

Education & Training Committee 25 March 2009

Approach to putting British Psychological Society (BPS) and Association of Educational Psychologists (AEP) members onto the HPC register

Executive summary and recommendations

Introduction

Since September 2007, the Practitioner Psychologists project has been led by Greg Ross-Sampson (Director of Operations and Project Lead) managed by Claire Reed (HPC Project Manager), with Marc Seale (Chief Executive & Registrar) as the project sponsor.

The purpose of this paper is to provide the committee with the methodology that will be used to put members from the BPS and AEP into the register.

Decision

The Committee is asked to agree to the approach outlined in the attached paper.

Background information

See attached paper.

Resource implications

See attached paper.

Financial implications

See attached paper.

Appendices

See attached paper.

Date of paper

25 March 2009

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Introduction

Since September 2007, the Onboarding of the Practitioner Psychologists project has been led by Greg Ross-Sampson (Director of Operations and Project Lead) managed by Claire Reed (HPC Project Manager), with Marc Seale (Chief Executive & Registrar) as the project sponsor.

The project team consists of members from Communications, Policy & Standards, Education, Finance, Fitness to Practise, Fitness to Practise, Registration, Information Technology and Partners.

The section 60 order was laid before Parliament and the Scottish Parliament on 5 March 2009 to bring practitioner psychologists into statutory regulation. The draft order 'The Health Care and Associated Professions (Miscellaneous Amendments and Practitioner Psychologists) Order 2009' was laid before Parliament and the Scottish Parliament under section 62 (10) of the Health Act 1999, for approval by affirmative resolution of each House of Parliament and of the Scottish Parliament. The order sets out, among other things, that the HPC and the British Psychological Society (BPS), and the HPC and the Association of Educational Psychologists (AEP), shall enter into arrangements to facilitate statutory regulation of practitioner psychologists, for the first time, throughout the UK. Once the order has been approved by Parliament and the Scottish Parliament, the HPC will be able to set a date to open its register to enable the transfer of practitioner psychologists from both the BPS and AEP voluntary registers. The registers that will transfer from the BPS and AEP are defined in the section 60 order. Subject to parliamentary approval it is anticipated that the HPC will be able to open its register to practitioner psychologists in the summer of 2009.

Out of the estimated 15,000 BPS members and 3,000 AEP members eligible for transfer, it is estimated that about 2,000 practitioner psychologists are listed on both voluntary registers. This creates a risk of duplicate entries on the HPC register.

Impact of duplicate register entries

Duplicate entries on the HPC register will not only confuse registrants, the public and HPC employees but also present HPC with a number of operational issues:

- Same registrant listed on the HPC register twice
- Same registrant invited to renew twice
- Same registrant receiving two separate certificates
- Generation of unnecessary telephone calls to the Registration Department
- Potentially 1,000 hearings conducted by the Fitness to Practise Department to remove duplicate entries from the register at a cost of about £5,000 per hearing (not including any additional internal resourcing impacts and costs)

As a result of these issues the executive recommends adopting a process to identify and remove duplicate entries before the practitioner psychologists are transferred onto the HPC register.

Approach to identifying potential duplicate register entries

In order to mitigate this risk the HPC propose to adopt a process to identify duplicate records upon receipt of the data from the BPS and AEP by utilising different combinations of first name, surname, date of birth and postcode and categorising each record into three possible lists:

1. A list of definite duplicates
2. A list of possible duplicates
3. A list of “definitely not” duplicates

The guiding principle of the criteria is that if we are sure that two records (one from each voluntary register) represent the same person, then we delete one of the records. If we think they might represent the same person but we cannot be 100% sure (such as where all the different elements are the same except the surname), we write to the person and find out and if we think that they do not represent the same person, then we assume they are two separate people.

The recommended criteria to categorise each record is documented in Appendix A.

