



Management Information Pack

Marc Seale, Chief Executive & Registrar

Report to Council meeting 18 September 2012

Chief Executive's Report to Council meeting on 18 September 2012 Contents

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1. Completed Meetings 1 July to 31 August 2012

Department of Health	2 July
Higher Specialist Scientific Training Strategic Oversight Board	3 July
Health and Social Care Regulators Forum	4 July
Department of Health (Leeds)	9 July
Care Quality Commission	10 July
Association for Perioperative Practice	17 July
British Association for Music Therapy	17 July
MEE Healthcare Science Programme Board	18 July
National Audit Office	19 July
Chartered Society of Physiotherapy	19 July
Security Industry Authority	23 July
DeepStore visit (Cheshire)	25 July
Project Board (re unlicensed herbal medicines)	31 July
Social work broadcast media launch	31 July – 1 Aug
Council for Healthcare Regulatory Excellence	8 Aug
College of Arms	10 Aug
Bircham Dyson Bell	10 Aug
Studio Callaghan	28 Aug
Project Board (re unlicensed herbal medicines)	28 Aug
National Clinical Assessment Service	31 Aug

2. Scheduled Meetings

CLEAR Annual Educational Conference	6 – 8 Sept
Department of Health	11 Sept
Social Work information event (Newcastle)	12 Sept
Westminster Health Forum keynote seminar: The future of regulation in healthcare	13 Sept
Social Work information event (Leeds)	13 Sept

Social Work information event (Birmingham)	19 Sept
Social Work information event (Plymouth)	20 Sept
Project Board (re unlicensed herbal medicines)	25 Sept
IAMRA 10 th International Conference on Medical Regulation (Ottawa)	2 – 5 Oct
Conservative Party Conference	8 – 9 Oct
Higher Specialist Scientific Training Strategic Oversight Board	9 Oct
Health and Social Care Regulators Forum	10 Oct
European Forum	10 Oct
System and Professional Regulators in Scotland (Edinburgh)	12 Oct
Scottish Government (social work contacts)	16 Oct
Scottish Government	16 Oct
NHS Education for Scotland	16 Oct
British Association of Social Workers	29 Oct
Project Board (re unlicensed herbal medicines)	30 Oct

Business Process Improvement: Mr Roy Dunn

1. Human resources

There are no changes to BPI.

2. Quality Management System (QMS) review meetings and internal audits

The internal audit schedule for 2012 – 2013 is progressing. Facilities, Customer Service and the DeepStore mine archive have been audited. Fitness to Practise (FtP) and Finance are scheduled to be audited next. Two NMR's (nonconformities) have been declared and two closed.

3. QMS process updates

A major review of Finance Department processes is on-going, including procurement across the organisation.

The Project Team have delivered updated processes to be loaded to the QMS. FtP will deliver some minor changes around non IT system processes in the next week or so.

BSI Entropy system based QMS. The secure linkage between HCPC and BSI has been designed. Training prior to the migration of data is the next step.

4. BSI audit

The next BSI audit will be 22 October 2012. Fitness to Practise, Customer Service, and Finance Departments will be audited, plus preparation for the strategic review.

5. Business continuity

No major changes other than monthly list updates.

The next full exercise is planned for November 2012. Phoenix, our BCM supplier have published the UK wide 2011 reasons for invocation and these will be used in building the test programme. See the link attached for detail.

<http://www.phoenix.co.uk/about/news/2012/8/summer-2011-riots-redefine-the-business-continuity-landscape/>

6. Information security management

The project for ISO27001 is on-going. All departments have been through the initial scoping exercise, with high level discussion of assets. The risk assessment tool is being populated.

The proposed test solution for the next round of training for all employees, has been rolled out. The training covers the work and home environment. An administration module has been released, to control access and reporting.

6. Information & data management

The archive in Cheshire has been audited by Tom Berrie, and 50 boxes with damage from the move from the previous supplier have been repaired or replaced, and the rest were found to be in good condition. Greg Ross-Sampson and Marc Seale also visited the mine.

We are still investigating costing and phasing for scanning eight boxes of CPSM microfilm, containing copies of all applications, Council and committee minutes and other documents from the CPSM era until the late 1990s.

The "Regulating ethics and conduct at the Council for Professions Supplementary to Medicine – 1960 to 2002" research report by Tom

Berrie has been published, and a number of hardcopies circulated to interested parties. He has two further reports in progress. One more is planned for the future.

The social work profession is being included in Management Reports for the first time.

7. Risk Register

We will monitor the London 2012 Paralympics on day-to-day basis, but we expect less transport disruption than the Olympic Games which saw little impact on day-to-day operations.

The general Risk Register has been updated to include impacts of social worker regulation in particular, and closure of some projects. This will go to the September Audit Committee meeting.

Communications: Mrs Jacqueline Ladds

1. Engage with registrants to increase understanding of the benefits of regulation, the work of the HCPC and what is required of them

Professional media: 37 mentions in professional media: including name change articles, transfer of social workers, independent prescribing for chiropodists / podiatrists and physiotherapists, social worker appointments to Council, Standards of Proficiency for social workers in England, student suitability scheme, professionalism and Chinese herbal medicine practitioners.

HCPC In Focus: 17,808 subscribers. Issue 42 published (August) included information on name change, transfer of social workers in England and the CHRE performance review report.

Standards and guidance distributed on request: Guidance on conduct and ethics for students (3,014 copies); Standards of proficiency for social workers in England (900 copies); and Standards of conduct, performance and ethics (482 copies).

Registration renewal: news item published as a reminder for chiropodists / podiatrists to renew registration; meetings with the Association for Perioperative Practice (17 July) and Unison (8 August) for ODP renewal.

2. Extend engagement with the public through improved access to information about the HCPC

Conferences: Care Roadshow (19 June, inserts), World Congress on Active Ageing (13-17 August, inserts).

Public information packs: 164 public information packs sent following reprinting of HCPC material.

3. Increase awareness of the HCPC's role in regulation amongst all stakeholder audiences

Media coverage: 36 mentions in relation to FtP outcomes.

News items and social media channels: statement on independent prescribing for chiropodists / podiatrists and physiotherapists, close of standards of proficiency consultation, Council decisions from 5 July, CHRE performance review 2011-12 and the Winterbourne review.

Position statements: published on independent prescribing for chiropodists / podiatrists and physiotherapists; and South Gloucestershire's Safeguarding Adults Board Winterbourne Hospital serious case review.

Blog: Pieces published on student fitness to practise (June), Standards of proficiency for social workers in England (July), and the transfer of social workers to the HCPC (August).

Publications: Annual report 2012 (July), Continuing professional development audit report (June), and Regulating ethics and conduct at the Council for Professions Supplementary to Medicine 1960 – 2002 (June).

Web: deployment went live (July) - integrating the Register within a redesigned home and audience pages, social media sharing buttons now included throughout the site.

111 updates to the website: including a content review to make relevant name change amendments and reflect the addition of

social workers in England to the Register as well as updating professional body links and statistics.

In relation to social workers in England:

Broadcast campaign: launched in collaboration with Markettiers4DC on 1 August 2012 for the transfer of social workers in England and name change.

Radio coverage included live and pre-record interviews for a range of national and local stations including BBC Radio 5 Live Morning, LBC 97.3, BBC Radio Cambridgeshire, BBC Radio Manchester, BBC Radio Humberside, BBC Cornwall, BBC Radio Devon, Sunrise Yorkshire, The Bee and 106.5 Central Radio.

Live Web TV enabled social workers and service users to submit questions directly to Marc Seale and independent social worker Joanna Nicholas.

Articles: published in The Guardian by Anna van der Gaag – ‘HPC on social workers regulation: We consider every case differently’. Feature article on registration published in July/August Professional Social Work (magazine for BASW)

News items and social media channels: news items published and social media channels updated on Memorandum of Understanding between the HCPC and other UK social care regulators, standards of proficiency issued for social workers in England, and statement on the interim arrangements for assuring social work students fitness to practise.

Information mailing: sent to 87,000 social workers in advance of the transfer, providing them with copies of the standards and preliminary information about registration renewal.

Exhibitions and conferences: Local Government Association Unison Conference (17-18 June, Bournemouth); social worker talks coordinated across the organisation including presentations given in Exeter, Essex, Bournemouth and London.

Events: information events held in Manchester (27 June) and Liverpool (28 June). Sessions in Newcastle, Leeds, Birmingham and Plymouth will be held in September. Final employer event held in Birmingham (14 June). Supported Education on a series of social worker seminars about the transfer including London (28 July), Birmingham (11 July) and Leeds (18 July).

Stakeholder: meetings held with Local Government Association (18 June), The College of Social Work (19 June), Social Care Institute for Excellence (19 June), Unison (21 June), Association of Directors of Adult Social Services (21 June), Employer standards advisory implementation group (22 June), CAF/CASS (26 June), British Association of Social Workers (26 June), Community Care Inform (2 July), Social Work Reform Board Communications Strategy (13 August).

1,850 employers mailed with information about the social work student suitability scheme (July).

Web: FAQs and web pages for social workers revised and updated on a weekly basis. Nearly 4,000 video views of the information event presentations published on You Tube.

4. Engage with employers, government, educators, professional bodies and other regulators

Annual professional body meetings: Association for Perioperative Practice (17 July), Chartered Society of Physiotherapy (19 July).

5. Continue to build relationships and increase understanding through meetings with stakeholders in England, Scotland, Wales and Northern Ireland; and

6. Continue to participate in UK and international regulatory forums

Stakeholder meetings: AURE (8 August).

7. Ensure all employees are informed and updated on key organisational activities

All employee: summer lunch held on 22 June; all employee meeting held on 17 July using revised format of two identical morning sessions; social worker and HCPC meeting held by Chair and CEO on 3 August.

Intranet: 20 news items published including: launch of broadcast campaign, HPC to HCPC, HR policy updates and employee discount scheme.

HCPC Update: Issues 23 (June) and 24 (July) published, including articles on the transfer of regulation of social worker in England, name change update, new publications, travel during the Olympic and Paralympic games, and changes to the HCPC website.

8. Provide communications expertise to other HCPC departments

Name change project: Wednesday 1 August 2012 saw the culmination of the majority of the name change project activities, when we changed our name to the Health and Care Professions Council. Thousands of forms, policies, standard letters and other documents have been updated, over 40 publications have been reprinted, email addresses have been changed, web content updated and new signage installed at Park House. Revised exhibition display materials will be ready for our first external events as HCPC at the beginning of September and some (mainly internal) amends continue to be made across the organisation.

Publications: We are currently working with Education and Fitness to Practise on departmental annual reports.

Stakeholder: working with Education on arrangements for student suitability scheme including information published on the website and a mailing to social work education providers.

1. Approval process

The Department has now completed the visit schedule for the 2011-2012 academic year. 16 visits (covering 31 programmes) have now been scheduled for the 2012-2013 academic year. Education providers have until December 2012 to request a visit before July 2013. The Department is scheduling visits to the 280 social work programmes which are transitionally approved by the HCPC. These visits will take place over the next three academic years. Visits to AMHP programmes will take place between 2013-2015.

2. Annual monitoring process

The last submission deadline for the 2011-2012 academic year is 30 September 2012. It is anticipated that any outstanding audit submissions will be sent to the December Education and Training Panel to close off annual monitoring for the 2011-2012 year. The scheduling process for the 2012-2013 academic year has now begun.

Major change process

Since the last Council meeting on 5 July we have received 22 new major change notifications, covering 28 programmes.

Complaints process

The Department has received one new complaint since the last Council meeting. The issues raised were outside of the HCPC's remit so we were unable to investigate. There are currently no outstanding complaints.

Social workers in England

All education-specific data was successfully migrated from the General Social Care Council (GSCC) to our information systems

prior to the transfer of its register. The register of approved programmes went live on 1 August 2012. A detailed mailing was sent to all social work and AMHP education providers on 1 August 2012. This included information on the visit schedule, how we communicate with education providers and the suitability scheme as

well as a selection of updated HCPC publications. The visit schedule for social work programmes was based on a combination of the following factors: the GSCC quality assurance evidence and assessment at the point of transfer; the existing GSCC re-approval cycle; the demand for placements within regions; the size and frequency of student cohorts and the entire provision within each education provider. There was no one key determining factor. education providers have been asked to respond with specific visit dates by 31 January 2013.

Following the three introductory seminars for social work education providers in June and July, a further three seminars are due to take place in October and December, focusing on the approval process.

More detailed information can be found on the HCPC website at: www.hpc-uk.org/education/socialworkers

Communication with stakeholders

Members of the Department met the following groups between July – September 2012:

- The General Social Care Council
- The Quality Assurance Agency
- The Nursing and Midwifery Council
- Heads of University Centres of Biomedical Science (HUCBMS)
- The Department for Education (Social Work Workforce Team)

Employees

The Department has recruited three replacement Education Officers following Ben Potter's promotion to Education Manager and Lewis Roberts' and David Christopher's resignation and departure in June and July 2012. Matthew Nelson, previously a Registration Advisor, joined the Department on 20 August and Abdur Razzaq joined the Department on 3 September. Niall Lennon also joined the Department permanently this month, having been recruited as a temporary Education Officer in May.

Facilities Management: Mr Stephen Hall

1. Employees

There are five permanent employees including the Facilities Manager. Services provided include reception, building maintenance, post room, health & safety and building project management.

2. Replacement windows

The next phase of window replacement is scheduled to take place September/October. Windows will be replaced in HR office, postroom, ground and basement corridors and basement kitchen. Windows have also been replaced on the second floor of 20 Stannary Street.

3. Ceilings

Ceilings have been replaced in the old Council Chamber and the ground floor corridor of Park House. Once the replacement windows have been fitted the ground floor corridor will be redecorated.

4. Canopy

A canopy over the 22-26 Stannary Street entrance will be installed early in September.

1. General

Since the last Council Meeting, the Finance Department has produced the June and July management accounts. The 2012 annual report and accounts was laid in Parliament and the Scottish Parliament on 16 July.

2. Results

There is an operating surplus of £26,000 for the year to July, but a total deficit of £565k after our expenditure on the GSCC transfer, which is £604k so far this year. This expenditure has also contributed to the reduction in bank balances of £1,828k in the four months to July. In August the Department of Health paid £238k, the amount invoiced at March 2012.

2. Funds under management

At the end of July 2012, £1.6M was held in short term accounts at Lloyds and NatWest, earning 1.25%.

The following have been invested for longer periods at fixed rates: £1M in a Lloyds money market account earning 1.8% (6 months to 17.09.12),

£2M in a Lloyds deposit account earning 3.25% (1 year to 13.08.13),

£0.5M in a Nat West Bond at 3.0% (1 year to 27.03.13) and 1.5M in a NatWest fixed term deposit at 3.00% (1 year to 10.07.13)

3. Pensions

In July, there were 70 active members in the Friends Provident Pension scheme. The second hearing in the court case on the Flexiplan Pension scheme is booked for October. We continue to pay £4,495 per month.

4. Employee training and staffing levels

There are ten full-time employees in the Department. We have recently recruited a management accountant and a finance officer, who will divide her time between purchase ledger and transactions duties.

5. Systems

The NetRegulate changes project for automation of the registrant balance report and automated refunds went live in July. This is saving time and paperwork and ensures that we are up-to-date with refunding registrants.

Fitness to Practise: Ms Kelly Johnson

1. Case Information

The statistical information relating to the work of the Fitness to Practise (FtP) Department can be found in the management information pack. This report provides other pertinent information. The FtP team is currently working on revisions to the management pack which will be available at a future Council.

2. Number of open cases pre-Investigating Committee Panel

At the end of July 2012 there were 549 cases open. This was higher than the monthly forecast for July but a higher number of allegations than forecast was received in July. This has not had a detrimental impact on the work of the case management team, as a number of temporary case managers joined the Department in July to aid in the management of work associated with the transfer of the regulatory responsibilities of the GSCC.

3. Case to answer percentage

Of the cases considered by an Investigating Committee panel between April 2012 and July 2012 the case to answer percentage was 60 per cent. Taking into consideration the number of cases closed without referral to an Investigating Committee, the percentage of cases referred to a final hearing in this period was 31 per cent.

4. Number of cases awaiting hearing

At the end of July 2012, there were 186 cases awaiting consideration by a substantive hearing panel with 75 cases listed for hearing and a further 42 ready to be listed.

5. General Social Care Council Transfer Cases

The transfer of case work from the GSCC to the HCPC took place over the course of July 2012. Over the course of July and August, 246 open case were reviewed and assessed in accordance with the just disposal criteria agreed by Council in July 2012.

A further 28 conditional registration cases, 17 suspended registrants, 42 admonished registrants, 132 removed registrants and 18 registrants who had received admonishments but subsequently lapsed from the former GSCC register have been reviewed with a either a case plan for further action prepared or the watch list updated as appropriate.

The cases have now all been logged on to the FtP CMS system with action being taken as appropriate. That action includes investigating the case further, asking the registrants for their observations before convening an Investigating Committee Panel and setting up reviews of orders that were previously imposed by the GSCC. Legacy case work will be reported on separately in future management information packs.

6. Suitability Scheme

The Suitability Scheme is now operational with transfer student cases received from the GSCC assessed via the scheme.

7. High Court and First Tier Tribunal cases

There are currently 5 outstanding court appeals and 1 application to apply to extend an interim order. In the two matters where an application for judicial review was made both applicants have sought an oral hearing after refusal on the papers. 9 cases are currently before the First Tier Tribunal

8. Meetings and other stakeholder events

June and July 2012

Nursing and Midwifery Council
GSCC
Bircham Dyson Bell
Care Quality Commission
GB Training
Kingsley Napley

9. Resources

Recruitment is taking place for a new Team Administrator, Case Support Officer, Quality Compliance Officer, Hearings Officer, Scheduling Officer, Case Team Manager, Investigations Manager and 8 new Case Managers. Jodie Godden and Stella Curley transferred to the HCPC from the GSCC. This recruitment follows the end of the recruitment freeze and is anticipated to be concluded in November. The FtP team away day is booked for December 2012 with the outcomes from the FtP Department survey due to be briefed.

A number of temporary Case Managers were recruited to assist with workload over the period of transfer from the GSCC to the HCPC.

10. Partners

New panel member training took place over July, including inductions for new legal assessors and panel chairs. Review days for legal assessors and panel chairs also took place in July.

11. Research

Research into the views on public protection has been commissioned with the final report expected to be published early next year.

Human Resources: Ms Teresa Haskins

1. Employee resourcing

Recruitment activity in late July and August has been much busier than is usual over the summer months due to the need to fill 24 new posts created as a result of the transfer of the regulation of social workers to the HCPC.

More roles will be advertised in September, and most new posts should be filled by the end of October at the latest. In the meantime temporary agency workers continue to provide cover for vacancies in FtP, Registration and Education.

2. Education

Interviews for two replacements and one new Education Officer role were held in August. Matthew Nelson, Niall Lennon and Abdur Razzaq commenced their employment in late August and early September.

3. Finance

Following interviews in July, Bola Bajomo has been appointed to the new post of Management Accountant. Bola starts work at the HCPC on 10 September 2012.

Following interviews in August, Olubukola (Bukky) Shonola has been appointed to the new post of Finance Officer. Bukky starts work at the HCPC on 17 September 2012.

4. Fitness to Practise

Following interviews in late July and August, Andrew John was appointed to the new post of Team Administrator and

Jamila Salam was appointed to the new post of Case Support Officer, both with effect from 28 August 2012.

Recruitment is in progress for the following new posts in FtP:

- Investigations manager
- Case Team Manager
- Quality Compliance Officer

Further recruitment campaigns for eight new Case Manager roles, a new Scheduling Officer post and a new Hearings Officer post are planned for September.

5. Registration

Recruitment is in progress for seven replacement Registration Officer roles, and a new role of Trainer – Registration, which will take charge of the training of new Registration recruits.

6. Secretariat

Recruitment is in progress for a fixed term post of Team Administrator to cover a period of paternity leave.

7. Other HR activities

GSCC transfer work

On 1 August 2012 former GSCC Investigating Officers Jodie Godden and Stella Curley transferred into HCPC Case Manager roles, and former GSCC Registration Officers, Gareth Jones and Phil Barton transferred into HCPC Registration Adviser roles. The fifth former GSCC employee who transferred resigned from the HCPC with effect from 24 August 2012.

The HR team has carried out general inductions for the four transferring employees and has made the necessary administrative arrangements to ensure a smooth transfer.

Other than the outstanding recruitment detailed above, all planned HR work directly associated with the transfer is now complete.

Policy work

The HR team is in the process of updating the HCPC's policy on eye care and sight tests, and the gifts and inducements policy.

Work is in progress towards the recruitment of the HCPC's first apprentice. The apprenticeship will be based in the Registration team and the apprentice will gain an NVQ level 2 qualification in customer service while in post.

Employee discount scheme

An employee discount scheme for HCPC employees launched on 28 August. The Scheme enables employees to take advantage of discounts across a wide range of consumer products and services.

Strategic objective 1 – *“To drive efficiencies within the organisation by the use of Information Technology and Information Systems.”*

- **NetRegulate Improvements Major Project:** This project aims to implement a number of smaller changes to the NetRegulate combined into a number of phased releases.

The project will implement improvements to security and financial reporting. It will be delivered in concert with changes needed for the transfer of the GSCC register and a new online paper renewal request function.

The scheduled release has been made successfully to enable the functionality specific to the Social Worker register. One functional change that failed user acceptance testing is now being investigated and expected to be released after a new test cycle. This is expected to be completed in October.

Strategic objective 2 – *“To apply Information Technology within the organisation where it can create business advantage.”*

- **Implement the upgrade of the desktop operating system to Windows 7** – This project will deliver an upgrade to the desktop and laptop operating systems from Windows XP to Windows 7.

Following a delay by Microsoft in releasing the software licence the initial build of the base installation is underway. The schedule for this project has been extended following the reprioritisation of resource to support the delivery of major projects and for the preparation of the transfer of the register of social workers. The project is expected to be delivered after

summer 2012.

There are a small number of issues that are delaying the pilot implementation of this project for which we are waiting on external vendor support to resolve.

- **Education systems and process review:** This project aims to assess the current processes within the Education Department; determine revised processes where required; assess the effectiveness of the current IT provision and if necessary run a tender for new services.

The formal tendering process has started and the shortlisting exercise has begun, with an expectation for final selection of the preferred supplier in October.

- **Web site development cycle:** The objective of this project is to deliver one of two controlled change releases to the corporate web site (www.hpc-uk.org). This project is led by the Communications team.

The project has been initiated and a third party development company has been engaged to provide a proposal for the list of changes. The changes include addressing some issues identified in the penetration testing. This is now complete.

- **New name project :** This project aims to transition the organisation from being called HPC to HCPC (Health and Care Professions Council)

There are numerous IT related changes necessary to complete the transition to the new name. These changes as well as other non-IT changes are being prioritised and planned to be amended over a period of several months.

Only a small number of technical changes remain to be made which are scheduled to be completed after the Social Worker renewal period.

- **Social Worker transfer:** this project aims to transfer a number of the regulatory duties of the GSCC to the HPC.

This is now complete.

Strategic objective 3 – *“To protect the data and services of HPC from malicious damage and unexpected events.”*

- **Network encryption project:** The new encryption product has been purchased and installed. The tool allows very granular control by user and by personal computer – called Port Control. It can be used to determine who is able to write data to removable media and whether it is required to be encrypted.

The Fitness to Practice (FTP) Pilot has concluded successfully. Originally, the software was planned to be rolled out to all employees with the implementation of the Windows 7 upgrade project in 2012. However due to the delay in the windows project the implementation of Port Control has been de-coupled to gain its benefits earlier.

A new version of the software has been distributed successfully.

The next stage will be to apply the correct restrictive policies to a business team which is expected to happen in September.

- **Remote access security:** This project aims to improve the security provision for employees and external support organisations when they connect to the HPC services remotely.

The software has been installed and has been tested by the IT team.

A new version of the server software has been installed and distributed. Blackberry token software has been distributed.

All that remains is for the laptop token software to be distributed and for a short end user training session before enabling the new more secure access method.

This project is expected to complete in September 2012.

- **Penetration testing:** Conduct quarterly independent penetration tests of our environment to assure adequate security controls. The testers initially use automated tools to probe the HPC infrastructure on a number of interfaces including the web sites and the online register and online renewal systems. The information from the probes is then used by the testers to attempt to manually circumvent the HPC security and gain access to sensitive areas or prove that vulnerabilities exist. The penetration test took place in the week of 16 July 2012. This is the most comprehensive test performed within the annual quarterly testing cycle. The conclusion was:

'Good security practices were observed in various areas of the application like using secure SSL configurations, use of HTTPS for login forms, disabled autocomplete option on login forms and returning same error messages irrespective of the result on login form.'

Only issues of a low or information only importance were identified.

Partners: Ms Hayley Graham

1. Recruitment

Registration Assessors: Clinical Scientist (Audiology) interviews scheduled to take place on 24 July were postponed until 6 September due to candidate availability.

2. Training

New and refresher training is now complete until October.

3. Partner Appraisal

The following appraisals have taken place in the current financial year (To end July 2012)

Panel members – 23

Registration assessors – 10

Panel chairs – 13

Visitors – 7

4. Partner resignations

Since the last report, 1 registration assessor (chiropodist/ podiatrist) has resigned.

5. Department Information

Amy McAuliffe, Partner Team Administrator (part time) left HCPC on 10 August.

Mita Patel, Partner Team Administrator now has a permanent contract. Mita will continue to work Monday – Wednesday.

6. Self-assessment evaluation

Commencement of the self-assessment evaluation was dependant on the outcome of the appraisal evaluation. This is now complete

and the recommendations do not impact the self-assessment renewal process. This evaluation will now commence and the results/ recommendations will be reported later in the year.

