

Chief Executive's Report to Council meeting on 29 May 2008 Contents

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1. Completed Meetings 1 March to 18 May 2008

White Paper Implementation Group: Extending Professional Regulation (Scotland)	3 Mar
Opinion Leader – reputation breakfast meeting	4 Mar
Society of Radiographers	5 Mar
British Paramedic Association	5 Mar
Council member visit (Diane Waller)	7 Mar
AJ Kashmir/Pakistan visitors	12 Mar
Allied Health Professionals' Council Uganda visitor	12 Mar
CHRE annual performance review	13 Mar
HSJ Summit	14 Mar
Irish Medical Council visitors	14 Mar
Chief Psychologist Office	17 Mar
British Association for Counselling & Psychotherapy/ Psychological Professions Alliance Group	17 Mar
Ken Macintosh MSP	18 Mar
Scottish Parliament Reception	18 Mar
National Audit Office	25 Mar
Baroness Wilkins & Lord Rea	26 Mar
Chief Executives Steering Group	26 Mar
Skills for Health	7 Apr
Egyptian Ministry of Health visitor	8 Apr
Jersey events	10 Apr
Guernsey events	11 Apr
Appointments Commission/CHRE/regulators	14 Apr
Maryland visitors	16 Apr
Welsh Assembly Government	17 Apr
British Society of Hearing Aid Audiologists congress	18 Apr
Kate Hoey MP	21 Apr
Catalyst Training	21 Apr
NHS Education for Scotland	22 Apr

Department of Health, Leeds	28 Apr
Blake Laphorn Tarlo Lyons	1 May
Department of Health	1 May
Royal College of Surgeons	2 May
Listening Event – Glasgow	6 May
Extending Professional Regulation stakeholder workshop	7 May
Listening Event – Edinburgh	8 May
Anne Milton MP	12 May
Department of Health	12 May
Federation of State Boards of Physical Therapy visitors	12 May
Extending Professional Regulation Working Group	14 May
Hearing Aid Council	14 May
Ministry of Health, Singapore visitors	15 May
First World Health Professions Conference on Regulation	17-18 May

2. Scheduled Meetings

Regulators Liaison Group/White Paper Implementation Steering Group (Scotland)	19 May
Dept of Health/Australian visitor	21 May
National Health Workforce Taskforce (Australia) visitor	22 May
Bircham Dyson Bell	22 May
SMAE Institute	28 May
Health Professions Crossing Borders implementation meeting	30 May
Health Resources & Services Administration (US)	2 June
Delaware Division of Professional Regulation (US)	3 June

Department of Transportation, Office of Emergency Medical Services (US)	4 June
ARMC/CHRE seminar on professionalism and regulation	13 June
INPTRA teleconference	13 June
College of Occupational Therapists	19 June
Health Professions Crossing Borders spring conference	30 June
Department of Health (Leeds)	1 July
Extending Professional Regulation working group	2 July
University of Westminster	4 July
All Party Parliamentary Group on Deafness	16 July

1. Human Resources

No changes.

2. Quality management system (QMS) review meetings

Below is a list of recent quality management system reviews:

- Registrations, UK & International
- Management review
- Quality

3. QMS process updates

Below is a list of recent process changes on the QMS:

Parameter pages for all professions

Parameter pages for all department processes

4. Last BSI audit

The last BSi audit was held on 8 April 2008. The areas reviewed were:-

- Quality management
- Registrations – UK
- Registrations – international/grandparenting looking particularly at how phone call, correspondence and registration system data quality are monitored inhouse
- Risk Based Information & Data security across HPC.

HPC passed this audit with no non-conformities.

5. Next BSI audit

The next BSI audit is scheduled for 23 October 2008. This external audit will review the following areas of the management system, Approvals & Monitoring; Purchasing &

Supplier Evaluation; Secretariat; Staff development and Training - Management system organisation & review. We are now working on a RISK based audit sequence, evaluating items in the Risk Register for particular analysis. However we still need to keep the departmental level audits going, to ensure compliance.

Note: The BSI has dropped the third lowest level of concern "Issue" due to pressure from UKAS in January 2008. There are now 3 levels of non-conformity;

- Major non-conformity
- Non-conformity
- Minor non-conformity, (formerly) "issue".

6. Business continuity

We are working with an external continuity consultant to update the current disaster recovery plan to more match a business continuity plan, matching BS25999 requirements. Training exercises are being developed for EMT and MMT.

7. Information & data management

A series of five potential archive sites have been visited including the existing supplier, sites in the Greater London and surrounding area, a site in Leicestershire, and a salt mine in Cheshire. Costs and service options are being analysed with a view to enhancing physical and process driven security. All existing archived material has been re-boxed in more secure cartons, and been given increased security with tamper evident security tags. Monthly management reports formats are being updated for the new financial year.

