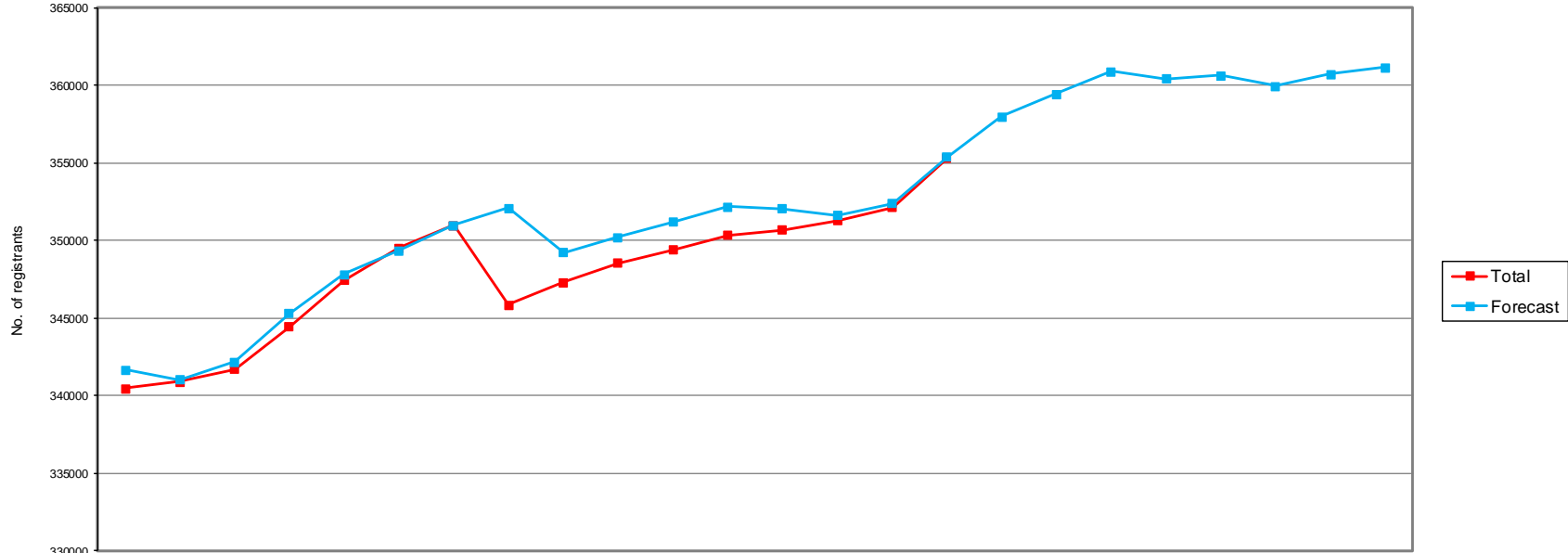
## Operations

### Registration

- This section provides an update about the work of the Registration Department for June to July 2017 and all of the department's service standards were achieved during the period.
- A total of 5 professions were renewing their registration during this period. There has been an overall increase in registrants using the online portal to renew their registration compared to the same period two years ago.
- 32 declarations from visiting health professionals were received during the period which is 28 (or 46.7%) fewer compared to the same period last year. At the close of the period there were 147 registered visiting European health professionals, which is 207 (or 58.4%) fewer than the same period last year and 36 fewer than forecast. There continues to be a reduction in the number of declarations since the EU referendum in June 2016.
- 4,653 UK applications were received during the period which is 596 (or 14.7%) more compared to the same period last year, and 578 (or 14.2%) more than forecast. This can be attributed to new graduates applying for registration earlier than in previous years.
- As at the end of July the Registration Department was managing recruitment campaigns for 13 vacancies. A number of agency temporary employees were recruited to backfill the vacancies until the end of the recruitment process.