Policy and Standards: Mr Michael Guthrie

1. Meetings attended 13 June – 24 August 2012

Social worker employer event, Birmingham	14 June
British Association of Art Therapists: CPD presentation, Birmingham	14 June
AHP Medicines Project, Department of Health: Outline Curricula Framework Task and Finish Group	15 June
AHP Medicines Project, Department of Health: Communications strategy	15 June
The College of Social Work	18 June
British Association of Social Workers (teleconference)	18 June
Nursing and Midwifery Council	19 June
Skills for Health / Skills for Care: Support worker standards steering group	20 June
AHP Medicines Project Board, Department of Health	21 June
Policy Forum for Wales, keynote seminar: The future of health services in Wales	25 June
London Borough's social work employers training session	25 June
Department of Health	26 June
Social worker information event, Manchester	27 June
Social work practice education conference	27 June
Macmillan	27 June
Nursing and Midwifery Council	28 June
Pennington's professional regulation seminar	28 June
European Herbal and Traditional Herbal Medicine Practitioners Association (teleconference)	3 July
Disclosure and barring roadshow	3 July
Placement conference for practice placement facilitators, mentors and practice educators, Canterbury	6 July
Christ Church University	
Department of Health, Leeds	9 July

Care Quality Commission	10 July
The College of Social Work	11 July
CHRE	11 July
Essex County Council social worker event	12 July
National Stakeholder Forum, Department of Health	12 July
General Dental Council	17 July
The College of Social Work	17 July
National AHP Informatics Strategic Taskforce (NAHPIST), Department of Health	18 July
National Allied Health Professional Advisory Board	19 July
Department of Health	
Aspect	24 July
British Orthopaedic Association and British Orthopaedic Foot and Ankle Society	24 July
CHRE	26 July

2. Open consultations

Service user involvement in design and delivery of education and training programmes

This consultation commenced on 3 September 2012 and will run until 7 December 2012. The consultation analysis is planned to be considered by the Education and Training Committee and the Council at their meetings in March 2013.

3. Recently closed consultations

Standards of proficiency: arts therapists; dietitians; occupational therapists; orthoptists; physiotherapists; radiographers

These consultations closed in late July 2012. A good response rate was received. Initial analysis is that the standards were generally

positively received, but with a range of detailed comments received which need to be fully considered.

The Executive is currently analysing the responses received and plans to present the outcomes to the Education and Training Committee and the Council at their meetings in September, October, November and December 2012.

4. Independent prescribing: chiropodists / podiatrists and physiotherapists

In July 2012, ministers announced that in future chiropodists / podiatrists and physiotherapists will be able to train to become independent prescribers. This is currently limited to doctors, dentists, nurses and pharmacists. This means that registrants in these professions who complete the training and have their entry in the Register annotated will be able legally to prescribe on their own initiative from the full medicines formulary.

The Executive continues to have close involvement with this Department of Health project. As part of this work, the Education and Training Committee was considering proposed standards for prescribing (incorporating both supplementary and independent prescribing) at its meeting in September 2012. Dependent on the Committee's decision, it is anticipated that the Council will be asked for ratification at this meeting.

5. Approved Mental Health Professionals (AMHPs)

We are now responsible for approving AMHP training. We are required to publish stand-alone criteria for approving AMHP training.

The Education and Training Committee has agreed an approach to developing these criteria, informed by the existing criteria published

by the GSCC. A meeting is being held in September 2012 with key stakeholders to discuss the existing GSCC requirements and to develop HCPC criteria, with a consultation planned from January to April 2013.

6. Review of the Standards of Conduct, Performance and Ethics (SCPE)

The Council agreed an indicative workplan for reviewing the SCPE at its last meeting.

A research brief has been prepared and an invitation for research proposals issued. The deadline for proposals is 28 September 2012.

We are continuing to explore ways of involving service users in the review process. As one activity, we will be facilitating a workshop on the SCPE at a Macmillan conference for cancer patients later this year, and in early 2013 co-hosting a small focus group event with patients and carers to explore how the SCPE might be improved and how the standards compare to Macmillan's values-based standard for cancer care.

7. Annotation of the Register

At its meeting in September 2012, the Education and Training Committee considered a paper on more detailed plans to implement the previous decision to annotate the Register to indicate where a chiropodist / podiatrist holds a qualification in podiatric surgery.

The Committee was also considering an initial paper looking at the case for annotating qualifications in neuropsychology. This formed part of our initial proposals for consultation in 2010 – 2011, but has not been considered further whilst the Education and Training Committee has discussed its general approach to annotation, and

the specific case for the annotation of qualifications in podiatric surgery.

8. CPD profiles

The Department has continued to work with professional bodies to develop sample profiles for publication on the HCPC website. This has included working with the relevant professional bodies on additional profiles for practitioner psychologists and on profiles for social workers in England.

1. Operational Performance

a) Telephone Calls

i) UK telephone calls: During the period from 1 May to 31 July 2012 the team received a total of 29,530 telephone calls which is 4,254 more calls when compared to the same period two years ago. The Department answered 93% of all those calls received compared to 94% during the same period two years ago.

ii) International telephone calls: During the period from 1 May to 31 July 2012 the team received a total of 2,813 telephone calls which is 618 less than the same period last year. The Department answered 93% of all those calls received compared to 95% during the same period last year.

b) Application processing

i) UK applications: A total of 3,460 new applications were received during this period and 2,880 individuals were registered, which is 37 less than the same period last year. Applications took on average six working days to process which is within our service standard of processing applications within ten working days of receipt. Applications for readmission took on average six working days to process which is within our service standard of processing applications within ten working days of receipt.

ii) International applications: A total of 740 new international applications were received in this period and 499 individuals were registered which is 53 more than the same period last year.

iii) Grandparenting applications: A total of 345 new grandparenting applications were received in this period and 33

individuals were registered which is 14 more than the same period last year.

c) Emails

i) UK emails: The team received approximately 120 emails per day and responded to these within our service standard response time.

ii) International emails: The team received approximately 12 emails per day and managed to respond to these within our service standard response time.

d) Continuing Professional Development (CPD) audit

We requested a 2.5% audit sample of CPD profiles from:

- chiropodists / podiatrists at the beginning of May 2012.
- hearing aid dispensers at the beginning of May 2012.

CPD assessment days are now being held every two weeks.

e) Registration renewals

3,127 arts therapists at the start of March 2012 were invited to renew their registration. This year a total of 92.6% successfully renewed their registration for the next two-year cycle, which is a decrease of 1.6% compared to the last renewal period. A total of 1,916 registrants renewed online which represents 61% of those registrants invited to renew.

7,775 dietitians at the start of April 2012 were also invited to renew their registration. This year a total of 95.3% successfully renewed their registration for the next two-year cycle, which is a slight increase of 0.2% compared to the last renewal period. A total of

5,549 registrants renewed online which represents 71% of those registrants invited to renew.

13,007 chiropractors / podiatrists at the start of May 2012 were invited to renew their registration. This year a total of 94.3% successfully renewed their registration for the next two-year cycle, which is a decrease of 1.8% compared to the last renewal period. A total of 8,990 registrants renewed online which represents 69.1% of those registrants invited to renew.

1,729 hearing aid dispensers at the start of May 2012 were also invited to renew their registration. This year a total of 91.4% successfully renewed their registration for the next two-year cycle, which is a decrease of 5.3% compared to the last renewal period. A total of 1,283 registrants renewed online which represents 74.2% of those registrants invited to renew.

2. Resource

a) Employees

The Department is operating within the budgeted headcount

1. Education and Training Committee

In order to satisfy the requirement within the Education and Training Committee (ETC) Rules to have one registrant member from each of the relevant professions, “non-Council committee members” are appointed to the Committee.

Appointments are made by the Council for two year periods although members are eligible for reappointment subject to a satisfactory performance review. Whilst appointments are in the gift of Council as opposed to the Privy Council, a similar process to that applied to Council members is used in the appointment and reappointment of “non-Council Committee members” to the Education and Training Committee.

Three vacancies have arisen since July; the first for an occupational therapist member since Annie Turner stepped down from Council, the second a social worker in England member since we opened this part of the Register in August 2012, and thirdly, a hearing aid dispenser member since Gerald Armstrong-Bednall decided not to seek reappointment. The recruitment campaign is currently underway with interviews taking place on Friday 14 September. Recommendations of the panel will be submitted to Council in October for consideration and approval.

2. Awayday

This year's awayday will be held at the Lodge on Loch Lomond on 17-18 October. All members have been contacted over the course of the summer and been provided with individual travel plans for the awayday.

Once all travel bookings have been confirmed, the Secretariat will organise transfers to/from the awayday and accommodation as appropriate.

Please note that the awayday will start with lunch at 1pm on Wednesday 17 October and we are anticipating that the Council meeting will finish at approximately 3pm on Thursday 18 October. The programme for the away day will be sent to you together with the papers for the Council meeting in the usual way.

3. Register of Interests & Code of Conduct

At the Council meeting held on 7 July 2010, it was agreed that members should sign an annual declaration that they would observe HCPC's Code of Conduct. An e-mail was sent to Council members at the end of August with a deadline of 19 September 2012.

In addition, members were asked to confirm that their Register of Interests was up-to-date. Whilst Secretariat are able to remind you on an annual basis, it should be noted that it is the responsibility of the individual member to ensure that their record is kept up to date and that appropriate declarations are made at the start of Committee/Council meetings.

4. Annual meeting

This year, the annual meeting will be held at Park House on Tuesday 20 November at 1pm. This is after the meeting of the Finance and Resources Committee. We hope that as many members of the Committee are able to stay on and attend this meeting. Other members of Council not on the Finance and Resources Committee are also very welcome to attend.

5. Health and Care Professions Council annual report and accounts

The Health and Care Professions Council annual report and accounts 2011 – 2012 were laid in Parliament on 16 July 2012.

6. External Meetings

CPSM Pension Scheme final meeting. 10 July

7. Secretariat Department

Steve Rayner, Secretary to Committees, has decided to take extended paternity leave when his baby arrives in early October. Whilst he will be back with us between December and February, he will then be off until the summer 2013. Interviews have been held for a one-year fixed term contract team administrator who will assist the team in Council and committee work and the increased workload anticipated as a result of the appointment of Council members now being carried out “in-house.”

Management Information Pack

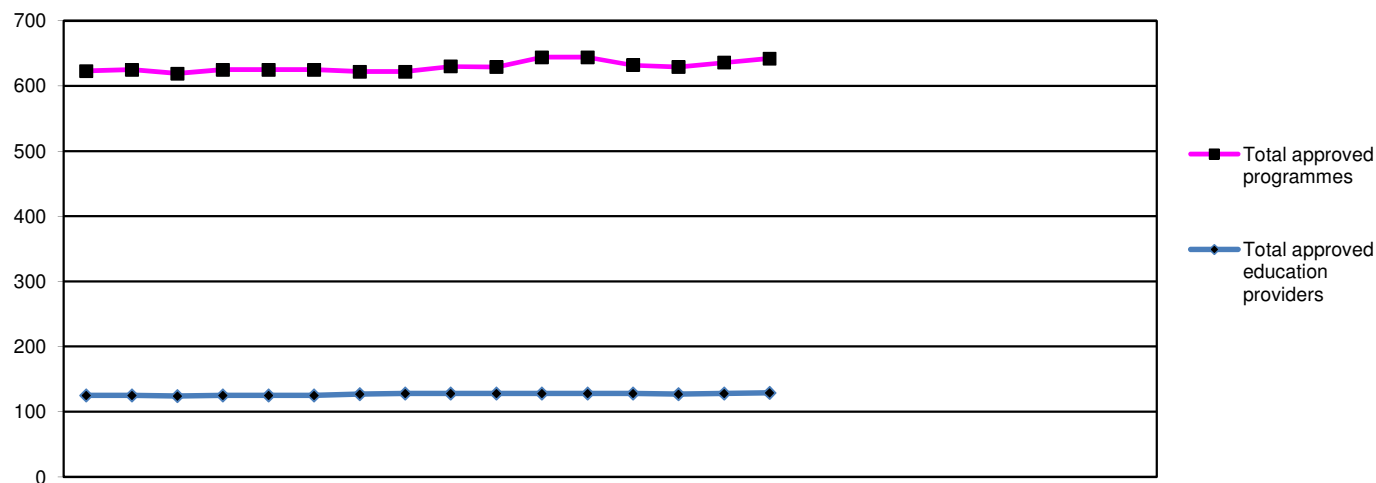
Marc Seale, Chief Executive & Registrar
Report of figures for April to July 2012 to Council



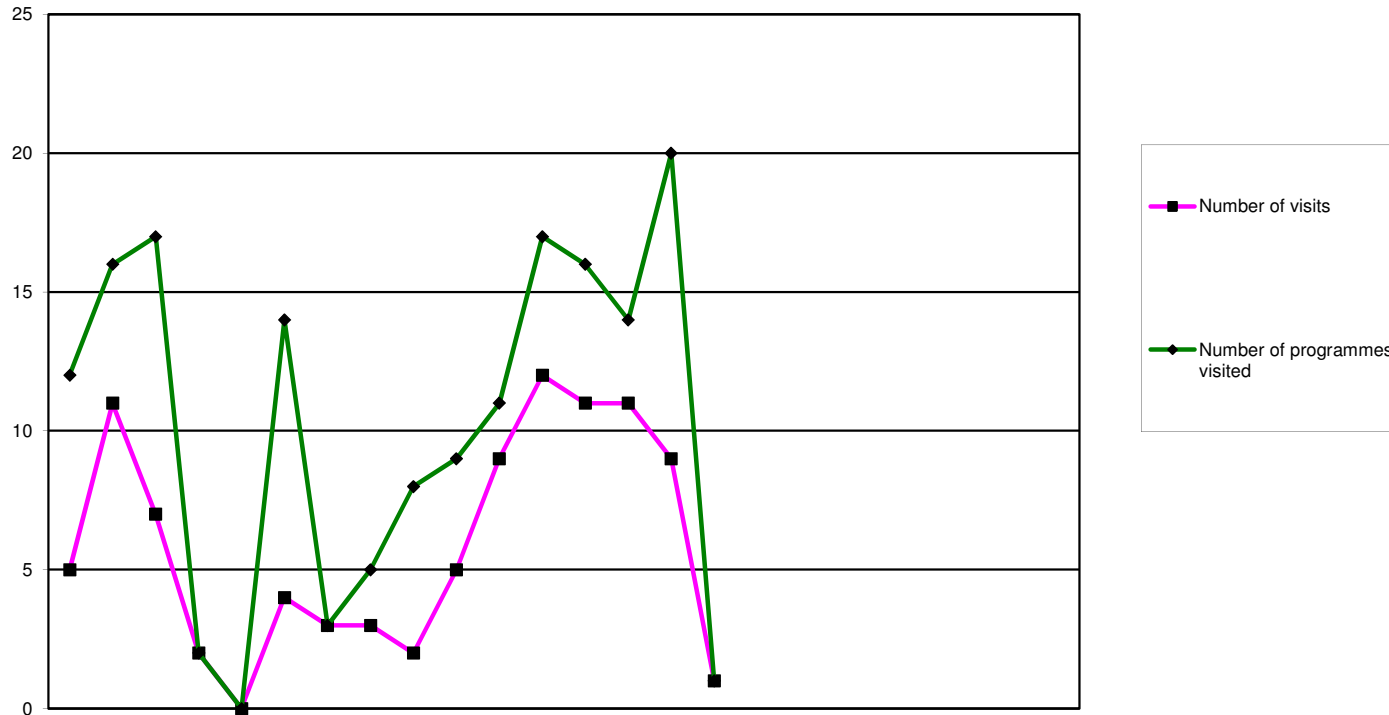
**Management Reporting Information to Council
Health and Care Professions Council
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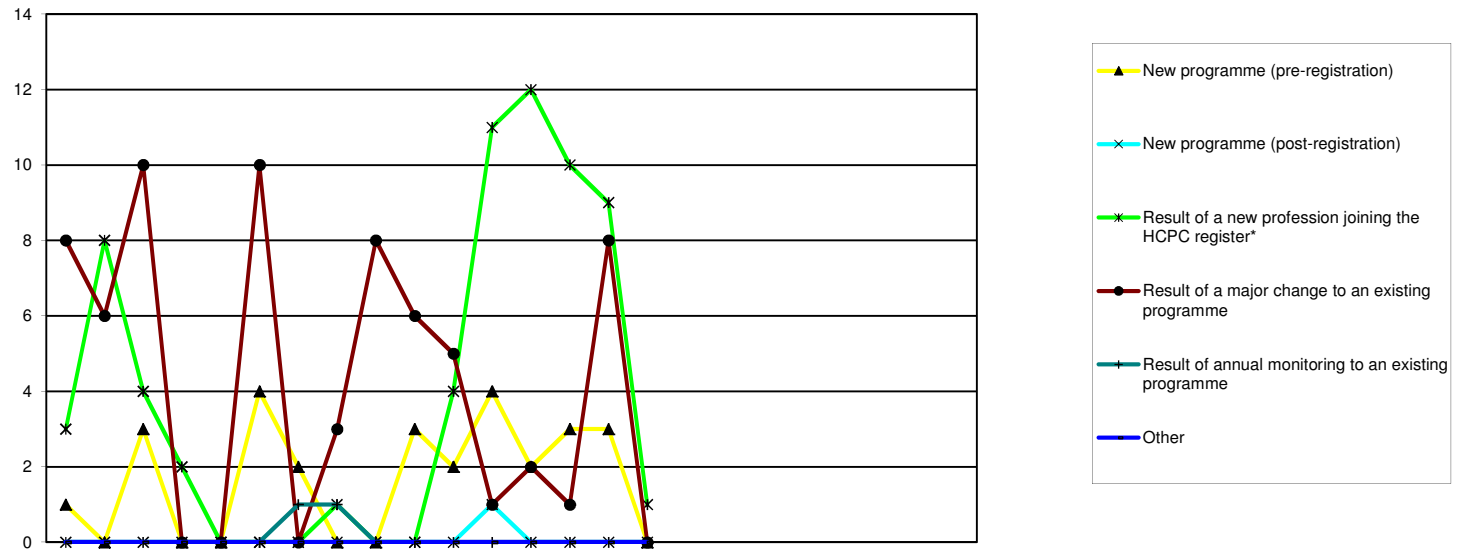


	2011			2012												2013				2011/12	2012/13						
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD	
Arts therapists	27	27	21	27	27	27	21	21	21	21	21	21	20	20	20	29									21	29	
Biomedical scientists	41	41	41	41	41	41	40	40	40	40	49	49	48	51	52	51									49	51	
Chiropodists/ Podiatrists	19	19	19	19	19	19	19	19	19	19	20	20	20	20	20	20									20	20	
Clinical scientists	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1									1	1	
Dietitians	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33									33	33	
Hearing aid dispensers	18	18	16	18	18	18	15	15	15	15	18	18	13	13	14	14									18	14	
Occupational therapists	73	74	73	74	74	74	73	73	74	74	74	74	74	74	74	74									74	74	
Operating Department Practitioners	32	32	32	32	32	32	34	34	34	34	34	34	32	31	33	33									34	33	
Orthoptists	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3	3									3	3	
Paramedics	51	50	50	50	50	50	50	50	50	50	50	50	50	48	49	47									50	47	
Physiotherapists	68	69	68	69	69	69	67	67	68	67	67	67	65	65	65	65									67	65	
Practitioner psychologists	83	83	88	83	83	83	93	93	95	95	95	95	95	94	94	94									95	94	
Prosthetists/Orthotists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3									3	3	
Radiographers	52	55	52	55	55	55	51	51	55	55	56	56	55	54	54	54									56	54	
Social workers in England																											
Speech and language therapists	32	32	32	32	32	32	32	32	32	32	32	32	32	31	31	31									32	31	
Local anaesthesia	2	2	2	2	2	2	2	2	2	2	2	2	2	2	4	4									2	4	
Prescription only medicine	8	8	9	8	8	8	9	9	9	9	9	9	9	9	9	9									9	9	
Supplementary prescribing	78	76	77	76	76	76	77	77	77	77	77	77	77	77	77	77									77	77	
Approved mental health professionals																											
Total approved programmes	623	625	619	625	625	625	622	622	630	629	644	644	632	629	636	642									644	642	
Total approved education providers	125	125	124	125	125	125	127	128	128	128	128	128	128	127	128	129									128	129	



	2011			2012									2013											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Overview of approval visits																								
Number of visits	5	11	7	2	0	4	3	3	2	5	9	12	11	11	9	1								
Number of programmes visited	12	16	17	2	0	14	3	5	8	9	11	17	16	14	20	1								

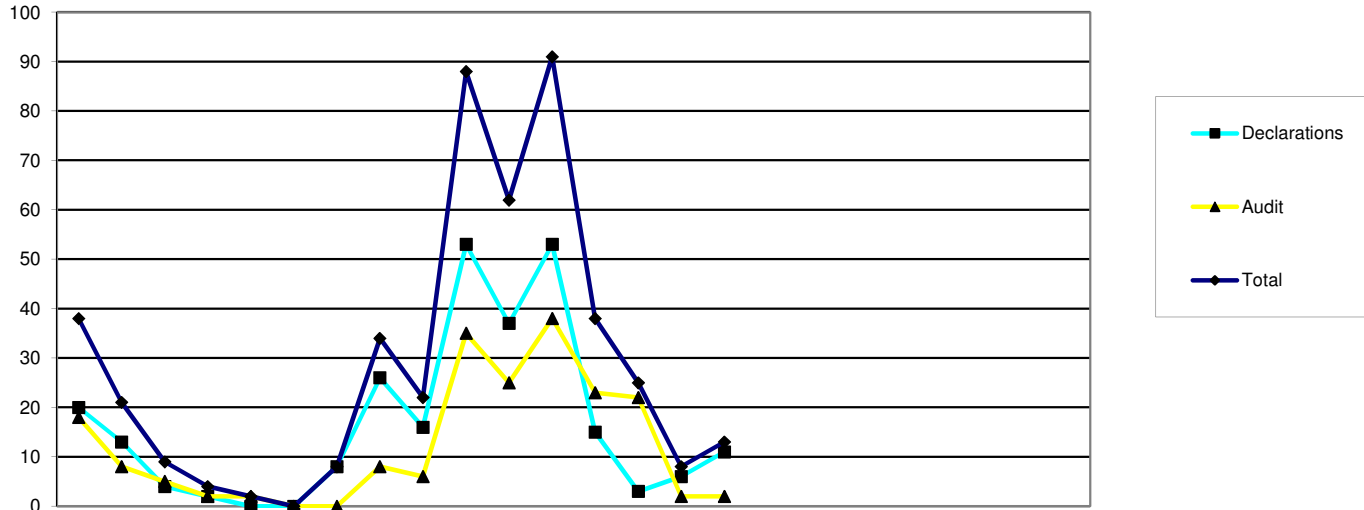
2005/6	2006/7	2007/8	2008/9	2009/10	2010/11	2011/12	2012/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
0	101	63	42	38	58	63	32
27	117	68	84	80	101	114	51



Reason for programme visited	2011			2012											2013										
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
New programme (pre-registration)	1	0	3	0	0	4	2	0	0	3	2	4	2	3	3	0									
New programme (post-registration)	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0									
Result of a new profession joining the HCPC register*	3	8	4	2	0	0	0	1	0	0	4	11	12	10	9	1									
Result of a major change to an existing programme	8	6	10	0	0	10	0	3	8	6	5	1	2	1	8	0									
Result of annual monitoring to an existing programme	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0									
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									
Total	12	14	17	2	0	14	3	5	8	9	11	17	16	14	20	1									

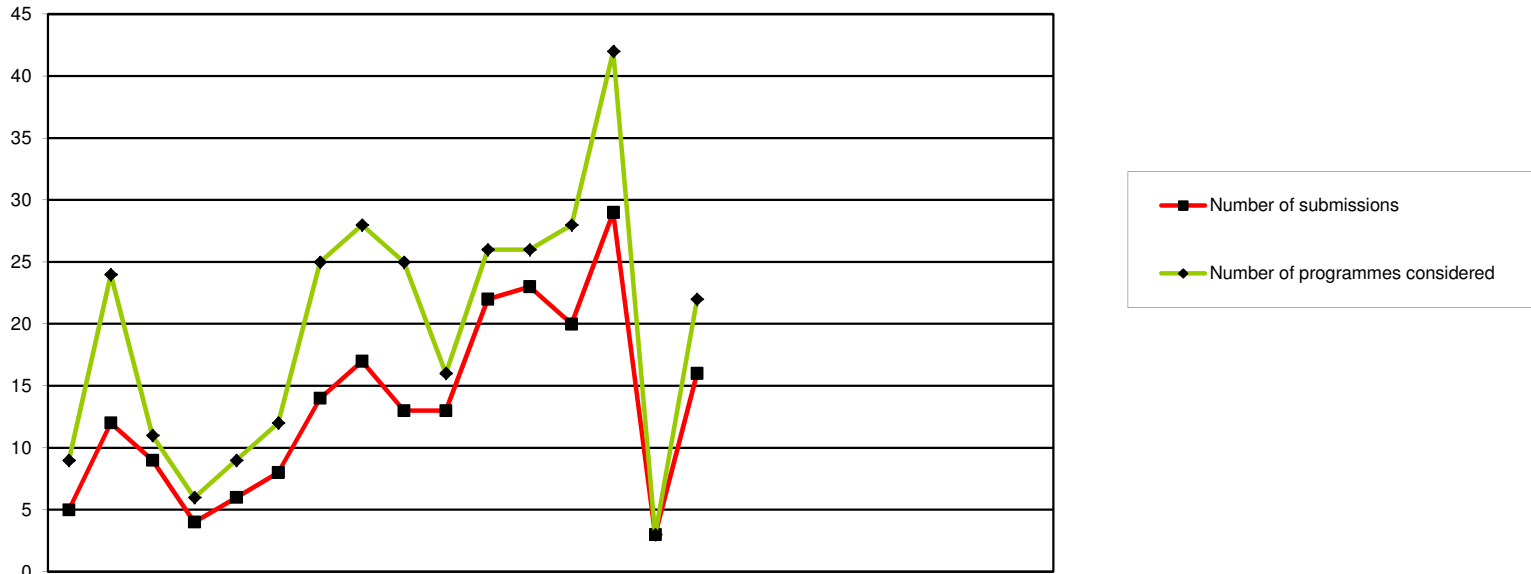
2005/6	2006/7	2007/8	2008/9	2009/10	2010/11	2011/12	2012/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
0	18	32	21	25	29	19	8
7	29	1	7	1	0	1	0
5	16	4	0	7	31	33	32
5	32	26	53	42	37	57	11
5	1	3	3	3	4	2	0
5	21	2	0	2	0	0	0
27	117	68	84	80	101	112	51

* - Practitioner psychologists July 2009 - July 2012
 - Hearing Aid Dispensers April 2010 - July 2012
 - Social workers in England August 2012 - July 2015



Annual monitoring submissions	2011			2012									2013			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Declarations	20	13	4	2	0	0	8	26	16	53	37	53	15	3	6	11
Audit	18	8	5	2	2	0	0	8	6	35	25	38	23	22	2	2
Total	38	21	9	4	2	0	8	34	22	88	62	91	38	25	8	13