1. Media and campaigns

Since the last meeting of the Council, we have issued eight fitness to practise press releases on professionals who have been struck off or suspended from the Register. These releases have generated an increased amount of coverage.

We have also issued a news release to professional journals concerning the consultation we are currently running on the proposed increase to our fees.

One of the campaigns for this year is about increasing awareness of HPC among older people. Research has been undertaken (including focus groups with older people, and interviews with campaigning organisations) and an agency brief has been developed and distributed. Communications and advertising agencies are sending in proposals, which are being considered by the Communications Manager.

There has continued to be significant interest from registrants requesting copies of our public awareness information (leaflets, posters and window stickers).

2. Web

The look of the website, and in particular the homepage, is being refreshed in order to bring it into line with the visual identity and house style. This is being done alongside a refresh of the public microsite www.hpcheck.org

This work is in the final stages, and it is anticipated that the new-look sites should be launched within the next few weeks.

3. Public affairs and stakeholder communications

Since the last update, the Public Affairs Manager has attended a number of meetings with various stakeholders. These have included:

- Meeting with the Wales office of the Higher Education Academy to discuss their four home-country structure.
- As part of the ongoing communications work to reach employers, attending the NHS Employers conference to meet delegates and answer questions.
- Attending the Unison health conference in Manchester
- Meeting with Mary Gilbert at the Welsh Assembly Government.
- With the Chief Executive, meeting with the local MP for Kennington, Kate Hoey.
- Meeting with contacts at NHS Education for Scotland.
- Whilst in Scotland, the Public Affairs Manager along with the Communications Manager also attended the Health and Sport Committee for Public Health Bill. This was in order to see the committee in action as preparation for legislation required in order for HPC to regulate new professions. Meetings were also held with Citizens Advice Scotland, the GMC's Scottish Office, and Help the Aged in Scotland, as part of preparation for the older people campaign (see media and campaigns update).

Several parliamentary questions have been asked about the regulation of psychotherapists and counsellors, and finally, the Grand Committee of the House of Lords has examined amendments to the Health and Social Care Bill, including the amendment required to abolish the Hearing Aid Council and

bring its registrants into HPC. This amendment was debated on the afternoon of 14 May.

4. Events

Listening Events have been held in Edinburgh and Glasgow, and were an additional opportunity to trial the new, more discursive format, which includes not only a presentation and question and answer session, but also themed, facilitated break-out sessions.

In addition we have exhibited at Primary Care, Naidex and NHS Employers. HPC's presence at these events has been welcomed by attendees, with significant volumes of publications and materials being taken away by delegates, and many attendees using the opportunity to ask questions at the stand.

5. Internal communications

Work has continued on the re-designed intranet, to bring the design in line with the HPC's refreshed visual identity. The Web Manager has been working with an external supplier, and the new-look intranet (based on input from employees through a survey and a focus group) is due to be launched in the next few weeks.

6. Publications

The Annual report for 2007 – 2008 is being compiled, proofed and checked ready for publication.

The revised Standards of Conduct, Performance and Ethics are being printed ready for their distribution to all registrants, along with a special edition hard copy of the newsletter. This

newsletter will contain information about the new standards, and also remind registrants that the revised Standards of Proficiency (launched in November 2007) are available to download from the HPC website, or in hard copy on request.

7. CPD Communications

In addition to the ongoing programme of talks around the UK, the CPD Communications Manager has been working closely with Registration to ensure that information is available to registrants regarding the first round of CPD audits this July. He has updated information on the intranet for employees, has run internal training, and has compiled the guidance notes that are being sent to every registrant selected for audit.

A CPD DVD has been produced, as another medium for communicating HPC's messages about the CPD standards and the audit process. This DVD will be presented at the Communications Committee in May 2008.

8. Resourcing

Since the last council meeting, a new Publications Manager has been appointed, to replace Philippa Richardson. Sarah Giles, Communications Officer, has been covered this position temporarily. In addition, following the departure of Thomas Heiser, Events Manager, a temporary Events Manager has been covering this position, and a permanent appointment has been made. Both the new Publications Manager and Events Manager bring significant experience to these roles, and are due to join the Department in early June.

Education – approvals and monitoring – Ms Abigail Creighton

1. Approval process

The Department now has 38 visits in the schedule for the current academic year. These 38 visits will consider 78 programmes. The March – July 2008 period represents the peak workload for visits.

Compared to previous academic years, there are considerably less approval visits this year. There are a higher number of visits in July as most of these are visits to ambulance service IHCD programmes and these programmes do not typically start in September each year, so it is still possible to hold visits in July 2008.