Number of Registrants by Profession April 2016 - March 2018

Registration Department



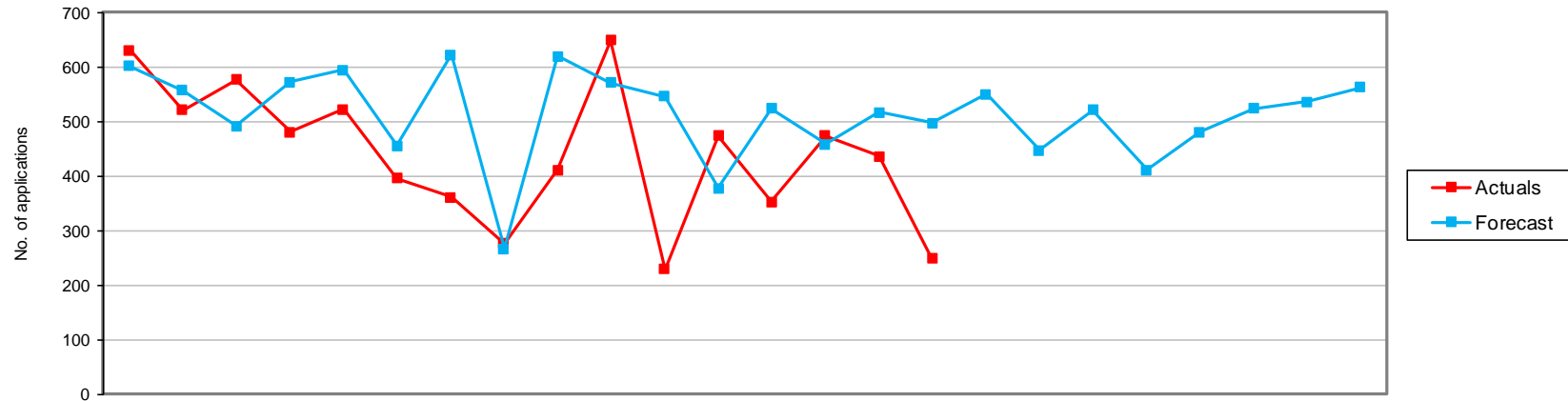
	2016												2017												2018												15/16	16/17	17/18
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD
Arts therapists	3,887	3,886	3,705	3,741	3,816	3,875	3,922	3,952	3,970	3,997	4,019	4,026	4,040	4,043	4,057	4,099	22,906	22,879	22,974	23,100	3,897	4,026	4,043																
Bio. scientists	22,191	22,228	22,305	22,386	22,534	22,626	22,655	22,631	22,708	22,794	22,849	22,902	22,906	22,879	22,974	23,100	22,906	22,879	22,974	23,100	22,154	22,902	22,879																
Chirops/pods	13,123	13,098	13,106	13,111	12,842	12,900	12,930	12,936	12,945	12,921	12,930	12,931	12,920	12,914	12,949	13,075	12,920	12,914	12,949	13,075	13,121	12,931	12,914																
Cl. Scientists	5,402	5,418	5,432	5,442	5,449	5,452	5,463	5,484	5,559	5,616	5,636	5,663	5,688	5,713	5,740	5,741	5,688	5,713	5,740	5,741	5,376	5,663	5,713																
Dietitians	9,004	9,000	8,926	8,828	8,942	8,994	9,013	9,035	9,042	9,069	9,084	9,107	9,120	9,131	9,173	9,355	9,120	9,131	9,173	9,355	8,986	9,107	9,131																
Hearing aid disps	2,457	2,458	2,457	2,451	2,412	2,459	2,493	2,518	2,537	2,561	2,580	2,593	2,607	2,627	2,648	2,682	2,607	2,627	2,648	2,682	2,442	2,593	2,627																
OTs	36,338	36,388	36,460	36,844	37,303	37,415	37,606	37,749	37,814	37,898	37,986	38,080	38,047	38,131	38,240	38,579	38,047	38,131	38,240	38,579	36,272	38,080	38,131																
ODPs	12,836	12,812	12,833	12,856	12,986	13,184	13,232	12,925	12,978	13,018	13,037	13,052	13,082	13,086	13,122	13,175	13,082	13,086	13,122	13,175	12,811	13,052	13,086																
Orthoptists	1,383	1,383	1,386	1,406	1,433	1,440	1,447	1,448	1,450	1,452	1,451	1,451	1,448	1,447	1,439	1,450	1,448	1,447	1,439	1,450	1,385	1,451	1,447																
Paramedics	22,492	22,553	22,626	22,778	22,941	23,300	23,441	23,519	23,600	23,763	23,877	23,992	24,084	24,230	24,285	24,459	24,084	24,230	24,285	24,459	22,380	23,992	24,230																
Physiotherapists	49,793	50,181	50,493	51,199	51,835	52,112	52,299	52,426	52,515	52,631	52,767	52,915	52,906	53,057	53,359	54,030	52,906	53,057	53,359	54,030	51,662	52,915	53,057																
Pract psychs	21,527	21,551	21,613	21,670	21,750	21,939	22,239	22,400	22,471	22,554	22,593	22,604	22,544	22,521	21,993	22,085	22,544	22,521	21,993	22,085	21,470	22,604	22,521																
Prosth/orthotists	1,006	1,007	1,013	1,037	1,051	1,054	1,056	1,060	1,062	1,061	1,064	1,063	1,062	1,062	1,072	1,091	1,062	1,062	1,072	1,091	1,005	1,063	1,062																
Radiographers	30,317	30,418	30,623	31,292	31,599	31,800	31,843	31,900	31,936	31,966	31,945	32,072	32,112	32,183	32,469	33,092	32,112	32,183	32,469	33,092	30,244	32,072	32,183																
Social workers	93,491	93,259	93,444	93,962	94,934	95,328	95,575	90,069	90,901	91,369	91,673	91,944	92,181	92,275	92,613	93,183	92,181	92,275	92,613	93,183	93,341	91,944	92,275																
SLTs	5,231	5,262	5,296	5,424	5,594	5,662	5,766	5,810	5,831	5,886	5,910	5,935	5,941	5,967	6,009	6,120	5,941	5,967	6,009	6,120	5,199	5,935	5,967																
<b>Total</b>	<b>340,478</b>	<b>340,902</b>	<b>341,718</b>	<b>344,427</b>	<b>347,421</b>	<b>349,540</b>	<b>350,980</b>	<b>345,862</b>	<b>347,319</b>	<b>348,556</b>	<b>349,401</b>	<b>350,330</b>	<b>350,688</b>	<b>351,266</b>	<b>352,142</b>	<b>355,316</b>	<b>350,688</b>	<b>351,266</b>	<b>352,142</b>	<b>355,316</b>	<b>341,745</b>	<b>350,330</b>	<b>355,316</b>																
<b>Forecast</b>	<b>341,668</b>	<b>341,028</b>	<b>342,180</b>	<b>345,306</b>	<b>347,830</b>	<b>349,364</b>	<b>350,988</b>	<b>352,097</b>	<b>349,234</b>	<b>350,232</b>	<b>351,180</b>	<b>352,166</b>	<b>352,060</b>	<b>351,638</b>	<b>352,411</b>	<b>355,372</b>	<b>352,060</b>	<b>351,638</b>	<b>352,411</b>	<b>355,372</b>	<b>340,814</b>	<b>352,166</b>	<b>361,158</b>																

NOTE: Information captured on the last day of each calendar month.  
Forecast is based on the average percentage difference in number of registrants from 11/12 - 16/17