2005/6	2006/7	2007/8	2008/9	2009/10	2010/11	2011/12	2012/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
113	94	143	167	105	232	232	35
51	184	135	136	123	257	147	49
164	278	278	303	228	489	379	84



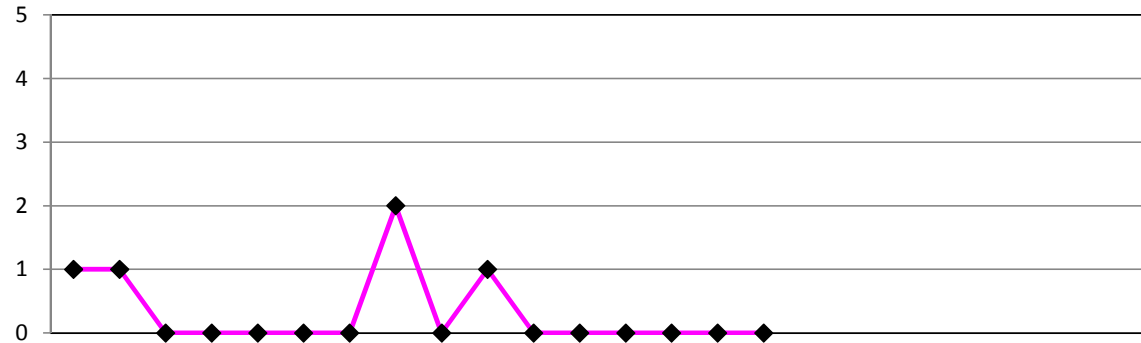
	2011			2012						2013														
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Major change submissions																								
Number of submissions	5	12	9	4	6	8	14	17	13	13	22	23	20	29	3	16								
Number of programmes considered	9	24	11	6	9	12	25	28	25	16	26	26	28	42	3	22								

2005/6	2006/7	2007/8	2008/9	2009/10	2010/11	2011/12	2012/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
16	51	62	66	115	104	146	68
25	97	109	141	179	169	217	95

Health and Care Professions Council

Complaints about approved programmes April 2011 - March 2013

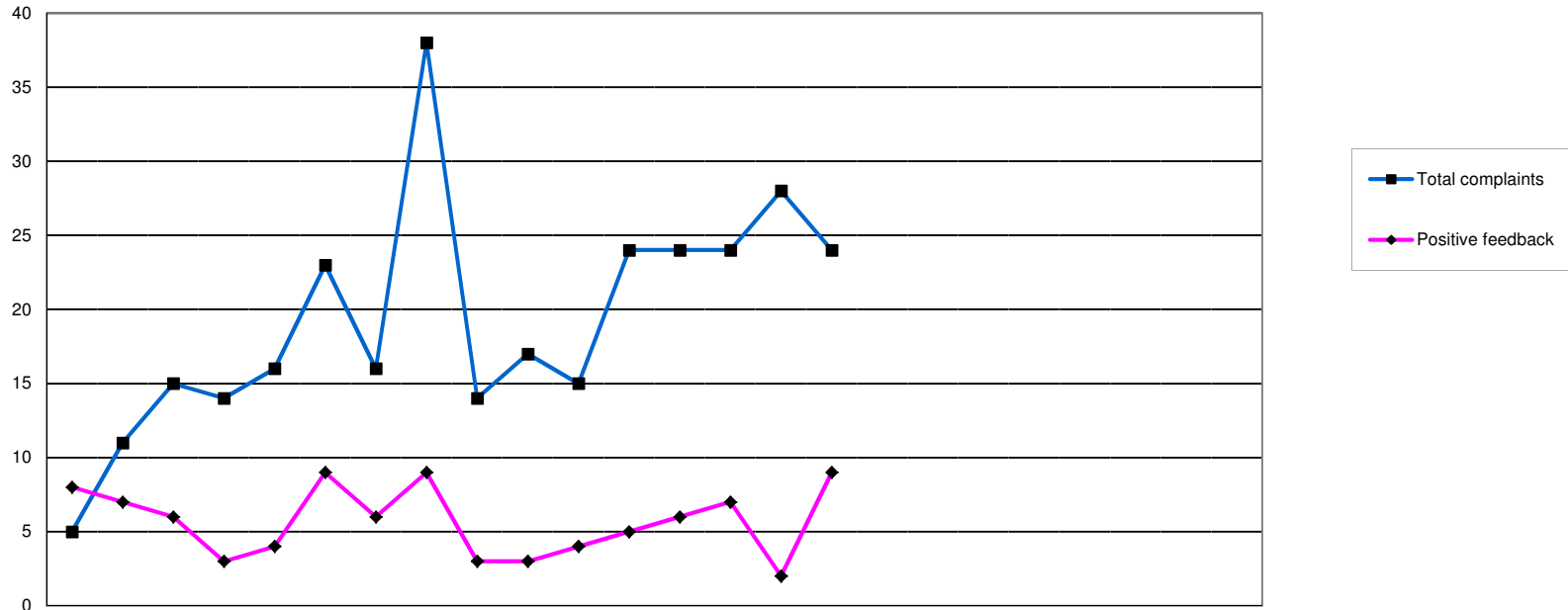
Education Department



◆ No. of complaints received

		2011			2012							2013													
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Complaints outcomes	No. of complaints received	1	1	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Directed visit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Approval process	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Major change process	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Annual monitoring process	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Withdrawn	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Unsubstantiated	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Pending	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

	2009/10 FYE	2010/11 FYE	2011/12 FYE	2012/13 FYE
No. of complaints received	6	5	5	0
No. of approved progs	480	623	644	632
% progs affected by complaints	1.3%	0.8%	0.8%	0.0%

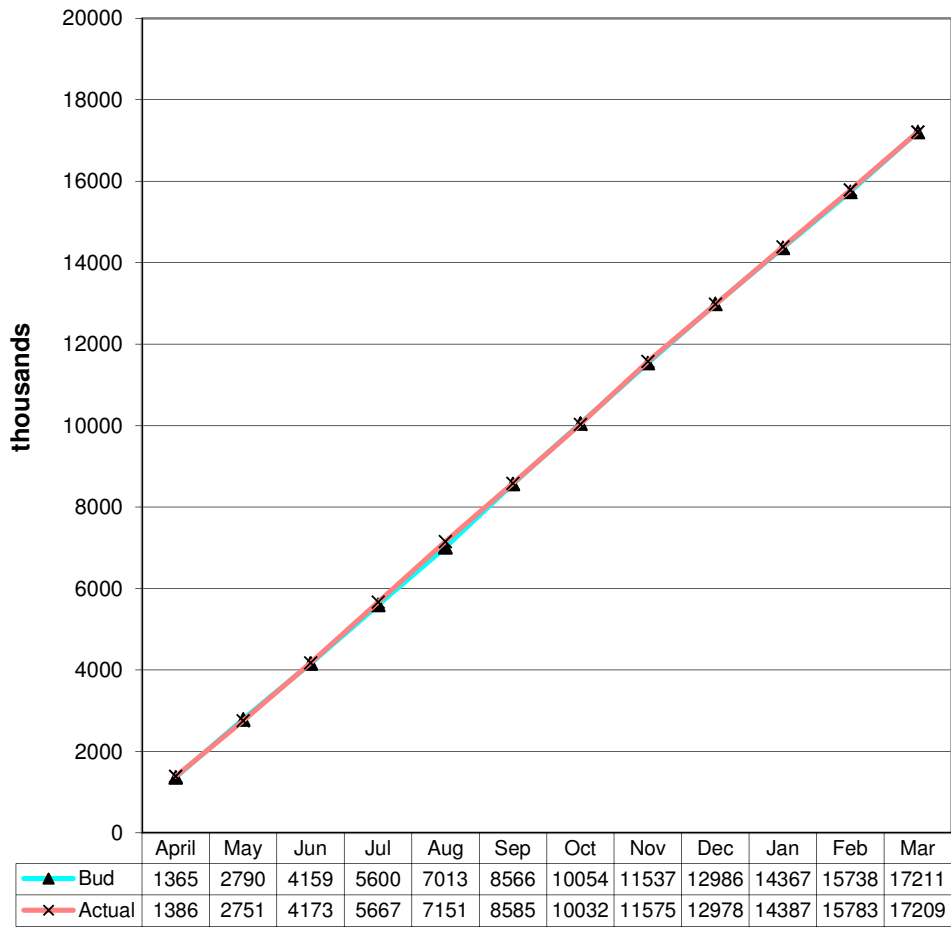


	2011			2012									2013			2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
Application process	0	0	0	0	0	2	2	0	1	3	3	15	5	5	3	2									39	23	28	29	4	39	26	15
Registration process	4	7	14	12	15	18	13	35	11	13	7	5	13	17	20	11									169	88	122	361	163	136	154	61
External comms	0	1	0	0	0	0	0	0	0	0	0	1	0	0	1	3									24	6	6	4	1	1	2	4
Responsiveness	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									6	2	0	0	2	0	0	0
Partner management	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									0	4	2	4	4	8	0	0
Rules/legislation	0	1	1	0	0	0	0	0	0	0	0	1	3	0	1	0									17	11	10	3	5	0	3	4
Other	1	2	0	2	1	3	1	3	2	1	5	2	3	2	3	8									7	16	18	44	45	38	23	16
Total complaints	5	11	15	14	16	23	16	38	14	17	15	24	24	24	28	24									262	262	186	445	224	222	208	100

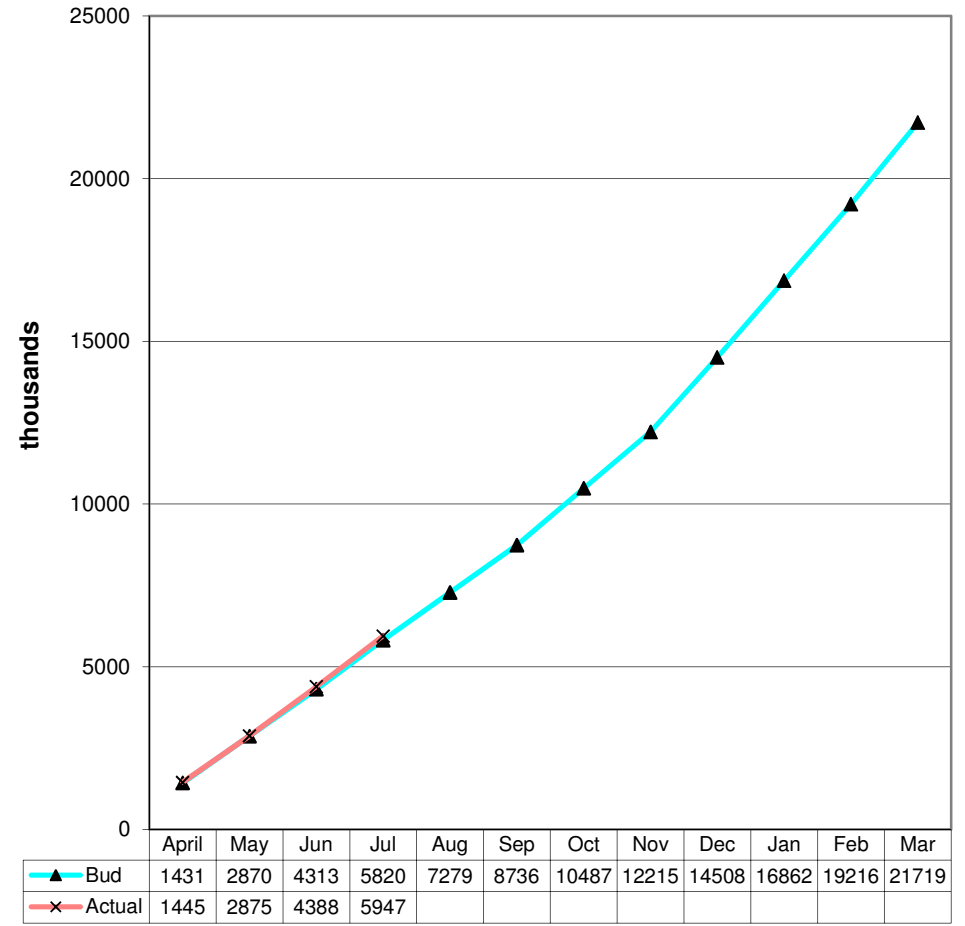
Positive feedback	8	7	6	3	4	9	6	9	3	3	4	5	6	7	2	9									187	19	27	37	81	79	67	24
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	2012				2013								Total to YTD £000	Budget YTD £000	Variance £000	Annual Budget £000
	April £000	May £000	Jun £000	Jul £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	Jan £000	Feb £000	Mar £000				
INCOME																
Registration Income	1,445	1,430	1,513	1,559									5,947	5,820	127	19,831
Cheque/credit card write off															0	
TOTAL INCOME	1,445	1,430	1,513	1,559	0	0	0	0	0	0	0	0	5,947	5,820	127	19,831
EXPENDITURE																
Chair	4	8	3	5									20	23	3	80
Chief Executive	19	40	43	36									138	107	(31)	385
Council & Committees	0	17	23	24									65	87	23	346
Communications	70	123	31	66									290	335	45	1,133
Depreciation	68	75	69	69									281	261	(20)	762
Education	71	83	79	58									292	356	64	1,013
Facilities Management	79	169	37	137									423	373	(50)	1,185
Finance	62	57	57	50									226	252	26	719
Fitness to Practise	584	611	555	559									2,310	2,580	270	9,874
Human Resources & Partners	66	35	57	56									214	224	11	856
IT Department	119	92	72	99									383	405	22	1,227
Operations Office	52	45	82	47									225	196	(29)	587
Policy & Standards	20	23	17	18									78	78	(1)	332
Major Projects	28	4	108	(11)									129	131	2	266
Registration	156	170	164	293									783	688	(95)	2,347
Secretariat	15	11	21	17									64	93	29	281
TOTAL EXPENDITURE	1,413	1,562	1,420	1,526	0	0	0	0	0	0	0	0	5,920	6,189	269	21,393
OPERATING SURPLUS/(DEFICIT)	32	(132)	93	33	0	0	0	0	0	0	0	0	26	(369)	396	(1,562)
Grant income	0	0	0	0									0	0	0	(1,750)
Costs relating to the transfer of GSCC	13	108	144	109									374	350	(23)	477
Costs relating to the name change	0	11	35	45									91	136	45	142
Social Workers FTP	4	41	50	37									132	157	25	0
Employee Costs - GSCC staff transfer	0	0	0	7									7	0	(7)	0
Investment Income	0	1	12	0									13	0	(13)	0
TOTAL SURPLUS/(DEFICIT)	15	(291)	(125)	(157)									(558)	(1,013)	455	(431)

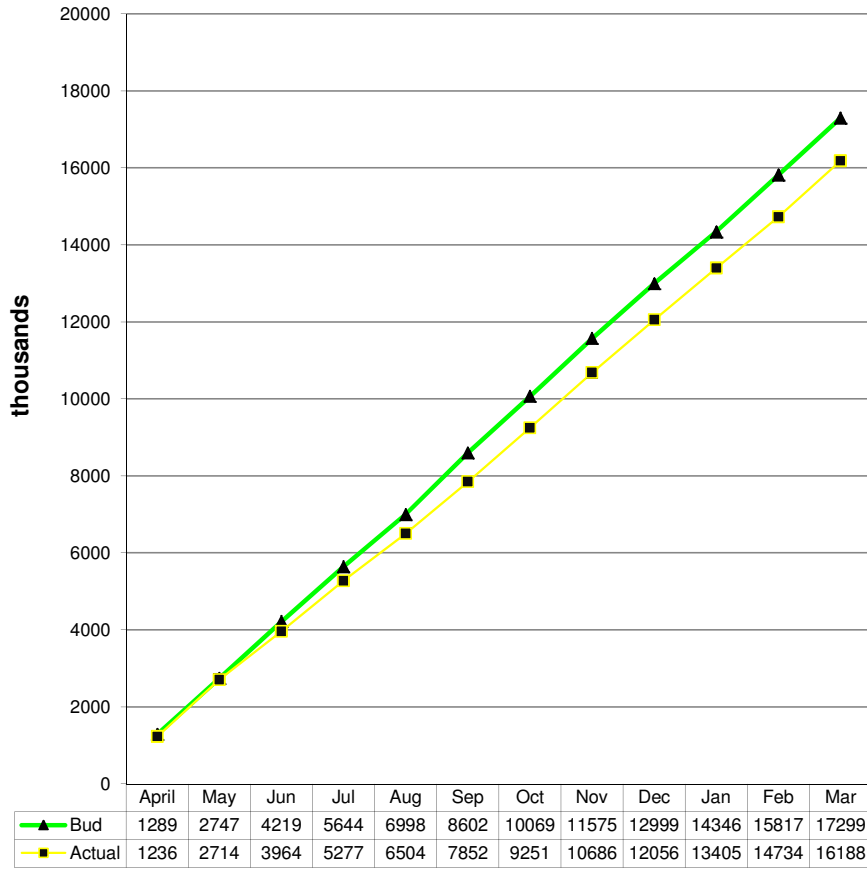
Income 2011/12 budgeted & actual



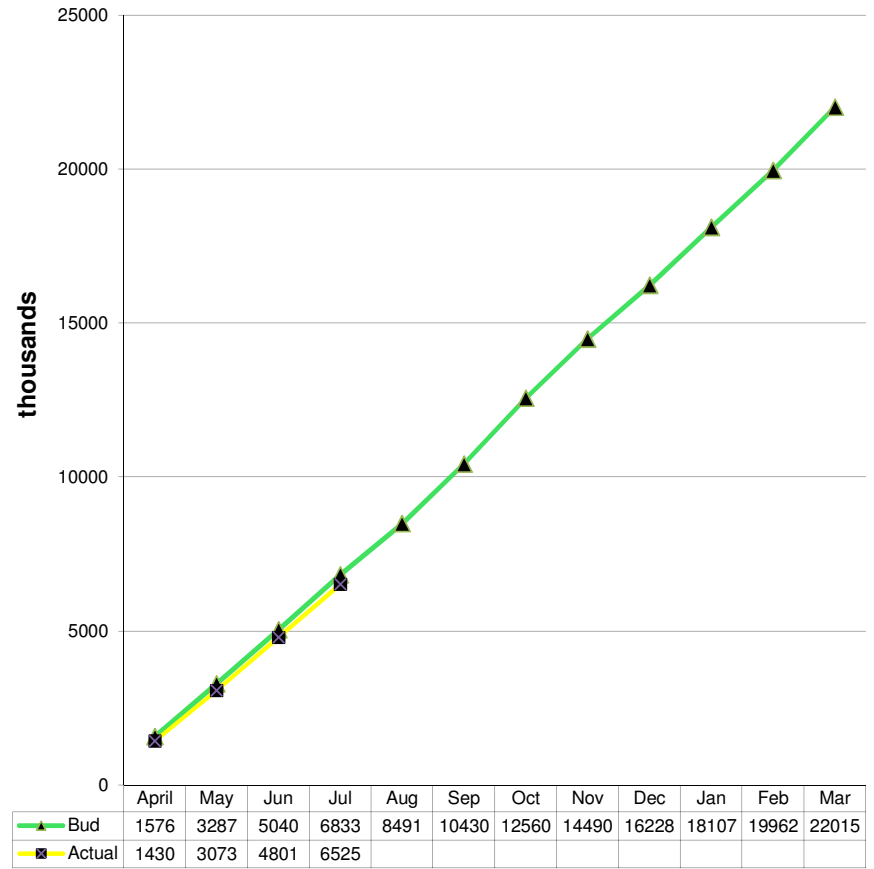
Income 2012/13 budgeted & actual



Expenditure 2011/12 budgeted & actual



Expenditure 2012/3 budgeted & actual



	2012				2013								Total to £000	Budget £000	Total Expenditure £000
	April £000	May £000	Jun £000	Jul £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	Jan £000	Feb £000	Mar £000			
EXPENDITURE															
Chair	2	(2)	3	1									3	23	20
Chief Executive	8	(15)	(18)	(6)									(31)	107	138
Council & Committees	11	3	13	(4)									23	87	65
Communications	(13)	(17)	44	31									45	335	290
Depreciation	(2)	(9)	(4)	(5)									(20)	261	281
Education	9	17	14	23									64	356	292
Facilities Management	5	(21)	4	(38)									(50)	373	423
Finance	2	9	5	11									26	252	226
Fitness to Practise	63	84	42	80									270	2,580	2,310
Human Resources & Partners	6	30	(48)	23									11	224	214
IT Department	(20)	8	34	0									22	405	383
Operations Office	(2)	5	(33)	1									(29)	196	225
Policy & Standards	1	(4)	3	(1)									(1)	78	78
Major Projects	(21)	74	(72)	22									2	131	129
Registration	38	50	(50)	(132)									(95)	688	783
Secretariat	7	12	4	6									29	93	64
TOTAL BUDGET VARIANCE	94	223	(61)	13	0	0	0	0	0	0	0	0	269	6,189	5,920
TOTAL MONTHLY BUDGET	1,507	1,785	1,359	1,539	0	0	0	0	0	0	0	0			6,189
TOTAL EXPENDITURE	1,413	1,562	1,420	1,526	0	0	0	0	0	0	0	0			5,920

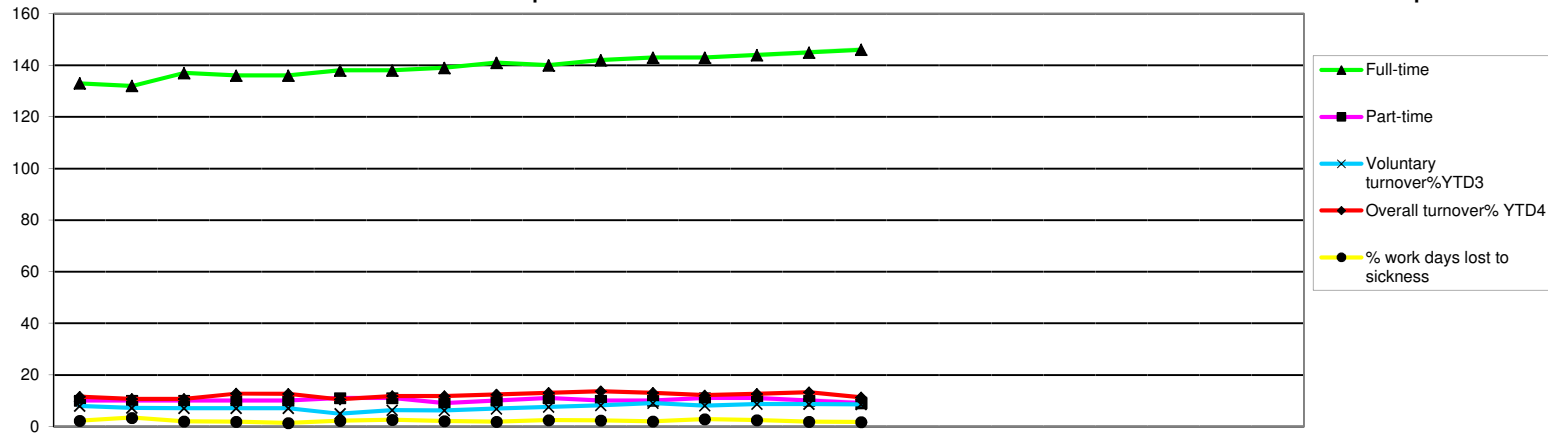
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	<i>Actual</i> £000	2012							2013			
		April £000	May £000	Jun £000	Jul £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	Jan £000	Feb £000
Non-current Assets												
Property, Plant and Machinery		3,369	3,359	3,399	3,395							
Intangible assets		1,670	1,631	1,581	1,578							
TOTAL FIXED ASSETS		5,039	4,990	4,980	4,973	0	0	0	0	0	0	0
CURRENT ASSETS												
Other current assets		604	705	607	623							
Financial assets		7,964	7,064	7,363	6,880							
Bank & Cash												
	0	8,568	7,769	7,970	7,503	0	0	0	0	0	0	0
CURRENT LIABILITIES												
Trade and other payables		(529)	(875)	(354)	(707)							
Other Liabilities		(1,220)	(934)	(1,358)	(1,065)							
Deferred income		(9,932)	(9,294)	(9,717)	(9,349)							
	0	(11,681)	(11,103)	(11,429)	(11,121)	0	0	0	0	0	0	0
Total assets less liabilities	0	1,926	1,656	1,521	1,355	0	0	0	0	0	0	0
Represented by:												
Revaluation Reserve		0	0	0	0	0	0	0	0	0	0	0
Income and expenditure account		1,926	1,656	1,521	1,355							
	0	1,926	1,656	1,521	1,355	0	0	0	0	0	0	0

* Balance sheet includes investment income

	Actual Mar 12 £000	2012				2013							Total £000		
		April £000	May £000	Jun £000	Jul £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	Jan £000	Feb £000		Mar £000	
Opening Balance		8,709	7,964	7,064	7,363										
Registration Income		1,445	1,430	1,513	1,559										5,947
Investment Income		1	0	12	0										13
Investment Sales		0	0	0	0										0
Deferred Income Movements		(562)	(641)	424	(366)										(1,145)
Department of Health funding		0	0	0	0										0
Total Cash Receipts		884	789	1,949	1,193	0	0	0	0	0	0	0	0		4,815
Expenditure		1,430	1,712	1,659	1,724										6,525
Depreciation		(72)	(72)	(68)	(68)										(280)
Asset disposal / writeoff		0	0	0	0										0
Aged Cred / Accrual Movements		29	(60)	77	(60)										(14)
Debtor Movements		88	101	(98)	17										108
Payments to Creditors		1,475	1,681	1,570	1,613	0	0	0	0	0	0	0	0		6,339
Capital Expenditure		154	8	80	62										304
Capital write-off		0	0	0	0										0
Investment Purchases		0	0	0	0										0
Other Payments		154	8	80	62	0	0	0	0	0	0	0	0		304
Closing Balance		7,964	7,064	7,363	6,881	0	0	0	0	0	0	0	0		

