

Fitness to Practise Directorate– Management Commentary

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

1. New Cases

- Year to date 65% of new cases have related to social workers. This is higher than 2016-17 where 55% of new cases related to social workers. As part of the work plan for 2016-17 we will be undertaking further stakeholder engagement, particularly with local authorities as the largest employers of social workers in England and we can feedback any learning from cases we have received.

2. Enquiry and Pre Investigating Committee Cases

Open cases

- The age of open enquiry cases has increased slightly in May 2016 compared to April 2016, with 68% of cases less than 5 months old compared to 73% in April. The mean and median age of open enquiry cases at the end of May is 5 and 3 months which is consistent with April.
- The age of open pre Investigating Committee Panel (ICP) cases remains steady over the past 3 months with 53% of cases less than 8 months old. The number of cases where observation letters have been sent and the case is awaiting an ICP date has increased from 116 to 120 from April to May. Of the 153 cases that are over 5 months old, 77 have observations sent. The mean and median of open pre ICP cases is 9 and 7 months. The mean and median for all open cases is 6 and 3 months.
- Case progression conference in May focused on cases that were 12 months and older. There were 11 cases were considered at the meeting which included a number of linked cases that were only 2 months old but contained complex issues. Advice was provided to Case Managers in all cases on progression. Case progression conferences are a useful tool to provide advice on cases and identify where there may be issues with a case.
- This process, and other case progression activities, will be reviewed in the coming months as part of the re-alignment to ensure a coherent approach across the new functions.

Cases closed under the Standard of Acceptance

- In May 2016 125 cases were closed as they did not meet the Standard of Acceptance against a forecast of 122. The number of cases closed pre-ICP has

been consistently above forecast for the last year. This aided in reducing the open case load in 2015-16.

- The mean and median age of cases closed year to date is 5 and 4 months. In 2015-16 the mean and median was 6 and 5 months.

3. Cases considered at Investigating Committee Panel

- A lower than forecast number of cases were considered at ICP in May, 58 (forecast 67), however year to date the number is broadly in line. The case to answer rate for May was 63%, the lowest since June 2015. Although this is 1% higher than the 62% forecast, in terms of actual cases referred the number was 6 below forecast, with only 35 cases referred to hearing.
- This continues to be monitored as high numbers of cases being referred can create resourcing challenges for Adjudications in terms of scheduling and clerking hearings.
- The mean and median length of time of cases concluded at ICP from the date the case was received year to date is 8 and 6 months. This only relies data from 2 months and so is subject to change as the year progresses. The mean and median for 2015-16 was 11 and 9 months.

4. Interim Order Applications and Interim Order Review Hearings

- In May there were 17 interim order applications heard (of which two were adjourned) which is highest in any one month to date,
- There are 21 cases where the interim order is due to expire within the next 6 months of which 13 are in the Conduct and Competence Committee remit and 8 are Pre-ICP.

5. Overall length of time position

- 81% of cases closed year to date were done so within 18 months of receipt. This is lower than the previous year, where it was 89%.
- This is principally due to the increase in the age of cases closed at final hearing, where the mean and median closure time is 26 months.
- The concluded final hearing cases have a mean and median closure of 26 months from receipt. This is expected due to the elapsed time at stages earlier in the process already accrued, and is likely to continue for the next two quarters.
- We have analysed the cases that have a current fixed final hearing, and calculated the length of time from receipt on the assumption that they conclude

at that point. We know that the length of time is likely to remain at current levels until at least quarter four. We will utilise the focus of the Case Preparation and Conclusion team to drive the conclusion of these cases in the second half of the year. We have asked Kingsley Napley to identify cases where there is difficulty in securing evidence to support the allegations, and are using the weekly teleconferences to agree if consent or discontinuance is appropriate. We have started to audit the cases that are discontinued, have consent or are not well founded at hearing, to assess if there are triggers that may be applied to future cases.

6. Cases Awaiting final hearing

- 142 cases were fixed for a final hearing at the end of May 2016. This accounts for 26% of the total post ICP group. An additional 22 hearings had a preliminary hearing scheduled. As these cases are scheduled approximately 3 months in advance, we assume 30% of post ICP cases will be fixed and in the notice period at any time. This combined group is 30% of post ICP cases.
- There are an additional 70 cases (13%) where the external investigators have concluded their investigation, but the hearing cannot be fixed. 30 of these are awaiting a preliminary hearing to deal with issues of discontinuance, consent or directions; 29 are awaiting further consideration by the Investigating Committee, and 11 are awaiting new matters, or those linked to other cases

7. Restoration Applications

- Restoration activity has increased relative to the previous 12 months, with three restoration hearings taking place in May. In 2015-16, we held four restorations in total. We consider this is a natural consequence of the time elapsed since HCPC saw a peak in strike off decisions, and the five year period since the sanction (or three years for social workers struck off by the General Social Care Council).

8. 405 Usage

- With 19 working days in May and with the 8 dedicated hearing suites, the maximum number of days available for hearings was 152. There were 154 days of hearings in 405 which is a 101% occupancy rate. In order to maximise utilisation and due to the high number of hearings listed in May, the ICP room was used on two occasions to hold IO application hearings.

9. Challenges to Fitness to Practise Decisions

- The PSA was granted permission to appeal to the Court of Appeal the High Court's decision to dismiss its original appeal of the caution order which was imposed on Benedict Doree by HCPC's Conduct and Competence Committee.

10. Supplier and Systems Management

- We have commenced the mid-contract review of the two transcription service providers, in conjunction with colleagues in Finance and Procurement. There is a saving in unit costs and also in efficiencies that we will see in the next contract period.

11. Employee Training

- The second group of Case Managers who have been working towards the BTEC Level 5 Professional Award in Complaints Handling and Investigations completed the final module.
- Case Team Managers and Case Managers completed an internal workshop focussing on Risk Assessment and Interim Orders.
- Training planned for May includes training on the FTP mediation pilot for new case managers and the second action learning set for Case Team Managers as well as training on the mediation pilot for new case managers.
- We are conducting an analysis of the change management and training needs of members of the department in light of the realignment. This will take place over the summer, and is being externally facilitated.

12. External Communications

- At the beginning of May, following a review, we published a revised version of our information brochure for members of the public: 'How to raise a concern'. The revised brochure focuses on providing information which is directly relevant to members of the public rather than just the fitness to practise process in general. It includes a new flowchart; information about timescales; information about the feedback process; and the Standard of acceptance factsheet as a perforated fold out at the back of the brochure. The brochure has been awarded the Plain English Campaign's Crystal Mark and is available in hard copy and online.
- In conjunction with the publication of the revised brochure, a number of webpages were refreshed to reflect the revisions and two new webpages were added. A 'Contact us' page setting out all the contact details for the Department and a 'Guidance and resources' page setting out direct links to all FTP brochures; factsheets; legislation; policies; practice notes and annual reports. The FTP homepage was also refreshed to be clearer, less text heavy and easier to navigate.

- Also in May, we met with the Office for Standards in Education, Children's services and Skills (Ofsted) to continue our discussions around the development of a MoU.

13. Project and Workplan activity

Realignment of Fitness to Practise Functions

- The realignment of the fitness to practise functions to ensure the structure of the directorate remains fit for purpose continues to be a major focus. Further meetings were held with all FTP employees following the conclusion of feedback period on the realignment plans.
- The expression of interest process has started for the Case Team Manager and Case Manager roles. The expression of interest process has been completed for the Case Reception Manager and Case Support Manager roles, with Imran Inamdar being allocated to the Case Reception Manager role. The process will be completed for the Case Team Manager and Case Manager posts by the end of June.
- Recruitment has commenced for the following posts: Assurance and Development Manager, Quality Compliance Manager, Case Support Manager, Case Team Managers Case Managers and Case Officers.

Risk assessment improvement activity

- A revised risk assessment form has been deployed to better assist Case Managers in documenting risk assessments and in considering and addressing all the relevant points.
- A new automated action has been deployed to prompt Case Managers to undertake a risk assessment when they draft the observations on a case as this is a point in the process where we have identified that there is regular non-compliance.
- Risk assessment workshops took place in May to provide feedback on the recent audit activity and to refresh knowledge on the area of risk assessment.
- Revisions are being made to the operating guidance following the workshops and the recent audit.

Case specialisation pilot

- An evaluation report has been produced following the conclusion of the case specialisation pilot. This includes recommendations which will be incorporated into the planning for the realignment.

Fitness to Practise Department

Management Information Pack

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

Contents	Page
Glossary	- -98%
Forecast Summary	12
Enquiries and Allegations Received by type: April 2015 - March 2017	13
Cases Received: Profession & source of complaint April 2012 - March 2017	14
Pre ICP Case Information April 2015 - March 2017	15
Investigating Panel Decisions and Referrals April 2015 - March 2017	16-17
Investigating Panel Decisions by profession and source of allegation April 2012 - March 2017	18
Interim Order Cases April 2015 - March 2017	19-21
Panel Hearing Decisions (Preliminary and Final Hearings) April 2012 - March 2017	22
CCC and HC final hearings - Scheduling and Resources	23
Outcome of final hearing by representation April 2016 - March 2017	24
Final Hearings: Decision by profession April 2012 - March 2017	25
Review Hearing: Decision by profession April 2012 - March 2017	26
Protection of Title April 2015 - March 2017	27
Health and Character Declarations April 2015 - March 2017	28
MIS Cases April 2015 - March 2017	29
Cases at Judicial Review or High Court/Court of Sherrif April 2015 - March 2017	30
Complaints relating to FTP Cases or Service April 2014 - March 2017	31
GSCC transfer cases August 2012 - March 2017	32-33
PSA Learning Points April 2014 - March 2017	34
Internal Operational Management Information	35
CMS Action Monitoring and Net Regulate Status Checks	36-37

Glossary	Headline description	Further information
Adjournments	The case starts its hearing activity but has a request from a party to cease	
Allegations	These are drafted by the Case Manager before the case is considered at ICP. The IC Panel can amend these allegations if they wish, based on their review of the information in front of them.	The allegations are what the Registrant is asked to comment on in their observations. The allegations are also used by the external investigators to investigate and present the case in a public hearing.
Allegations made: Investigating Panel (chart)	This chart shows the number and age of cases from the time the case met the standards of acceptance, until the final ICP decision. Only cases that have concluded at a final hearing are included.	
Cancellations	A hearing or meeting does not proceed due to being administratively cancelled	
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 ICP. It does not include cases that require further information gathering by the Case Manager.
Closed PreICP	A case that does not meet the standard of acceptance can be closed without sending it to an Investigating Committee Panel.	Cases that are closed preICP are those where requests have been made for information to meet the allegation, but have not been provided, or where the case does not relate to HCPC fitness to practise standards.
Complaints	Complaints about FTP decisions, processes or service are logged centrally and reviewed at Executive Management Team. In FTP, a central logging and response process exists to ensure the 10 working day service standard is met, and issues with complaints are escalated appropriately.	Issues from review of complaints are reviewed and fed into the training, guidance or improvement work streams in FTP
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 four months of receipt of the original complaint.
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 IC 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
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 hearing to decide if the issue is compatible with being on HCPC register.	HCPC team members have administrative rights to close cases in line with the policy. Those cases that require review by a panel go to the Investigating Committee.
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.