New International Applications Received April 2016 - March 2018

Registration Department

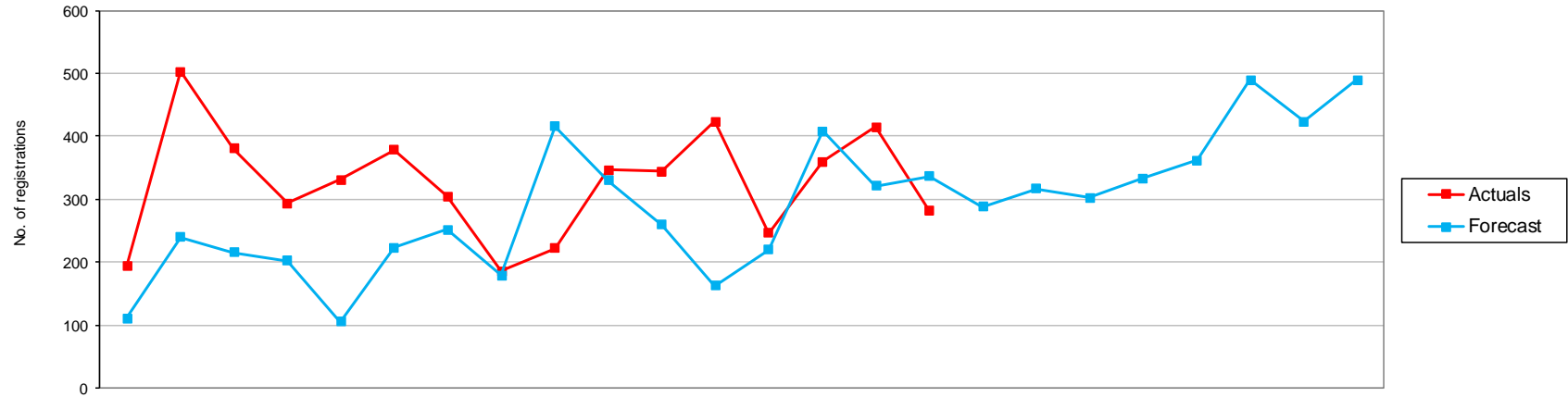


	2016			2017												2018						15/16	16/17	17/18			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD
Arts therapists	0	1	3	7	5	2	5	0	2	9	0	0	1	1	4	1									21	34	7
Bio. scientists	34	37	33	32	33	26	19	11	26	30	11	38	18	22	26	13									417	330	79
Chirops/pods	9	5	3	2	4	5	7	3	4	4	0	3	4	8	5	3									74	49	20
CI Scientists	9	13	11	11	7	3	11	5	4	7	5	10	7	4	9	9									99	96	29
Dietitians	44	26	25	21	19	18	12	8	14	17	5	27	20	32	24	8									288	236	84
Hearing aid disps	3	2	2	1	8	1	3	0	5	5	2	3	3	2	4	1									41	35	10
OTs	36	32	31	26	45	27	35	23	38	61	13	33	19	26	36	10									491	400	91
ODPs	2	2	4	0	0	0	2	3	0	2	2	2	1	3	2	2									11	19	8
Orthoptists	4	0	0	0	2	0	1	1	0	0	0	0	0	0	3	0									4	8	3
Paramedics	31	44	51	29	36	34	28	35	61	71	30	57	16	28	32	3									559	507	79
Physiotherapists	207	150	177	117	140	113	99	69	92	187	64	128	108	132	106	78									1,581	1,543	424
Pract psychs	58	31	40	39	40	33	24	21	23	29	15	26	19	37	30	28									398	379	114
Prosth/orthotists	2	0	0	1	1	0	2	1	2	1	1	3	2	4	2	1									16	14	9
Radiographers	92	69	93	75	88	72	61	45	69	118	41	80	73	87	83	39									955	903	282
Social workers	79	87	88	100	76	53	37	38	57	80	33	48	49	70	58	43									747	776	220
SLTs	20	22	16	19	18	9	15	13	14	28	7	16	12	17	12	10									289	197	51
<b>Total</b>	<b>630</b>	<b>521</b>	<b>577</b>	<b>480</b>	<b>522</b>	<b>396</b>	<b>361</b>	<b>276</b>	<b>411</b>	<b>649</b>	<b>229</b>	<b>474</b>	<b>352</b>	<b>473</b>	<b>436</b>	<b>249</b>									<b>5,991</b>	<b>5,526</b>	<b>1,510</b>
<b>Forecast</b>	<b>602</b>	<b>557</b>	<b>491</b>	<b>572</b>	<b>594</b>	<b>455</b>	<b>623</b>	<b>267</b>	<b>620</b>	<b>571</b>	<b>546</b>	<b>378</b>	<b>523</b>	<b>458</b>	<b>516</b>	<b>249</b>	<b>550</b>	<b>447</b>	<b>521</b>	<b>411</b>	<b>481</b>	<b>523</b>	<b>536</b>	<b>562</b>	<b>5,625</b>	<b>6,276</b>	<b>6,025</b>

NOTE: All received applications, including those that may subsequently be returned, rejected or withdrawn.  
 Forecast is based on the average number of INT applications received each month from 11/12 - 16/17, normalised against the latest monthly actuals available

International Registrations April 2016 - March 2018

Registration Department



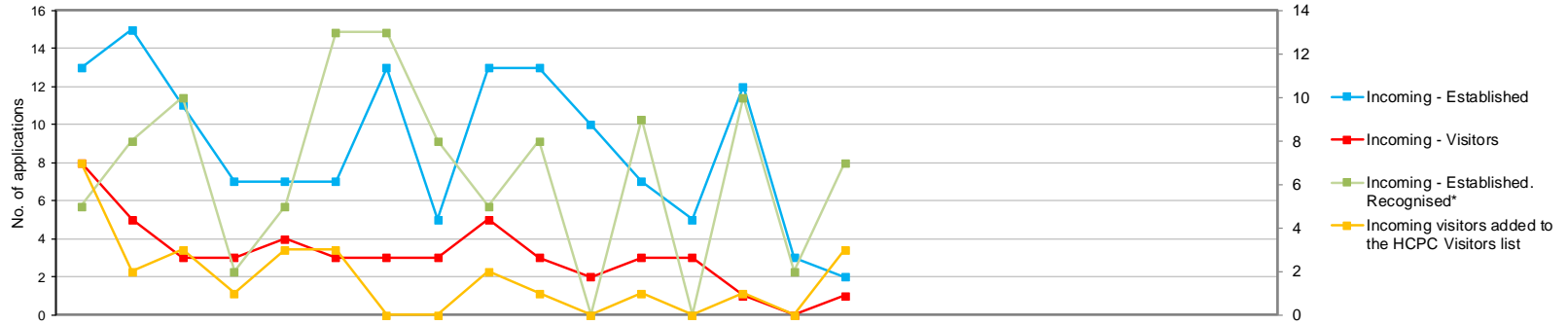
	2016			2017									2018												15/16	16/17	17/18
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD
Arts therapists	0	0	4	1	0	0	2	0	0	0	3	2	3	1	3	1									7	12	8
Bio. scientists	22	33	22	11	23	22	17	11	28	21	18	19	15	22	25	19									213	247	81
Chirops/ pods	5	4	1	0	9	2	2	0	2	6	6	4	2	3	4	2									37	41	11
CI scientists	0	5	3	5	2	4	3	2	3	7	3	3	3	6	7	2									34	40	18
Dietitians	6	10	6	41	16	19	6	11	4	21	12	17	12	13	8	29									107	169	62
Hearing aid disps	2	0	0	1	6	3	1	2	2	1	0	4	2	5	3	2									21	22	12
OTs	25	32	32	27	33	27	20	33	6	32	31	45	23	32	17	20									255	343	92
ODPs	1	1	0	0	0	0	0	1	0	2	0	1	0	2	1	0									12	6	3
Orthoptists	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0									2	2	0
Paramedics	22	28	21	24	14	31	17	12	20	57	48	32	29	30	23	19									424	326	101
Physiotherapists	10	208	133	102	103	125	106	55	37	75	85	110	42	128	136	78									695	1,149	384
Pract psychs	17	9	26	11	18	15	19	9	10	18	15	15	3	6	49	9									130	182	67
Prosth/orthotists	1	0	1	0	3	0	3	0	2	0	2	3	1	1	4	4									8	15	10
Radiographers	45	105	67	33	59	62	57	30	21	54	53	105	54	59	77	52									425	691	242
Social workers	28	52	50	29	35	51	36	8	83	38	53	51	46	32	45	36									334	514	159
SLTs	9	16	14	8	10	17	16	12	4	13	15	12	11	20	13	9									167	146	53
<b>Total</b>	193	503	380	294	331	378	305	186	222	346	344	423	246	360	415	282									2,871	3,905	1,303
<b>Forecast</b>	111	240	216	202	106	224	252	179	416	330	259	163	220	408	321	336	288	317	302	333	362	490	423	489	3,150	2,698	4,289

NOTE: Forecast is based on the average number of INT applications registered each month from 11/12 - 16/17, normalised against the latest monthly actuals available  
 Social worker section of the Register opened 1 Aug 2012 (covers England only)





European Professional Card (EPC) incoming applications April 2016 - March 2018



	2016			2017												2018									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Incoming - Established	13	15	11	7	7	7	13	5	13	13	10	7	5	12	3	2									
Incoming - Visitors	8	5	3	3	4	3	3	3	5	3	2	3	3	1	0	1									
Incoming - Established. Recognised*	5	8	10	2	5	13	13	8	5	8	0	9	0	10	2	7									
Incoming visitors added to the HCPC Visitors list	7	2	3	1	3	3	0	0	2	1	0	1	0	1	0	3									