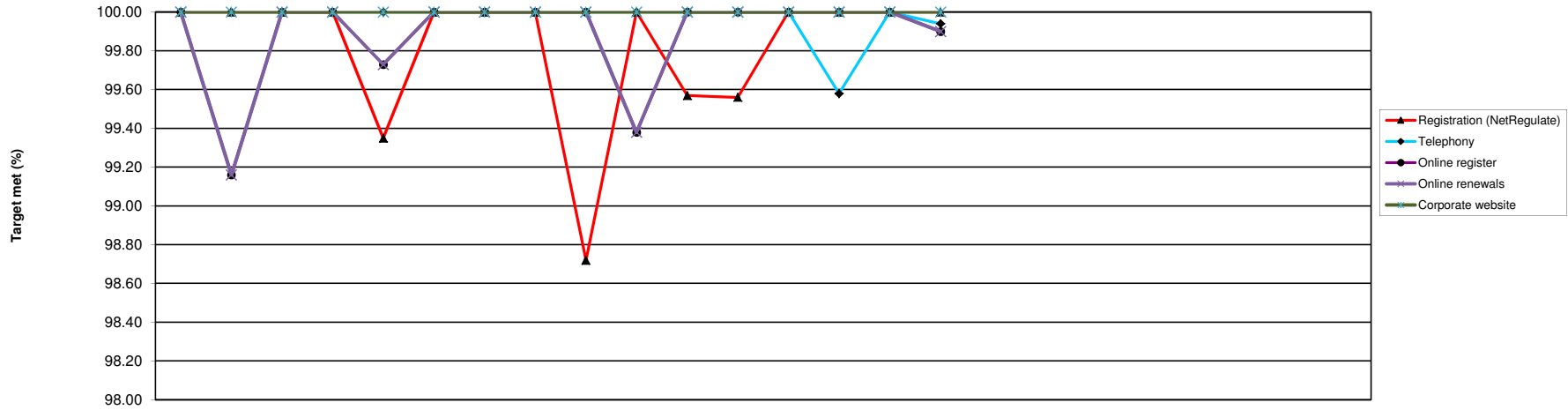
* Cash flow includes investment income



	2011			2012												2013									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
EMPLOYEES																									
Budgeted employees	148	148	148	148	148	148	148	148	148	148	148	148	165	165	165	165	186	186	186	186	186	186	186	186	186
Total employees	143	142	147	146	146	149	149	149	151	151	152	153	154	155	155	155									
Full-time	133	132	137	136	136	138	138	139	141	140	142	143	143	144	145	146									
Part-time	10	10	10	10	10	11	11	9	10	11	10	10	11	11	10	9									
FTE	142	140	145	144	144	145	145	148	149	149	149	151	152	153	153	153									
Permanent	139	139	138	139	138	139	138	136	141	144	150	142	146	147	148	148									
Fixed-Term Contracts	4	5	9	7	8	10	11	14	8	7	10	11	8	8	7	7									
Starters (permanent)	0	0	0	0	0	0	0	0	2	0	0	2	0	2	2	1									
Starters (fixed-term)	0	2	7	2	2	4	1	1	2	1	1	1	2	1	0	0									
Voluntary resignations¹	2	1	1	1	2	0	2	0	1	1	1	1	1	2	1	1									
Compulsory leavers ²	0	0	0	3	0	1	0	1	1	0	0	0	0	0	1	0									
Total leavers (vol. & comp.)	2	1	1	4	2	1	2	0	2	1	1	1	1	2	2	1									
Voluntary turnover%YTD³	8	7	7	7	7	5	6	6	7	8	8	9	8	9	9	9									
Overall turnover% YTD⁴	11	11	11	13	13	10	12	12	12	13	14	13	12	13	13	11									
Agency days	55	36	22	31	46	87	91	76	21	21	27	56	60	124	204	434									
% work days lost to sickness	2	3	2	2	1	2	3	2	2	2	2	2	3	2	2	2									
Average sick-days YTD	6	6	6	6	6	6	6	6	6	6	6	6	6	5	5	5									
Sick-days	69	106	63	55	43	71	80	67	57	71	76	61	84	88	60	58									
O.H. Refs	1	1	0	2	1	2	1	1	3	2	1	0	3	4	1	4									

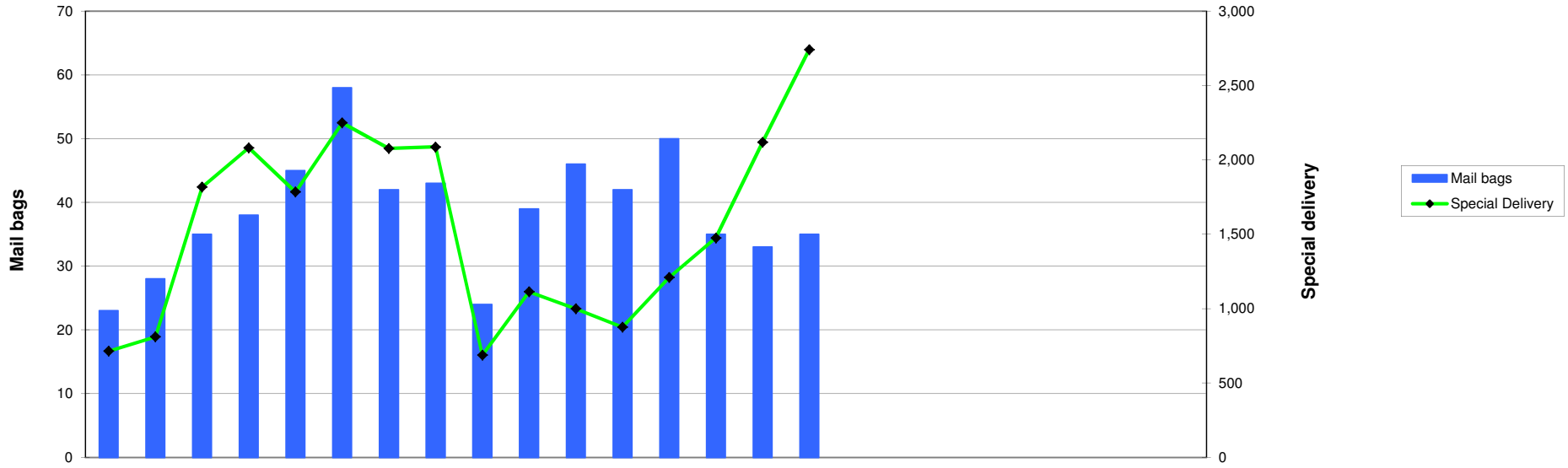
2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
			124	132	144	148	165
78	79	107	116	136	142	153	155
73	75	104	113	124	131	143	146
5	4	3	3	5	11	10	9
76	77	106	115	127	140	151	153
74	78	101	113	126	134	142	148
4	1	5	4	3	8	11	7
6	46	42	36	37	15	4	5
	1	13	7	8	10	24	3
3	20	17	22	22	10	13	5
	1	8	3	3	5	6	1
-	21	25	25	25	15	19	6
*	30	26	19	16	7	9	9
	-	-	20	20	11	13	11
95	2590	2742	1,149	1385	360	568	821
*	4	3	4	3	2	2	9
			8	7	6	6	5
846	795	777	847	943	843	819	290
0	18	19	27	10	13	15	12

¹ **Voluntary Resignations:** Includes resignations of permanent employees, or resignations of fixed term employees prior to the end of their contract
² **Compulsory Leavers:** Records leavers except for resignations. Includes expiries of fixed term contracts, redundancies, dismissals,
³ **Voluntary Turnover YTD:** Shows the year to date turnover percentage (last twelve months) for resignations only
⁴ **Overall Turnover:** Shows the year to date turnover (last twelve months) for all leavers - voluntary and compulsory
FTE Full-time equivalent
YTD Year to Date
FYE Final Year End
O.H. Refs Occupational health referrals



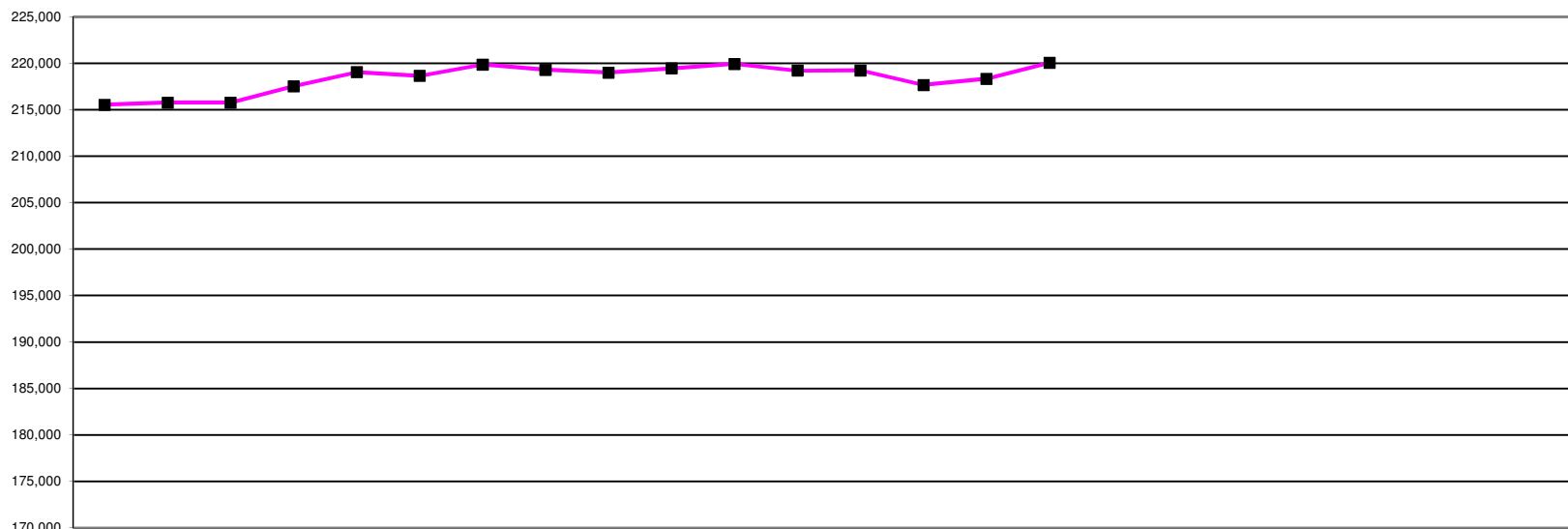
Service availability	2011			2012									2013			2006/7	2007/8	2008/9	09/10	10/11	11/1	12/13												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	YTD			
Corporate website	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00										99.99	100.00	100.00	99.99	100.00	100.00	100.00		
Online register	100.00	99.16	100.00	100.00	99.73	100.00	100.00	100.00	100.00	99.38	100.00	100.00	100.00	100.00	100.00	100.00	99.90															99.51	99.86	99.98
Online renewals	100.00	99.16	100.00	100.00	99.73	100.00	100.00	100.00	100.00	99.38	100.00	100.00	100.00	100.00	100.00	100.00	99.90															99.51	99.86	99.98
Registration (NetRegulate)	100.00	100.00	100.00	100.00	99.35	100.00	100.00	100.00	100.00	98.72	100.00	99.57	99.56	100.00	100.00	100.00	100.00									99.99	99.87	99.89	99.98	99.96	99.77	100.00		
Telephony	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	99.58	100.00	99.94									99.99	99.83	99.92	100.00	99.98	100.00	99.88		

Performance targets	Uptime	Period
Corporate website	98.30	24 hr X 7 days
Online register	98.30	24 hr X 7 days
Online renewals	98.30	24 hr X 7 days
Registration (NetRegulate)	97.85	10 hr X 5 days
Telephony	98.45	10 hr X 5 days



	2011												2012												2013				
	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	
Mail bags	23	28	35	38	45	58	42	43	24	39	46	42	50	35	33	35													
Special Delivery	715	811	1,818	2,082	1,785	2,250	2,078	2,088	688	1,114	1,000	876	1,210	1,476	2,119	2,743													

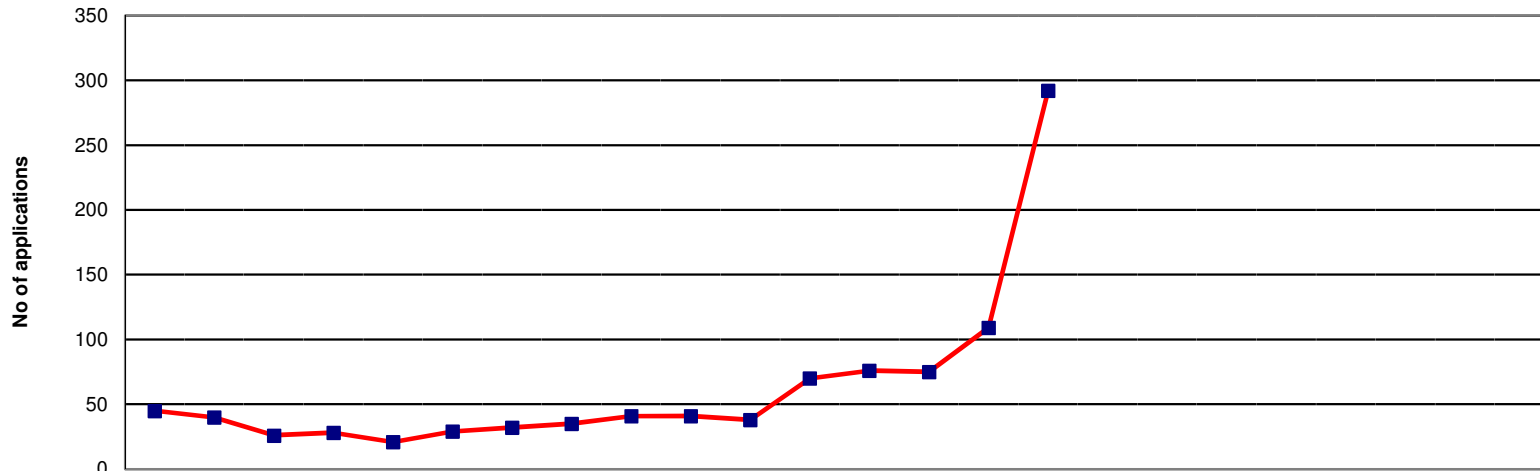
2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
654	341	429	314	645	416	463	153
13,641	10,469	19,076	20,383	24,787	19,187	17,305	7,548



	2011			2012										2013						2007/8	2008/9	09/10	10/11	11/12	12/13					
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	YTD
AS	2,913	2,913	2,928	2,948	2,986	3,013	3,047	3,073	3,098	3,111	3,127	3,121	3,127	2,893	2,914	2,967									2,509	2,576	2,785	2,900	3,121	2,967
BS	22,668	22,662	22,746	22,814	22,835	22,815	22,765	22,625	21,690	21,790	21,860	21,886	21,886	21,904	21,925	21,988									21,560	22,381	21,894	22,626	21,886	21,988
CH	12,740	12,743	12,759	12,833	12,944	12,984	13,013	13,023	13,023	13,004	13,007	13,005	13,000	12,963	12,949	13,005									13,055	12,581	12,897	12,737	13,005	13,005
CS	4,666	4,682	4,704	4,699	4,686	4,498	4,524	4,564	4,584	4,609	4,637	4,665	4,679	4,725	4,728	4,735									4,183	4,405	4,444	4,622	4,665	4,735
DT	7,348	7,360	7,402	7,537	7,632	7,663	7,709	7,724	7,731	7,745	7,760	7,782	7,789	7,776	7,777	7,579									6,663	6,700	7,160	7,323	7,782	7,579
HAD	1,591	1,596	1,596	1,619	1,644	1,652	1,667	1,684	1,694	1,703	1,713	1,772	1,724	1,731	1,725	1,758												1,587	1,772	1,758
OT	32,186	32,240	32,334	32,514	32,808	32,757	32,802	31,399	31,591	31,705	31,840	31,946	31,928	32,120	32,187	32,454									28,107	30,122	30,351	32,134	31,946	32,454
ODP	10,339	10,336	10,381	10,398	10,463	10,684	10,814	10,831	10,863	10,899	10,910	10,929	10,929	10,966	10,978	11,001									9,458	9,587	10,085	10,314	10,929	11,001
OR	1,302	1,303	1,295	1,296	1,304	1,268	1,279	1,281	1,286	1,285	1,288	1,286	1,286	1,284	1,282	1,291									1,239	1,278	1,260	1,303	1,286	1,291
PA	16,861	16,926	17,003	17,086	17,210	17,083	17,377	17,559	17,652	17,714	17,829	17,913	17,935	17,997	18,032	18,162									13,703	15,019	15,766	16,785	17,913	18,162
PH	45,061	45,147	45,322	45,722	46,096	46,247	46,354	46,533	46,618	46,689	46,699	46,516	46,479	44,514	44,785	45,402									42,490	42,676	44,651	45,002	46,516	45,402
PYL	17,209	17,211	16,451	16,711	16,799	16,916	17,172	17,444	17,557	17,656	17,761	17,845	17,864	18,015	18,072	18,156											15,583	17,161	17,845	18,156
PO	905	903	906	908	912	865	870	878	884	890	890	893	894	897	910	917									832	877	869	901	893	917
RA	26,616	26,616	26,767	27,202	27,413	27,535	27,651	27,712	27,697	27,569	27,470	26,480	26,533	26,666	26,807	27,245									23,541	25,318	25,195	26,614	26,480	27,245
SW*																														
SL	13,118	13,130	13,159	13,244	13,307	12,663	12,805	12,965	13,020	13,066	13,127	13,173	13,175	13,214	13,253	13,390									11,375	12,169	12,371	13,086	13,173	13,390
Total	215,523	215,768	215,753	217,531	219,039	218,643	219,849	219,295	218,988	219,435	219,918	219,212	219,228	217,665	218,324	220,050									178,715	185,689	205,311	215,095	219,212	220,050

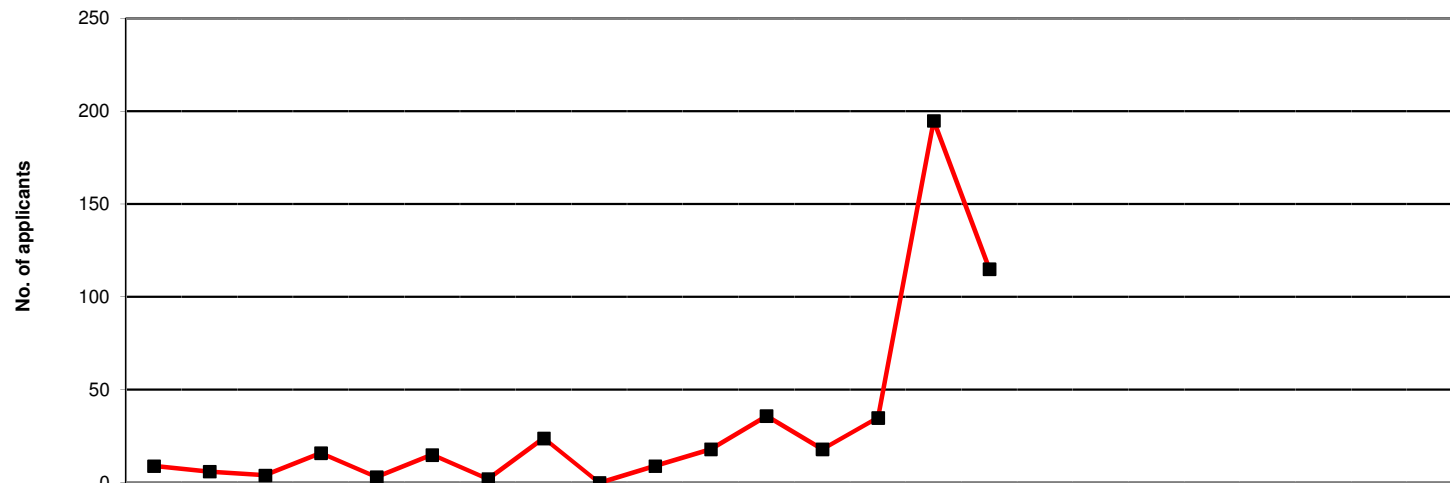
NOTE: Information captured last day of each calendar month

*Social worker section of register opened 1st Aug 2012 (covers England only)



Current status	2011			2012									2013									11/12 FYE	12/13 YTD				
	Apr	May	Jun	Jul*	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			Jan	Feb	Mar	
Minimum info	1	1	1	0	0	1	1	4	1	2	5	30	32	31	60	129										4	63
At scrutiny	35	32	21	24	19	25	28	28	33	33	30	33	39	39	45	153										28	69
Pending reg fee	9	7	4	4	2	3	3	3	7	6	3	7	5	5	4	10										5	6
Total	45	40	26	28	21	29	32	35	41	41	38	70	76	75	109	292										37	138
																										Average	Average

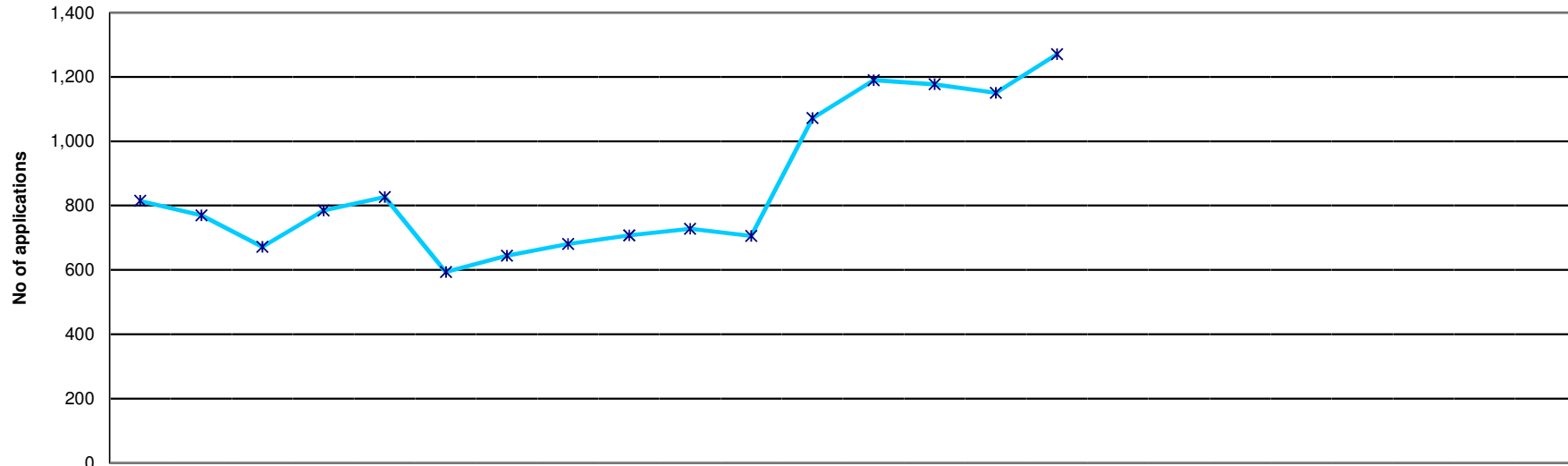
NOTE: Information covers grandparenting applications status progress only
 Represents the current workload within the grandparenting section as at the end of the month
No new forms accepted after delivery of first post 2nd July 2012



	2011			2012									2013			09/10	10/11	11/12	12/13													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD				
Practitioner psychologists *	9	6	4	16	3	15	2	24	0	9	18	36	18	35	195	115													93	170	142	363

* Practitioner psychologists section of register opened 1st July 2009
 No new forms accepted after delivery of first post 2nd July 2012

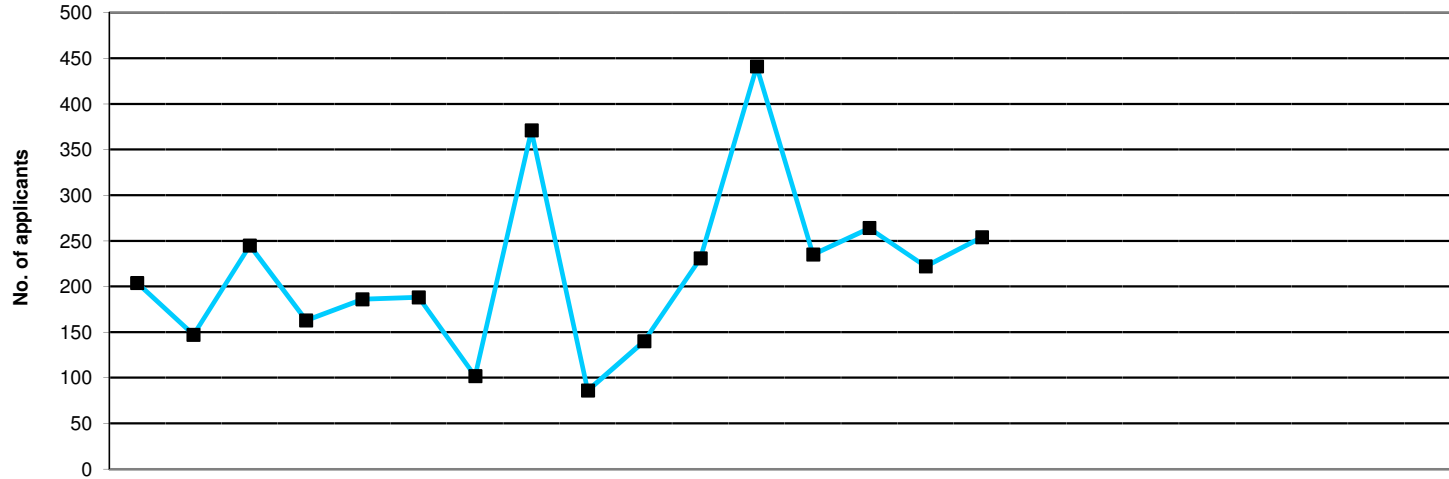
Health and Care Professions Council International applications workflow process at end of each month April 2011 - March 2013 Registration Department



Current status	2011			2012									2013											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Minimum info	61	73	100	23	35	49	62	77	26	43	20	315	358	399	304	392								
At scrutiny	531	515	400	590	619	373	416	433	498	488	489	529	586	572	616	661								
Pending reg fee	223	182	172	172	173	172	167	171	184	197	197	228	246	206	231	218								
Total	815	770	672	785	827	594	645	681	708	728	706	1,072	1,190	1,177	1,151	1,271								