ICP	The Investigating Committee is one of the committees that consider cases. The ICP decide if the realistic prospect test is met on the information in front of it, and refers cases for further (external) investigation.	The Investigating Committee Panel is not a public hearing, and uses the information contained in the papers prepared by the Case Manager to reach its decision.
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.	Orders can be granted or refused by a Panel. For those that are granted, they must be reviewed regularly (at 6 months from imposition, then every 3 months until the expiry - usually 18 months). Orders still required after the maximum 18 months have to be applied for extension at the relevant High Court.
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.
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 IC Panel; the conclusion of the external investigation; the point at which the case is ready and then fixed for a final hearing; the conclusion of the final hearing.
Length of time Age of Post ICP (chart)	This chart shows the number and age of cases, measured from the ICP decision of case to answer. These cases have been to ICP.	
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 ICP cases that have concluded.	These cases may be closed no case to answer, or sent for investigation by external lawyers. Cases where an IC Panel asked for more information are excluded.
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 to ICP 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 SOA, the Registrant is informed that there is a case against them, and invited to give their observations (Obs) on the complaint made against them.	Any Obs that come back after the 28 day period allowed for the Registrant's response go to the Investigating Committee Panel
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.

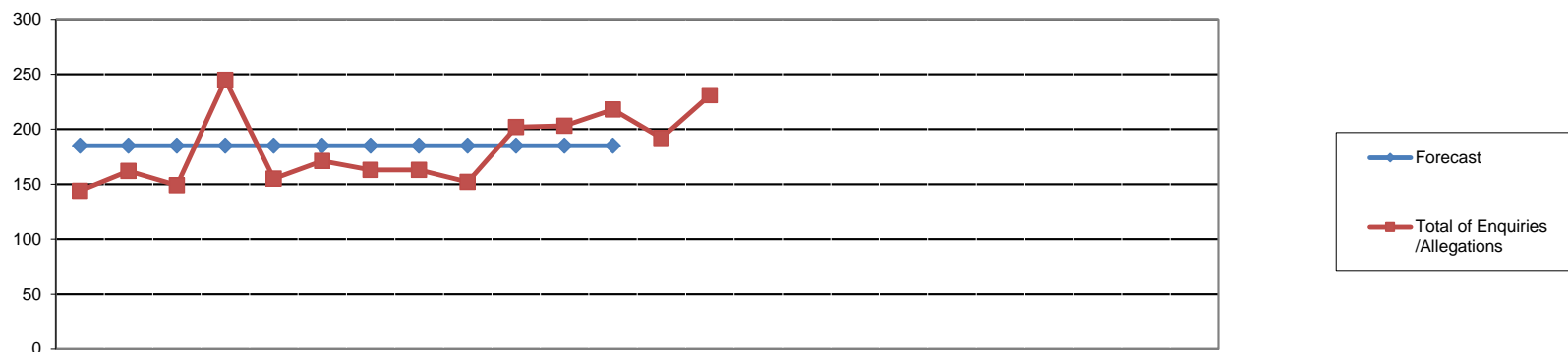
Pre ICP cases	These cases have met HCPC's Standard of Acceptance, but have not yet been considered by an Investigating Committee panel.	These cases may have Obs returned, or still be in the process of creating the allegations on which the Registrant is asked to provide Observations. ICP dates are generally arranged up to two months in advance. Cases are expected to have been to ICP for a decision within eight months of receipt of the original complaint.
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 HCPC	The management commentary breaks down the trends in new complaints, and also outcome of key decision stages by profession.
Protection of Title	If an individual uses one of the protected titles described in 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.
Ready to Fix (RTF)	A case where the external investigation has concluded and can be scheduled for a final is described as ready to fix	The scheduling team at HCPC take RTF cases and liaise with all parties before fixing or confirming the date and location of the hearings. We assume approximately 30% of all post ICP cases will be RTF at any stage.
Realistic Prospect Test	This is set out in the standard of acceptance Council policy, and describes the likelihood of a Registrant's fitness to practise being found impaired.	It is a core component of the Standard of Acceptance policy.
Registration Appeals	Registrants who are refused entry to HCPC register can appeal.	Panels are arranged to consider the appeal.
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 ICP and at final hearing against whether the Registrant was engaged with the process. The registrant may represent themselves, by represented by others, or there may be no engagement from the registrant or a representative.
Review of substantive decisions	Cases where a suspension or caution is applied at a final hearing must be reviewed by an independent prior to the order expiring.	These panels can continue the original order, vary it, or allow it to expire. Following a period of suspension, Panels can strike a registrant off the register.
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	

Key Forecast and Management Information Summary (FTP cases only)

	15/16 Actual													Year End	16/17 Actual													Year End Forecast	16/17 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	3 month re-forecast	6 month re-forecast		9 month re-forecast	Year end						
	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End		Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End	Year End		Year End	Year End						
Cases Received	144	162	149	245	155	171	163	163	152	202	203	218	2127	193	231														2,212							
Cases pre ICP & Enquiry Rule 12	1437	1427	1353	1372	1306	1238	1193	1163	1159	1151	1140	1176	1176	1142	1194																	1,214				
Cases closed pre ICP	N/A	N/A	N/A	11	17	23	27	30	28	21	33	32	N/A	33	33																	24				
Case to Answer percentage	42%	58%	51%	59%	67%	65%	70%	66%	76%	71%	66%	66%	63%	73%	63%																	58%				
Cases awaiting hearing	432	431	432	429	439	448	440	457	450	481	488	516	516	530	535																	491				
Cases per case manager (preICP)	52	49	43	44	42	41	41	40	40	46	46	47	47	46	48																					
Case per case manager (post ICP)	16	15	14	14	14	15	15	15	15	19	19	20	20	21	21																					

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

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



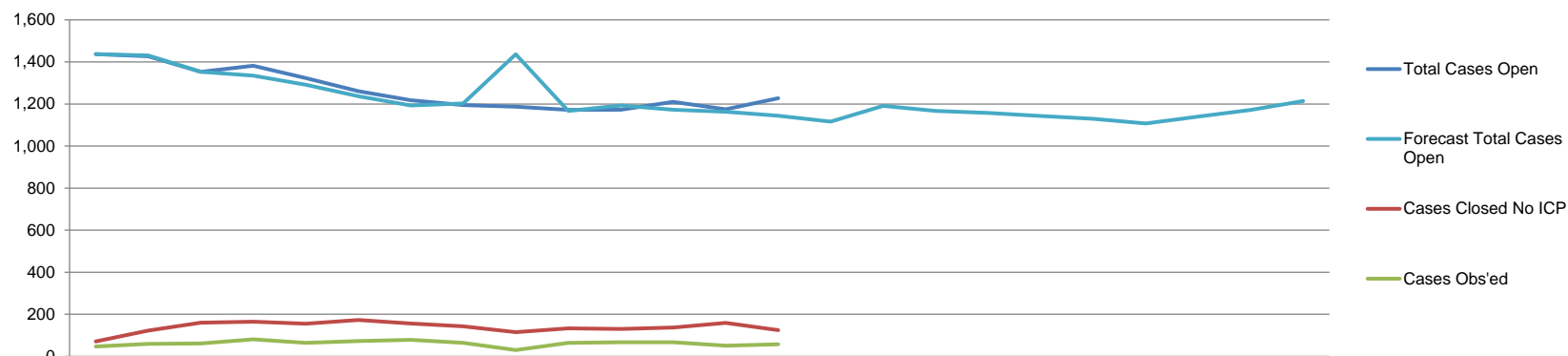
	2015			2016												2016								
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Forecast	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185	185
Enquiries	142	160	145	231	146	159	153	156	148	194	184	210	172	212										
Allegations	2	2	4	8	4	6	7	5	4	7	10	6	13	12										
Rule 12	N/A	N/A	N/A	6	4	6	3	2	0	1	9	2	7	7										
Total of Enquiries /Allegations	144	162	149	245	155	171	163	163	152	202	203	218	192	231										
Article 22(6)/Anon	5	3	2	3	8	1	4	10	3	7	5	6	16	5										
Employer	37	35	42	62	35	53	43	46	36	53	49	44	41	51										
Other	5	7	5	11	11	10	11	12	7	14	7	15	6	3										
Other Registrant	2	3	5	7	1	5	2	7	0	4	8	7	3	5										
Police	0	2	4	0	0	1	3	0	2	3	2	3	4	2										
Professional body	0	2	1	1	3	0	1	0	0	0	1	1	0	2										
Public	69	84	65	109	64	63	66	60	66	75	90	99	84	113										
Self-referral	26	26	25	52	33	38	33	28	38	46	41	43	38	50										

12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE
	n/a		n/a	n/a
1452	1,960	2,120	2028	384
201	109	50	65	25
N/A	N/A	N/A	33	14
1653	2,069	2,170	2127	423
58	77	65	57	21
435	593	554	535	92
87	81	103	115	9
99	78	71	51	8
27	37	21	20	6
21	14	15	10	2
634	793	988	910	197
NA	396	353	429	88

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

	Article 22(6)/Anon	Employer	Other	Other registrant	Police	Professional bodies	Public	Self referral	12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE
Arts therapists	0	0	0	0	0	0	1	0	7	4	11	8	1
Biomedical scientists	0	2	0	1	0	0	0	3	37	50	36	47	6
Chiropodists & podiatrists	0	2	0	0	2	0	4	4	53	71	56	56	12
Clinical scientists	0	0	0	0	0	0	0	0	9	3	6	7	0
Dietitians	0	2	0	0	0	0	0	2	13	21	15	17	4
Hearing aid dispensers	0	0	0	0	0	1	2	1	25	22	18	18	4
Occupational therapists	0	6	0	0	0	0	3	5	76	105	97	93	14
ODPs	3	1	0	0	0	0	1	3	45	63	60	55	8
Orthoptists	0	0	0	0	0	0	0	0	2	2	2	1	0
Paramedics	3	7	1	0	1	0	11	28	262	266	231	239	51
Physiotherapists	0	8	1	0	2	0	13	8	123	134	133	139	32
Practitioner psychologists	0	2	2	0	0	0	20	4	179	157	157	146	28
Prosthetists & orthotists	0	0	0	0	0	0	0	0	1	2	2	4	0
Radiographers	1	3	0	0	0	0	3	8	55	59	80	87	15
Social workers	14	58	4	7	1	1	132	22	733	1,085	1,251	1,174	239
SLTs	0	1	1	0	0	0	7	1	33	25	15	36	10
Total	21	92	9	8	6	2	197	89	1,653	2,069	2,170	2,127	424