List of definite duplicates

For those records where it is determined they are definite duplicates the process will be:

- Duplicate record is deleted
- Record is passed to the Fitness to Practise Department

List of possible duplicates

For those records where it is determined they may be possible duplicates the process will be:

- Registration Department contact the registrant to confirm whether the two records belong to the same person
- Upon receiving confirmation from the individual that the record is or is not a duplicate one of the records will then either be deleted or both passed to the Fitness to Practise Department

List of “definitely not” duplicates

For those records where it is determined they are “definitely not” duplicates the process will be:

- Record is passed to the Fitness to Practise Department

A high level process flow for the removal of duplicate registrant records is detailed in Appendix B.

Fitness to Practise processing

In each case, the Fitness to Practise Department will determine whether the registrant has a FTP case pending, any sanctions imposed or been struck off by the AEP or BPS, and either investigate the case or authorise the registrant to be put onto the register (with or without conditions of practice)

Financial and resource implications

There will be cost implications for DSL to undertake the software development work which amount to approximately £50,500. This amount has been budgeted for in the Practitioner Psychologists project budget.

The introduction of this process will result in a resource requirement from the Registration Department to manually contact those individuals who have records that have been identified as 'may be a duplicate', to obtain confirmation whether or not the record is a duplicate or not.

Appendix A – Algorithm for assessing duplicate entries

	No of elements the same	First name	Surname	DOB	Post code
1	4	Y	Y	Y	Y
2	3	Y	Y	Y	N
3	3	Y	Y	N	Y
4	3	Y	N	Y	Y
5	3	N	Y	Y	Y
6	2	Y	Y	N	N
7	2	Y	N	N	Y
8	2	N	Y	Y	N
9	2	N	Y	N	Y
10	2	N	N	Y	Y
11	2	Y	N	Y	N
12	1	Y	N	N	N
13	1	N	Y	N	N
14	1	N	N	Y	N
15	1	N	N	N	Y
16	0	N	N	N	N

1	If the registrant has the same surname, the same post code, the same first name, and the same DOB - this is a duplicate therefore the duplicate will be removed	
2	If the registrant has the same surname, the same first name, the same DOB, but a different post code -this may be a duplicate therefore the duplicate will be queried with the registrant	
3	If the registrant has the same surname, the same post code, the same first name, but a different DOB - this may be a duplicate therefore the duplicate will be queried with the registrant	
4	If the registrant has the same post code, the same first name, the same DOB, but a different surname - this may be a duplicate therefore the duplicate will be queried with the registrant	
5	If the registrant has the same surname, the same post code, the same DOB, but a different first name - this may be a duplicate therefore the duplicate will be queried with the registrant	
6	If the registrant has the same surname, the same first name, but a different post code, and a different DOB - this may be a duplicate therefore the duplicate will be queried with the registrant	
7	If the registrant has the same post code, the same first name, but a different surname, and a different DOB - this may be a duplicate therefore the duplicate will be queried with the registrant	
8	If the registrant has the same surname, the same DOB, but a different post code, and a different first name - this may be a duplicate therefore the duplicate will be queried with the registrant	
9	If the registrant has the same surname, the same post code, but a different first name, and a different DOB - this may be a duplicate therefore the duplicate will be queried with the registrant	
10	If the registrant has the same post code, the same DOB, but a different surname, and a different first name - this may be a duplicate therefore the duplicate will be queried with the registrant	
11	If the registrant has the same first name, the same DOB, but a different surname, and a different post code - this is not a duplicate	
12	If the registrant has the same first name, but a different surname, a different post code, and a different DOB - this is not a duplicate	
13	If the registrant has the same surname, but a different post code, a different first name, and a different DOB - this is not a duplicate	
14	If the registrant has the same DOB, but a different surname, a different post code, and a different first name - this is not a duplicate	
15	If the registrant has the same post code, but a different surname, a different first name, and a different DOB - this is not a duplicate	
16	If the registrant has a different DOB, a different post code, a different first name, and a different DOB - this is not a duplicate	

Appendix B – High Level flow for removal of duplicate registrant records for psychologists

High level flow for removal of duplicate registrant records for psychologists