	Visits	Programmes
Sep-07	0	0
Oct-07	3	10
Nov-07	3	8
Dec-07	0	0
Jan-08	2	6
Feb-08	2	4
Mar-08	6	7
Apr-08	5	20
May-08	8	12
Jun-08	5	6
Jul-08	4	5
Aug-08	0	0

A further 11 visits (covering 20 programmes) are already scheduled in the next academic year. (Sept 08 – July 09)

	Visits	Programmes
Sep-08	5	5
Oct-08	3	3
Nov-08	1	1
Dec-08	1	9
Jan-09	1	2

2. Annual monitoring process

The Department is in the middle of its peak of annual monitoring work. The expected submission dates from education providers are at the end of each month. To date, 99% of expected audit submissions have been received, with the majority on time. There was one non-submission in March.

	Audit submissions	
	Expected	Actual
Dec-07	18	18
Jan-08	15	15
Feb-08	34	34
Mar-08	33	33
Apr-08	15	14
May-08	1	0
Jun-08	1	0
Jul-08	0	0
Aug-08	0	0

Actual submissions		
On time	Late	Non submissions
6	2	0
14	1	0
31	3	0
25	4	0
5	9	1
-	-	-
-	-	-
-	-	-
-	-	-

3. Major change process

The Department has received minor/major change submissions for 71 programmes in the current academic year. 55% of these submissions have been concluded. On average it is taking three months to consider each submission. This is in line with our guidance to education providers.

The Department launched the revised major change process in March 2008. As this process has a new filter stage at the beginning, we are expecting fewer submissions into the major change process over time.

	Major change submissions	
	Received	Concluded*
Sep-07	13	13 (100%)
Oct-07	7	7 (100%)
Nov-07	4	2 (50%)
Dec-07	5	5 (100%)
Jan-08	11	10 (91%)
Feb-08	24	13 (54%)
Mar-08	4	0 (0%)
Apr-08	3	0 (0%)

(*includes those due for consideration at the Education and Training Panel meeting on 29 May 2008)

4. Employees

The Department moved over to their new structure in mid March 2008. The Department now operates on a team basis: one team covers the education providers in southern England and Scotland, and one team covers the education providers in

northern England, Northern Ireland and Wales. The first team will also take responsibility for the any across-department operational and project work to do with the approval process; and the second team will take the responsibility for any across department operational and project work to do with the monitoring processes. There are no employee changes to report.

1. General

Since the last Council meeting, the Finance Department has produced the February Management Accounts and is completing the March Management Accounts.

2. Supplier payments

At the end of February, at least 99% by value of the £240k creditor payments (February Aged Creditor Listing) are in the 30 days or less category.

3. Fee adjustments and income receipts handling

We handle about three days processing backlog on rejected payments / refunds and zero days backlog on mid-cycle lapsing of registrants. Banking of registrant cheques and credit card reconciliations were almost up-to-date.

4. Income Collection cycle

Direct-debit collections of Registrants' fees (cover at least 83% of renewal fees by value) are done by the Finance Department, with collections made two months in advance. Physiotherapy and occupational therapy collections occurred in March. Arts therapist, biomedical scientist and operating department practitioner collections are scheduled for April. Most of the income comprises renewal fees collected.

5. Pensions

There are 54 active members in the Friends Provident Scheme and one active member in the Capita Flexiplan Scheme, excluding the "notional" members. On the HPC's behalf, Sacker and Co, pensions lawyers, are working with Capita Trust Company Ltd ("Capita") to action the winding up of the old CPSM pension scheme. This scheme is a defined

benefit arrangement with Scottish Life, which ceased contributions and commenced winding up with effect from 30 June 1995. Capita advise four key aspects are still outstanding;

- confirming whether any net distributions are tax free
- obtaining a full set of the rules covering the years 1962-2002
- ensuring full benefit entitlements are identified
- finding a solution that meets the entitlement rules.

To elaborate, the scheme provides for pension increases in line with RPI, subject to a minimum of 3% pa. The benefits are secured by insurance policies issued by The Scottish Life Assurance Society ("Scottish Life"). Scottish Life advises that they cannot secure these benefits on this basis, and the feedback Capita Trust Co Ltd has received is that it is unlikely that other buyout organisations would take on a small arrangement such as this. The Scottish Life Actuary has recently suggested a fixed rate of increase that would be of equivalent value, which they could accommodate.

6. Funds under Management

At 6 March, the Business Reserve account balance was £438k earning an interest rate of 2% per annum. A further £5.17M was invested in the Special Interest-bearing Account (SIBA) on a rolling monthly basis, earning 5.25% per annum. NatWest, Barclays and HSBC are active Money Market providers for HPC. The value of our investment portfolio (including £208k cash) at the end of February was £1.64M. Regarding the Reserves Policy, three average budgeted months of operating expenses totals £3.12M. At the end of February, the sum of investments and working capital totalled £4M.