15/16 FYE	16/17 FYE	17/18 YTD
6	121	22
5	45	5
2	86	19
3	23	4

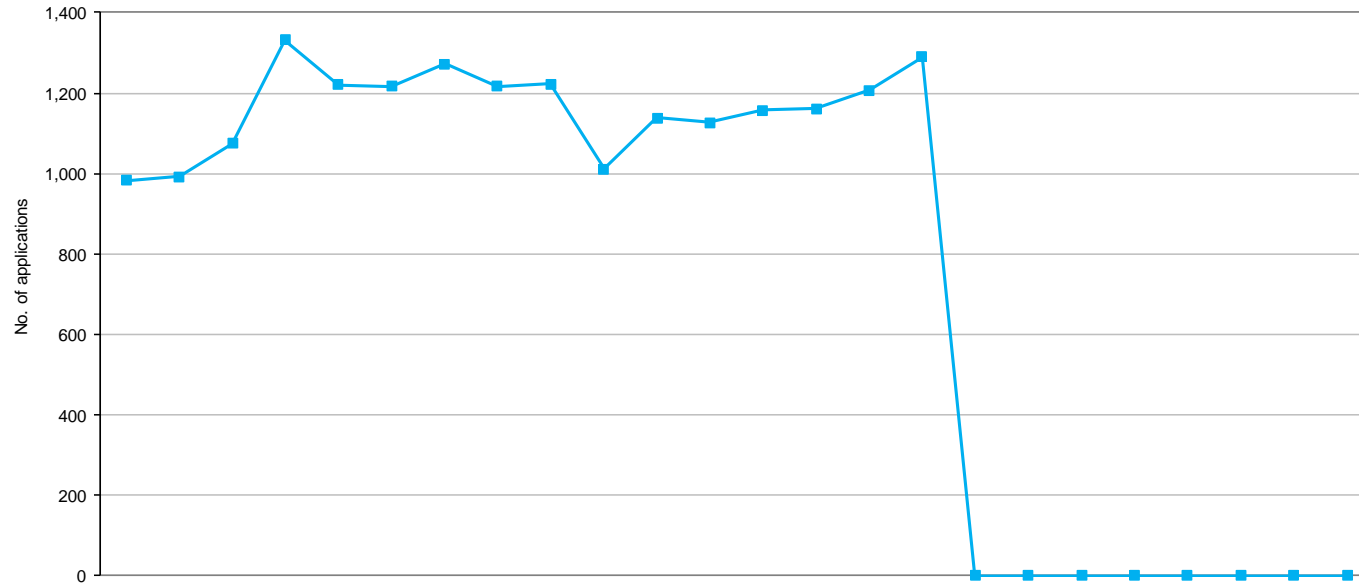
NOTE: The European Professional Card (EPC) for physiotherapists has been in place and operational since 18 January 2016.

\* Applications that have been recognised may not be registered immediately as the registration fee is required. Figure does not include applications where the decision is a period of adaptation.



UK applications workflow process at end of each month April 2016 - March 2018

Registration Department

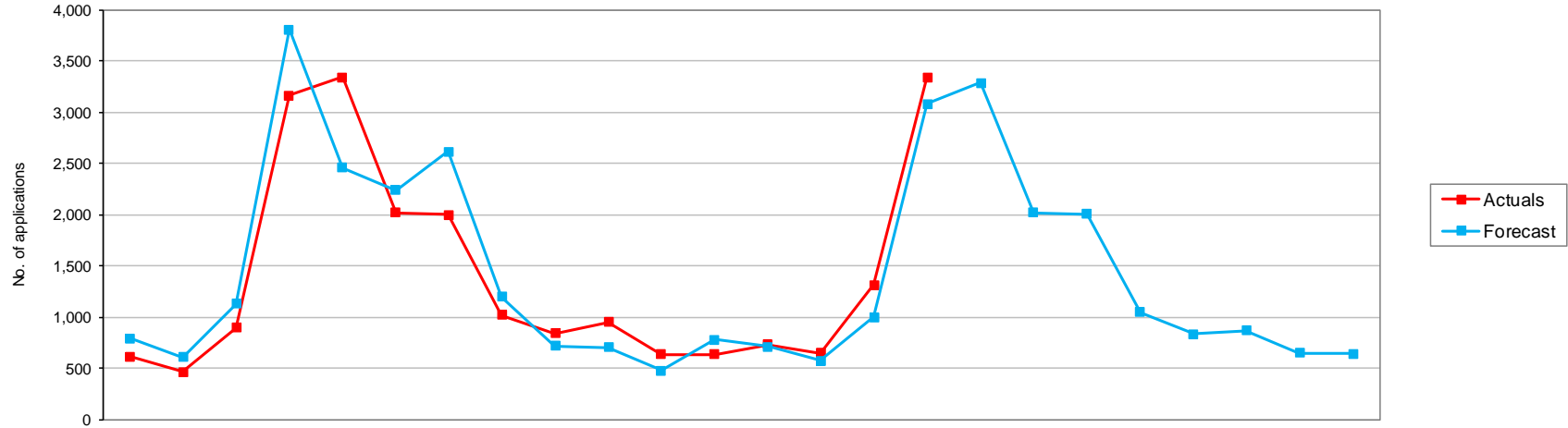


Current status	2016			2017									2018									15/16	16/17	17/18						
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD			
Minimum info	975	985	1,068	1,317	1,211	1,207	1,256	1,198	1,207	1,000	1,128	1,111	1,142	1,148	1,191	1,267												1,041	1,111	1,267
At scrutiny	1	1	1	2	1	1	5	1	2	1	1	4	1	1	4	7												1	4	7
Pending reg fee	6	6	6	12	8	9	12	17	14	10	10	12	14	13	13	15												8	12	15
Total	982	992	1,075	1,331	1,220	1,217	1,273	1,216	1,223	1,011	1,139	1,127	1,157	1,162	1,208	1,289	0	0	0	0	0	0	0	0	0	0	0	0	0	0

NOTE: Information covers UK applications status progress only.  
Represents the current workload within the UK section as at the end of the month.

