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1 April 2011 to 31 March 2012

# Fitness to practise – key information 2012



# Executive summary

Welcome to this summary of key information about the Health Profession Council's (HPC's) work in considering allegations about the fitness to practise of our registrants in 2011–12. On Wednesday 1 August 2012 our name changed to the Health and Care Professions Council (HCPC). As this key information document covers the period 1 April 2011 – 31 March 2012, we have referred to ourselves throughout as the Health Professions Council (HPC). This summary includes key statistics relating to our cases and information about how our fitness to practise panels have dealt with the cases before them.

Our fitness to practise process is designed to protect the public from those professionals on our Register who are not fit to practise. If a professional's fitness to practise is 'impaired', it means that there are concerns about their ability to practise safely and effectively. That may mean that they should not practise at all, or that they should be limited in what they are allowed to do. Our processes do not mean that we will pursue every isolated or minor mistake, but if a professional is found to fall below our standards, we will take action to protect the public.

Over the last four years, the number of registrants on our Register has increased by 19 per cent and the number of allegations we have received has doubled. It is important to note, however, that during 2011–12 only 0.42 per cent of registrants had an allegation made against them, and only 0.12 per cent of registrants were subject to a sanction imposed at a final hearing.

We are committed to continuous improvement in all our procedures and processes. This year we have extended our quality assurance processes and have made changes as a result of what we have learnt.

Ensuring our processes are as aligned as is reasonably possible with principles of

restorative and rehabilitative justice remains core to the HPC's fitness to practise proceedings. Along with ensuring openness, fairness and transparency in our fitness to practise proceedings, this will remain central to our approach and work in 2012–13.

We are also continuing to take stringent steps to improve cost efficiency within our processes given that the fitness to practise operating budget was approximately 45 per cent of the HPC's total budget. However, cost savings should not and cannot be a bar to ensuring fairness and justice.

I hope you find this document of interest. Further information can be found in our Fitness to practise annual report 2012, which can be found on our website at [www.hcpc-uk.org/publications/reports](http://www.hcpc-uk.org/publications/reports). If you have any feedback or comments please email me at [ftponcaserelated@hcpc-uk.org](mailto:ftponcaserelated@hcpc-uk.org)

**Kelly Johnson**  
**Director of Fitness to Practise**

# Cases received in 2011–12

## Total number of cases received

Year	Number of cases	Total number of registrants	% of registrants subject to complaints
2011–12	925	219,162	0.42

## Who raised concerns in 2011–12?

Type of complainant	2011–12	% of cases
Article 22(6) / anon	284	30.7
Employer	288	31.14
Other	46	4.97
Other registrant / professional	52	5.62
Police	27	2.92
Public	228	24.65
<b>Total</b>	<b>925</b>	<b>100</b>

Compared to 2010–11, the number of cases the HPC received in 2011–12 increased by 18 per cent.

The number of registrants on the Register has increased by 1.9 per cent compared to last year.

There has been a slight increase in the total number of registrants who have had a fitness to practise concern raised about them, from 0.35 per cent of the Register in 2010–11 to 0.42 per cent in 2011–12.

In 2011–12, employers returned to being the largest complainant group. For the first time, last year members of the public were the largest group. This year, employers made up 31 per cent of the cases received which is an increase of one per cent compared to last year.

Where a case does not meet the standard of acceptance, even after we have sought further information, the case is closed.

In 2011–12, 340 cases were closed without being considered by a panel of the HPC's Investigating Committee. This is an increase of 36 per cent compared to last year.

# Decisions by Investigating Committee panels

In 2011–12, panels of the Investigating Committee made decisions in 498 cases. The case to answer rate for cases considered by panels of the Investigating Committee is 51 per cent, a decrease of six per cent from last year.

Fitness to practise concerns received from employers represent the highest percentage of ‘case to answer’ decisions. In 2011–12, 193 fitness to practise concerns received from employers were heard by an Investigating Committee Panel (ICP). Of those, 69 per cent received a ‘case to answer’ decision.

In 2011–12, 105 of the cases considered by an ICP were received from members of the public. However, only 17 per cent of fitness to practise concerns received from members of the public resulted in a ‘case to answer’ decision at ICP. This is a decrease of five per cent compared to last year.

## Case to answer by complainant

Type of complainant	Number of case to answer	Number of no case to answer	Total	% case to answer
Article 22(6) / anon	69	69	138	50
Employer	134	59	193	69
Police	8	13	21	38
Professional body	5	0	5	100
Public	18	87	105	17
Registrant / professional	11	11	22	50
Other	7	7	14	50
<b>Total</b>	<b>252</b>	<b>246</b>	<b>498</b>	<b>51</b>

# Final hearings

In 2011–12, 287 cases were concluded, involving 262 registrants.

Hearings where allegations were well founded concerned only 0.12 per cent of registrants on the HPC Register.

Decisions from all public hearings where fitness to practise is considered to be impaired are published on our website at [www.hcpc-uk.org](http://www.hcpc-uk.org). Details of cases that are considered to be not well founded are not published on the HCPC website unless specifically requested by the registrant concerned.

## Outcome by type of committee

Committee	Amended	Caution	Conditions of practise	No further action	Not well founded	Removed (incorrect / fraudulent entry)	Struck-off	Suspension	Voluntary removal	Total
Conduct and Competence Committee	0	69	27	0	67	0	56	47	5	271
Health Committee	0	0	2	0	1	0	0	8	2	13
Investigating Committee (fraudulent and incorrect entry)	0	0	0	1	0	2	0	0	0	3
<b>Total</b>	<b>0</b>	<b>69</b>	<b>29</b>	<b>1</b>	<b>68</b>	<b>2</b>	<b>56</b>	<b>55</b>	<b>7</b>	<b>287</b>

This table does not include cases that were adjourned or part heard.

For further information and details regarding the work of the Fitness to Practise Department, please see the Fitness to practise annual report 2012.



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