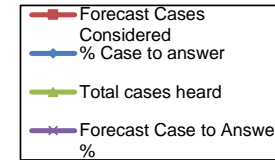
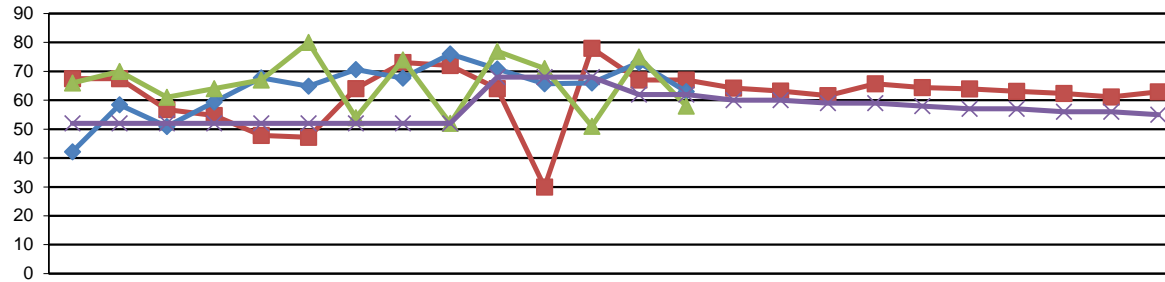
Pre - ICP case information April 2015 - March 2017



	2015			2016												2017						15/16 FYE	16/17 FYE				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			Jan	Feb	Mar	
Forecast cases received	185	185	185	185	185	185	194	194	194	180	180	180	150	169	155	254	161	178	170	170	158	210	211	227			
Cases Received	144	162	149	245	155	171	163	163	152	202	203	218	193	231												2,551	424
Allegations Open	255	246	254	264	252	249	270	288	275	259	239	257	240	236												272	0
Enquiries Open	1182	1181	1099	1107	1054	989	923	877	884	892	901	921	902	958												1,169	0
Rule 12 open	N/A	N/A	N/A	11	17	23	25	30	28	21	33	32	33	33												N/A	0
Total Cases Open	1,437	1,427	1,353	1,382	1,323	1,261	1,218	1,195	1,187	1,172	1,173	1,210	1,175	1,227												1,441	0
Forecast Total Cases Open	1,437	1,431	1,353	1,335	1,292	1,237	1,193	1,202	1,437	1,167	1,193	1,173	1,163	1,144	1,116	1,191	1,167	1,158	1,143	1,130	1,107	1,140	1,172	1,214	1,173	0	
Percentage of Cases in Pre ICP Remit	18	17	19	19	19	18	22	24	23	22	20	21	20	22												19	0
Cases Considered at CPC	7	7	4	5	See note	5	6	7	4	4	5	8	9	11												82	0
Cases Closed No ICP	71	123	160	165	155	173	156	143	115	133	130	137	159	125												1,945	284
% of Cases Closed no ICP	6	10	12	15	15	15	17	16	13	15	14	15	18	13													
Forecast % cases closed No ICP	15	14	14	13	13	13	12	12	12	13	13	13	14	14	14	14	14	14	14	14	14	14	14	14	14	N/A	N/A
Cases Obs'ed	47	59	61	81	64	73	79	64	30	64	67	67	51	58												865	109
Forecast Cases Obs'ed	59	63	68	72	76	80	72	67	63	78	80	79	64	63	62	66	64	64	63	62	61	63	65	67	921	0	
% of Pre ICP cases Obs'ed	18	24	24	31	25	32	31	22	11	25	28	26	21	25													
Forecast % cases Obs'ed	20	21	22	23	24	25	28	28	28	28	28	28	24	24	24	24	24	24	24	24	24	24	24	24	24		

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

Investigating Panel decisions and referrals April 2015 - April 2017



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

11/12	12/13	13/14	14/15	15/16
FYE	FYE	FYE	FYE	YTD
516	543	707	849	133
176	181	210	252	33
19	29	42	40	30
49	83	97	128	23
6	5	6	4	0
2	0	0	0	2
0	3	4	8	0
0	0	0	0	0
0	0	0	0	0
0	0	1	0	0
n/a	n/a	394	478	439
254	304	360	433	88
n/a	n/a	n/a	n/a	n/a
49	56	53	53	68
197	176	256	301	32
21	28	31	48	3
29	18	35	28	6
246	231	322	377	41
18	20	25	39	4

Cases Considered

Month	Current month / variance	Month forecast	Year end forecast	Commentary
May	58/-9	67	766	* The shortfall in May is likely to be attributable at least in part to the effect of the two Bank Holidays.
April	72/+5	67	766	* Cases considered in April were a little ahead of forecast.
March	51/-27	78	726	* The disparity between February and March can be attributed to cases being considered at ICP more quickly than forecast; hence the low forecast but high numbers considered in February being mirrored by the opposite effect in March.

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

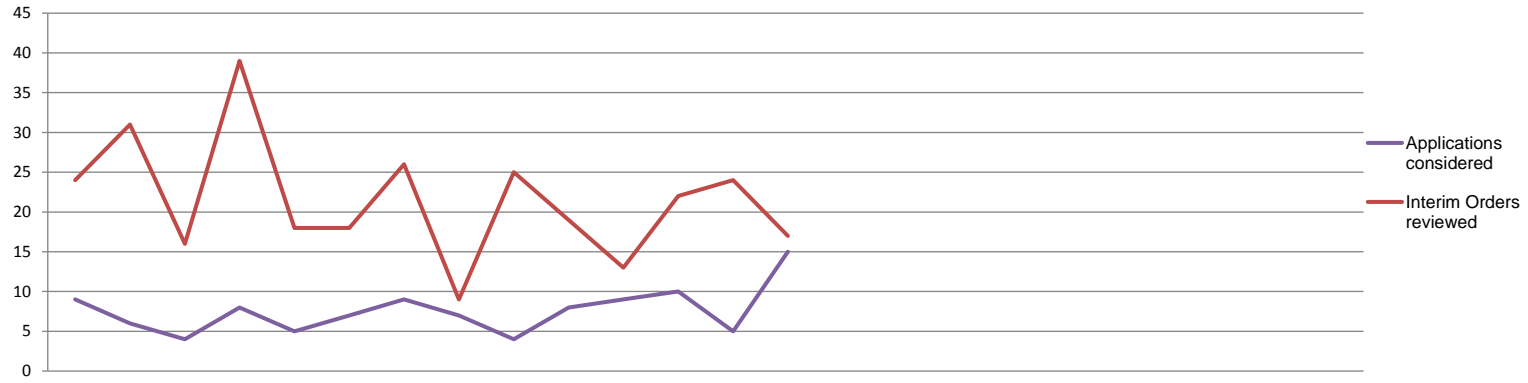
By Profession	No Case to Answer	Further Information requested (FI)	Case to Answer			Total FYE
			CCC	HC	IC	
Arts therapists	0	0	0	0	0	0
Biomedical scientists	2	1	2	0	0	5
Chiropodists & podiatrists	2	0	3	0	0	5
Clinical scientists	0	0	0	0	0	0
Dietitians	0	0	1	0	0	1
Hearing aid dispensers	1	0	1	0	0	2
Occupational therapists	3	0	4	0	0	7
ODPs	1	0	9	0	0	10
Orthoptists	0	0	0	0	0	0
Paramedics	4	0	10	0	0	14
Physiotherapists	1	1	7	0	0	9
Practitioner psychologists	1	0	1	0	0	2
Prosthetists & orthotists	0	0	1	0	0	1
Radiographers	3	0	4	1	0	8
Social workers	20	1	42	1	0	64
SLTs	3	1	1	0	0	5
Total YTD	41	4	86	2	0	133

12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 YTD
3	1	2	4	0
26	23	28	22	5
27	31	36	24	5
3	2	1	2	0
14	7	10	11	1
9	5	5	13	2
44	47	42	38	7
37	25	41	32	10
1	0	3	0	0
128	100	108	121	14
69	71	56	62	9
67	36	53	36	2
1	1	1	0	1
35	32	43	40	8
58	311	408	371	64
21	15	12	11	5
543	707	849	787	133

By source of allegation	No Case to Answer	Further Information requested (FI)	Case to Answer			Total FYE
			CCC	HC	IC	
Article 22(6)/Anon	0	0	0	0	0	0
Employer	22	1	60	2	0	85
Other	2	1	4	0	0	7
Other Registrant	0	1	0	0	0	1
Police	0	1	2	0	0	3
Professional body	0	0	0	0	0	0
Public	6	0	3	0	0	9
Self referral	11	0	17	0	0	28
Total YTD	41	4	86	2	0	133

12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 YTD
72	23	20	14	0
263	321	417	429	85
24	17	21	31	7
22	17	21	15	1
17	21	19	12	3
2	9	4	13	0
109	133	133	106	9
34	166	214	167	28
543	707	849	787	133

Interim Orders Cases April 2015 - March 2017



	2015			2016									2017			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
Applications considered	9	6	4	8	5	7	9	7	4	8	9	10	5	15											30	20
Applications granted	6	5	2	7	5	6	9	7	4	8	8	9	5	14											28	19
Applications not granted	3	1	2	1	1	1	0	2	0	0	1	1	0	1											2	1
Interim Orders reviewed	24	31	16	39	18	18	26	9	25	19	13	22	24	17											63	41
Interim Orders revoked	0	1	0	0	0	2	1	1	1	0	1	0	1	0											1	1
iO instructed for High Court extension	2	2	2	1	0	2	0	1	0	0	3	4	0	1											5	1
Total days (all locations)	18	18	11	19	14	14	21	10	18	18	13	19	18	19											56	37
% days at Park House	94	92	96	84	82	71	79	80	72	67	84	74	95	84											84	90
% external	6	8	4	16	18	29	21	20	28	33	16	26	5	16											16	11

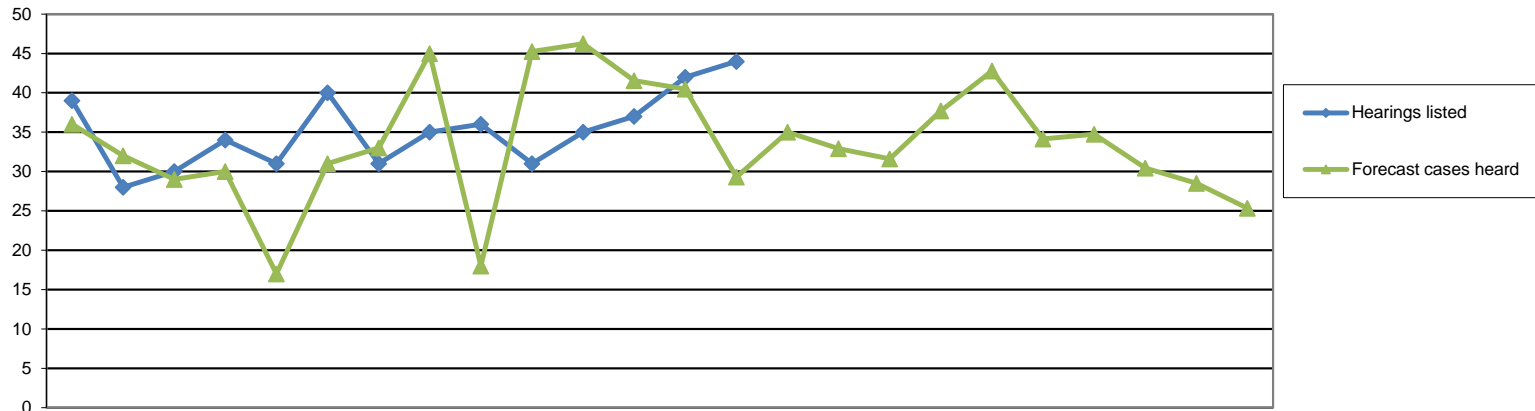
Cases within 6 months of IO expiry pre-ICP