7. VAT deregistration

HMRC confirmed that the option to tax will be disapplied, once the Stannary property is first used after the refurbishment and once the 'election to waive exemption' is received. Baker Tilly is proceeding with the deregistration application.

8. 2006/07 Annual Report

This was tabled and approved in Parliament in late March 2008 and will be posted online shortly.

9. Employee training and staffing levels

There is a team of eight full-time permanent employees in the Finance Department, including the Director of Finance and the Procurement Officer. Three Finance employees are enrolled in after hours, part-time professional accountancy qualifications (CIMA, ACCA and CAT) at present. Temporary employees are periodically hired to cover for staff on annual or sickleave and to help the Transaction Manager and P/L Officer achieve their required service level targets.

10. Significant financial projects/issues (next few months)

- Financial System Upgrade Phase Two (Online Purchase
- Order Processing). Phase One (SAGE 200) was completed in April.
- Fee Change 2009 project (consultation phase)
- External Audit and Year End Statutory Reporting
- 22-26 Stannary St project Phase 2 (rooftop addition)

11. Facilities Management Departments – April 2008 report Employees

There are six permanent employees including the Facilities Manager. Areas covered include reception, building maintenance, postroom, catering, health and safety, insurance and building project liaison.

22-26 Stannary St Building Project

Following completion, the Registrations Department moved into the new Stannary Street premises in mid-April with Fitness to Practise and other departments involved in the building restack to follow.

Insurance

Annual review and update of HPC's insurance requirements completed by Lockton, HPC's insurance broker. Some premium savings, reduced policy exclusions and increased coverage obtained.

Health and Safety Issues

Implementation of HPC health and safety, and fire safety training to commence from June 2008.

Procurement Report

Work in progress to update supplier service contracts with assistance from BDB lawyers.

The replacement travel provider for Portman Travel will be trialled for a three month period, following recent supplier presentations and after supplier travel system customisation. Work is in progress to create a centralised travel section on the HPC websites. This is likely to cover travel insurance, travel booking process, contact details, frequently asked questions and travel expense policies.

Fitness to practise – Ms Kelly Johnson

1. Decisions

Struck Off

Christopher Wall, chiroprapist – obtained property by deception
Samuel Fele, biomedical scientist – conviction for possession of a false document

Robert Stewart, paramedic – used a third party's identity without consent

Maggie Quill, occupational therapist – record-keeping and breach of confidentiality

Suspended

John Baker, radiographer – attended work whilst intoxicated with alcohol

Caution

Joseph James, occupational therapist – failure to undertake appropriate assessment

Lesley Lockwood, operating department practitioner – convictions for drink driving

Justin Orme, paramedic – falsified a document

Christine Gray, chiroprapist – conviction for drink driving

Adjourned/Part Heard

4 cases were adjourned/part heard in April

Not well founded

4 cases were not well founded in April

2. High Court Appeals

The High Court considered the case of Cristina Reyburn on 19 February 2008. The judge quashed the suspension order imposed on the registrant and remitted the case back to the

Conduct and Competence Committee. A report on this case will be provided to the Council following the conclusion of the case.

We are still awaiting a date to be fixed in the matter of Stanley Muscat.

Lesley Millen, a paramedic has appealed the decision to strike her off the register.

3. Investigating Committee

At the end of April there were 193 cases within the remit of the Investigating Committee

4. Conduct and Competence Committee

At the end of April there were 171 cases within the remit of the Conduct and Competence Committee

5. Health Committee

At the end of April there were five cases within the remit of the Health Committee.

6. Review Hearings

At the end of April, there were 92 registrants subject to suspension or conditions of practice orders

7. Health and Character

34 health and character declarations were received in April. 18 cases were considered by registration panels. At the end of April there were 59 open cases.

8. Protection of Title

48 complaints about misuse of title were received in April. At the end of April there were 132 open cases.

9. Other Information

Meetings

CHRE Performance Review

Anne Kearns and Diane Hodgson

Information Management Review

ISA Team

Egyptian Health Ministry

Ambulance Trust HR Directors

Blake Laphorne Tarlo Lyons

Listening Events – Glasgow and Edinburgh

Scottish Government

Training/Study

Graduate Diploma in Law

Advocacy

Registration Appeals

Translating complaints

Disciplinary training

Resources

Paul Robson joined the Department on 5 May as our new lead case manager. He previously worked as an Investigations Manager at the Parliamentary and Health Service Ombudsman.

Corrado Palmas joined the Department on 22 April from the registrations Department as team administrator.