**New UK Applications Received April 2016 - March 2018**

**Registration Department**

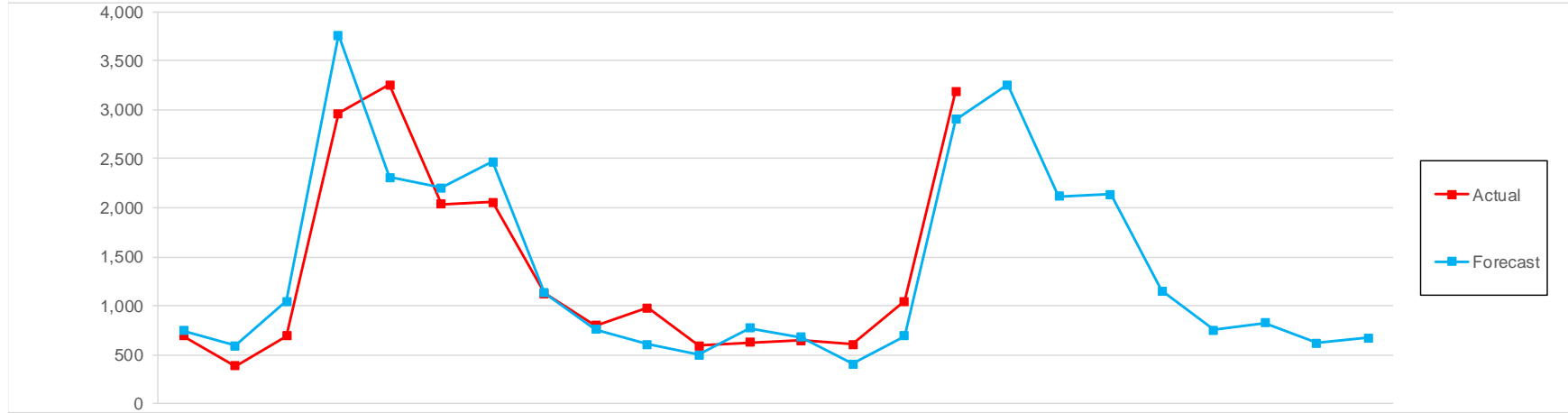


	2016			2017									2018									15/16	16/17	17/18								
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD					
Arts therapists	12	18	8	31	73	51	50	33	21	23	13	10	18	11	10	43												304	343	82		
Bio. scientists	49	51	62	107	144	68	100	66	48	97	58	51	46	53	71	138														840	901	308
Chirops/pods	3	0	78	143	73	44	17	6	6	8	3	2	2	2	91	125														360	383	220
CI Scientists	28	14	12	14	17	6	13	24	95	40	27	25	23	22	20	23														303	315	88
Dietitians	35	13	38	143	73	24	18	12	6	8	6	11	10	6	60	145														428	387	221
Hearing aid disps	16	7	6	33	65	27	45	18	21	27	13	8	16	10	17	39														278	286	82
OTs	43	30	49	393	439	168	198	91	53	71	69	49	42	42	90	412														1,663	1,653	586
ODPs	39	13	26	45	177	153	97	27	13	25	10	16	51	13	33	67														679	641	164
Orthoptists	0	0	6	21	28	8	6	2	2	2	1	0	0	0	1	17														63	76	18
Paramedics	85	59	94	125	242	274	161	63	94	160	104	94	116	108	106	268														1,435	1,555	598
Physiotherapists	30	22	111	646	480	153	135	65	59	69	79	55	48	20	188	671														1,881	1,904	927
Pract psychs	36	36	43	48	78	156	347	132	76	72	39	37	57	40	43	48														1,074	1,100	188
Prosth/orthotists	1	0	7	23	12	4	1	2	0	1	2	1	0	2	9	19														51	54	30
Radiographers	14	35	223	649	250	104	45	27	21	14	21	22	16	36	301	537														1,397	1,425	890
Social workers	203	143	116	597	1,020	703	646	413	309	281	164	201	270	270	247	619														5,374	4,796	1,406
SLTs	19	21	15	145	170	73	115	35	13	52	25	51	13	12	28	167														780	734	220
<b>Total</b>	<b>613</b>	<b>462</b>	<b>894</b>	<b>3,163</b>	<b>3,341</b>	<b>2,016</b>	<b>1,994</b>	<b>1,016</b>	<b>837</b>	<b>950</b>	<b>634</b>	<b>633</b>	<b>728</b>	<b>647</b>	<b>1,315</b>	<b>3,338</b>														<b>16,910</b>	<b>16,553</b>	<b>6,028</b>
<b>Forecast</b>	<b>790</b>	<b>608</b>	<b>1,124</b>	<b>3,803</b>	<b>2,453</b>	<b>2,235</b>	<b>2,612</b>	<b>1,196</b>	<b>716</b>	<b>705</b>	<b>478</b>	<b>775</b>	<b>713</b>	<b>571</b>	<b>999</b>	<b>3,076</b>	<b>3,287</b>	<b>2,016</b>	<b>2,006</b>	<b>1,043</b>	<b>834</b>	<b>868</b>	<b>651</b>	<b>644</b>	<b>18,058</b>	<b>17,495</b>	<b>16,708</b>					

NOTE: Forecast is based on the average number of UK applications received each month from 11/12 - 16/17, normalised against the latest monthly actuals available.  
Social worker section of the Register opened 1 Aug 2012 (covers England only).