Month	Current month / variance	Month forecast	Year end forecast	Commentary
May	17	n/a	n/a	In May there were 17 interim order applications heard (of which two were adjourned) which is highest in any one month to date and 10 above forecast. There are 21 cases where the interim order is due to expire within the next 6 months of which 13 are in the Conduct and Competence Committee remit and 8 are Pre-ICP. BDB are currently instructed in 2 cases to apply to the High Court for an extension
April	21	n/a	n/a	*There are 21 cases that are due to expire within the next 6 months. Which is 4 more cases compared to last month * 14 cases are in the Conduct and Competence Committee remit, Out of these cases 5 cases have been listed for Final Hearing, and 3 cases are ready to schedule. One case has already had a sanction imposed, however we are currently waiting for the appela period to conclude. The remaining 5 cases are being investigated by our external Solicitors. *There are 6 cases which are at the Pre Investigating Panel stage, 2 of which have been scheduled for ICP's. 1 case needs registrant assessor input to assist with the drafting of allegations and the remaining 3 cases have on-going Police investigations which we are waiting to conclude. This is a similar picture to the figures over the last 2 months.
March	17	n/a	n/a	*17 cases are due to expire within the next 6 months which is 2 less compared to last month. * There is a total of 10 cases in the Conduct and Competence Committee remit and 2 cases in the Health Committee remit. Out of these 12 cases 7 are scheduled for Final Hearings, and 4 cases are ready to fix so are currently with the scheduling team. * There are 5 Pre Investigating Panel cases, 4 of which have on-going Police investigations. With the remaining case we have instructed a Registrant Assessor to help with the drafting of allegations. * We instructed BDB to apply for an extension to the High Court for 4 cases in March.

Mean and median Length of Time

Month	Current month / variance	Year cumulative Total	Forecast	Commentary
May	22 days mean, 20 days median	23 days mean and 21 days median	15 days Mean 15 days Median	In May 5 cases were within forecast taking between 12 – 15 days to list. The remaining 12 cases took between 16 and 25 days
April	20 days Mean 21 days Median	20 days Mean 21 days Median	15 days Mean 15 days Median	*There were 5 interim orders applications made in April, which is lower than last month. The length of time mean and medium has increased this month as only 1 case was within forecast taking 14 days. The remaining cases took between 17 and 27 days to schedule, this was mainly due to Panel availability. *The scheduling Manager is aware of the difficulties faced this month and will be keeping the matter under review.
March	15 days Mean 13 days Median	21 days Mean 17 days Median	15 days Mean 15 days Median	*13 interim order applications were made in March, which is an increase of 6 cases compared to last month. *10 cases were scheduled within forecast, taking between 8 -14 days. There was only 3 cases that were slightly over forecast, taking 17, 22 and 27 days fo list. *Overall we continue to perform in line with our forecast.

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



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

12/13 FYE	13/14 FYE	14/15 YTD	15/16 FYE	16/17 FYE
n/a	12	48	66	13
n/a	325	404	423	528
n/a	49	40	40	63
266	311	420	407	86
24	25	34	27	8
41	36	52	28	9
14	26	39	37	5
2	6	6	5	1
54	69	89	84	22
11	15	38	54	8
2	4	3	4	1
12	20	31	25	1
n/a	0	0	5	0
n/a	0	0	5	0
n/a	0	0	1	0
44	52	62	69	14
61	57	69	59	16
0	0	0	0	0
0	0	1	0	0
0	0	0	0	0
1	0	0	0	0
1	1	1	2	0
				70

CCC and HC final hearings - Scheduling and Resource descriptions

	2015			2016									2017									14/15 FYE	15/16 FYE	16/17 FYE				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec				Jan	Feb	Mar	
Forecast hearing days	107	78	93	87	84	100	113	91	92	115	115	115	141	151												1075	1190	292
Cases scheduled HCPC (all hearing types)	47	20	31	34	32	36	29	26	24	29	37	43	47	47												378	388	94
Days scheduled HCPC (all hearing types)	104	59	83	71	82	93	69	95	39	85	101	92	128	131												935	973	259
Cases scheduled external (all hearing types)	3	5	5	6	6	5	9	6	8	7	8	7	8	5												67	75	13
Days scheduled external (all hearing types)	8	17	21	17	16	19	34	15	17	20	25	11	30	20												231	220	50
Days	112	76	104	88	98	112	103	110	56	105	126	103	156	151												1166	1193	307
% cases external	6	20	14	15	16	12	24	19	25	19	18	14	5	90												17	17	48
% days external	7	22	20	19	16	17	33	14	30	19	20	11	19	13												23	19	16
Witnesses	58	57	61	57	70	72	69	82	38	74	86	57	86	83												77	65	85

Outcome of final hearing by representation April 2016 - April 2017

	Represented self	Represented	No representation	Total
Caution	2	7	0	9
Conditions	0	4	1	5
No Further Action/Not impaired	1	0	0	1
Not Well Found/ Discontinued	4	13	4	21
Register entry amended	0	0	0	0
Struck Off	0	2	12	14
Suspended	0	6	10	16
Consent - removed	0	0	1	1
Consent - caution	0	0	0	0
Consent - suspension	0	0	0	0
Consent - conditions	0	0	0	0
Total	7	32	28	67

Restoration activity	Represented self	Represented	No representation	Total
Restored	1	1	0	2
Not restored	1	0	0	1
Total	2	1	0	3

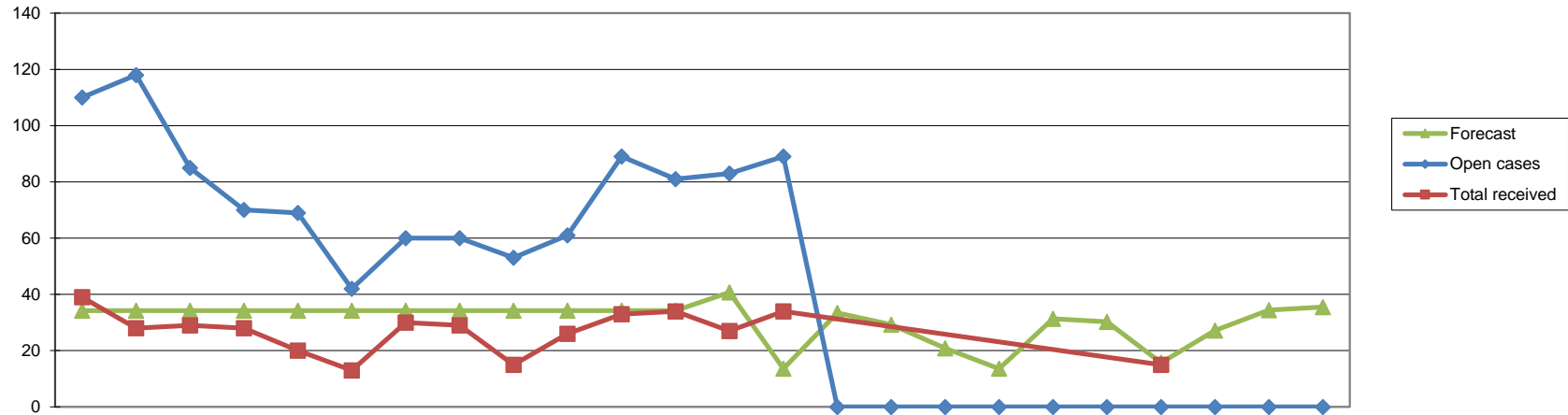
Final hearings: Decisions by profession April 2012 - April 2017

	Final Hearings															Total	
	Caution	Conditions of Practice	No Further Action	Not Well Founded	Discontinued	Not impaired	cross referred	Register entry amended	Removed (fraudulent/incorrect)	Struck off	Suspended	Consent - removed	Consent - caution	Consent - conditions	Consent - suspension		
Arts therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical scientists	0	0	0	0	0	0	0	0	0	1	3	0	0	0	0	0	0
Chiropodists & podiatrists	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Clinical scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietitians	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Hearing aid dispensers	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational therapists	3	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
ODPs	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	1	0	0	4	0	0	0	0	0	3	2	0	0	0	0	0	0
Physiotherapists	0	0	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0
Practitioner psychologists	0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	1	0	0	2	0	0	0	0	0	1	1	0	0	0	0	0	0
Social workers	2	4	1	8	1	0	0	0	0	7	7	0	0	0	0	0	0
SLTs	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Total 16/17 YTD	9	5	1	19	1	0	0	0	0	14	16	1	0	0	0	0	66
Total 15/16 FYE	28	37	4	58	26	1	4	0	2	69	59	25	5	5	1	324	
Total 14/15 FYE	51	39	5	76	15	1	3	0	2	62	69	28	0	0	0	351	
Total 13/14 FYE	36	27	6	60	9	1	2	0	1	52	57	20	0	0	0	269	
Total 12/13 FYE	41	13	1	54	n/a	0	0	0	1	43	58	10	n/a	n/a	n/a	221	

Review hearings decisions by profession April 2012 - April 2017

	Review Hearings													Total
	Adjourned/ Part Heard	Article 30(7)	Caution	Conditions of practice	Order revoked	Not restored	Restored	Struck off	Suspension	Consent - removed	Consent - caution	Consent - conditions	Consent - suspension	
Arts therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical scientists	0	0	0	0	1	0	0	1	0	0	0	0	0	2
Chiropodists & podiatrists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clinical scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietitians	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hearing aid dispensers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Occupational therapists	0	0	0	1	1	0	0	1	0	0	0	0	0	3
ODPs	1	0	0	0	0	0	0	2	1	0	0	0	0	4
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	1	0	0	1	1	0	1	1	2	0	0	0	0	7
Physiotherapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Practitioner psychologists	0	0	0	0	0	0	0	0	2	0	0	0	0	2
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Social workers	0	0	1	2	1	1	1	2	7	0	0	0	0	15
SLTs	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total 16/17 YTD	2	0	1	4	4	1	2	7	12	0	0	0	0	33
Total 15/16 FYE	5	1	2	44	7	2	1	40	65	6	0	0	0	171
Total 14/15 FYE	11	0	6	25	31	1	5	31	54	2	0	0	0	166
Total 13/14 FYE	5	0	3	30	27	1	0	32	56	5	0	0	0	159
Total 2012/13 FYE	2	1	2	19	29	0	0	27	48	4	n/a	n/a	n/a	132