Ola Odusanya, Rachel Bull and Salma Begum have joined the hearings team as schedulers and hearings officer respectively.

1. Employee Resourcing

With the 2008/2009 budget approved, we have been advertising newly approved posts which are part of the budget and contained within the workplan for the Human Resources Department.

We have advertised three newly created posts in the Fitness to Practise Department. One Case Officer has been appointed with Grant Edgeworth receiving a promotion from his post of Fitness to Practise Team Administrator. The Team Administrator post that was vacated by Grant Edgeworth was advertised and filled internally by Corrado Palmas, previously a Registration Advisor. We have also advertised two new posts for Scheduling Officers. An external candidate, Rachel Bull was successful for one of the posts and the remaining post was interviewed on 14 April. Due to the internal promotion of Victoria Adams, previously a Hearings Officer, to the post of Case Manager (a vacancy created due to another internal promotion), we will now need to advertise the post of Hearings Officer. The third Lead Case Manager vacancy was re-advertised and an external candidate, Paul Robson, was successful and started on 6 May. Gemma Lee, a Case Officer has resigned and this post has been advertised and closes in mid May.

All remaining Registration Advisor vacancies have now been filled following several days of interviewing. This includes six newly approved posts as part of the new budget year, two contract maternity cover posts and replacements for Jameel Anwar and Corrado Palmas, who were recently promoted to the Fitness to Practise Department. All successful appointees started during April and early May 2008. As Mark Potter,

Customer Services Manager has been seconded to the Communications Department as CPD Manager for one year, a twelve month contract vacancy for his substantive post was advertised. Tyrone Reid, an external candidate, was successful in being appointed to this post and will commenced on 22 April.

Three newly approved posts in the Education – Approvals and Monitoring Department's budget for this financial year will not be advertised until later in the year as the workload in this area will increase only at the point when the psychologist practitioners come on to the HPC Register.

Philippa Richardson, Publications Manager from the Communications Department has resigned. Her post was advertised and Johnathon Jones, an external candidate was successfully appointed to the role. He commences on 2 June 2008. Thomas Heiser, Events Manager from the same department has also resigned recently. Following advertising, Susan Carini was appointed as his replacement and she will commence on 11 June 2008.

2. Information and Consultation of Employees Regulations 2004

The Department has spent time over the past month researching these regulations in order to ascertain whether they apply to the HPC. HPC's external human resources advisors have advised that they believe the regulations do not apply to the HPC because the regulations are intended to apply to organisations that undertake an economic activity, even when that economic activity is not for gain. Our advisors do not believe that the HPC's function as a health regulator fits this definition. We have however written to the Department for

Business Enterprise and Regulatory Reform to confirm whether or not the regulations do apply to the HPC, as previous correspondence from them indicates that they believe the regulations may apply. We will provide an update to the Finances and Resources Committee at its next meeting.

3. Planning for 2008/2009

The Department spent a day in March planning the workload over the year ahead so that all recruitment, training and project needs could be met in a timely fashion and in accordance with the workplan.

It was agreed that in April and May we would commence work on the exit interview report (findings of which will be given at the next Finance and Resources Committee meeting), complete Criminal Records Bureau checks for any newly employed Fitness to Practise employees, collate training needs as a result of the performance reviews, set up disciplinary training for new managers in May, and work on the report on equality and diversity matters for the Finance and Resources Committee to consider in July.

1. General IT Infrastructure

- The Stannary Street structured cabling and switches is in place and network connectivity has been tested;
- A Blackberry server has been installed and in pilot test held with a small user group;
- New production servers for LISA have been installed, tested and implemented; the LISA registration system upgrade called NetRegulate was deployed to new hardware;
- The new network architecture supporting Park House has been procured, commissioned and installed.
- Telephone system capacity upgrade has been implemented.
- Telephone contact centre manager and intelligent queue software has been upgraded;
- Video conferencing suite has been installed with dedicated connectivity;
- Server-room rack reorganisation has taken place.

2. Additional planning activities

- Planning sessions for LISA upgrade to NetRegulate
- IT Strategy is being planned for reporting to the July Finance and Resources Committee
- Digital Steps Ltd in consultation with the British Psychological Society over Data take on;

3. Projects

LISA – 2007-8

- CPD project is now deployed with upgrade to NetRegulate software;

- LISA registration system application server upgrade: it has been planned, tested and implemented; it now supports the NetRegulate version of the software;
- Professional Qualifications Directive requirements were fulfilled by the interim Lotus Notes solution; now closed;
- LISA access rights (LAR): awaiting deployment following the upgrade to the NetRegulate system;
- Practitioner psychologists: preparation for take-on continuing with a meeting with Digital Steps Ltd and the British Psychological Society; the BPS has now supplied a subset of data to Digital Steps Ltd for testing.
- Elections project data extract has been completed.