11/12 FYE	12/13 YTD
74	363
490	609
187	225
750	1,197
Average	

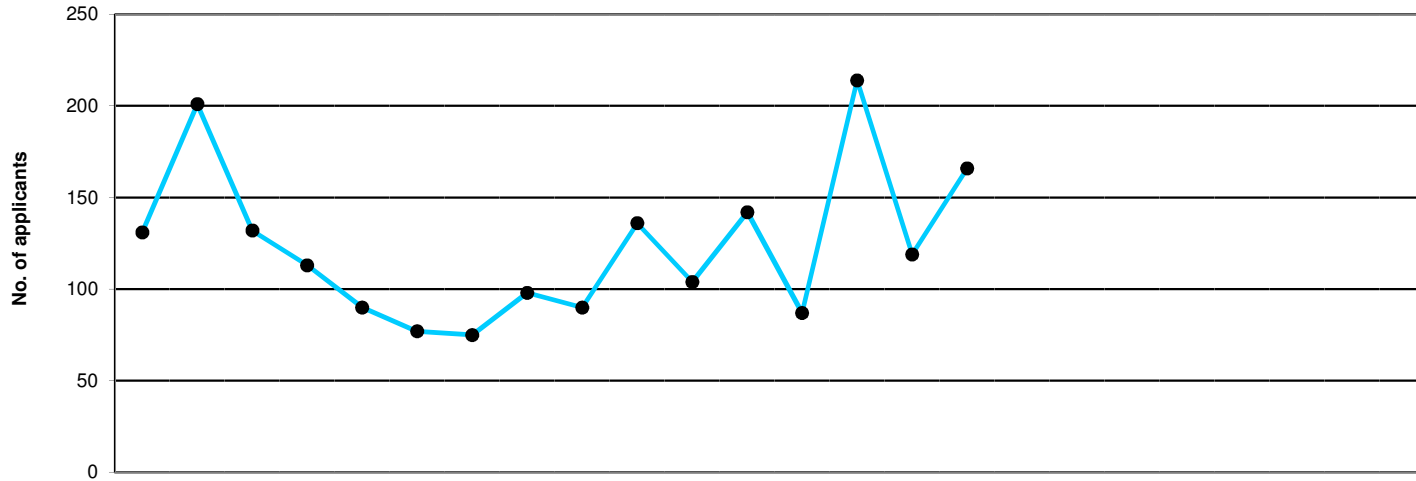
NOTE: Information covers international applications status progress only
 Represents the current workload within the International Department as at the end of the month



	2011			2012									2013			2008/9	09/10	10/11	11/12	12/13										
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	YTD	
Arts Therapists	1	0	4	1	1	1	3	6	2	1	2	1	4	2	0	1									16	12	23	23	7	
Bio. Scientists	13	9	18	16	14	16	8	38	3	17	22	23	14	32	26	36									307	290	273	197	108	
Chirops/ Pods	3	3	3	3	3	2	1	4	1	1	4	3	0	2	2	1									23	34	25	31	5	
CI Scientists	6	6	5	5	9	5	0	10	2	4	5	17	8	13	9	14									50	61	72	74	44	
Dietitians	9	11	10	12	9	10	7	25	5	3	17	30	16	25	12	13									132	137	139	148	66	
Hearing aid disps	2	0	0	1	0	2	0	1	0	1	1	2	2	1	1	2											6	10	6	
OTs	21	22	29	10	21	31	13	39	9	22	24	65	17	26	29	29									404	340	381	306	101	
ODPs	1	2	1	1	1	1	0	2	1	0	1	1	0	1	1	1									8	10	9	12	3	
Orthoptists	0	0	0	2	0	1	0	0	1	0	0	0	1	1	0	1									3	1	5	4	3	
Paramedics	3	2	3	6	5	5	4	4	0	3	1	4	5	4	5	5									46	50	39	40	19	
Physiotherapists	71	55	97	49	69	51	26	137	36	42	83	158	97	97	73	72									774	745	796	874	339	
Pract psychs	16	12	20	14	20	18	6	26	8	8	10	30	23	21	17	27										156	236	188	88	
Prosth/Orthotists	2	0	0	1	1	1	1	1	0	0	2	1	0	1	1	1									9	3	10	10	3	
Radiographers	34	15	43	28	22	25	20	55	13	25	41	76	29	27	33	37									364	312	417	397	126	
Social workers*																														0
SLTs	22	10	12	14	11	19	13	23	5	13	18	30	19	11	13	14									154	173	166	190	57	
Total	204	147	245	163	186	188	102	371	86	140	231	441	235	264	222	254									2,290	2,324	2,597	2,504	975	

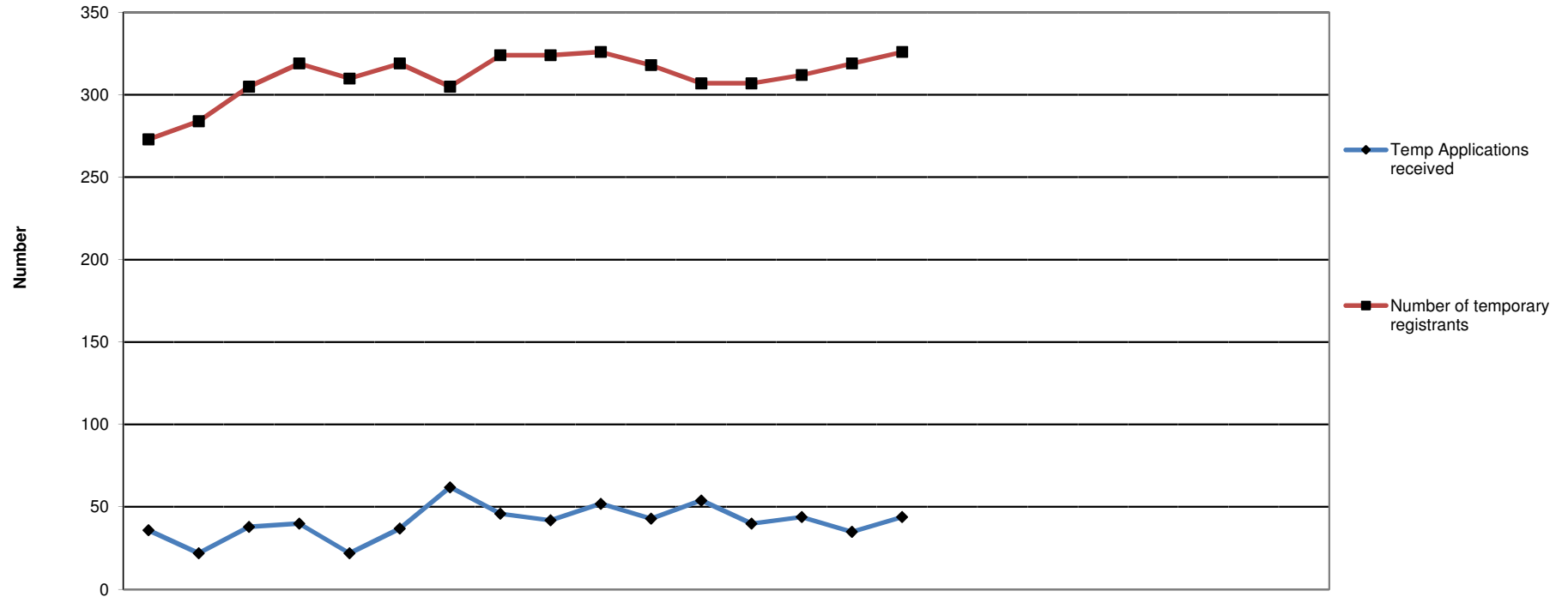
All received applications, including those that may subsequently be returned, rejected or withdrawn.

*Social worker section of register open 1st Aug 2012 (covers England only)

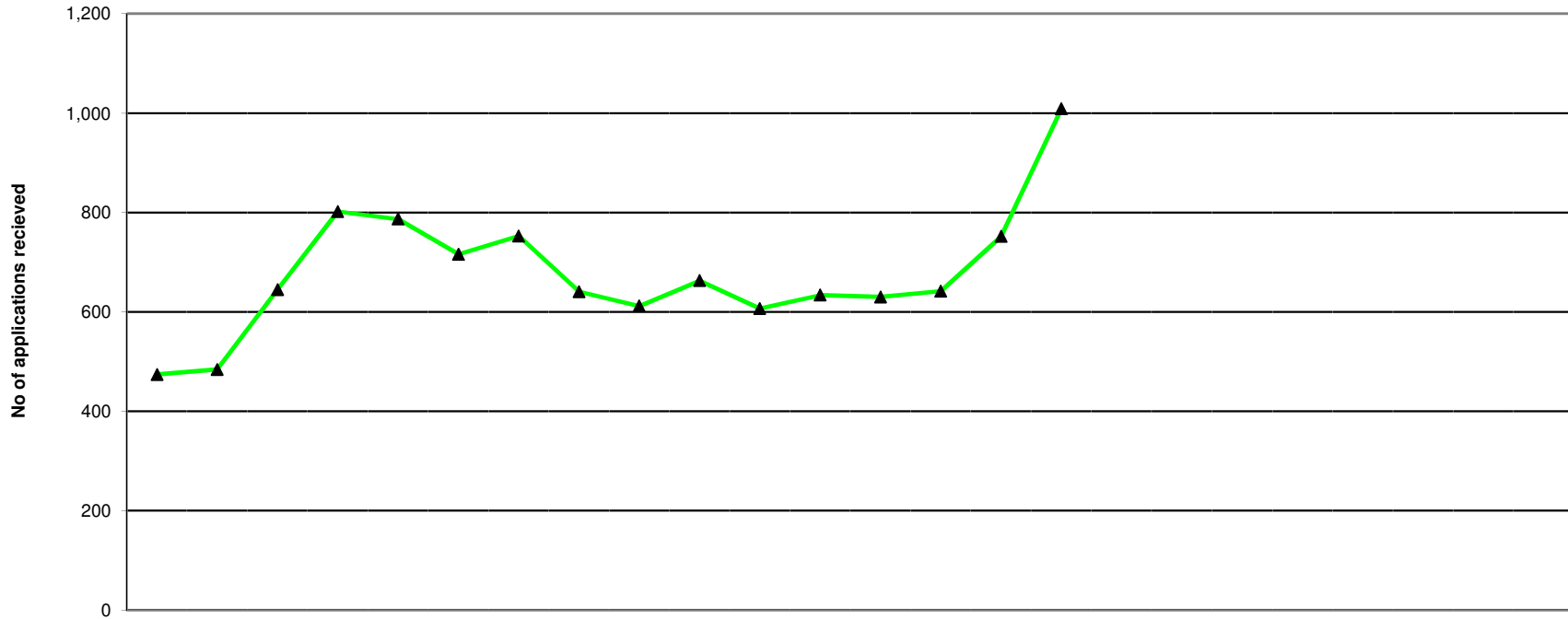


	2011			2012									2013											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Arts therapists	1	0	2	1	1	1	0	0	2	1	0	1	2	2	4	0								
Bio. scientists	19	13	15	7	4	3	1	3	18	8	15	16	10	14	7	9								
Chirops/ pods	6	3	0	0	1	2	2	0	1	1	0	0	2	0	0	0								
CI scientists	4	3	2	0	1	0	1	2	1	1	4	4	3	3	0	3								
Dietitians	5	5	2	12	8	6	11	3	4	8	4	10	2	5	0	23								
Hearing aid disps	0	1	0	0	0	0	0	1	0	2	1	0	0	0	0	0								
OTs	26	22	19	18	9	8	3	25	21	27	17	22	22	29	10	29								
ODPs	0	0	0	0	0	2	0	0	0	0	1	0	0	0	0	0								
Orthoptists	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0								
Paramedics	2	2	2	1	0	3	1	1	0	3	3	2	0	5	0	0								
Physiotherapists	17	115	42	43	42	27	23	32	20	43	28	31	11	113	46	55								
Pract psychs	3	1	26	5	6	7	3	8	8	12	9	3	5	7	12	11								
Prosth/orthotists	1	0	1	0	0	0	1	1	1	2	0	0	1	0	0	0								
Radiographers	31	28	11	20	16	17	7	13	9	14	5	45	22	26	24	18								
Social workers*																								
SLTs	16	7	10	6	2	1	22	9	5	14	16	8	7	10	16	18								
Total	131	201	132	113	90	77	75	98	90	136	104	142	87	214	119	166								

2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	YTD
8	6	4	15	10	8
231	236	162	202	122	40
39	27	15	17	16	2
30	28	22	26	23	9
94	97	80	88	78	30
			4	5	0
302	283	255	289	217	90
5	2	5	3	3	0
4	3	0	1	2	0
14	22	25	23	20	5
567	608	460	500	463	225
		95	127	91	35
6	3	1	6	7	1
428	336	206	270	216	90
					0
134	105	114	130	116	51
1,862	1,756	1,444	1,701	1,389	586



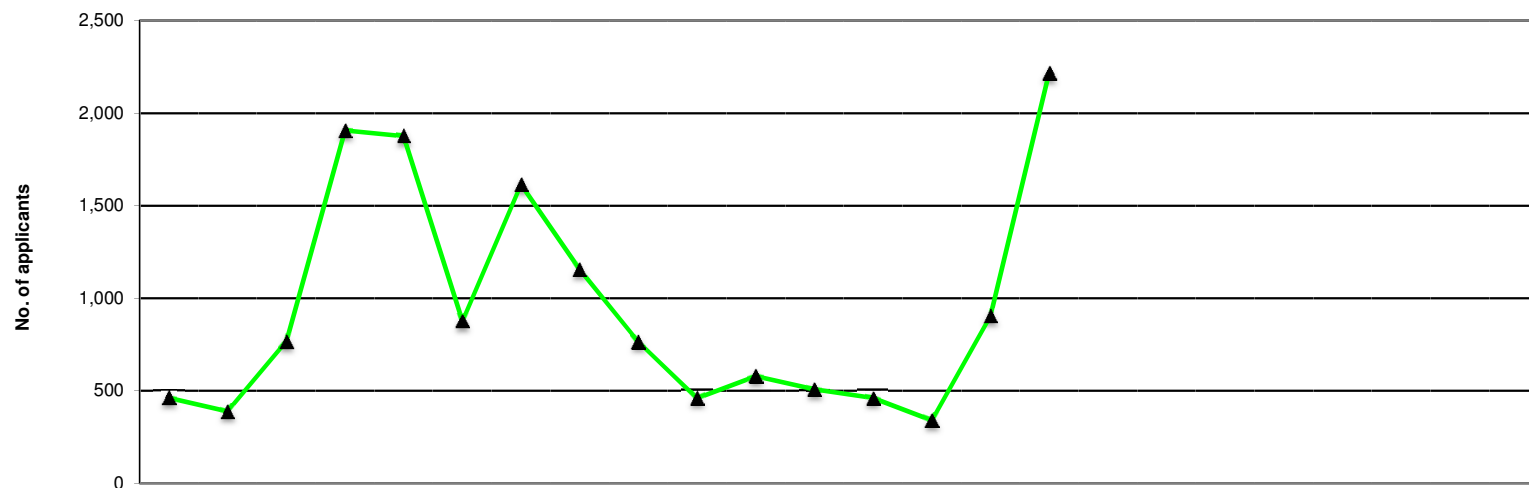
	2011				2012								2013						11/12	12/13							
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD	
Temp Applications received	36	22	38	40	22	37	62	46	42	52	43	54	40	44	35	44										494	163
Number of temporary registrants	273	284	305	319	310	319	305	324	324	326	318	307	307	312	319	326											



Current status	2011			2012									2013									11/12	12/13				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD	
Minimum info	474	484	645	802	787	708	737	626	601	652	600	629	625	636	746	1,000										645	752
At scrutiny	0	0	0	0	0	8	16	14	10	11	7	5	5	6	5	9										6	6
Pending reg fee	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1	0										0	0
Total	474	484	645	802	787	716	753	641	612	663	607	634	630	642	752	1,009										652	758
																										Average	Average

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

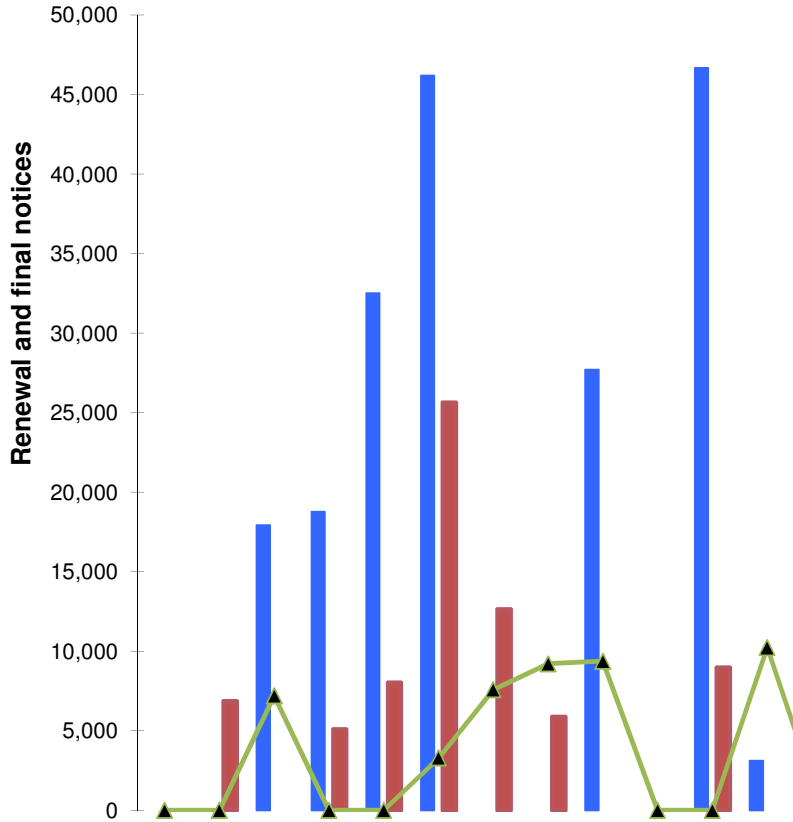
Health and Care Professions Council New UK Applications Received April 2011 - March 2013



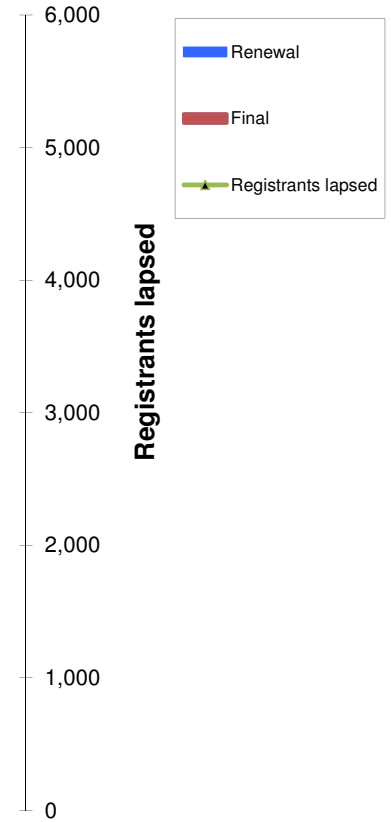
	2011			2012									2013									2008/9	09/10	10/11	11/12	12/13			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	YTD
Arts therapists	18	10	9	22	50	23	40	34	12	13	17	9	10	11	8	23									235	234	257	257	52
Bio. scientists	43	47	61	89	114	57	92	78	61	68	53	41	33	26	31	92									836	831	894	804	182
Chirops/pods	7	6	22	103	111	38	36	23	4	4	6	2	4	2	72	111									282	429	427	362	189
CI Scientists	39	26	22	24	31	4	18	27	14	21	27	26	34	18	13	17									469	218	240	279	82
Dietitians	17	10	47	120	81	29	42	17	6	6	8	19	29	13	40	147									452	444	453	402	229
Hearing aid disps	7	5	6	25	20	8	22	20	7	6	11	9	10	8	12	50											1,787	146	80
OTs	59	35	80	240	361	115	226	163	58	70	92	79	57	60	96	284									1,873	1,763	1,720	1,578	497
ODPs	17	29	23	37	130	173	148	48	31	9	11	30	54	14	15	24									636	508	622	686	107
Orthoptists	0	0	0	10	17	4	6	1	2	0	2	0	0	0	0	15									106	46	53	42	15
Paramedics	83	91	103	93	199	115	293	179	81	75	131	76	58	42	61	160									1,402	1,158	1,163	1,519	321
Physiotherapists	53	41	132	555	311	121	182	143	57	77	79	75	43	39	212	591									2,531	2,221	2,026	1,826	885
Pract psychs	81	54	77	59	76	59	295	250	89	73	72	73	73	46	70	58										2,138	2,043	1,258	247
Prosth/orthotists	1	2	4	4	7	0	5	7	1	1	0	3	2	3	15	10									51	37	39	35	30
Radiographers	16	13	156	406	228	72	109	59	20	11	27	23	28	38	219	483									1,377	1,251	1,221	1,140	768
Social workers*																													0
SLTs	20	19	24	120	140	58	101	107	321	25	42	42	25	20	40	151									834	759	739	1,019	236
Total	461	388	766	1,907	1,876	876	1,615	1,156	764	459	578	507	460	340	904	2,216									11,084	12,037	13,684	11,353	3,920

*Social worker section of register opened 1st Aug 2012 (covers England only)

Health and Care Professions Council Renewal Information April 2011 - March 2013

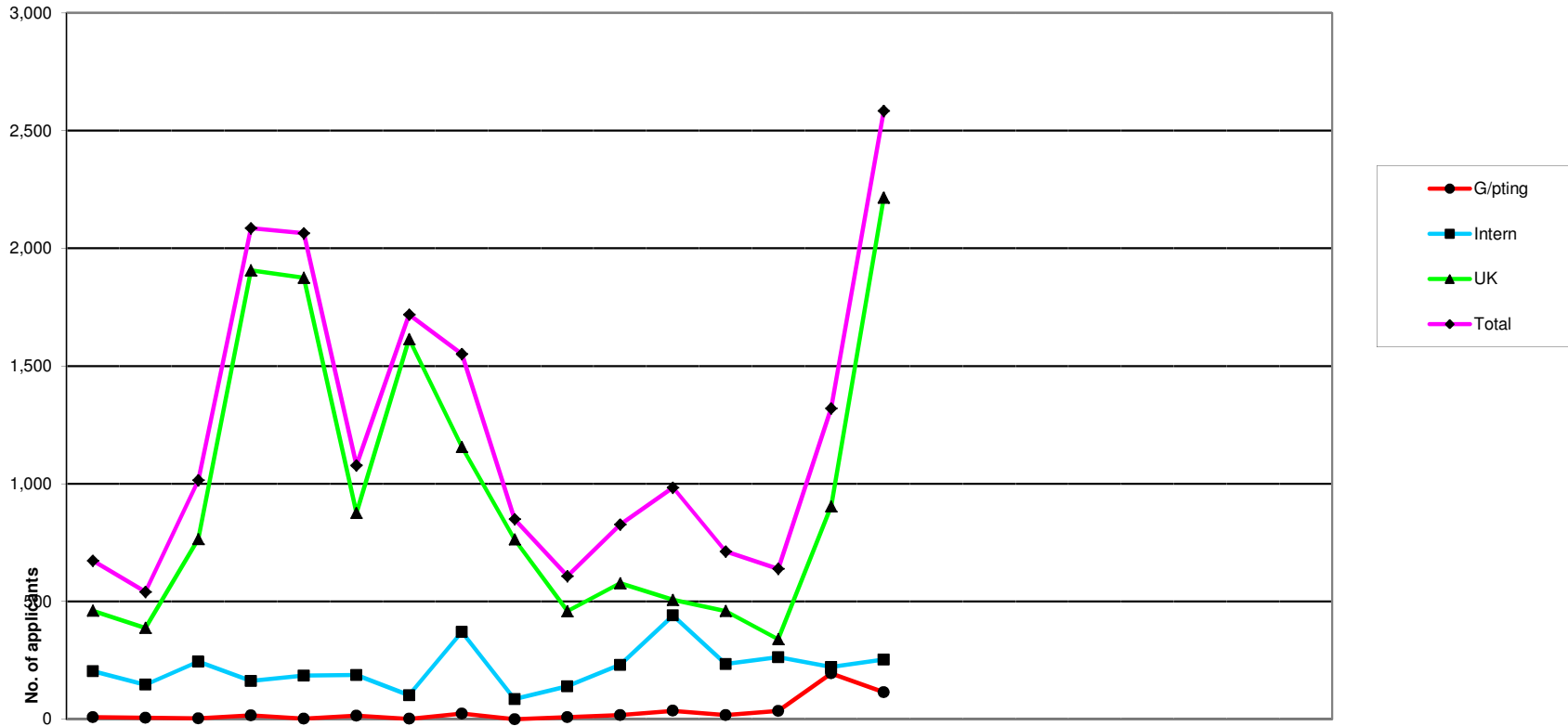


Registration Department



Notices	2011			2012									2013												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Renewal	0	0	17,942	18,769	32,520	46,206	0	0	27,712	0	46,689	3,127	7,782	14,736	0	0									
Final	0	6,886	0	5,099	8,051	25,654	12,642	5,886	0	0	8,996	0	13,872	8,076	8,477	1,889									
Total	0	6,886	17,942	23,868	40,571	71,860	12,642	5,886	27,712	0	55,685	3,127	21,654	22,812	8,477	1,889									
Renewal on paper	4,662	2,982	2,669	2,291	4,634	9,060	10,447	3,335	987	5,434	3,095	10,545	4,863	2,246	2,341	1,731									
Renewal online	1,986	2,661	7,226	6,841	16,493	17,116	8,024	2,922	6,498	7,681	21,371	9,838	10,656	2,144	4,887	2,065									