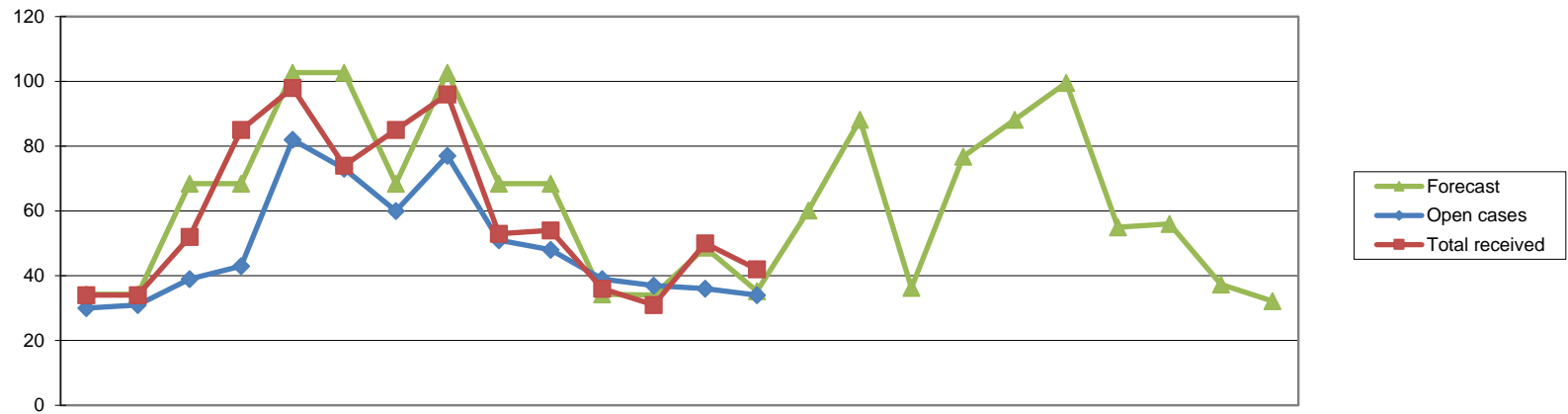
Protection of Title April 2015 - March 2017



	2015			2016									2016												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Forecast	34	34	34	34	34	34	34	34	34	34	34	34	41	14	33	29	21	14	31	30	16	27	34	35	
Public	21	9	11	9	7	5	11	12	8	15	18	9	16	9											
Police	0	0	0	1	0	0	0	0	1	0	0	0	0	0											
HCPC	0	0	0	0	1	0	10	3	0	0	3	1	3	1											
Anonymous	2	1	1	2	2	1	1	0	0	2	1	1	2	4											
Professional	15	16	9	11	5	4	8	11	5	3	4	21	1	20											
Other	1	2	8	5	5	3	0	3	1	6	7	2	5	0											
Total received	39	28	29	28	20	13	30	29	15	26	33	34	27	34							15				
Visits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Open cases	110	118	85	70	69	42	60	60	53	61	89	81	83	89	0	0	0	0	0	0	0	0	0	0	0

11/12	12/13	13/14	14/15	15/16	15/17
FYE	FYE	FYE	FYE	FYE	FYE
35	99	132	150	135	25
23	27	11	4	2	0
7	3	6	10	18	4
29	15	25	14	14	6
172	154	119	139	112	21
		26	9	43	5
266	298	319	326	324	61
0	0	0	0	0	0

Health and Character Declarations April 2015 - March 2017



		2015			2016									2016											
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Received	Forecast	34	34	68	68	103	103	68	103	68	68	34	34	49	35	60	88	36	77	88	100	55	56	37	32
	Renewal	1	1	1	1	7	4	8	3	0	2	6	2	2	0										
	Readmission	4	5	13	5	9	6	7	10	8	5	4	3	6	15										
	Admission	29	28	38	79	82	64	70	83	45	47	26	26	42	27										
	Self-referral	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										
Considered	Considered by panel	26	9	14	25	23	51	47	36	35	32	19	19	22	14										
	Referred to FTP	0	0	0	0	0	0	1	0	0	0	0	0	0	0										
	Admission rejected	0	0	0	0	1	4	3	1	5	4	1	1	0	1										
	Readmission rejected	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	Renewal rejected	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	Not referred to FTP	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
	Admission accepted	26	9	14	25	17	47	43	35	29	27	18	18	17	12										
	Readmission accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	1										
	Renewal accepted	0	0	0	0	0	0	0	0	0	0	0	0	0	0										
		Open cases	30	31	39	43	82	73	60	77	51	48	39	37	36	34									

12/13	13/14	14/15	15/16	16/17
FYE	FYE	FYE	FYE	FYE
N/a	691.66	977	787	714
40	16	50	36	2
124	134	114	79	21
740	775	692	617	69
1	0	0	0	0
905	925	856	732	92
491	460	480	336	36
0	1	1	1	0
28	11	24	20	1
2	18	3	0	0
1	0	1	0	0
3	0	0	0	0
453	424	449	308	29
2	6	0	0	1
2	0	0	0	0

Miscellaneous (MIS) cases April 2015 - April 2017

	2015			2016									2017												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Cases received	45	65	62	84	54	86	66	75	52	77	77	78	90	68											
Cases closed	52	42	76	93	62	85	79	62	27	55	52	79	103	46											
Cases open	56	79	65	56	48	49	36	49	74	96	61	60	47	69											

14/15 FYE	15/16 FYE	16/17 FYE
814	821	158
851	764	149

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

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

Complaints relating to FTP cases or service April 2014 - April 2017

	2014			2015									2016									2017					14/15	15/16	16/17												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD		
Complaints received	8	17	14	20	18	15	17	23	12	15	7	9	13	16	9	23	18	19	17	9	17	13	13	19	26	18											175	186	44		
Complaints responded to	7	10	15	12	26	14	13	20	18	13	10	11	11	17	16	14	19	15	8	4	12	17	9	20	26	21													169	162	47
Open complaints	2	9	9	17	9	10	14	12	7	9	6	4	6	5	0	9	8	12	9	5	9	8	12	11	8	5															

GSSC transfer cases August 2012 - March 2017

	2015												2016												2016																		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	15/16 FYE		
Open Cases pre-ICP / Enquiry	4	4	4	3	3	3	3	3	5	1	1	1	1	1	1	1	1	2	1	1	1	1	1	0	0	0																	
Cases closed pre-ICP	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																	
Open post ICP cases	19	18	17	15	12	12	12	12	10	14	14	14	13	11	10	8	8	7	7	6	6	4	3	5	4	4																	
ICP considerations																																											
Cases heard at ICP	1	0	0	2	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0																	
Cases concluded	1	0	0	2	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0																	
Case to answer	1	0	0	1	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0																	
No Case to Answer	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																	
% CTA	100	0	0	50	0	0	0	0	0	100	0	0	0	0	0	0	0	0	0	0	0	0	0	100	0	0																	
Final Hearings																																											
Final hearing cases heard	0	2	4	4	2	3	0	1	0	0	0	1	3	1	1	5	0	0	0	0	0	0	0	0	0	0																	
Adjourned / cancelled / postponed	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																	
Caution	0	1	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0																	
Conditions of practice	0	0	0	1	1	2	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	0	0	0																	
Not well founded	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0																	
Part heard	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	3	0	0	0	0	0	0	0	0	0	0																	
Referred to other committee	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																	
Removed - consent	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																	
Struck off	0	0	2	1	0	0	0	0	0	0	0	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0																	
Suspended	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0																	

Review cases																																
Review cases heard	8	4	2	2	5	1	9	0	2	5	6	7	1	4	4	4	4	0	0	0	0	0	0	0	3	0	14	13	51	17	3	
Adjourned/Part Heard	1	1	0	0	0	0	2	1	0	0	1	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	1	1	7	2	0	
Article 30(7)	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	0	0	0	0	0	
Caution continued	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	0	1	0	0	0	
Conditions continued	0	0	0	1	1	1	0	0	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	5	1	6	1	0	
Conditions revoked	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	0		
Conditions revoked caution imposed	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	0	1	0	0	0	
Conditions revoked suspension imposed	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	
Not restored	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	0	0	0	0	0	
Restored	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	0	0	0	0	0	
Struck off	3	2	0	0	1	0	1	1	0	2	2	0	0	1	2	4	1	0	0	0	0	0	0	0	2	0	4	12	8	2	0	
Suspension continued	2	0	1	1	2	0	5	4	1	1	0	3	0	1	1	0	0	0	0	0	0	0	0	0	0	5	5	20	2	0		
Suspension revoked	2	0	0	0	0	0	0	0	0	0	1	1	0	1	1	0	0	0	0	0	0	0	0	2	0	1	0	4	2	2	0	
Suspension revoked caution imposed	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	1	0	0	0	0	
Suspension revoked conditions imposed	0	0	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	0	0	0
Consent	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	0	0	0	0	0	0
Interim Orders heard																																
IOA	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	33	3	0	0	0		
IOR	1	0	0	1	0	0	1	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	13	57	5	1	1		

Summary of cases received:

- Total cases reviewed - 495
- Pre-ICP – 217
- Cases subject to interim order - 14
- Suspension/conditional registration – 45
- Cautions – 40
- Character cases - 15
- Students - 12

Open cases pre-ICP

Month	Commentary
May	There are no changes since last month. Four cases await final hearing.
April	No change since last month
March	The last GSCC case has been considered by ICP and referred for a final hearing.

PSA learning points received April 2014 - March 2017

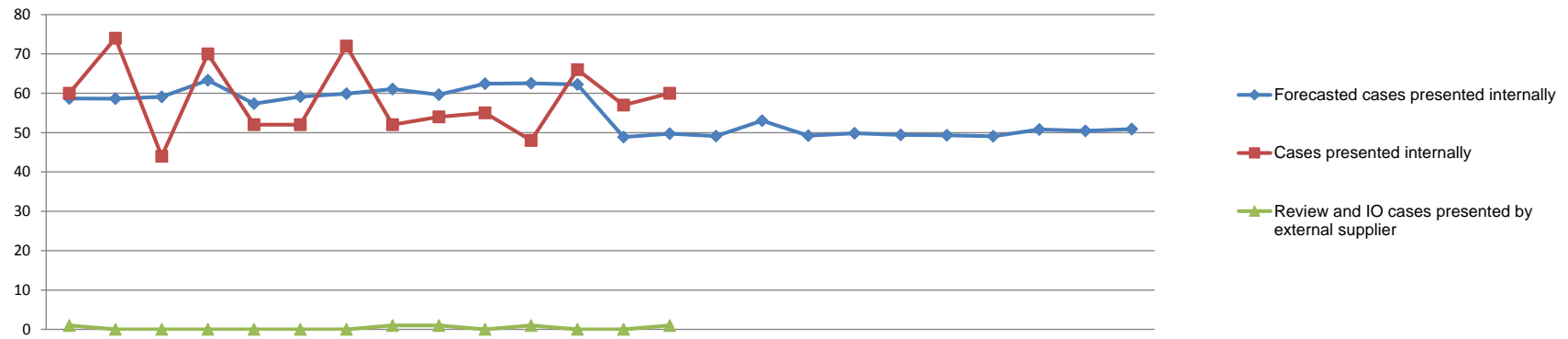
	2014												2015												2016											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May										
Learning points received	11	13	9	0	0	0	0	48	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0										
Reviewable cases heard that month	48	55	42	46	30	42	50	69	40	69	43	59	39	42	50	49	50	42	52	52	38	46	43	49	44	50										
Reviewable cases in previous 3 months	125	123	145	143	118	118	122	161	159	178	152	171	123	140	131	141	149	141	144	146	142	136	127	128	138	143										

13/14	14/15	15/16	16/17
FYE	FYE	FYE	YTD
133	81	1	0

Issues arising and learning points

Month	Commentary
May	There were no learning points received in May
April	There were no learning points received in April
March	There were no learning points received in March.