New UK Registrations April 2016 - March 2018

Registration Department

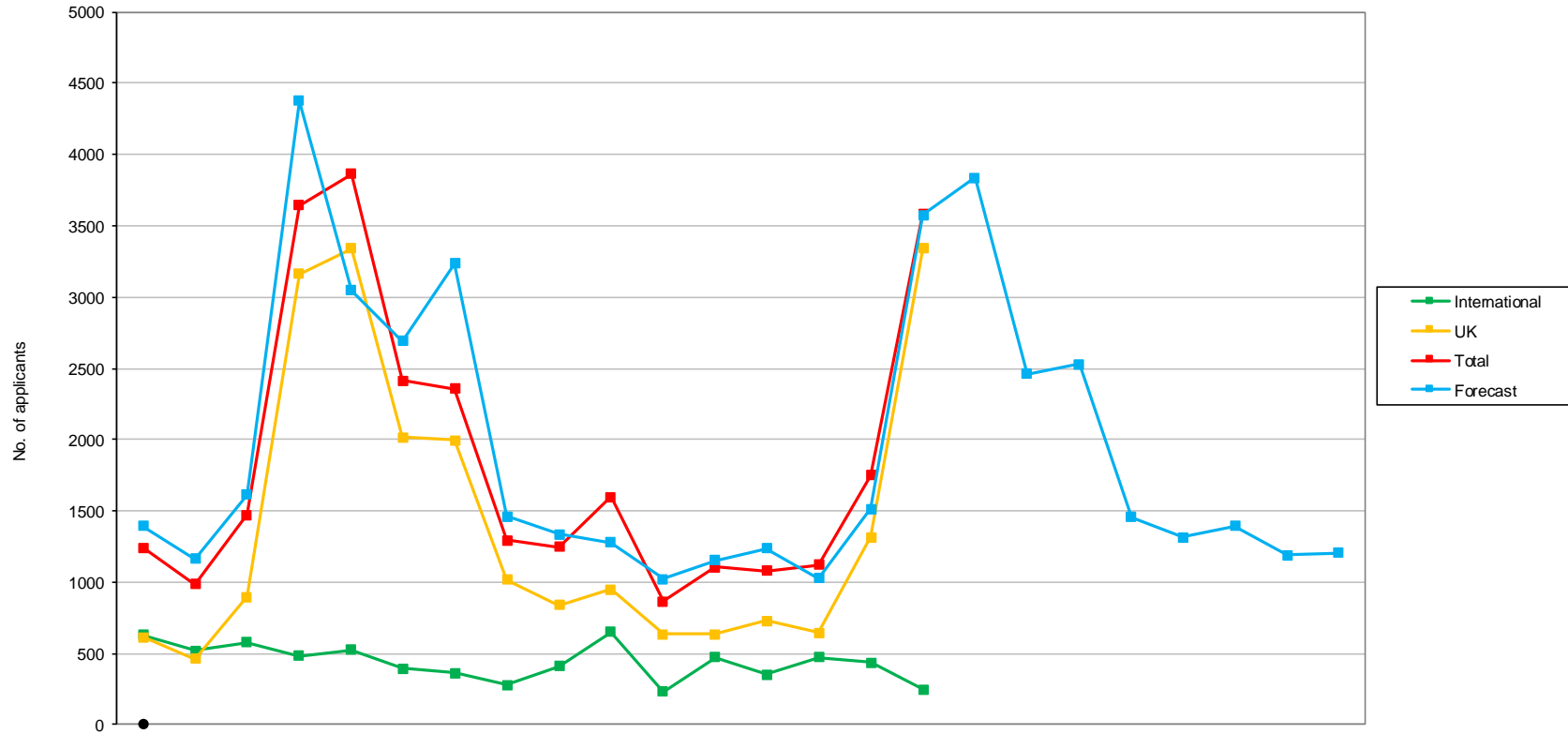


	2016			2017									2018									15/16	16/17	17/18			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD
Arts therapists	14	16	7	23	68	55	50	30	18	23	18	10	14	8	8	41									287	332	71
Bio. scientists	49	40	54	95	148	70	83	63	50	76	58	48	42	36	70	115									775	834	263
Chirops/pods	6	0	54	146	82	36	28	6	7	7	2	2	2	2	68	134									356	376	206
CI Scientists	26	13	10	11	14	8	11	24	75	51	24	27	26	20	18	20									285	294	84
Dietitians	34	7	40	132	82	24	27	12	5	8	2	11	3	8	48	153									419	384	212
Hearing aid disps	15	5	7	25	58	34	37	24	17	25	21	9	13	11	15	41									271	277	80
OTs	51	25	42	360	442	173	201	105	55	69	57	58	39	41	81	351									1,642	1,638	512
ODPs	35	14	23	30	132	168	120	35	14	31	7	18	40	25	25	58									673	627	148
Orthoptists	0	1	5	21	28	8	7	2	2	2	0	0	0	0	1	16									62	76	17
Paramedics	108	44	62	146	192	303	178	80	70	174	104	85	87	126	64	198									1,398	1,546	475
Physiotherapists	38	17	86	588	510	145	153	72	57	72	60	59	54	14	141	640									1,840	1,857	849
Pract psychs	43	35	33	45	66	124	344	173	60	83	35	35	51	32	43	45									1,027	1,076	171
Prosth/orthotists	0	0	5	24	14	5	0	2	1	0	2	1	0	0	7	21									50	54	28
Radiographers	18	9	152	664	286	120	44	40	22	17	17	22	14	7	198	621									1,366	1,411	840
Social workers	229	136	93	524	957	700	655	418	326	289	159	186	247	260	230	586									5,239	4,672	1,323
SLTs	27	19	17	131	178	61	120	38	20	50	25	50	13	12	24	148									778	736	197
<b>Total</b>	<b>693</b>	<b>381</b>	<b>690</b>	<b>2,965</b>	<b>3,257</b>	<b>2,034</b>	<b>2,058</b>	<b>1,124</b>	<b>799</b>	<b>977</b>	<b>591</b>	<b>621</b>	<b>645</b>	<b>602</b>	<b>1,041</b>	<b>3,188</b>									<b>16,468</b>	<b>16,190</b>	<b>5,476</b>
<b>Forecast</b>	<b>741</b>	<b>588</b>	<b>1,043</b>	<b>3,760</b>	<b>2,311</b>	<b>2,205</b>	<b>2,470</b>	<b>1,131</b>	<b>759</b>	<b>601</b>	<b>496</b>	<b>770</b>	<b>678</b>	<b>407</b>	<b>691</b>	<b>2,903</b>	<b>3,253</b>	<b>2,114</b>	<b>2,135</b>	<b>1,153</b>	<b>749</b>	<b>824</b>	<b>618</b>	<b>668</b>		<b>16,875</b>	<b>16,193</b>

NOTE: Forecast is based on the average number of UK registrations each month from 11/12 - 16/17, normalised against the latest monthly actuals available.  
 Social worker section of the Register opened 1 Aug 2012 (covers England only).

Application Types Received April 2016 - March 2018

Registration Department



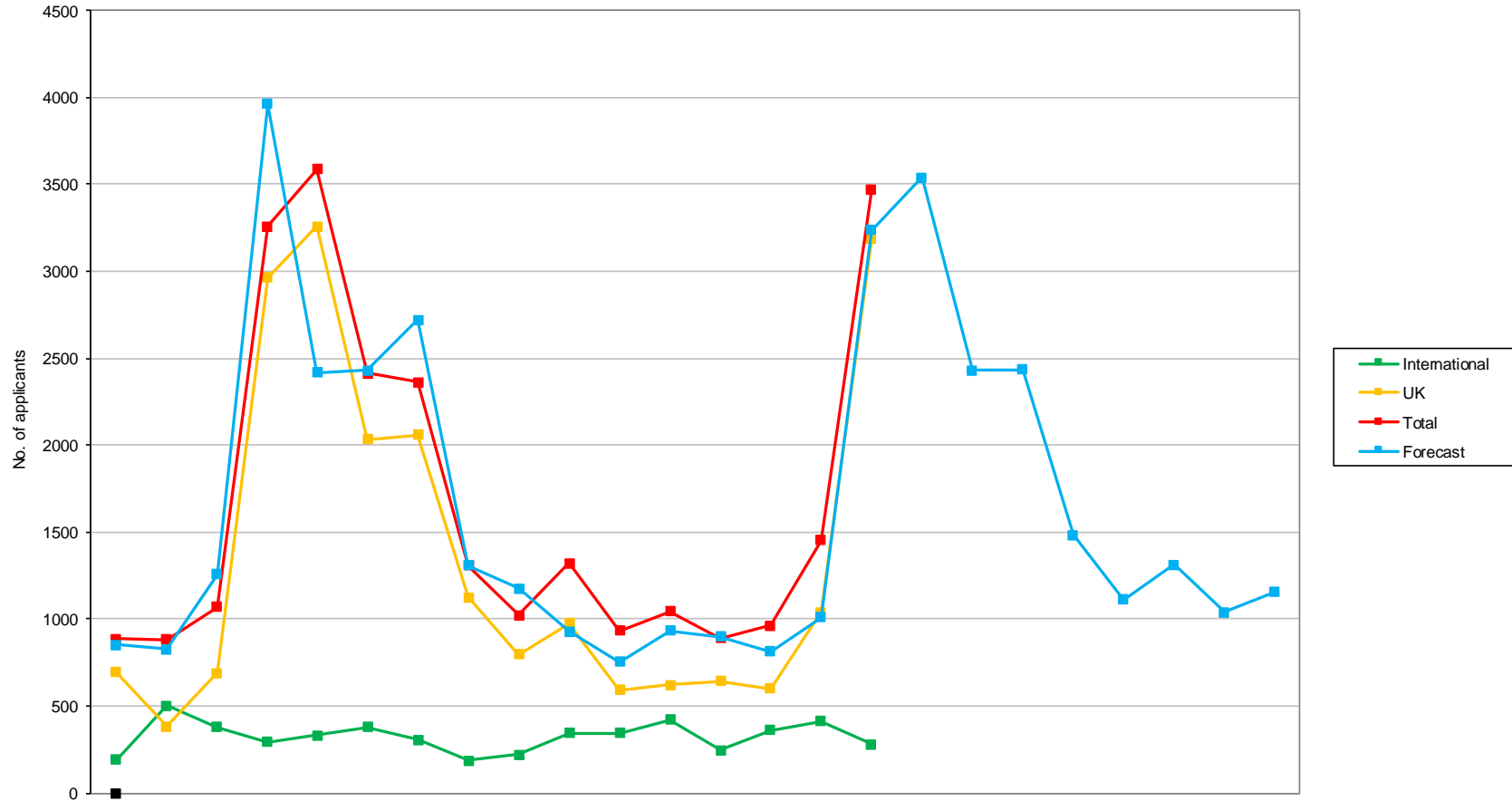
Apps Received	2016			2017									2018											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
International	630	521	577	480	522	396	361	276	411	649	229	474	352	473	436	249								
UK	613	462	894	3,163	3,341	2,016	1,994	1,016	837	950	634	633	728	647	1,315	3,338								
Total	1,243	983	1,471	3,643	3,863	2,412	2,355	1,292	1,248	1,599	863	1,107	1,080	1,120	1,751	3,587								
Forecast	1,392	1,165	1,615	4,375	3,047	2,690	3,235	1,463	1,336	1,276	1,024	1,153	1,236	1,029	1,515	3,573	3,837	2,463	2,527	1,454	1,315	1,391	1,187	1,206

15/16	16/17	17/18
FYE	FYE	YTD
5,991	5,526	1,510
16,910	16,553	6,028
22,901	22,079	7,538
23,683	23,771	22,733

NOTE: The data relates to application forms received, not total fees received.  
 Forecast is the combined forecast of international applications received and UK applications received.