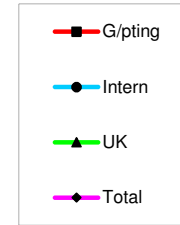
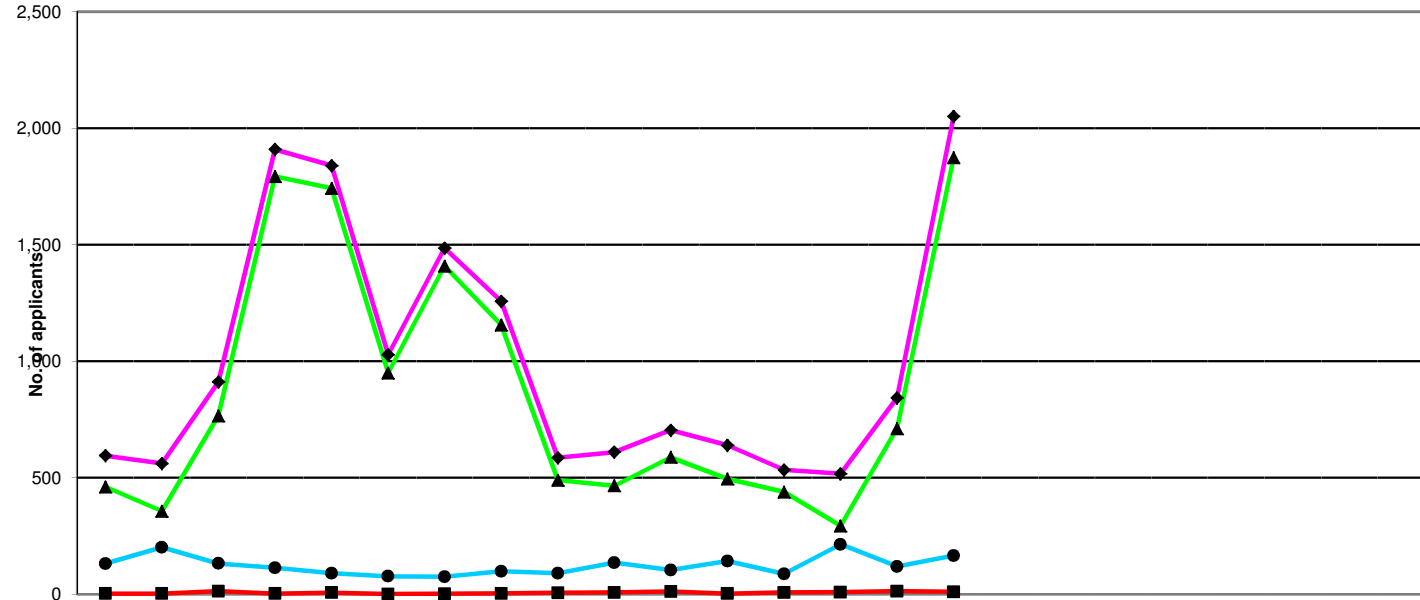
2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
142,363	27,711	153,982	29,138	176,570	48,852	192,965	22,518
36,261	25,909	50,531	9,546	28,683	21,560	73,214	32,314
178,624	53,620	204,513	38,684	205,253	70,412	266,179	54,832
					0	60,141	11,181
					0	108,657	19,752
9,448	5,388	8,885	5,550	6,259	3,711	5,632	5,119



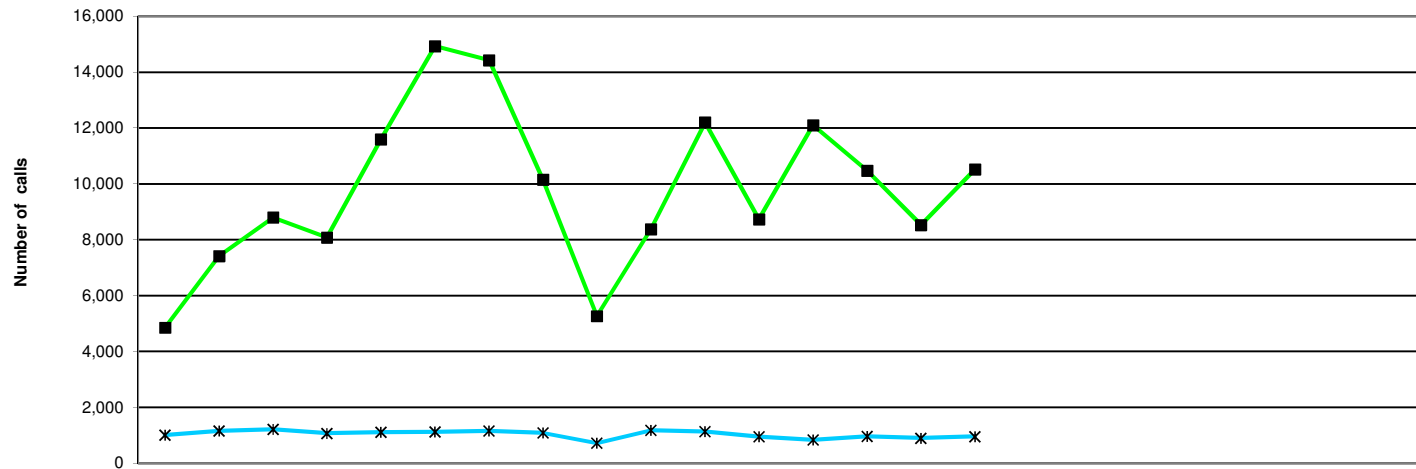
Apps Received	2011			2012									2013			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
G/pting	9	6	4	16	3	15	2	24	0	9	18	36	18	35	195	115
Intern	204	147	245	163	186	188	102	371	86	140	231	441	235	264	222	254
UK	461	388	766	1,907	1,876	876	1,615	1,156	764	459	578	507	460	340	904	2,216
Total	674	541	1,015	2,086	2,065	1,079	1,719	1,551	850	608	827	984	713	639	1,321	2,585

2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
2,479	20	0	106	93	170	142	363
4,626	3,504	2,300	2,290	2,324	2,597	2,504	975
9,497	8,319	8,971	11,084	12,037	13,684	11,353	3,920
16,602	11,843	11,271	13,480	14,454	16,451	13,999	5,258

NB The data relates to application forms received, not total fees received.

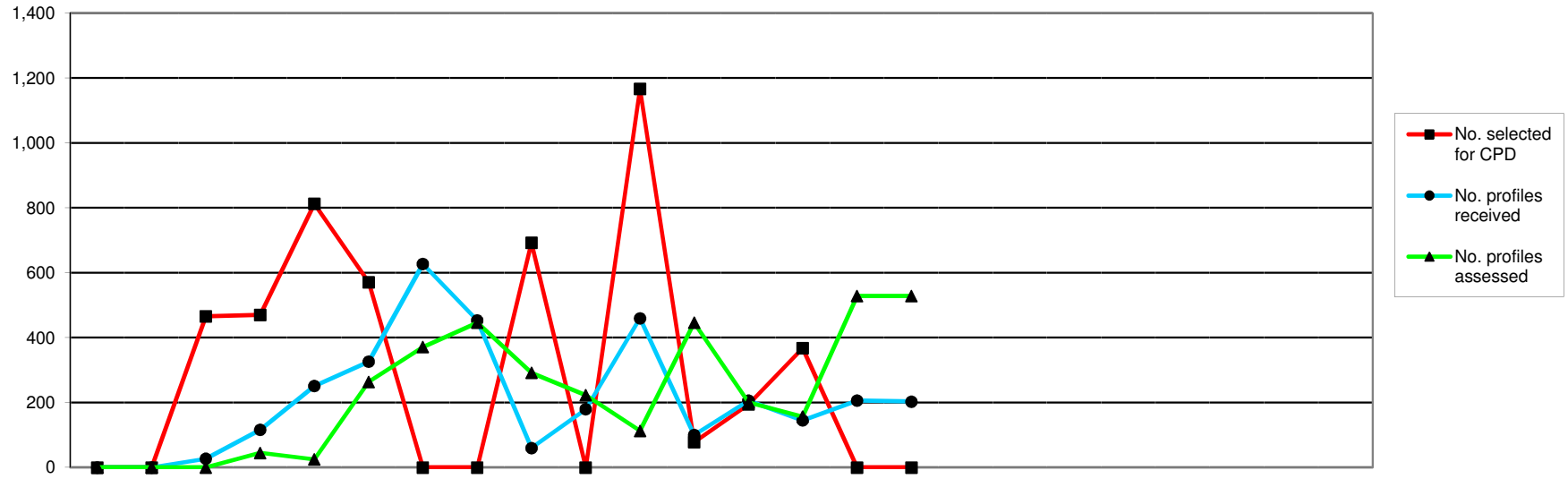


	2011			2012									2013			2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
G/pting	3	3	13	3	7	1	2	4	6	8	12	3	8	9	13	11									2,295	283	9	0	63	96	65	41
Intern	131	201	132	113	90	77	75	98	90	136	104	142	87	214	119	166									3,107	3,172	1,862	1,756	1,444	1,701	1,389	586
UK	461	357	766	1,794	1,743	950	1,409	1,156	490	466	588	495	439	294	711	1,875									9,474	8,870	8,355	10,774	11,069	11,122	10,675	3,319
Total	595	561	911	1,910	1,840	1,028	1,486	1,258	586	610	704	640	534	517	843	2,052									14,876	12,325	10,226	12,530	12,576	12,919	12,129	3,946



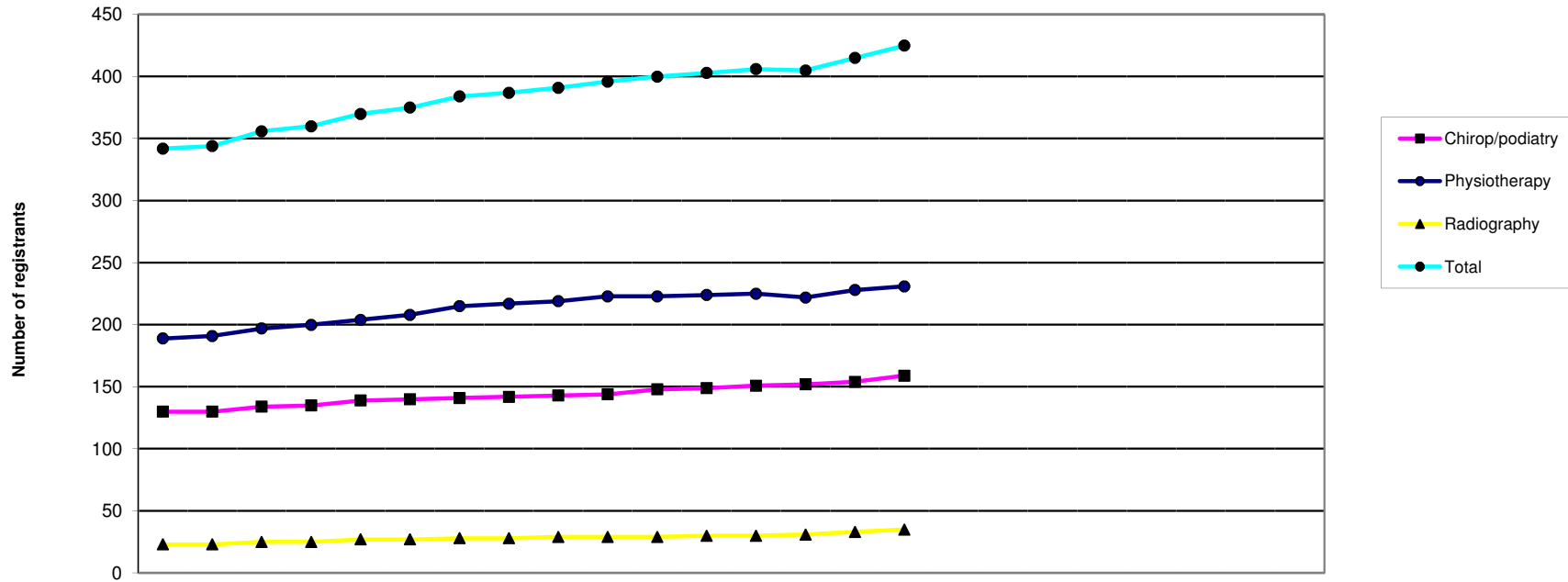
	2011			2012									2013												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Intl & GP																									
Intl & GP received	1,002	1,152	1,211	1,068	1,107	1,118	1,157	1,088	722	1,176	1,133	952	833	963	896	954									
Answered	968	1,099	1,151	1,020	1,056	1,018	1,064	997	682	1,096	1,076	910	794	877	848	914									
Calls answered (%)	97	95	95	96	95	94	92	92	95	93	95	96	95	91	95	92									
Abandoned	34	53	60	48	51	100	93	91	40	80	57	42	39	86	48	40									
Avg answer time (sec)	20	36	43	38	45	68	78	59	50	58	48	48	52	46	59	42									
Avg talk time (min)	2.39	3.41	3.22	3.28	3.33	3.23	3.36	3.35	3.36	3.47	3.56	3.56	4.17	4.14	3.49	3.51									
UK																									
UK received	4,856	7,424	8,799	8,080	11,597	14,930	14,431	10,159	5,260	8,376	12,200	8,735	12,099	10,481	8,533	10,516									
Answered	4,751	7,221	8,582	7,935	11,114	14,020	13,258	9,508	5,176	8,113	11,722	8,418	11,282	9,891	7,999	10,047									
Calls answered (%)	98	97	97	97	96	94	92	93	98	96	96	96	93	94	94	90									
Abandoned	105	203	217	145	483	910	1,173	651	84	263	478	317	817	590	534	469									
Avg answer time (sec)	23	28	29	29	37	54	69	57	23	36	37	34	51	28	55	39									
Avg talk time (min)	2.58	2.56	2.39	2.42	2.40	2.47	2.24	2.57	2.53	3.03	3.03	3.12	3.10	5.63	3.02	3.01									

2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
40,070	19,612	14,428	12,732	14,348	16,702	12,886	3,646
33,467	17,896	13,388	11,397	14,185	15,969	12,137	3,433
84	92	93	90	95	96	94	93
6,627	1,716	1,040	1,335	841	712	749	213
25	14	13	36	36	41	49	50
2.32	2.64	2.79	3.25	3.18	3.41	3.29	3.83
70,233	72,488	123,967	92,018	119,887	86,890	114,847	41,629
50,518	67,493	91,923	78,293	111,573	83,218	109,818	39,219
70	93	79	92	95	96	96	93
10,719	6,335	32,034	13,725	8,314	3,652	5,029	2,410
64	45	102	85	48	36	38	43
1.78	2.16	2.65	2.58	2.37	2.47	2.61	3.69



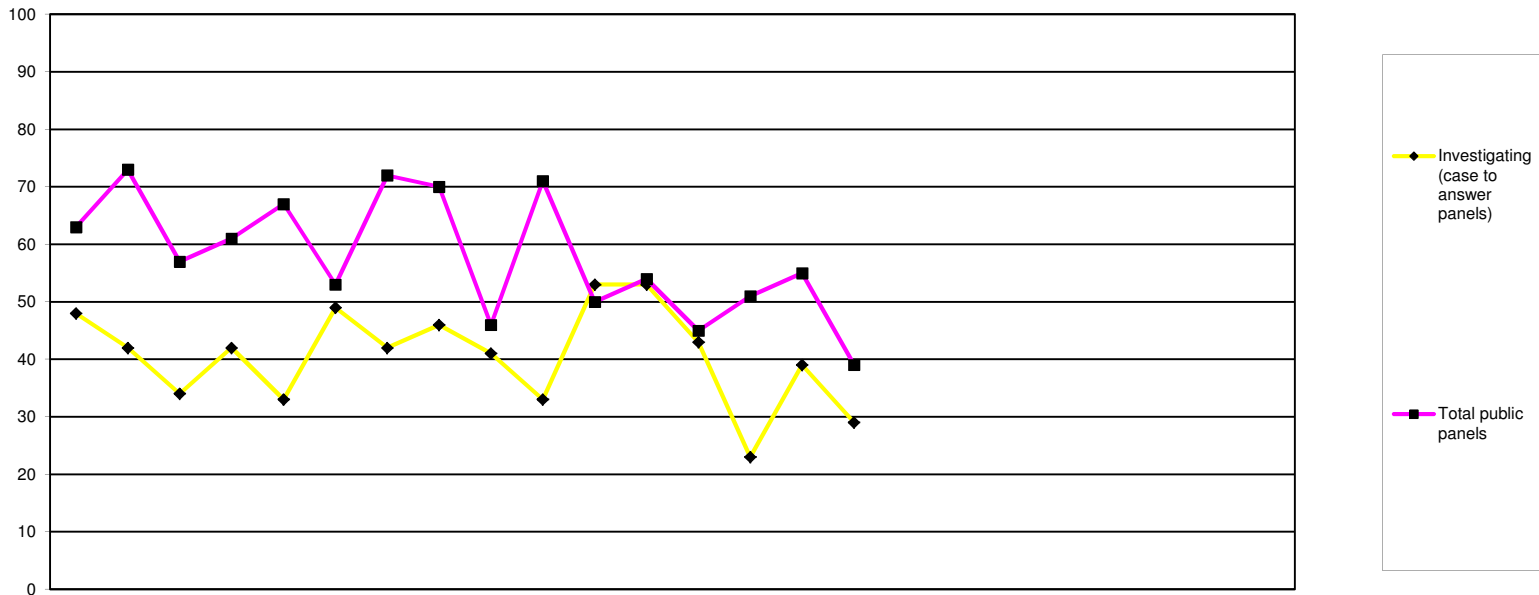
	2011			2012										2013						11/12 FYE	12/13 YTD						
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct			Nov	Dec	Jan	Feb	Mar	
No. selected for CPD	0	0	466	470	813	571	0	0	693	0	1,167	78	195	368	0	0										4,258	563
No. profiles received	0	0	27	116	251	326	627	453	60	180	460	100	206	145	206	203										2,600	760
No. profiles assessed	0	0	0	45	25	264	371	446	292	223	113	446	201	157	528	528										2,225	1,414

Health and Care Professions Council Number of registrants with supplementary prescribing rights April 2011 - March 2013



	2011			2012									2013												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Chiropr/podiatry	130	130	134	135	139	140	141	142	143	144	148	149	151	152	154	159									
Physiotherapy	189	191	197	200	204	208	215	217	219	223	223	224	225	222	228	231									
Radiography	23	23	25	25	27	27	28	28	29	29	29	30	30	31	33	35									
Total	342	344	356	360	370	375	384	387	391	396	400	403	406	405	415	425									

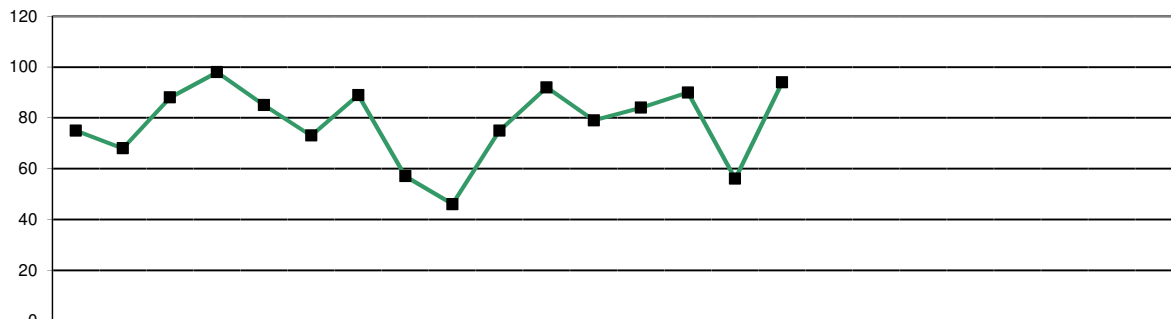
2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	FYE	YTD
15	40	78	112	129	149	159
28	74	109	148	182	224	231
0	7	19	20	23	30	35
43	121	206	280	334	403	425



	2011			2012									2013												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Investigating (case to answer panels)	48	42	34	42	33	49	42	46	41	33	53	53	43	23	39	29									
Total final hearings held	41	41	38	31	31	35	42	35	22	35	25	28	23	30	22	10									
Review hearings	10	15	5	13	14	5	11	16	14	11	10	10	5	10	11	9									
Interim order (application)	3	2	8	5	4	6	1	7	8	4	5	2	3	6	5	5									
Interim order (review)	9	15	6	12	18	7	18	12	2	21	10	14	14	5	17	15									
Total public panels	63	73	57	61	67	53	72	70	46	71	50	54	45	51	55	39									
Total panels	111	115	91	103	100	102	114	116	87	104	103	107	88	74	94	68									

This table displays how many cases were considered by each type of panel

2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	YTD
297	363	463	533	516	134
204	207	398	445	404	85
67	93	124	116	134	35
20	30	53	48	55	19
52	54	130	123	144	51
343	384	705	732	737	190
640	747	1,168	1,265	1,253	324



■ Total allegations/enquiries received

		2011			2012									2013				2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13											
		Apr	May	Jun	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
Source of enquiry	Total enquiries	45	26	29	48	46	45	49	33	27	45	58	49	64	68	52	76	Not recorded										109	142	243	275	500	260			
	Article 22(6)/Anon	18	8	16	27	19	23	23	20	10	21	20	21	7	0	2	8	Not recorded										14	15	15	58	226	17			
	Employer	8	5	3	7	9	1	1	2	2	3	15	9	7	17	8	28	Not recorded										44	50	78	48	65	60			
	Other	1	2	1	0	1	3	4	0	1	3	1	1	0	18	4	1	Not recorded										2	10	14	4	18	23			
	Other Registrant	0	3	2	4	2	9	7	0	0	6	3	6	5	6	6	2	Not recorded										13	19	18	44	42	19			
	Police	0	1	0	0	0	0	1	1	0	1	1	0	1	1	0	1	Not recorded										3	4	4	1	5	3			
	Professional body	0	1	0	0	0	0	0	0	0	0	0	2	2	0	0	0	Not recorded										1	2	0	0	3	2			
	Public	18	6	7	10	15	9	13	10	14	11	18	10	24	15	24	27	Not recorded										32	42	114	120	141	90			
	Self-referral	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	18	11	8	9	Not recorded										NA	NA	NA	NA	NA	46			
Total allegations	30	42	59	50	39	28	40	24	19	30	34	30	20	22	4	18	316	322	315	341	529	484	425	64												
Source of allegation	Article 22(6)/Anon	4	10	6	4	5	10	4	4	2	4	1	3	0	0	0	0	57	23	49	48	92	108	57	0											
	Employer	9	16	36	27	17	13	25	11	12	14	25	19	15	14	3	7	113	164	127	149	182	169	224	39											
	Other	1	2	3	0	3	0	1	0	1	1	2	1	0	1	0	2	30	16	22	30	45	14	15	3											
	Other Registrant	1	0	2	1	3	1	0	2	0	0	1	0	1	0	0	0	13	7	3	14	21	30	11	1											
	Police	1	2	5	4	5	1	0	1	0	2	0	1	0	3	0	1	27	31	32	32	36	24	22	4											
	Professional body	2	2	0	2	0	0	1	0	1	1	0	0	0	0	0	0	0	1	6	1	1	3	9	0											
	Public	12	10	7	12	6	3	9	6	3	8	5	6	3	3	1	7	61	77	76	67	152	136	87	14											
	Self-referral	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	1	0	1	Not recorded										0	3							
	Total allegations	75	68	88	98	85	73	89	57	46	75	92	79	84	90	56	94	314	318	424	483	772	759	925	324											
Allegation type	Barring allegation	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	N/A										4	1	0						
	Convict/caution	4	5	9	12	9	9	3	3	2	13	10	3	1	0	0	0	41	41	49	51	68	60	82	1											
	Health	1	5	6	2	0	0	1	1	0	0	4	0	0	0	0	0	2	1	1	7	5	6	20	0											
	Incorrect or competence	0	1	1	1	0	0	2	0	0	0	1	0	0	0	0	0	33	3	4	6	10	1	6	0											
	Misconduct	4	5	4	7	1	0	6	0	21	37	45	4	2	2	0	3	33	44	29	50	91	27	134	7											
	Not classified	62	51	67	71	29	19	28	20	21	22	29	23	3	11	1	8	205	228	177	223	354	381	442	23											
	Other regulator	4	1	1	4	0	0	0	0	1	2	3	0	14	9	3	7	24	3	0	0	0	4	16	33											
	Total allegations/enquiries received	75	68	88	98	85	73	89	57	46	75	92	79	84	90	56	94	314	318	424	483	772	759	925	324											

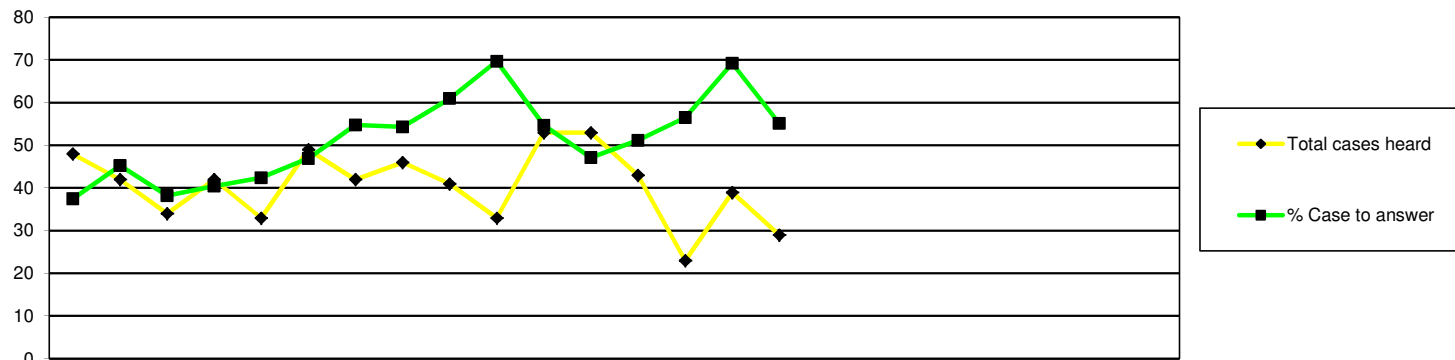
Health and Care Professions Council

Enquiries and Allegations: Profession & source of complaint April 2012 to July 2012

Fitness to Practise Department

	Article 22(6)/Anon	Employer	Other	Other registrant	Police	Professional bodies	Public	Self referral
Arts therapists	0	0	0	0	0	0	1	0
Biomedical scientists	2	4	0	3	0	0	0	0
Chiropodists & podiatrists	2	2	1	2	1	0	13	3
Clinical scientists	0	0	0	0	0	0	0	0
Dietitians	0	4	0	0	0	0	2	1
Hearing aid dispensers	0	6	0	1	0	2	5	1
Occupational therapists	2	11	0	0	0	0	10	6
ODPs	0	12	1	0	1	0	1	1
Orthoptists	0	0	0	0	0	0	1	1
Paramedics	9	33	4	3	0	0	6	19
Physiotherapists	0	13	4	0	3	0	21	10
Practitioner psychologists	2	5	15	10	0	0	33	4
Prosthetists & orthotists	0	0	0	0	0	0	0	0
Radiographers	0	4	0	0	2	0	2	2
Social workers	0	0	0	0	0	0	1	0
SLTs	0	2	1	1	0	0	8	1
Total	17	96	26	20	7	2	104	49