Internal operational management commentary April 2015 - March 2017



	2015			2016									2017												14/15	15/16	16/17
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE
Forecasted cases presented internally	59	59	59	63	57	59	60	61	60	62	63	62	49	50	49	53	49	50	49	49	49	51	50	51	724	724	600
Cases presented internally	60	74	44	70	52	52	72	52	54	55	48	66	57	60											654	699	117
Review and IO cases presented by external supplier	1	0	0	0	0	0	0	1	1	0	1	0	0	1											19	4	1

CMS action monitoring and NetRegulate Status checking outcomes

CMS Actions - outstanding actions (Case Management)

Month	Number	Commentary
May	32	* While the number of overdue actions for historic users is high all bar one of the actions relate to two CMs who left HCPC during the month and whose cases are being reassigned.
April	0	* There were no overdue actions for historic users at the end of April.
March	32	* The number of overdue actions for historic users has increased significantly but this reflects the fact that two CMs left HCPC close to the end of the month and their cases are being reassigned in early April.

CMS actions - overdue actions (Case Management)

Month	Number	Commentary
May	1108	* The number of overdue actions in the CM group has again increased . The number overdue by more than one week (423) has also increased slightly as a proportion of the total (38%).
April	1099	* The number of overdue actions in the CM group has again increased slightly. 370 are overdue by more than one week, which as a proportion (34%) is unchanged from March.
March	1077	* The number of overdue actions in the CM group has again increased. 363 (34%) are overdue by more than one week. Managing this down will be a priority for early April.

CMS Actions - outstanding actions (Adjudication)

Month	Number	Commentary
May	27	Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending
April	38	Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending
March	37	Outstanding actions are used to schedule hearings on the adjudications team and do not usually relate to work that is pending

CMS actions - overdue actions (Adjudication)

Month	Number	Commentary
May	25	*There are 25 overdue actions relating to Adjudication activity *these relate to complaint responses, assistance requests and preliminary issues that are being considered by the management team
April	14	*There are 14 overdue actions relating to Adjudication activity *these relate to complaint responses, assistance requests and preliminary issues that are being considered by the management team
March	20	*There are 20 overdue actions relating to Adjudication activity *these relate to complaint responses, assistance requests and preliminary issues that are being considered by the management team

Net Regulate status checks

Month	Number of Issues	Commentary
May	0	There continue to be no issues and the checking process is identifying any corrections.
April	0	There continue to be no issues and the checking process is identifying any corrections.
March	0	There continue to be no issues and the checking process is identifying any corrections.

Fitness to Practise Department

Length of Time Pack

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

Contents	Page
Overview of service standards for cases	40
Analysis of age of cases closed PreICP, at time of closure in the period April 2016 - March 2017, measured from receipt of original complaint	41
Analysis of age of cases that met Standard of Acceptance in period April 2016 - March 2017	42
Snapshot of age of Enquiry cases since receipt (correct as of 31/05/2016)	43
Length of Time Open Pre ICP April 2015 - March 2017	44
Analysis of ages of cases closed No Case To Answer in the period April 2016 - March 2017	45
Analysis of age of cases at the stage of Investigating Committee Panel deciding there is a Case To Answer	46
Analysis of age of cases where an Investigating Panel reach a decision (cases requiring further information are excluded)	47
Length time: Cases Inv Committee (excluding further information) April 2012 - March 2017	48
Length of Time : Age of Cases Post ICP April 2015 - March 2017	49
Allegations made - Investigating Panel (concluded final hearing cases) April 2012 - March 2017	50
Length of Time Investigating Panel - Case Conclusion (concluded final hearing cases) April 2012 - March 2017	51
Length of Time: Allegations made - conclusion of final hearing 2012/13 - 2016/17	52
Analysis of age of cases where a final hearing has concluded in the period April 2016 - March 2017	53
Comparison of age of cases from receipt to conclusion of final hearing, for 2015-16 and April 2016 - March 2017	54
Snapshot of age of Post ICP cases (correct at 31/05/2016)	55
Analysis of final hearing outcomes by age at each stage, for the periods 2015-16 and April 2016 - March 2017	56
Age of concluded final hearings at each stage, for the periods 2016-16 and April 2016 - March 2017	57
Comparison of age of concluded final hearings at each stage, by representation, for the periods 2015-16 and April 2016 - March 2017	58
Analysis of length of time to close cases at each stage and combined	59

Summary of current caseload length of time against standards

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

Enquiry cases

Age since receipt	Number	%	Cumulative %
0 to 2 mths	429	44.8	44.8
3 to 4 mths	223	23.3	68.1
5 to 7 mths	130	13.6	81.6
8 to 12 mths	95	9.9	91.5
13 to 15 mths	33	3.4	95.0
16 to 20 mths	19	2.0	97.0
21 to 24 mths	14	1.5	98.4
>24 mths	15	1.6	100.0
		<u>958</u>	<u>100.0</u>

There are a further 33 Rule 12 cases

Post ICP cases (receipt to date)

Age since receipt	Number	%	Cumulative %
0 to 7 mths	53	9.8	9.8
8 to 12 mths	113	21.0	30.8
13 to 15 mths	69	12.8	43.6
16 to 20 mths	94	17.4	61.0
21 to 24 mths	66	12.2	73.3
>24 mths	144	26.7	100.0
		<u>539</u>	<u>100.0</u>

PreICP cases

Age since receipt	Number	%	Cumulative %
0 to 2 mths	37	15.7	15.7
3 to 4 mths	46	19.5	35.2
5 to 7 mths	43	18.2	53.4
8 to 12 mths	53	22.5	75.8
13 to 15 mths	21	8.9	84.7
16 to 20 mths	11	4.7	89.4
21 to 24 mths	10	4.2	93.6
>24 mths	15	6.4	100.0
		<u>236</u>	<u>100.0</u>

Post ICP cases (ICP to date)

Age since ICP	Number	%	Cumulative %
0 to 5 mths	216	40.1	40.1
6 to 7 mths	90	16.7	56.8
8 to 12 mths	119	22.1	78.8
13 to 15 mths	37	6.9	85.7
16 to 20 mths	28	5.2	90.9
21 to 24 mths	20	3.7	94.6
>24 mths	29	5.4	100.0
		<u>539</u>	<u>100.0</u>

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

Age of case closed PreICP	Number	Cumulative number	%	Cumulative %
0 to 4 months	166	166	58	58
5 to 8 months	71	237	25	83
9 to 12 months	27	264	10	93
13 to 16 months	9	273	3	96
17 to 20 months	5	278	2	98
>20 months	6	284	2	100
Mean Months	5			
Median Months	4			
Total Closed Cases	284			

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

Age from receipt to SOA	Number	%	Cumulative %
0 to 2 months	34	40	40
3 to 4 months	18	21	60
5 to 8 months	18	21	81
9 to 12 months	12	14	95
13 to 15 months	2	2	98
16 to 20 months	1	1	99
21 to 24 months	1	1	100
>24 months	0	0	100
Mean Months	5		
Median Months	3		
Total Open Cases	86		

Snapshot of age of Enquiry cases since receipt (correct as of 31/5/2016)

Age since receipt	Number	%	Cumulative %
0 to 2 mths	429	44.8	44.8
3 to 4 mths	223	23.3	68.1
5 to 7 mths	130	13.6	81.6
8 to 12 mths	95	9.9	91.5
13 to 15 mths	33	3.4	95.0
16 to 20 mths	19	2.0	97.0
21 to 24 mths	14	1.5	98.4
>24 mths	15	1.6	100.0
	958	100.0	

Length of Time Open Pre ICP April 2015 - March 2017

		2015					2016							2017													
Months		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 awaiting ICP	0-4	159	157	55	51	55	163	177	184	174	171	158	168	179	83												
	5-8	50	43	76	72	57	44	50	49	46	42	42	46	27	54												
	9-12	23	22	41	51	48	14	12	23	22	18	18	18	14	42												
	13-16	10	12	40	37	37	11	14	13	11	7	5	10	9	25												
	17-20	3	3	16	28	26	10	6	6	8	9	7	6	5	7												
	21-24	2	2	11	9	11	1	5	7	7	8	4	3	3	10												
	25-28	2	3	7	8	9	1	1	1	2	1	3	4	4	4												
	29-32	2	0	1	3	4	2	1	1	1	1	1	1	1	3												
	33+	4	3	7	5	5	3	4	4	3	4	3	1	0	8												
Open Cases Pre ICP		255	245	254	264	252	249	270	288	274	261	241	257	242	236	0	0	0	0	0	0	0	0	0	0	0	

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

Number of Months	Receipt to NCTA			SOA to NCTA		
	Number	%	Cumulative %	Number	%	Cumulative %
1-4	10	24	24	30	73	73
5-8	14	34	59	7	17	90
9-12	9	22	80	3	7	98
13-16	3	7	88	0	0	98
17-20	1	2	90	0	0	98
21-24	1	2	93	0	0	98
25-28	2	5	98	1	2	100
29-32	0	0	98	0	0	100
33-36	1	2	100	0	0	100
>36	0	0	100	0	0	100
Mean Months	9			4		
Median Months	6			3		
Total	41			41		

Source of complaint	Receipt to NCTA		SOA to NCTA	
	Mean months	Median months	Mean months	Median months
Article 22(6)/Anon				
Employer	8	6	4	2
Other	11	8	3	3
Other Registrant				
Police				
Professional Body				
Public	16	3	8	4
Self Referral	7	5	4	3