4. Finance Systems

- Sage 200: clients have now deployed onto desktops and system live; see Major Project report

5. Service Availability

- There were no service outages in the last period

6. Compliance

Oracle database software licence compliance has been validated by the vendor.

1. Practitioner psychologists

Shortlisting was due back from the panels on 25 April 2008. All interview dates have been scheduled during June and July 2008. Training dates have also been confirmed with the trainers and department heads for January 2009. This has been planned so that training occurs close to the date when these partners will actually commence providing their services to the HPC. The interview panel for the panel member partner role will consist of Helen Davies (Chairman of Investigating Committee), Tony Swabe (representative from the Office for the Commission of Public Appointments) Alison Abodarham (HPC Hearings Manager). The interview panel for the visitor role will comprise of Eileen Thornton (Chairman of Education and Training), Tony Swabe and Abigail Creighton (HPC Head of Education). The panel for the registration assessor roles will be Eileen Thornton, Tony Swabe and Richard Houghton (HPC Head of Registration).

2. Partner contracts

We wrote to all partners with agreements expiring in July to offer them a two year extension. All responses were received by 31 March 2008. 380 partners accepted the extension and six partners declined. A further 180 partners did not respond to the initial letter. I have written to the outstanding 180 partners that have not responded to confirm that they still wish to continue as a partner. This leaves six vacancies within the relevant departments. The department heads are currently compiling lists of how urgent these vacancies now need to be recruited and we will be recruiting for these vacancies over the next two month period.

3. Visitor recruitment

Internal ring-fenced recruitment for visitor vacancies (five dietitian visitors and eight OT visitors) was not successful in 2007. Therefore, in April, we have advertised these vacancies externally in the Journal of Occupational Therapy and Dietitian Today. Interview dates are currently being arranged. There are a number of other vacancies to be advertised for visitors due to either resignations or business needs which have been identified. We are therefore organising advertisements to go out externally during May and June for one biomedical scientist, two OPD, one prosthetist and orthotist, and two paramedic, two radiography partners. All of these vacancies will be advertised externally because we have indications from existing partners that they would not have enough time to take on additional partner roles in addition to their existing roles to fill these further vacancies.

4. CPD Recruitment

Recruitment is underway for the remaining operating department practitioner CPD assessors. Four additional numbers are required and advertisements have been placed in the College of Operating Department Practitioners Journal and the Association of Perioperative Practice with a closing date of 22 April 2008.

5. Training

We have been working with the department heads to plan training for the 2008/2009 year for all partner roles now that the budget has been approved.

6. Panel chairs and legal assessor partner training

Refresher training has been booked in for 27 June 2008 and twenty six participants are expected to attend.

7. Panel member partner training

We have booked panel member training for new panel members for 31 July 2008 and 1 August 2008. Six participants so far are expected to attend. However we are waiting to hear from the remaining five attendees about their availability.

8. Visitor partner training

We have booked new visitor training for 8 and 9 July 2008. Eight participants are expected to attend. Where they may be an urgent business need for trained partners some ad-hoc training will also take place where necessary prior to these dates. For example, training for two prosthetists and orthotists training is took place on 26 April 2008.

9. New Partners

Twenty three CPD assessors have now been approved by the Council and agreements sent out to these partners. Their training day will be on 28 May 2008 for chiropodists and podiatrists and on 24 June 2008 for operating department practitioners. After advertising and filling CPD vacancies for chiropodist/podiatrist and operating department practitioner partners, these have been approved by Council on 28 March 2008 and they are being trained in their new roles on the dates mentioned above.

Policy and standards – Ms Rachel Tripp

1. Meeting undertaken by Policy & Standards Department:

British Dietetic Association study day	20–21 Mar
Non-medical revalidation group	28 Mar
Higher Education Academy	3 April
College of Occupational Therapists Disability Forum	3 April
Skills for Health (Psychological therapies meeting)	7 April
Egyptian department for Health and Quality	8 April
National Clinical Assessment Service	8 April
UK Council for Psychotherapy	8 April
British Association of Counsellors and Psychotherapists	9 April
NHS Employers Event	10 April
STEP:UP meeting (Hearing Aid Council standards development group)	10 April
Department of Health	11 April
Unison health conference	14-15 April
Unite Health Committee Presentation	15 April
Joint regulators' Patient Public Involvement Group	17 April
Huddersfield physiotherapy students, students' talk	18 April
Health Care Chaplains, Addenbrookes Hospital	22 April
NHS Education for Scotland	22 April
British Association of Counsellors and Psychotherapists and Irish Association for Counselling and Psychotherapy, joint seminar	22 April
Skills for Health	23 April
Acupuncture Association of Chartered Physiotherapists	28 April
British Chiropractic and Podiatry Association, East London and Essex branch, CPD talk	30 April
Department of Health	2 May
Royal College of Surgeons	2 May