Total 2007/8	Total 2008/9	Total 2009/10	Total 2010/11	Total 2011/12	Total 2012/13 YTD
16	10	5	9	4	1
26	43	39	36	66	9
40	62	76	74	55	24
6	8	4	10	9	0
14	1	12	9	12	7
			44	23	15
45	55	79	63	96	29
38	55	37	39	63	16
3	0	2	0	2	2
94	100	162	188	253	74
85	95	127	104	118	51
N/A	N/A	149	117	139	69
3	6	7	1	2	0
32	34	47	40	58	10
22	14	26	25	25	13
424	483	772	759	925	321



	2011			2012									2013			2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13																																		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	YTD																									
Total cases heard	48	42	34	42	33	49	42	46	41	33	53	53	43	23	39	29											178	299	363	499	533	516	134																							
Case to Answer																																																								
Referred to CCC (Reg representations)	12	13	10	13	11	16	16	15	17	17	23	13	12	7	16	13																					97	126	194	178	176	48														
Referred to CCC (Rep representations)	3	2	1	2	0	2	2	2	0	0	1	4	1	0	3	0																							25	14	20	22	19	4												
Referred to CCC (No representations)	3	2	2	1	2	4	5	6	8	6	3	7	9	6	8	3																								57	60	67	79	49	26											
Referred to HC (Reg representations)	0	1	0	1	1	1	0	2	0	0	0	0	0	0	0	0																								3	5	6	6	6	0											
Referred to HC (Rep representations)	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0																								2	0	0	3	2	0											
Referred to HC (No representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																								1	0	1	5	0	0											
Referred to IC (Reg representations)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																								1	0	1	1	0	0											
Referred to IC (Rep representations)	0	0	0	0	0	0	0	0	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	0	0																								0	1	1	0	0	0											
Total case to answer	18	19	13	17	14	23	23	25	25	23	29	25	22	13	27	16																					82	186	206	290	306	254	78													
% Case to answer	38	45	38	40	42	47	55	54	61	70	55	47	51	57	69	55																								62	57	58	57	49	58											
No case to answer																																																								
Not referred (Reg representations)	24	17	17	18	16	22	12	17	9	5	20	20	17	7	7	8																									78	115	176	195	197	39										
Not referred (Rep representations)	1	1	2	0	1	1	5	2	4	1	1	2	2	1	1	3																										8	13	8	13	21	7									
Not referred (No representations)	2	3	2	3	2	2	1	1	2	3	3	5	0	2	2	1																										21	21	14	10	29	5									
Total cases not referred	27	21	21	21	19	25	18	20	15	9	23	27	19	10	10	12																										107	149	198	223	246	51									
Further Information	3	2	0	4	0	1	1	1	1	1	2	2	2	0	2	1																								14	6	8	10	21	18	5										

By profession

	No Case to Answer	Case to answer				Total YTD
		FI	CCC	HC	IC	
Arts therapists	0	0	0	0	0	0
Biomedical scientists	1	0	8	0	0	9
Chiropodists & podiatrists	3	0	4	0	0	7
Clinical scientists	0	0	0	0	0	0
Dietitians	1	0	1	0	0	2
Hearing aid dispensers	1	0	2	0	0	3
Occupational therapists	5	0	9	0	0	14
ODPs	1	0	8	0	0	9
Orthoptists	0	0	0	0	0	0
Paramedics	11	2	26	0	0	39
Physiotherapists	8	2	8	0	0	18
Practitioner psychologists	12	1	4	0	0	17
Prosthetists & orthotists	0	0	0	0	0	0
Radiographers	6	0	2	0	0	8
Social workers	0	0	0	0	0	0
SLTs	2	0	6	0	0	8
Total YTD	51	5	78	0	0	134

2007/2008 FYE	2008/2009 FYE	2009/10 FYE	2010/11 FYE	2011/12 FYE	2012/13 YTD
11	6	4	2	1	0
14	42	26	37	37	9
31	31	53	60	40	7
6	7	3	4	10	0
9	5	7	13	5	2
			13	12	3
29	40	60	48	55	14
24	30	49	32	37	9
2	1	0	1	1	0
62	72	115	113	139	39
56	75	93	86	65	18
0	0	38	66	60	17
4	2	4	4	0	0
41	32	34	33	39	8
					0
10	20	13	21	15	8
299	363	499	533	516	134

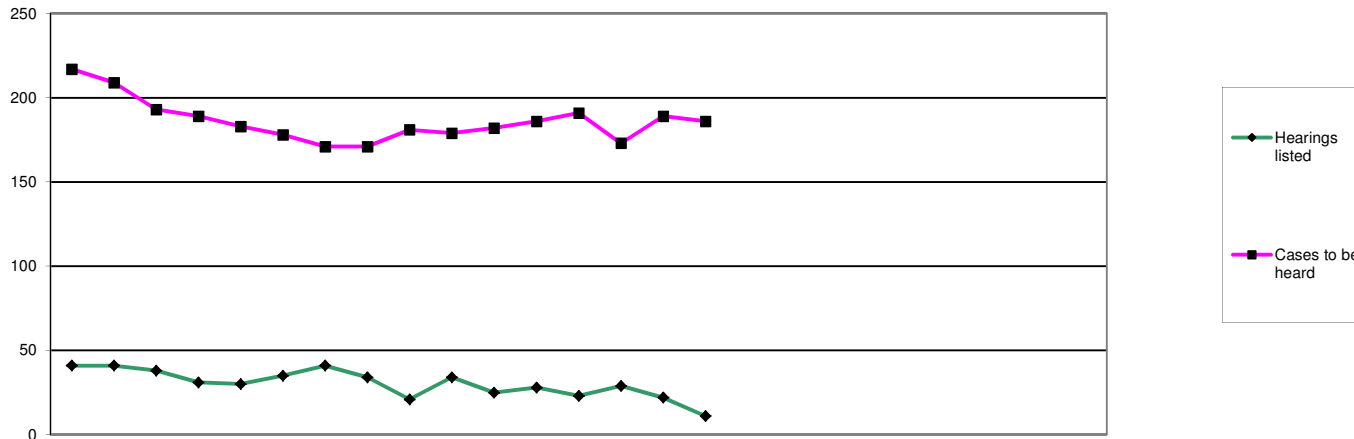
By source of allegation

	No Case to Answer	Case to answer				Total YTD
		FI	CCC	HC	IC	
Article 22(6)/Anon	8	1	17	0	0	26
Employer	13	3	46	0	0	62
Other	2	0	2	0	0	4
Other Registrant	5	0	2	0	0	7
Police	0	0	4	0	0	4
Professional body	0	0	0	0	0	0
Public	23	1	7	0	0	31
Self referral	0	0	0	0	0	0
Total YTD	51	5	78	0	0	134

2008/2009 FYE	2009/10 FYE	2010/11 FYE	2011/12 FYE	2012/13 YTD
46	70	94	139	26
176	211	208	204	62
19	15	13	14	4
12	32	37	22	7
30	29	28	21	4
2	2	2	5	0
78	140	151	111	31
				0
363	499	533	516	134

	Applications Considered	Applications Granted	Applications Not Granted	Reviewed	Revoked
Arts therapists	0	0	0	0	0
Biomedical scientists	0	0	0	10	0
Chiropodists & podiatrists	2	2	0	3	1
Clinical scientists	0	0	0	0	0
Dietitians	0	0	0	0	0
Hearing aid dispensers	1	0	1	0	0
Occupational therapists	2	2	0	3	0
ODPs	4	4	0	18	1
Orthoptists	0	0	0	0	0
Paramedics	9	9	0	16	1
Physiotherapists	2	2	0	11	1
Practitioner psychologists	0	0	0	2	0
Prosthetists & orthotists	0	0	0	0	0
Radiographers	2	2	0	1	0
Social workers	0	0	0	0	0
SLTs	1	1	0	3	0
Total	23	22	1	67	4

Hearings held 2007/8 FYE	Hearings held 2008/9 FYE	Hearings held 2009/10 FYE	Hearings held 2010/11 FYE	Hearings held 2011/12 FYE	Hearings held Total 2012/13 YTD
4	4	2	0	0	0
8	16	8	7	23	10
6	5	13	10	10	5
4	0	0	5	9	0
0	0	0	0	0	0
			2	2	1
3	6	9	10	11	5
18	18	20	29	35	22
0	0	0	0	0	0
16	14	46	50	64	25
8	13	20	25	27	13
			3	7	2
0	0	0	0	0	0
7	6	12	18	8	3
			0	1	0
0	3	8	4	1	4
74	85	141	171	197	90



		2011				2012								2013						2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13							
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD	
Conduct & Competence and Health Committees	Hearings listed	41	41	38	31	30	35	41	34	21	34	25	28	23	29	22	11										73	119	176	231	351	424	399	85
	Adjourned / cancelled / postponed													3	3	2	0																	8
	Caution	7	8	6	7	3	8	6	5	4	9	2	4	4	7	6	3										8	32	28	24	46	71	69	20
	Conditions of practice	3	4	1	2	1	5	1	3	0	3	5	1	0	2	1	0										5	5	7	10	14	21	29	3
	No further action	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0										4	6	4	7	7	3	2	0
	Not well founded	5	7	10	3	3	7	13	4	2	5	3	4	6	6	5	3										0	19	36	70	83	66	20	20
	Part heard	13	9	6	11	11	4	8	11	8	9	1	5	2	1	1	1										22	22	32	35	90	107	96	5
	Referred to other committee	0	0	1	0	0	0	0	1	1	0	0	0	0	0	0	0										1	0	1	0	2	5	3	0
	Removed - consent	2	0	3	0	0	0	0	1	0	1	0	0	2	0	0	0															15	7	2
	Struck off	8	5	4	5	5	1	9	1	2	4	4	8	2	5	4	2										11	26	37	64	65	62	56	13
Suspended	1	5	3	3	7	5	3	8	4	3	9	4	4	5	3	2										19	19	30	23	38	44	55	14	
Cases to be heard	217	209	193	189	183	178	171	171	181	179	182	186	191	173	189	186										59	59	172	117	233	214	182	739	
Investigating	Amended	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0														1	0	0	0
	No further action	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0														1	1	1	0
	Not well found	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0														0	1	0	0
	Part heard	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0														0	0	3	0
	Removed	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0														3	1	2	0
Investigating Committee cases to be heard	2	2	3	3	3	3	2	2	1	2	3	3	3	3	3	3														1	2	3	12	

Representation

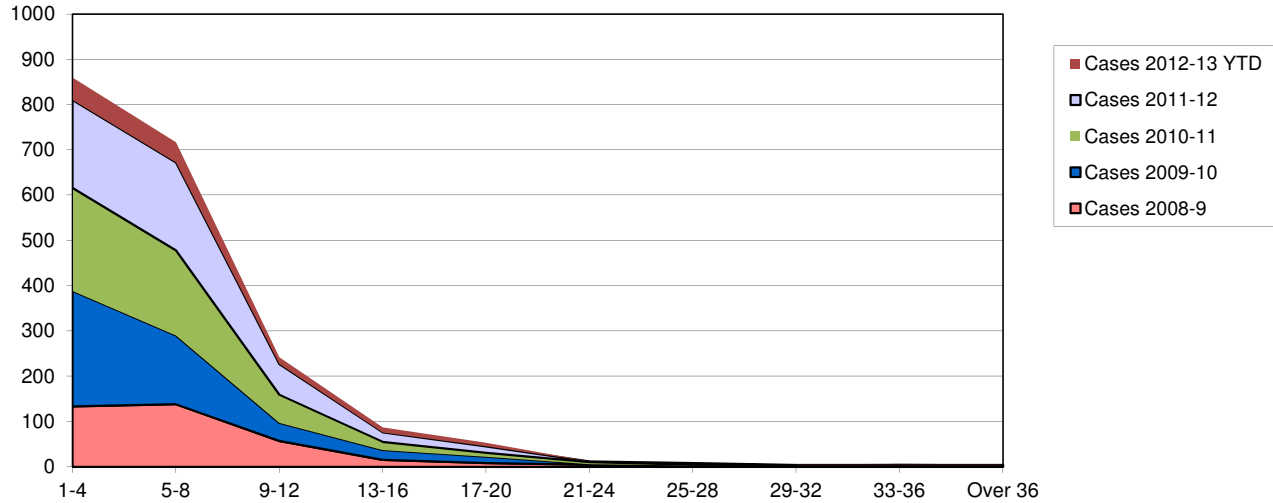
	Final Hearings-CCC											2009/10 FYE	2010/11 FYE	2011/12 FYE	2012/13 YTD		
	Caution	Conditions of Practice	Cross Referred	No Further Action	Not Well Founded	Not restored	Part Heard	Register entry amended	Removed	Restored	Struck off					Suspended	Vol Removal (Consent)
Represented self	3	0	0	0	1	0	0	0	0	0	0	1	0	44	58	50	7
Representative	8	3	0	0	11	0	1	0	0	0	3	2	0	115	201	189	21
None	5	0	0	0	2	0	0	0	0	0	2	7	0	98	117	101	17
Total	16	3	0	0	14	0	1	0	0	0	5	10	0	257	376	340	45

Profession	Represented self	Representative	None	% of representation
Arts therapists	0	0	0	0
Biomedical scientists	1	2	1	75
Chiropodists & podiatrists	0	3	0	100
Clinical scientists	0	0	0	0
Dietitians	0	0	0	0
Hearing aid dispensers	0	0	0	0
Occupational therapists	0	3	3	50
ODPs	1	1	2	50
Orthoptists	0	0	0	0
Paramedics	0	9	10	47
Physiotherapists	2	5	3	70
Practitioner psychologists	0	5	0	100
Prosthetists & orthotists	0	0	0	0
Radiographers	1	0	3	25
Social workers	0	0	0	0
SLTs	0	0	0	0

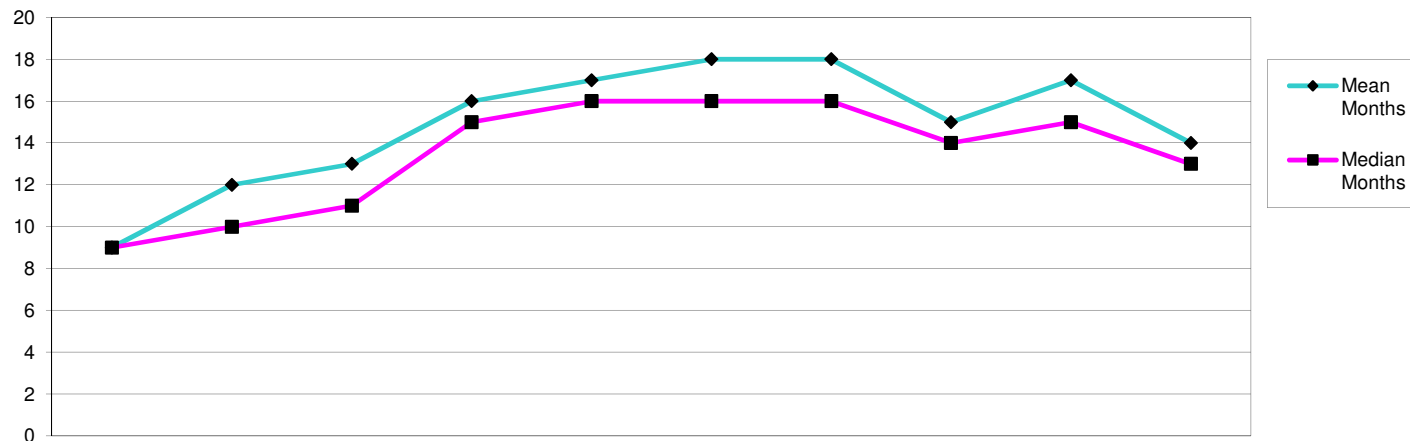
	Final Hearings											
	Caution	Conditions of Practice	Cross Referred	No Further Action	Not Well Founded	NR	Part Heard	Register entry amended	Removed (fraudulent/incorrect)	Struck off	Suspended	Vol Removal (Consent)
Arts therapists	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical scientists	2	2	0	0	0	0	0	0	0	0	0	0
Chiropodists & podiatrists	0	0	0	0	4	0	0	0	0	0	0	0
Clinical scientists	0	0	0	0	1	0	0	0	0	0	0	0
Dietitians	0	0	0	0	0	0	0	0	0	0	0	0
Hearing aid dispensers	0	0	0	0	1	0	0	0	0	0	0	0
Occupational therapists	1	0	0	0	1	0	0	0	0	0	4	0
ODPs	1	0	0	0	1	0	0	0	0	1	3	0
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	8	0	0	0	4	0	1	0	0	8	4	1
Physiotherapists	5	1	0	0	1	0	0	0	0	3	1	0
Practitioner psychologists	2	0	0	0	5	0	3	0	0	0	1	0
Prosthetists & orthotists	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	1	0	0	0	2	0	0	0	0	1	1	1
Social workers	0	0	0	0	0	0	0	0	0	0	0	0
SLTs	0	0	0	0	0	0	0	0	0	0	0	0
Total 2012/13 YTD	20	3	0	0	20	0	4	0	0	13	14	2
Total 2011/12 FYE	69	29	2	1	68	0	52	0	2	56	55	7
Total 2009/10 FYE	46	15	2	3	76	0	7	1	3	64	40	8
Total 2008/2009 FYE	24	12	0	4	39	0				67	25	
Total 2007/2008 FYE	30	5	0	23	24	0				37	35	
Total 2006/2007 FYE	25	5	2	6	15	1				24	19	
Total 2005/2006 FYE	9	6	3	3	1	6				9	20	

	Review Hearings												Suspension revoked caution imposed	Suspension revoked conditions imposed	Vol Removal (Consent)
	Adjourned/ Part Heard	Article 30(7)	Caution continued	Conditions continued	Conditions revoked	Conditions revoked caution imposed	Conditions revoked suspension imposed	Not restored	Restored	Struck off	Suspension continued	Suspension revoked			
Arts therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical scientists	0	0	0	2	0	0	0	0	0	0	0	0	0	1	0
Chiropodists & podiatrists	0	0	0	0	1	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
Dietitians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Hearing aid dispensers	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Occupational therapists	0	0	0	1	0	0	0	0	0	2	1	0	0	0	0
ODPs	0	0	0	0	0	0	0	0	0	2	3	0	0	0	0
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	0	0	0	0	1	0	0	0	0	0	2	1	0	0	0
Physiotherapists	1	0	1	0	3	0	0	0	0	0	0	2	0	0	0
Practitioner psychologists	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Prosthetists & orthotists	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Radiographers	0	0	0	1	0	0	0	0	0	0	2	0	0	0	0
Social workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SLTs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total 2012/13 YTD	1	0	0	4	6	0	0	0	0	6	8	3	0	1	1
Total 2011/12 FYE	9	1	0	14	13	0	10	0	3	26	39	4	0	9	9
Total 2009/10 FYE	0	1	0	7	5	1	1	0	2	31	35	8	1	4	2
Total 2008/2009 FYE	3	0	0	3	1	0	0	0	0	16	51	8	2	3	0
Total 2007/2008 FYE	4	0		3	0	0	0	0	0	8	25	2	0	0	0
Total 2006/2007 FYE	Not available														
Total 2005/2006 FYE	Not available														

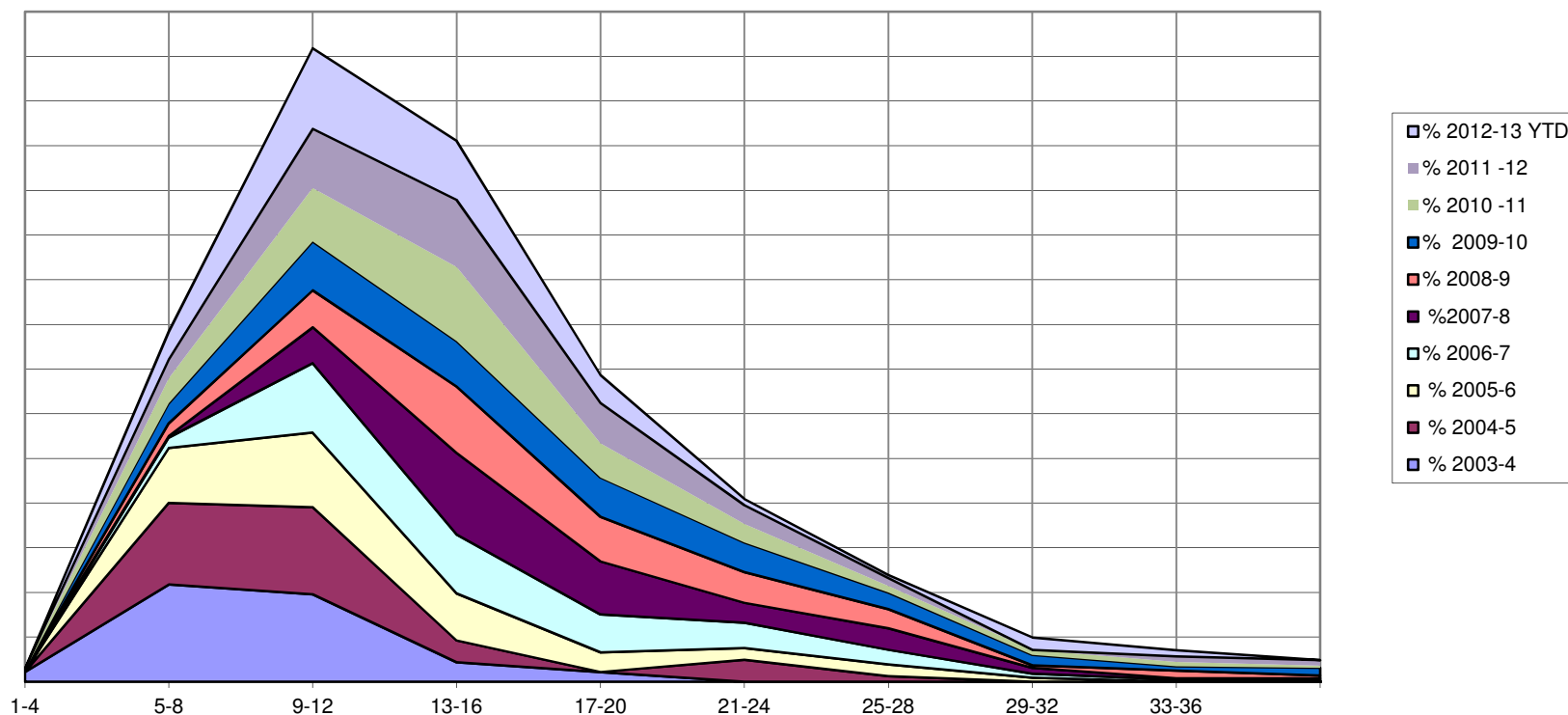
		Month of Panel																																			
		2011												2012												2013											
	Months	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar												
Cases awaiting ICP	0-4	142	164	195	210	217	212	193	186	149	150	139	135	139	143	113	137																				
	5-8	76	63	59	58	62	61	83	99	99	99	77	64	53	58	62	66																				
	9-12	23	16	27	23	25	23	22	20	26	34	46	46	37	38	27	29																				
	13-16	7	9	6	10	8	6	11	13	12	15	11	12	13	12	21	21																				
	17-20	5	6	6	5	3	5	3	3	5	3	6	8	8	4	2	7																				
	21-24	7	5	4	1	0	0	1	1	0	1	1	1	2	1	3	3																				
	25-28	1	1	1	3	4	2	0	0	0	0	0	0	0	1	1	1																				
	29-32	1	2	1	1	1	1	1	1	1	0	0	0	0	0	0	0																				
	over 33	0	0	0	0	0	1	1	1	1	2	1	1	1	1	1	1																				
Cases awaiting final hearing (from ICP)	1-4	86	88	85	82	76	76	82	91	100	108	115	114	106	98	104	89																				
	5-8	78	72	59	62	55	59	53	45	43	33	42	54	62	61	68	72																				
	9-12	33	26	28	24	27	27	23	24	20	21	14	9	18	9	12	20																				
	13-16	12	15	13	11	14	8	8	7	14	14	8	7	4	5	3	2																				
	17-20	8	5	3	5	6	5	2	0	1	2	3	2	2	2	1	2																				
	21-24	1	3	6	6	5	4	1	2	2	1	1	0	0	0	1	1																				
	25-28	0	0	0	0	1	2	4	4	2	1	0	1	1	0	0	0																				
	29-32	1	2	1	0	0	0	0	0	1	1	2	1	1	1	0	0																				
	over 33	0	0	1	2	2	0	0	0	0	0	0	1	0	0	1	1																				



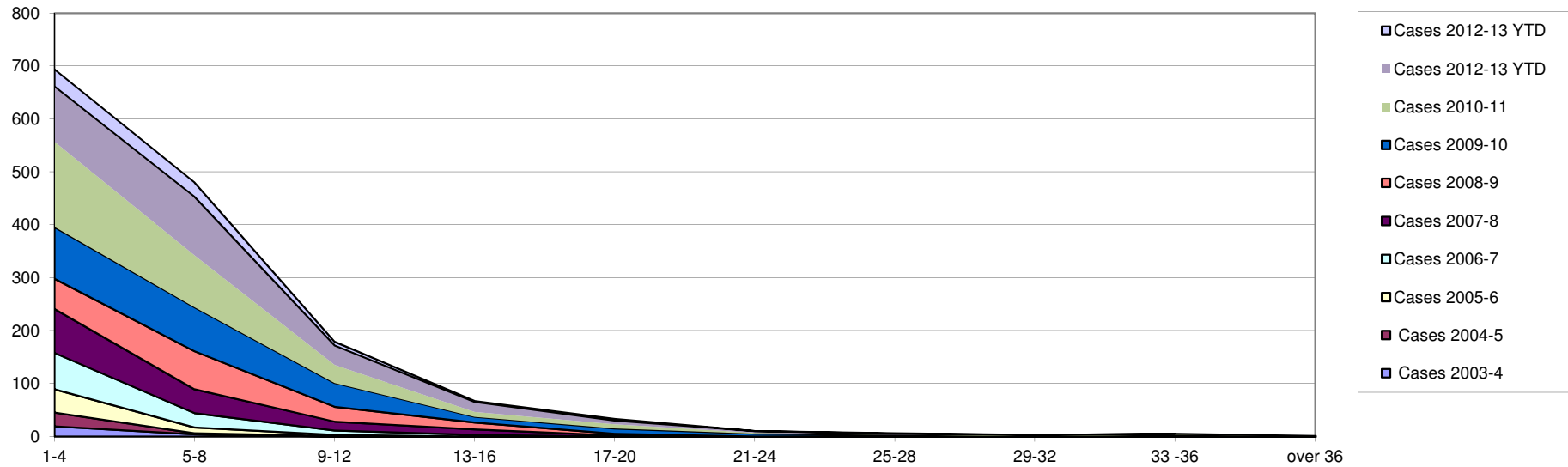
Number of Months	Cases 2003-4	Cases 2004-5	Cases 2005-6	Cases 2006-7	Cases 2007-8	Cases 2008-9	Cases 2009-10	Cases 2010-11	Cases 2011-12	Cases 2012-13 YTD
1-4						133	255	228	194	50
5-8						138	152	188	194	45
9-12						57	40	62	68	15
13-16						15	22	18	21	11
17-20						8	14	9	14	8
21-24						5	1	4	2	0
25-28						2	1	2	3	0
29-32						1	1	1	1	0
33-36						3	1	0	0	0
Over 36			Not available			1	2	0	1	0
Mean Months						7	6	6	7	7
Median Months						5	4	5	5	6
Total Cases						363	489	512	498	129