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

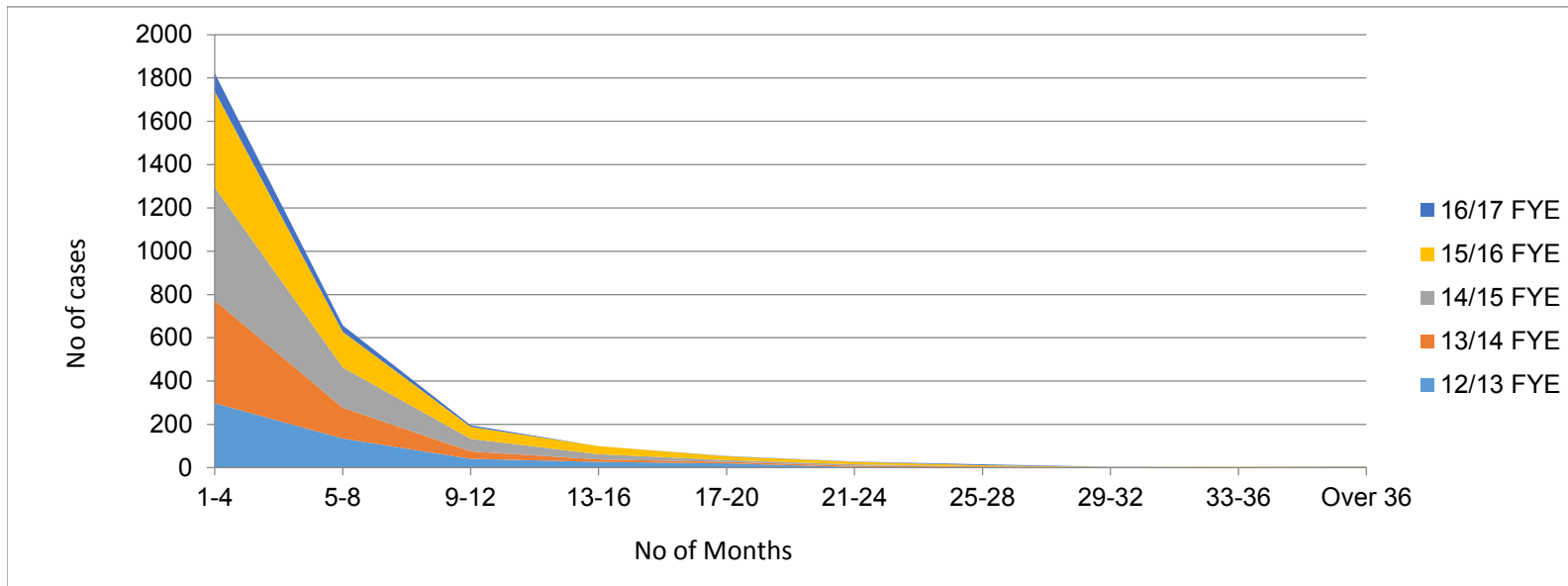
Number of Months	Receipt to CTA			SOA to CTA		
	Number	%	Cumulative %	Number	%	Cumulative %
1-4	22	25	25	54	61	61
5-8	34	39	64	23	26	88
9-12	13	15	78	4	5	92
13-16	7	8	86	1	1	93
17-20	2	2	89	1	1	94
21-24	4	5	93	1	1	95
25-28	4	5	98	3	3	99
29-32	0	0	98	0	0	99
33-36	1	1	99	1	1	100
> 36	1	1	100	0	0	100
Mean months	10			6		
Median months	8			3		
Total number of Cases	88			88		

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

Analysis of age of cases where an Investigating Panel reach a decision from April 2016 - March 2017 (cases requiring further information are excluded)

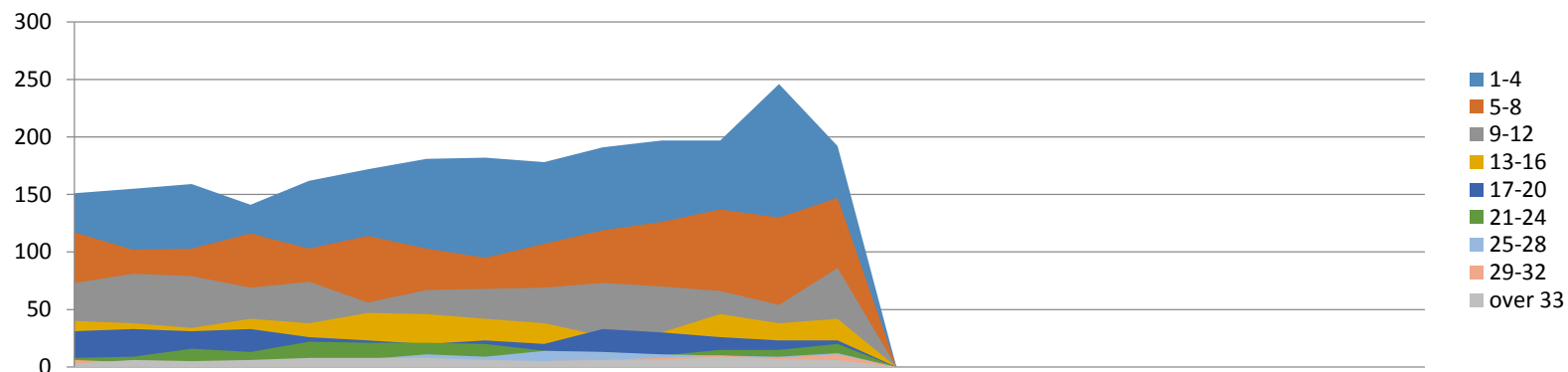
Number of Months	Receipt to conclusion at ICP			SOA to conclusion at ICP		
	Number	%	Cumulative %	Number	%	Cumulative %
1-4	31	24	24	84	65	65
5-8	49	38	62	30	23	88
9-12	22	17	79	7	5	94
13-16	10	8	87	1	1	95
17-20	3	2	89	1	1	95
21-24	5	4	93	1	1	96
25-28	6	5	98	4	3	99
29-32	1	1	98	0	0	99
33-36	2	2	100	1	1	100
> 36	0	0	100	0	0	100
Mean months	8			6		
Median months	6			3		
Total number of Cases	129			129		

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



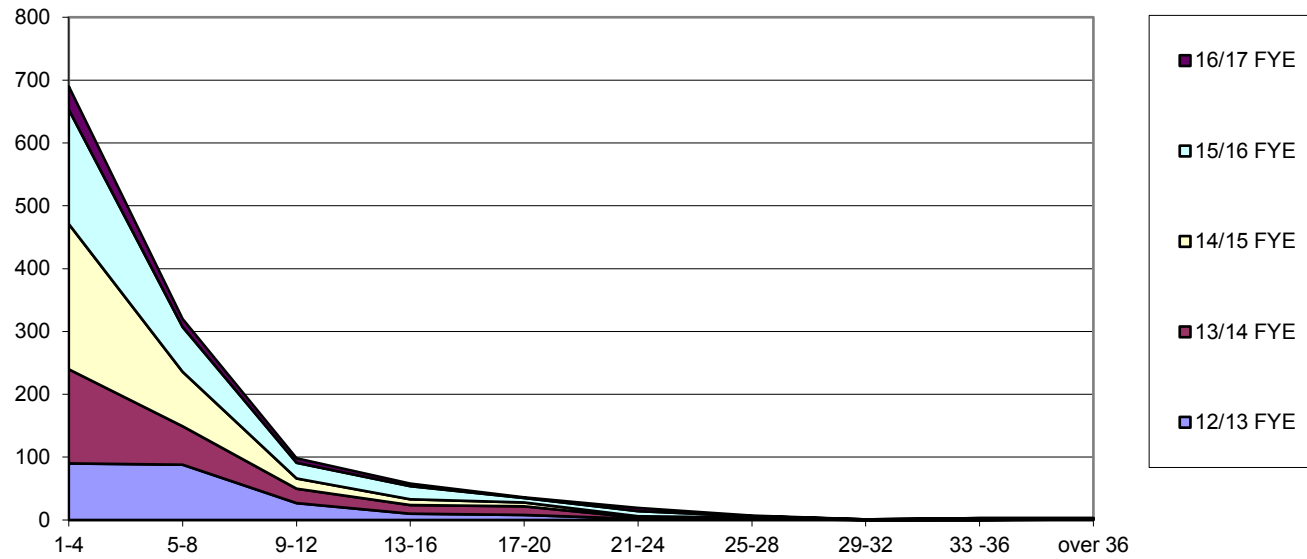
Number of Months	12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE	%	Cumulative %
1-4	298	475	523	443	84	65	65
5-8	134	142	186	165	30	23	88
9-12	41	34	58	55	7	5	94
13-16	26	12	24	37	0	0	94
17-20	19	8	8	17	1	1	95
21-24	2	6	7	12	1	1	95
25-28	2	3	1	5	4	3	98
29-32	0	0	1	2	1	1	99
33-36	0	1	1	2	0	0	99
Over 36	1	1	1	1	1	1	100
Mean Months	6	5	5	6	5		
Median Months	4	3	3	4	3		
Total Cases	523	682	810	739	129		

Length of Time : Age of Cases Post ICP April 2015 - March 2017



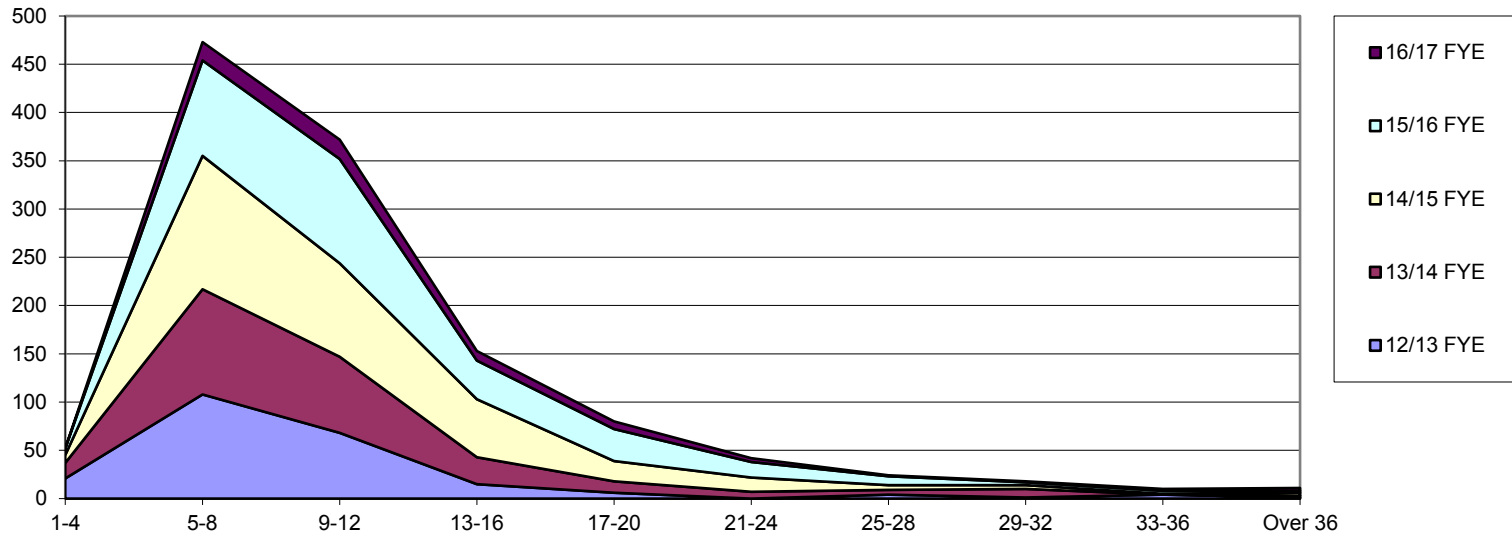
		2015												2016												2017											
Months		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar												
Cases awaiting final hearing (from ICP)	1-4	151	155	159	141	162	172	181	182	178	191	197	197	246	192																						
	5-8	117	102	103	116	103	114	103	95	107	119	126	137	130	147																						
	9-12	73	81	79	69	74	56	67	68	69	73	70	66	54	86																						
	13-16	40	38	34	42	38	47	46	42	38	27	30	46	38	42																						
	17-20	31	33	31	33	26	23	20	23	20	33	30	26	23	23																						
	21-24	8	9	16	13	22	21	21	20	14	13	10	15	15	20																						
	25-28	3	3	1	5	5	7	11	9	14	13	11	10	9	12																						
	29-32	6	4	4	4	1	0	2	3	5	6	8	10	8	11																						
	over 33	3	6	5	6	8	8	8	8	6	5	6	6	9	7	6																					
Total cases awaiting hearing		432	431	432	429	439	448	459	448	450	481	488	516	530	539																						
Total cases fixed this month		29	29	32	29	34	43	44	40	32	39	59	42	34	52																						
Cases ready to fix, but no date yet		210	181	185	167	173	167	167	166	173	196	156	200	227	210																						
Cases fixed previous months and awaiting hearing		94	107	105	96	96	108	116	116	107	115	157	138	136	137																						
Cases being prepared by external lawyers		138	136	142	166	169	173	176	166	170	173	153	175	167	192																						