London District Branch of Society of Chiropractors and Podiatrists, CPD talk Bournemouth	7 May
Hereford Nursing / AHP conference	8 May
CPD presentation College of Operating Department Practitioners conference	9 May
South West Histology Group, CPD Talk	10 May
Hearing Aid Council	14 May
British Association of Accredited Ayurvedic Practitioners	14 May
Welsh Assembly Government, regulation event	15 May
First world health professions conference on regulation	16-18 May
British Acupuncture Accreditation Board	19 May
North East Essex PCT. Arts therapists CPD talk	20 May
Genetic counsellors	21 May

2. Consultations

There are currently two consultations which are open and for which we are receiving responses.

Our fees 2008

This is a consultation on a rise to our fees, including application, scrutiny and renewal fees. These are incremental rises, linked to inflation. This consultation closes on the 14 June.

Amendment to the standards of proficiency for radiographers

This consultation asks for opinions on a potential amendment to the Standards of Proficiency for radiographers, removing a standard concerning performing first trimester ultrasound measurements. This consultation closes on 1 August.

3. Professional Liaison Groups (PLGs)

Continuing fitness to practise

This group met on 13 May 2008. It has now completed its substantive discussions, which are being written up into a report. This will be considered by the Group at its final meeting in September, and then by Council in October.

Counsellors and psychotherapists

The Department has been undertaking preliminary work on the formation of this PLG, particularly dealing with correspondence and queries from stakeholders who are interested to know more about the group, and how to become a member, and also meeting with stakeholder organisations. A detailed workplan for this group is due to be considered by the Council at its meeting in July.

4. Ethical guidance for students

The Education and Training Committee has agreed that HPC should put together ethical information for students on approved programmes. Planning and scoping work are currently being undertaken on this issue (particularly linking it with a project in the Communications Department on raising students' and new registrants' awareness of HPC) and a paper outlining a way forward will be considered by the Committee at its meeting on the 10 June.

5. Practitioner psychologists

The Department has continued to participate in the cross-departmental project to bring on board the practitioner psychologists. The results of the consultations on the Standards of Proficiency and threshold educational level are

being analysed, and will be considered by the Council at its meeting in December.

6. Revised Standards of Conduct, Performance and Ethics

The revised standards have gained the Crystal Mark, and are currently being printed ready for distribution to all registrants during July 2008. The Department is liaising with other departments (particularly Education, Fitness to Practise, Communications and Registration) regarding the roll-out of the revised standards.

7. Resourcing

It should be noted that Rachel Tripp, Director of Policy and Standards, is now on maternity leave. During her absence, Michael Guthrie will be acting as Head of Policy and Standards.

Registration – Mr Richard Houghton

1. Operational performance

a) Telephone calls

i) UK Telephone calls: During the period from 1 March 2008 to 31 March 2008 the team received a total of 11,367 telephone calls which is 2,036 more than the same period two years ago which equates to a 21% increase in the volume of telephone calls received. 7,176 telephone calls were answered.

ii) International telephone calls: During the period from 1 March 2008 to 31 March 2008 the team received a total of 1,078 telephone calls. 931 telephone calls were answered.

b) Application processing

i) UK applications: A total of 455 new applications were received during this period and 257 individuals were registered. Applications took on average nine working days to process which is within our service standard of processing applications within ten working days of receipt.

Applications for readmission took an average of nine 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 144 new international applications were received and 281 individuals were registered. Applications were being processed within six weeks of receipt which exceeds our service standard of processing applications within three months of receipt of all documents.

c) Emails

i) UK emails: The team received approximately 60/80 emails per day and responded to these within 48 hours of receipt which compares favourably with our service standard of five working days response time.

ii) International emails: The team received approximately 20/30 emails per day and responded to these within 48 hours of receipt which compares favourably with our service standard of five working days response time.

d) Registration renewal

At the start of February 2008, 42,696 physiotherapists were invited to renew their registration and of the number originally invited to renew registration, 9.6% of physiotherapists lapsed from the Register on the 30 April 2008. This compares less favourably with 2006 when 9.1% of physiotherapists lapsed. At the start of March 2008 2,492 arts therapists were invited to renew their registration and as at 13 May 2008 1,718 had successfully renewed their registration.

2. Employee resource

The Department is operating within the budgeted headcount and there has been extensive recruitment activity to employ Registration Advisors on permanent fulltime contracts. Seven Registration Advisors, James Bunting, Siobhan Carson, Shenika Anthony, Najrina Rahman, Victor Ludlow, Maria Samuel and Steve Nichol all commenced employment with the HPC during April 2008 and one Registration Advisor, Gary Rope, commenced employment with the HPC during May 2008.