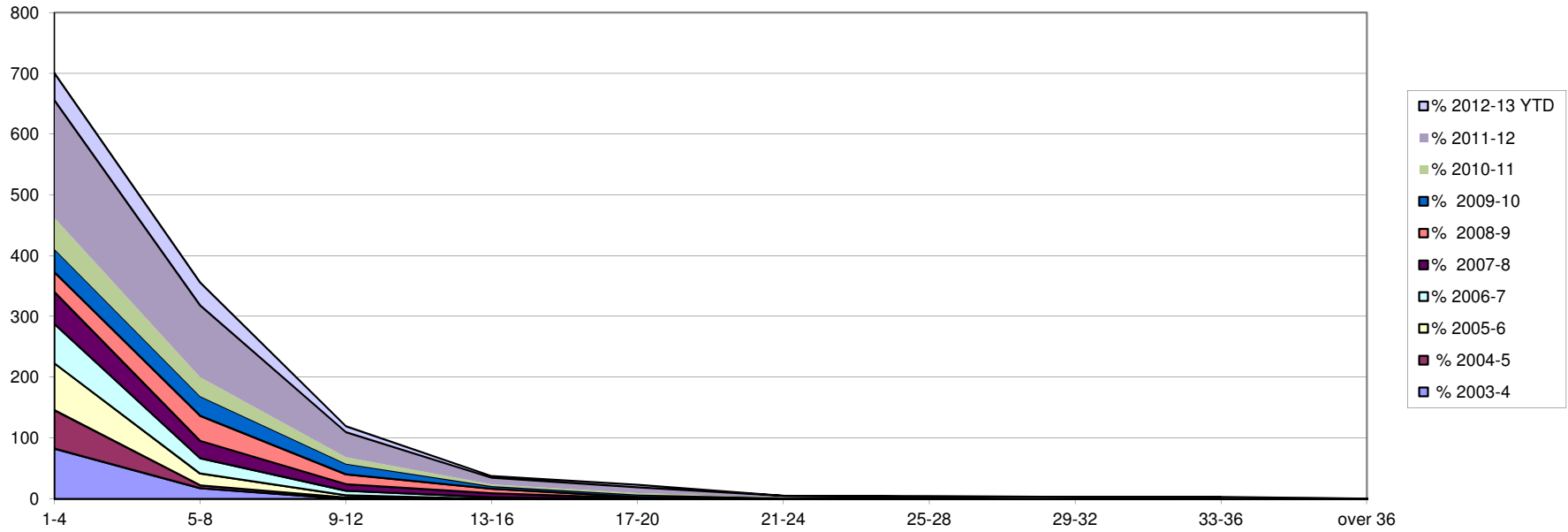
Number of Months	Cases 2003-4	Cases 2004-5	Cases 2005-6	Cases 2006-7	Cases 2007-8	Cases 2008-9	Cases 2009-10	Cases 2010-11	Cases 2011-12	Cases 2012-13 YTD
1-4	1	0	0	0	1	0	1	1	0	0
5-8	10	15	14	5	1	10	23	35	18	9
9-12	9	16	19	33	25	29	56	75	71	26
13-16	2	4	12	28	57	52	52	104	79	19
17-20	1	0	5	18	37	35	45	48	57	9
21-24	0	4	3	12	14	24	34	27	31	2
25-28	0	1	3	7	15	15	19	9	14	1
29-32	0	0	1	2	4	2	12	7	3	4
33-36	0	0	0	1	1	6	5	6	7	2
Over 36	0	0	0	0	0	2	9	3	7	0
Mean Months	9	12	13	16	17	18	18	15	17	14
Median Months	9	10	11	15	16	16	16	14	15	13
Total Cases	23	41	57	106	156	175	256	315	287	72



Number of Months	% 2003-4	% 2004-5	% 2005-6	% 2006-7	%2007-8	% 2008-9	% 2009-10	% 2010 -11	% 2011 -12	% 2012-13 YTD
1-4	4.3	0.0	0.0	0.0	0.6	0.0	0.4	0.3	0.0	0.0
5-8	43.5	36.6	24.6	4.7	0.6	5.7	9.0	11.1	8.4	12.5
9-12	39.1	39.0	33.3	31.1	16.0	16.6	21.9	23.9	26.5	36.1
13-16	8.7	9.8	21.1	26.4	36.5	29.7	20.3	33.1	30.1	26.4
17-20	4.3	0.0	8.8	17.0	23.7	20.0	17.6	15.3	18.1	12.5
21-24	0	9.8	5.3	11.3	9.0	13.7	13.3	8.3	8.4	2.8
25-28	0	2.4	5.3	6.6	9.6	8.6	7.4	2.9	3.6	1.4
29-32	0	0.0	1.8	1.9	2.6	1.1	4.7	2.2	0.0	5.6
33-36	0	0.0	0.0	0.9	0.6	3.4	2.0	1.9	2.4	2.8
Over 36	0	0.0	0.0	0.9	0.6	1.1	3.5	1.0	2.4	0.0



Number of Months	Cases 2003-4	Cases 2004-5	Cases 2005-6	Cases 2006-7	Cases 2007-8	Cases 2008-9	Cases 2009-10	Cases 2010-11	Cases 2012-13 YTD	Cases 2012-13 YTD
1-4	19	26	44	69	83	57	98	161	105	32
5-8	4	2	11	27	45	72	83	98	111	27
9-12	0	1	2	8	17	28	45	34	37	7
13-16	0	0	0	3	10	13	11	9	19	2
17-20	0	0	0	0	2	3	10	8	7	3
21-24	0	0	0	0	0	0	5	2	3	0
25-28	0	1	0	0	0	0	2	0	2	1
29-32	0	0	0	0	0	0	0	2	1	0
33 -36	0	0	0	0	0	1	2	1	1	0
over 36	0	0	0	0	0	0	0	0	1	0
Mean Months	3	4	3	4.5	6	7	7	6	7	6
Median Months	3	3	3	3	4	6	5	4	5	5
Total Cases	23	41	57	107	157	175	256	315	287	72

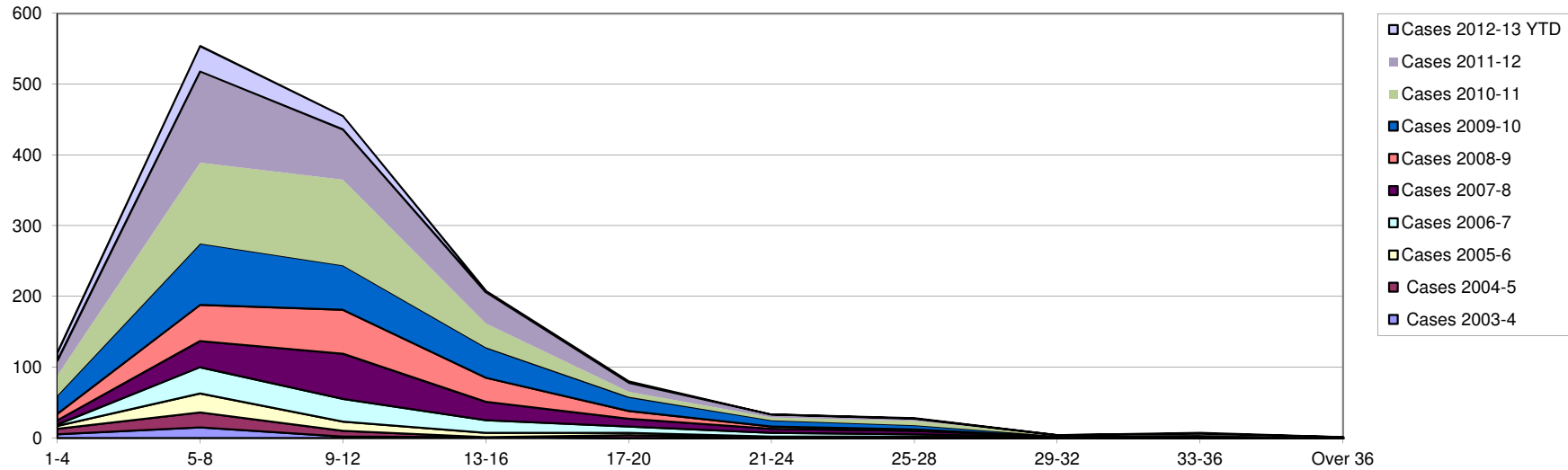


Number of Months	% 2003-4	% 2004-5	% 2005-6	% 2006-7	% 2007-8	% 2008-9	% 2009-10	% 2010-11	% 2011-12	% 2012-13 YTD
1-4	83	63	77	64	53	33	38	51	194	44
5-8	17	5	19	25	29	41	32	31	118	38
9-12	0	2	4	7	11	16	18	11	41	10
13-16	0	0	0	3	6	7	4	3	11	3
17-20	0	0	0	0	1	2	4	3	10	4
21-24	0	0	0	0	0	0	2	1	2	0
25-28	0	2	0	0	0	0	1	0	0	1
29-32	0	0	0	0	0	0	0	1	2	0
33-36	0	0	0	0	0	1	1	0	1	0
over 36	0	0	0	0	0	1	0	0	0	0

Health and Care Professions Council

Investigating Panel - Case Conclusion (concluded final hearing cases)

Fitness to Practise

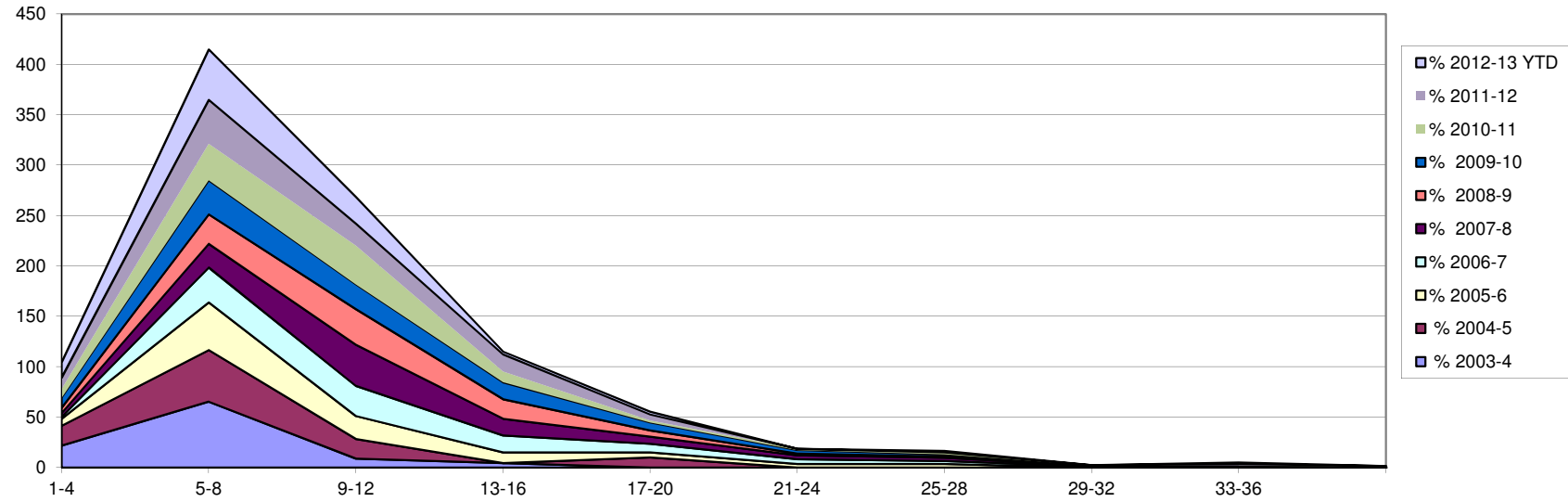


Number of Months	Cases 2003-4	Cases 2004-5	Cases 2005-6	Cases 2006-7	Cases 2007-8	Cases 2008-9	Cases 2009-10	Cases 2010-11	Cases 2011-12	Cases 2012-13 YTD
1-4	5	8	4	2	6	9	26	28	21	11
5-8	15	21	27	37	37	51	87	114	129	36
9-12	2	8	13	32	64	62	63	121	71	19
13-16	1	0	6	18	26	34	43	34	44	2
17-20	0	4	3	9	11	11	20	7	13	2
21-24	0	0	2	5	6	3	9	4	4	0
25-28	0	0	2	3	5	2	6	6	3	1
29-32	0	0	0	1	1	0	1	1	0	0
33-36	0	0	0	0	1	2	1	0	2	1
Over 36	0	0	0	0	0	1	0	0	0	0
Mean Months	6	8	10	11.5	12	11	11	9	10	8
Median Months	5	7	8	10	11	10	9	9	8	7
Total Cases	23	41	57	107	157	175	256	315	287	72

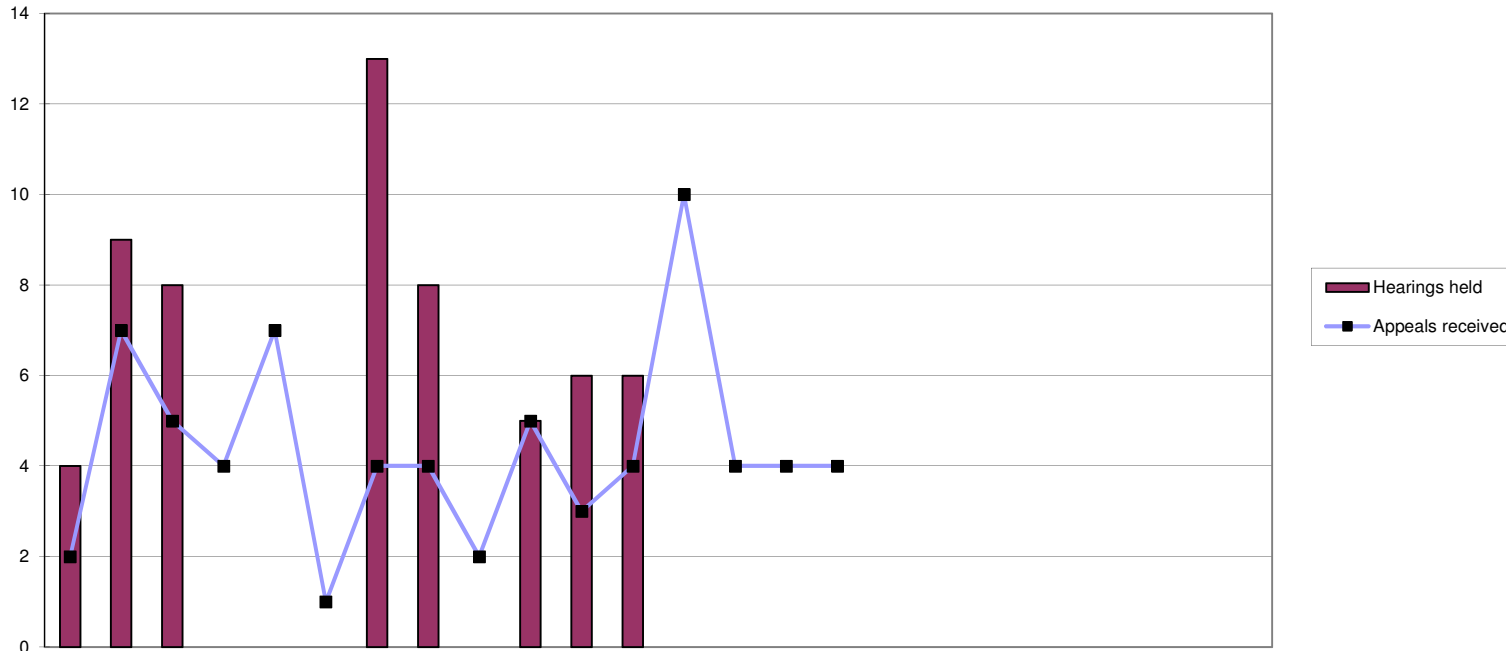
Health and Care Professions Council

Investigating Panel - Case Conclusion percentages

Fitness to Practise Department

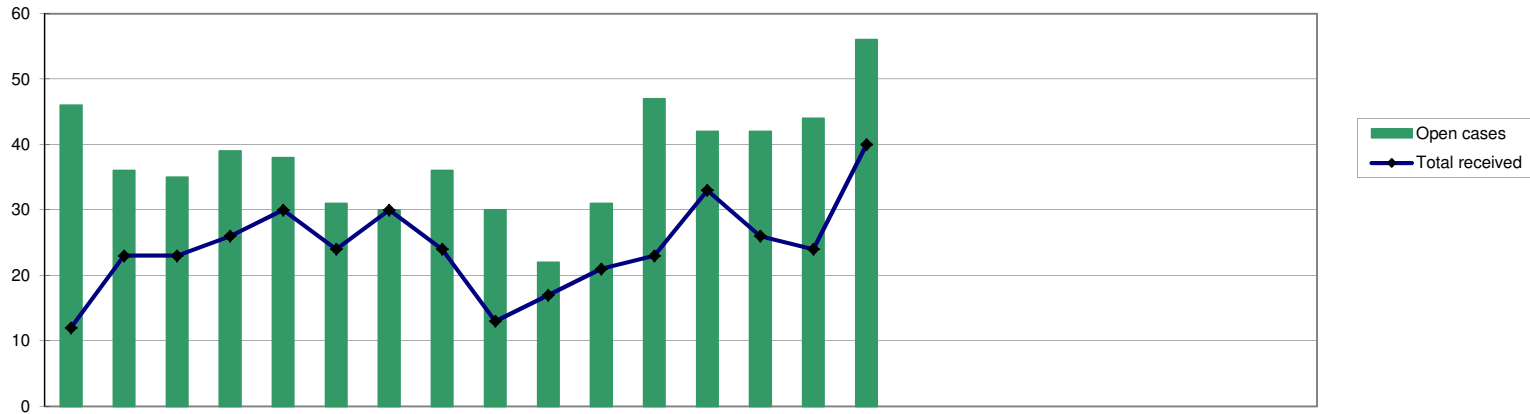


Number of Months	% 2003-4	% 2004-5	% 2005-6	% 2006-7	% 2007-8	% 2008-9	% 2009-10	% 2010-11	% 2011-12	% 2012-13 YTD
1-4	22	20	7	2	4	5	10	9	11	15
5-8	65	51	47	35	24	29	34	36	43	50
9-12	9	20	23	30	41	35	25	39	22	26
13-16	4	0	11	17	17	19	17	11	17	3
17-20	0	10	5	8	7	6	8	2	6	3
21-24	0	0	4	5	4	2	4	1	0	0
25-28	0	0	4	3	3	1	2	2	0	1
29-32	0	0	0	1	1	0	0	0	0	0
33-36	0	0	0	0	1	1	0	0	1	1
Over 36	0	0	0	0	1	1	0	0	0	0



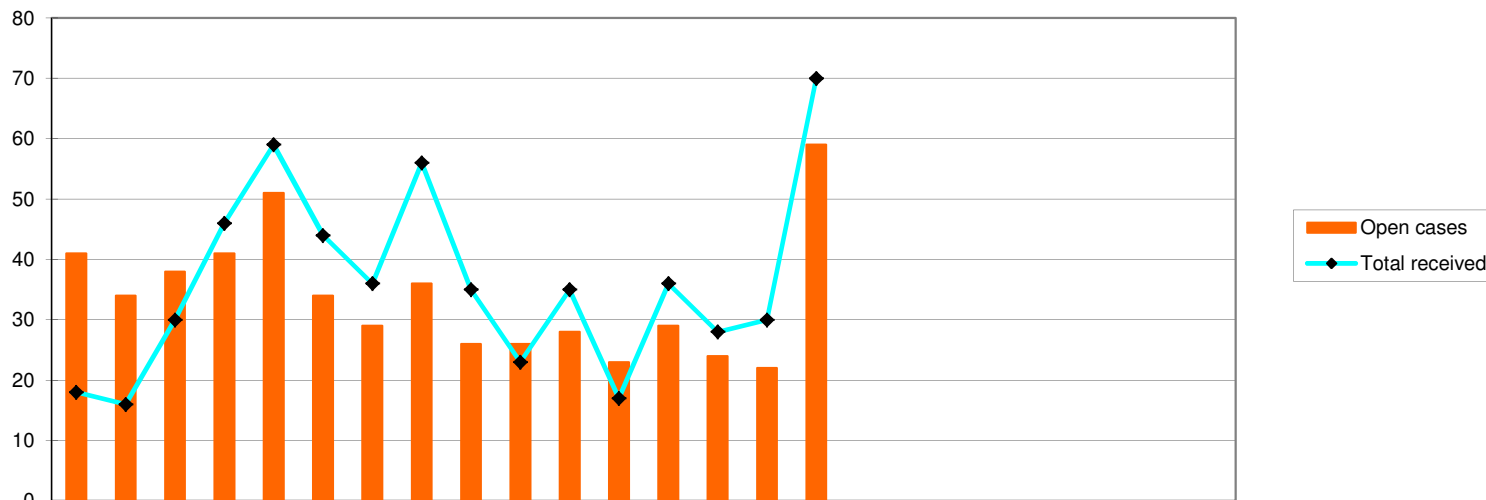
	2011												2012				2013							
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Appeals received	2	7	5	4	7	1	4	4	2	5	3	4	10	4	4	4								
Reviewed	4	9	8	0	0	0	13	8	0	6	6	6	0	0	0	0								
Hearings held	4	9	8	0	0	0	13	8	0	5	6	6	0	0	0	0								
Adjourned/postponed	0	3	0	0	0	0	1	1	0	1	0	1	0	0	0	1								
Withdrawn	0	1	1	0	1	0	0	0	0	1	0	3	0	0	0	0								
Allowed	2	4	5	0	0	0	1	4	0	2	1	1	0	0	0	8								
Dismissed	2	3	2	0	0	0	9	4	0	1	5	3	0	0	0	3								
Substitute decision	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0								
Remit to ETC	0	1	1	0	0	0	2	0	0	0	0	0	0	0	0	0								
Current active cases	25	27	19	23	30	31	24	19	21	21	18	15	25	29	33	25								

2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
91	104	41	55	29	53	48	22
266	90	65	55	41	37	60	0
266	90	65	55	38	37	59	0
19	20	10	9	4	4	7	1
13	16	15	2	1	3	7	0
128	33	29	23	14	22	20	8
88	29	31	17	7	8	29	3
0	0	0	0	0	0	0	0
31	6	4	7	13	2	4	0



	2011				2012								2013			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
Public	2	5	2	1	7	3	6	2	0	2	1	4	9	2	10	13
Police	0	3	2	2	2	5	4	1	1	0	3	0	2	1	1	3
HPC	0	1	0	0	0	3	0	2	0	0	1	0	1	0	0	0
Anonymous	0	3	5	5	9	0	4	1	1	1	0	0	0	0	1	4
Professional	10	11	14	18	12	13	16	18	11	14	16	19	19	20	11	17
Other						NA							2	3	1	3
Total received	12	23	23	26	30	24	30	24	13	17	21	23	33	26	24	40
Visits	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Open cases	46	36	35	39	38	31	30	36	30	22	31	47	42	42	44	56

2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13
FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
53	21	42	56	32	21	35	34
31	38	27	44	38	12	23	7
10	10	6	3	2	7	7	1
50	78	38	47	31	26	29	5
225	137	103	233	213	252	172	67
369	284	216	383	316	318	266	123
			3	3	1	1	0



		2011			2012									2013			2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	12/13									
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	FYE	FYE	FYE	YTD
Received	Renewal	1	1	0	3	1	2	0	0	0	0	0	0	0	0	0	1									36	27	81	43	154	4	8	1
	Readmission	4	1	5	3	4	3	5	6	5	3	9	3	5	8	5	4									33	40	34	94	53	74	51	22
	Admission	13	14	25	40	54	39	31	50	30	20	26	14	31	20	25	65									165	150	158	248	282	334	356	141
	Self-referral	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	0	0	0	0									54	86	158	192	209	149	0	0
Total received		18	16	30	46	59	44	36	56	35	23	35	17	36	28	30	70									288	303	431	577	698	561	415	164
Considered	Considered by panel	16	17	16	30	30	49	30	40	34	14	28	18	11	22	23	20									n/a	n/a	256	399	387	461	322	76
	Referred to FTP	6	4	0	2	1	1	0	0	1	0	0	0	0	0	0	0									n/a	n/a	37	41	61	60	15	0
	Admission rejected	0	1	0	0	0	0	0	0	2	0	1	2	0	1	1	1									n/a	n/a	2	6	2	7	6	3
	Readmission rejected	0	0	0	0	0	2	0	1	1	0	2	0	2	0	0	0									n/a	n/a	3	8	7	14	6	2
	Renewal rejected	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0									n/a	n/a	0	2	1	0	0	1
	Not referred to FTP	5	0	1	2	0	0	2	0	2	1	0	0	0	3	0	0									n/a	n/a	34	82	66	87	13	3
	Admission accepted	4	12	15	21	27	42	28	35	26	12	22	12	7	18	19	19									n/a	n/a	150	204	204	247	256	63
	Readmission accepted	1	0	0	5	0	3	0	4	2	1	3	4	2	0	0	0									n/a	n/a	19	51	32	45	23	2
	Renewal accepted	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	2	0								n/a	n/a	1	5	12	1	2	2
	Closed before panel	1	5	8	13	16	12	10	9	10	7	6	4	17	10	7	0													143	153	101	34
	Open cases	41	34	38	41	51	34	29	36	26	26	28	23	29	24	22	59									n/a	n/a	75	75	87	35	23	134