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



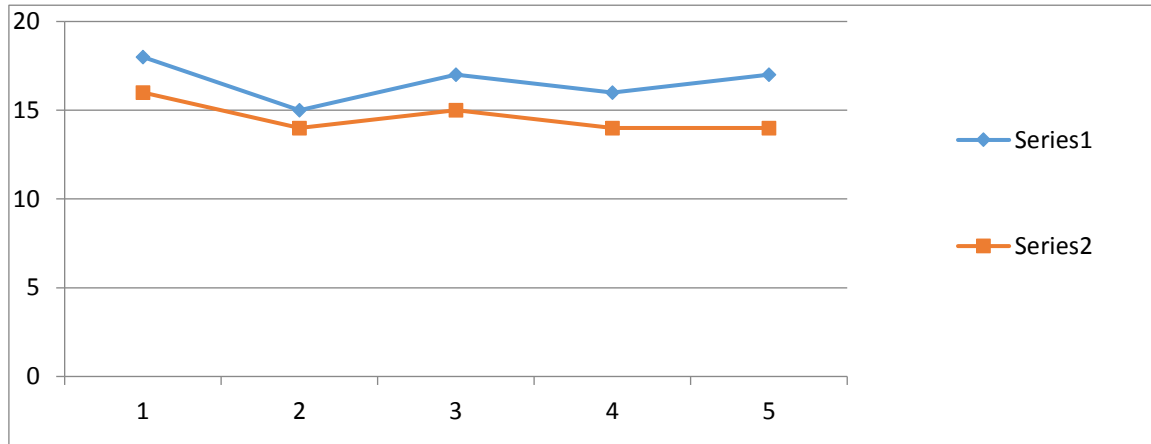
Number of Months	12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE	%	Cumulative %
1-4	90	150	231	182	37	54	54
5-8	88	61	87	71	13	19	74
9-12	27	23	16	25	7	10	84
13-16	10	14	9	21	4	6	90
17-20	8	14	6	7	1	1	91
21-24	2	2	2	8	5	7	99
25-28	2	2	0	2	1	1	100
29-32	0	0	0	1	0	0	100
33 -36	0	0	1	2	0	0	100
over 36	1	1	0	1	0	0	100
Mean Months	7	6	5	6	7		
Meadian Months	5	4	4	4	4		
Total Cases	228	267	352	320	68		

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



Number of Months	12/13 FYE	13/14 FYE	14/15 FYE	15/16 FYE	16/17 FYE	%	Cumulative %
1-4	21	16	8	7	0	0	0.0
5-8	108	109	138	99	19	27.9	27.9
9-12	68	79	97	108	20	29	57.4
13-16	15	28	60	40	15	72.1	72.1
17-20	6	12	21	33	8	83.8	83.8
21-24	0	7	15	16	4	89.7	89.7
25-28	4	5	5	9	1	91.2	91.2
29-32	1	9	4	3	1	92.6	92.6
33-36	4	0	1	3	2	95.6	95.6
Over 36	1	2	3	2	3	100.0	100.0
Mean Months	9	11	11	12	14		
Median Months	8	9	9	10	11		
Total Cases	228	267	351	320	68		

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



Number of Months	Cases 12/13	Cases 13/14 FYE	Cases 14/15	Cases 15/16	Cases 16/17	%	Cumulative %
1-4	0	1	0	0	0	0	0
5-8	23	21	19	14	5	7	7
9-12	66	95	123	65	9	13	21
13-16	62	49	80	87	11	16	37
17-20	37	26	62	57	12	18	54
21-24	13	26	24	34	11	16	71
25-28	6	17	21	25	9	13	84
29-32	10	13	8	16	3	4	88
33-36	5	10	5	6	2	3	91
Over 36	6	11	10	16	6	9	100
Mean Months	16	17	16	18	21		
Median Months	14	14	14	16	19		
Total Cases	228	267	351	320	68		

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

Age since receipt	Number	%	Cumulative %	Age since SOA	Number	%	Cumulative %
0 to 5 months	0	0	0	0 to 5 months	0	0	0
6 to 7 months	1	1	1	6 to 7 months	4	6	6
8 to 12 months	2	3	4	8 to 12 months	10	15	21
13 to 15 months	8	12	16	13 to 15 months	10	15	35
16 to 20 months	9	13	29	16 to 20 months	13	19	54
21 to 24 months	10	15	44	21 to 24 months	11	16	71
>24 months	38	56	100	>24 months	20	29	100
Mean Average	26				21		
Median Average	26				19		
Total Number of Cases	68				68		

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

Number of Months	15/16 YTD	% of cases	Cumulative %	16/17 YTD	% of cases	Cumulative %
1-4	7	2	2	0	0	0
5-8	99	31	33	19	28	28
9-12	108	34	67	20	29	57
13-16	40	13	79	10	15	72
17-20	33	10	90	8	12	84
21-24	16	5	95	4	6	90
25-28	9	3	98	1	1	91
29-32	3	1	98	1	1	93
33-36	3	1	99	2	3	96
>36	2	1	100	3	4	100
Mean Months	12			14		
Median Months	10			11		
Total Cases	320	100	100	68	100	100

Snapshot of age of Post ICP cases (correct at 31/5/16)

Age since receipt	Number	%	Cumulative %	Age since SOA	Number	%	Cumulative %
0 to 7 months	53	10	10	0 to 7 months	127	24	24
8 to 12 months	113	21	31	8 to 12 months	157	29	53
13 to 15 months	69	13	44	13 to 15 months	66	12	65
16 to 20 months	94	17	61	16 to 20 months	62	12	76
21 to 24 months	66	12	73	21 to 24 months	49	9	86
>24 months	144	27	100	>24 months	78	14	100
Mean months	19			Mean months	15		
Median months	18			Median months	12		
Total cases	539			Total cases	539		

Age since ICP	Number	%	Cumulative %
0 to 5 mths	216	40.1	40.1
6 to 7 mths	90	16.7	56.8
8 to 12 mths	119	22.1	78.8
13 to 15 mths	37	6.9	85.7
16 to 20 mths	28	5.2	90.9
21 to 24 mths	20	3.7	94.6
>24 mths	29	5.4	100.0
	<u>539</u>	<u>100.0</u>	

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

Type of Sanction	April 2015 - March 2016				April 2016 - March 2017			
	Receipt to Final Hearing		SOA to Final Hearing		Receipt to Final Hearing		SOA to Final Hearing	
	Mean average	Median average	Mean average	Median average	Mean average	Median average	Mean average	Median average
Caution	18	17	14	13	25	23	21	17
Conditions of Practice	24	22	21	18	27	26	26	25
Consensual disposal	25	21	20	17	12	12	7	7
No Further Action	22	19	17	13	28	27	18	18
Not Well Founded	25	25	20	17	28	27	22	20
Suspension	20	18	17	14	26	25	22	21
Struck Off	22	20	19	17	22	22	17	14
Total mean average	22		18		26		21	
Total median average	21		16		26		19	
Total number of cases	320				68			

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

Source of Complaint	April 2015 - March 2016				April 2015 - March 2016			
	Receipt to Final Hearing		SOA to Final Hearing		Receipt to Final Hearing		SOA to Final Hearing	
	Mean average	Median average	Mean average	Median average	Mean average	Median average	Mean average	Median average
Anonymous / Article 22(6)	26	20	24	19	7	7	7	7
Employer	22	20	19	16	23	23	18	18
Other	26	26	23	23	40	40	35	35
Other Registrant	29	27	23	21	0	0	0	0
Police	25	20	23	16	19	19	13	13
Professional Body	24	18	19	18	0	0	0	0
Public	23	21	18	17	19	19	14	14
Self Referral	22	20	17	14	22	23	13	13
Total mean average	22		18		26		21	
Total median average	21		16		26		19	
Total number of cases	320				68			

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

	April 2015 - March 2016				April 2016 - March 2017			
	Receipt to Final Hearing		SOA to Final Hearing		Receipt to Final Hearing		SOA to Final Hearing	
Type of representation	Mean average	Median average	Mean average	Median average	Mean average	Median average	Mean average	Median average
Represented	25	21	21	16	27	26	23	19
Represented Self	22	22	19	18	28	30	21	19
None	21	20	17	15	24	24	29	19
Total mean average	22		18		26		21	
Total median average	21		16		26		19	
Total number of cases	320				68			

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

	April 2016 to March 2017		
Stage of case	Number closed	Mean average	Median average
PreICP	284	5	4
No Case to Answer	41	8	6
Final Hearing	75	26	26
All cases	400	10	5

	Receipt to conclusion	%	Cumulative %	SOA to conclusion	%	Cumulative %
0 to 2	92	23	23	15	13	13
3 to 4	84	21	44	14	12	25
5 to 8	87	22	66	9	8	33
9 to 12	37	9	75	11	9	42
13 to 15	18	5	80	11	9	52
16 to 20	18	5	84	16	14	66
21 to 24	14	4	88	16	14	79
>24	50	13	100	24	21	100
Total	400	100		116	100	