New Registrants April 2016 - March 2018

Registration Department

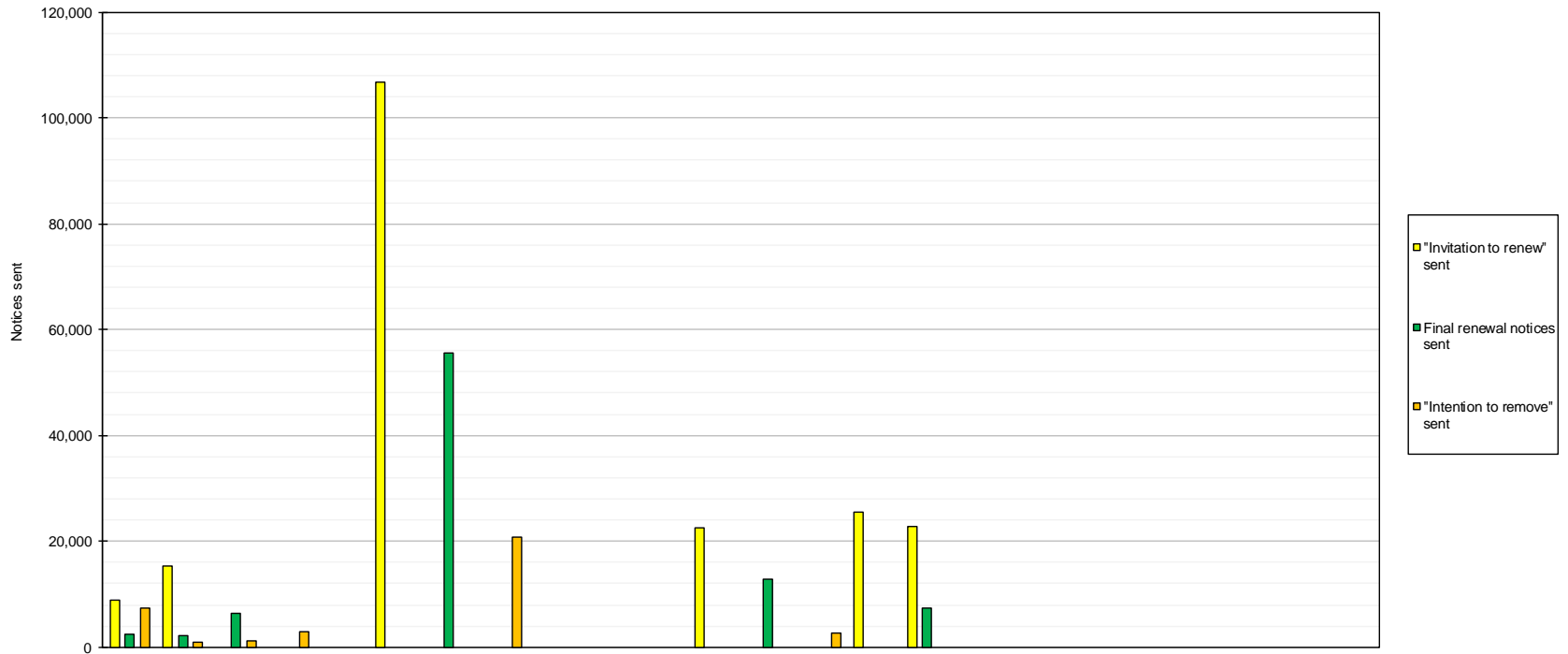


	2016			2017									2018						15/16	16/17	17/18									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD			
<b>International</b>	193	503	380	294	331	378	305	186	222	346	344	423	246	360	415	282														
<b>UK</b>	693	381	690	2,965	3,257	2,034	2,058	1,124	799	977	591	621	645	602	1,041	3,188														
<b>Total</b>	886	884	1,070	3,259	3,588	2,412	2,363	1,310	1,021	1,323	935	1,044	891	962	1,456	3,470														
<b>Forecast</b>	852	828	1,259	3,962	2,417	2,429	2,722	1,310	1,175	931	755	933	898	815	1,012	3,239	3,541	2,431	2,437	1,486	1,111	1,314	1,041	1,157	20,364	19,573	20,482			

NOTE: Forecast is the combined forecast of international applications received and UK applications registered.

Renewal Information April 2016 - March 2018

Registration Department



	2016			2017									2018									15/16	16/17	17/18								
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD					
"Invitation to renew" sent	8,916	15,448	0	0	0	106,797	0	0	0	0	0	22,541	0	0	25,597	22,685											189,155	153,702	48,282			
Final renewal notices sent	2,301	2,049	6,392	0	0	0	55,469	0	0	0	0	0	12,892	0	0	7,304													86,386	66,211	20,196	
"Intention to remove" sent	7,279	851	1,140	2,831	0	0	0	20,726	0	0	0	0	0	2,738	0	0														19,589	32,827	2,738
<b>Total</b>	<b>18,496</b>	<b>18,348</b>	<b>7,532</b>	<b>2,831</b>	<b>0</b>	<b>106,797</b>	<b>55,469</b>	<b>20,726</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>22,541</b>	<b>12,892</b>	<b>2,738</b>	<b>25,597</b>	<b>29,989</b>													<b>295,130</b>	<b>252,740</b>	<b>71,216</b>	

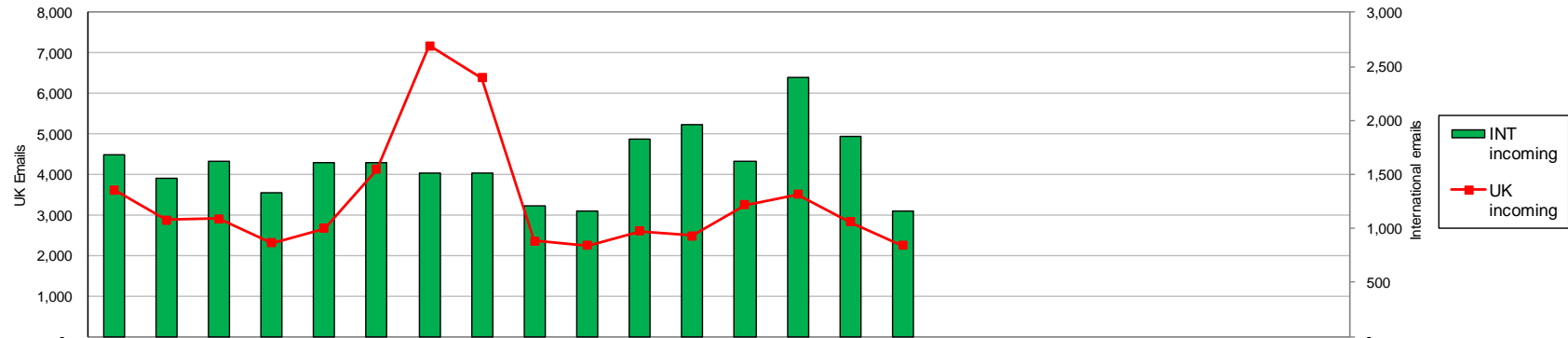






UK and international emails received at end of each month April 2016 - March 2018

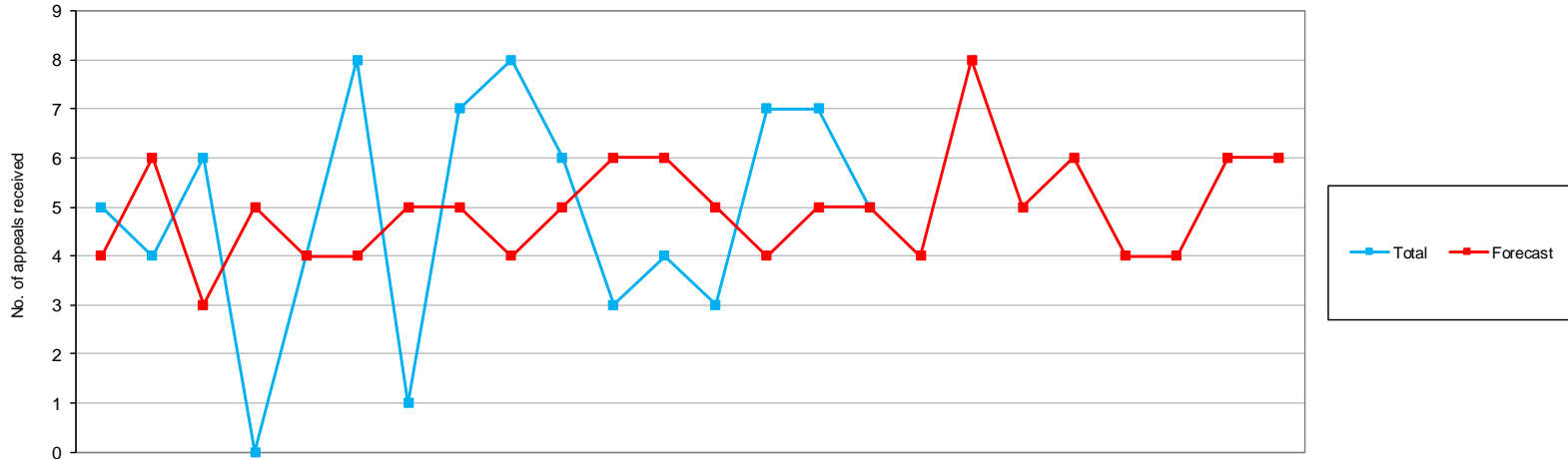
Registration Department



	2016			2017												2018									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
UK incoming	3,624	2,875	2,903	2,310	2,672	4,120	7,185	6,391	2,351	2,247	2,601	2,489	3,249	3,506	2,830	2,247									
INT incoming	1,676	1,463	1,618	1,331	1,609	1,612	1,515	1,517	1,204	1,159	1,822	1,964	1,622	2,394	1,847	1,159									
Average working days																									
Avg working days UK	1	1	1	1	1	1	2	2	1	2	2	2	1	1	1	2									
Avg working days INT	2	2	2	2	2	2	4	2	1	2	2	3	2	1	1	2									
Total incoming	5,300	4,338	4,521	3,641	4,281	5,732	8,700	7,908	3,555	3,406	4,423	4,453	4,871	5,900	4,677	3,406									

15/16 FYE	16/17 FYE	17/18 YTD
40,157	41,768	11,832
9,886	18,490	7,022
1		
	1	1
	2	1
50,043	60,258	18,854

**Registration Appeals Received April 2016 - March 2018**



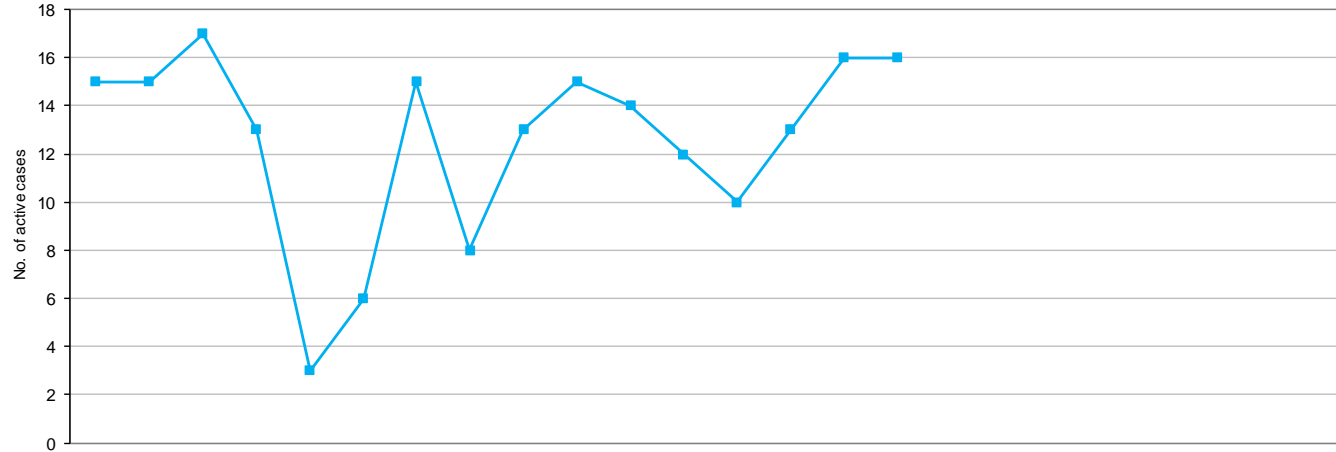
	2016			2017												2018						16/17	17/18				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD	
EMR (1)	4	2	1	0	4	2	0	3	5	4	1	2	2	1	1	3										28	7
Non-EMR (2)	1	2	1	0	0	5	0	2	0	1	1	2	1	5	4	1										15	11
Visitors (3)	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0										2	0
UK (4)	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0										1	0
Returners to practice (5)	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0										1	0
CPD (6)	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	1										0	4
Health and Character declarations (7)	0	0	3	0	0	1	0	1	2	1	1	0	0	0	0	0										9	0
<b>Total</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>7</b>	<b>8</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>3</b>	<b>7</b>	<b>7</b>	<b>5</b>										<b>56</b>	<b>22</b>
<b>Forecast</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>8</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>6</b>	<b>57</b>	<b>62</b>	

NOTE: Forecast is based on the average number of appeals received from 11/12 to 16/17.

- 1 International applications with European Mutual Recognition (EMR) rights.
- 2 International applications without EMR rights.
- 3 Declarations to be on the Register of visiting health professionals.
- 4 UK applications for registration.
- 5 Applications for readmission to the Register.
- 6 Continuing Professional Development profiles.
- 7 Any application where a positive declaration has been made by the applicant for health and character.



Registration Appeals Status April 2016 - March 2018



	2016			2017										2018						16/17	17/18						
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD	
Hearings scheduled	9	4	5	6	0	0	10	2	3	4	7	4	4	4	4	4										54	16
Awaiting scheduling	5	10	11	5	1	2	5	6	10	10	7	7	5	9	11	9										79	34
Awaiting further information	1	1	1	2	2	4	0	0	0	1	0	1	1	0	1	3										13	5
Current active cases	15	15	17	13	3	6	15	8	13	15	14	12	10	13	16	16										12	16

NOTE: Information covers registration appeals status progress only.  
Represents the current workload within the appeals section as at the end of the month.