Henna Ahmed and Sammuell Yemane commenced employment with the HPC during May 2008 on twelve and six month contracts respectively to cover for maternity leave. In April 2008 Tyrone Reid started on a twelve month contract as a Customer Services Manager to cover Mark Potter's secondment to the Communications Department.

1. Council elections 2008

Nominations for the 2008 Council elections closed on Thursday 15 May 2008.

The ballot stage of the elections will close on Friday 27 June 2008.

2. New members’ inductions

Dr Shah Khan, newly recruited registered medical practitioner member of the Health Committee attended the first stage of his induction on Tuesday 22 April 2008 and his first meeting of the Fitness to Practise Forum and the Health Committee on Wednesday 23 April 2008.

An induction session has been planned for new Council members on Wednesday 9 July 2008.

3. Reappointment of lay members

Professor John Harper and Mrs Barbara Stuart have completed the process for reappointment to Council.

4. Appointment of two new lay Council members

The Appointments Commission is undertaking the recruitment of two new lay members on behalf of HPC. The closing date for applications was Monday 28 April 2008. Interviews are scheduled to take place on Friday 6 June 2008.

5. Council away day

The 2008 Council away day will be held at the Dalmahoy Hotel, Edinburgh on Wednesday 1 October and Thursday 2 October 2008.

6. HPC annual report 2008/9

The committee sections of the annual report have been completed and signed off by the chairman of each committee.

7. Members’ annual review

The President has held telephone and face-to-face interviews with all members over the past three months. Committee chairmen have also had a review with non-council committee members. A paper detailing feedback from the reviews will be brought to the Council meeting on Thursday 3 July 2008.

8. Secretariat

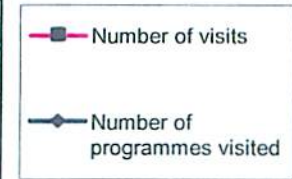
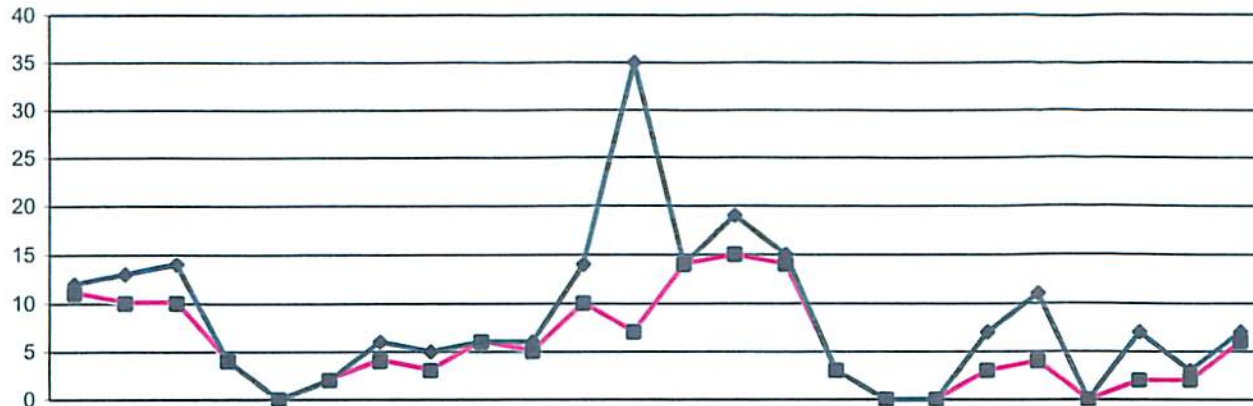
Alison Roberts, the Secretariat’s team administrator left the HPC on Friday 2 May 2008. Elise Schraner has taken over the role on a temporary basis while a replacement for Alison Roberts is being recruited.

9. External meetings

National Audit Office	25 Mar
Student talk – University of East London	4 April
Health Regulators Information Policy Group	10 April
Annual report verification;	22 April
UK Interprofessional Group – governance meeting	30 April
In-Form consult	12 May

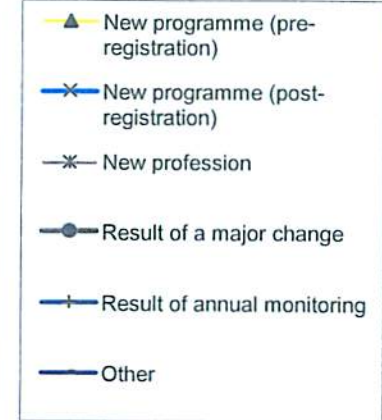
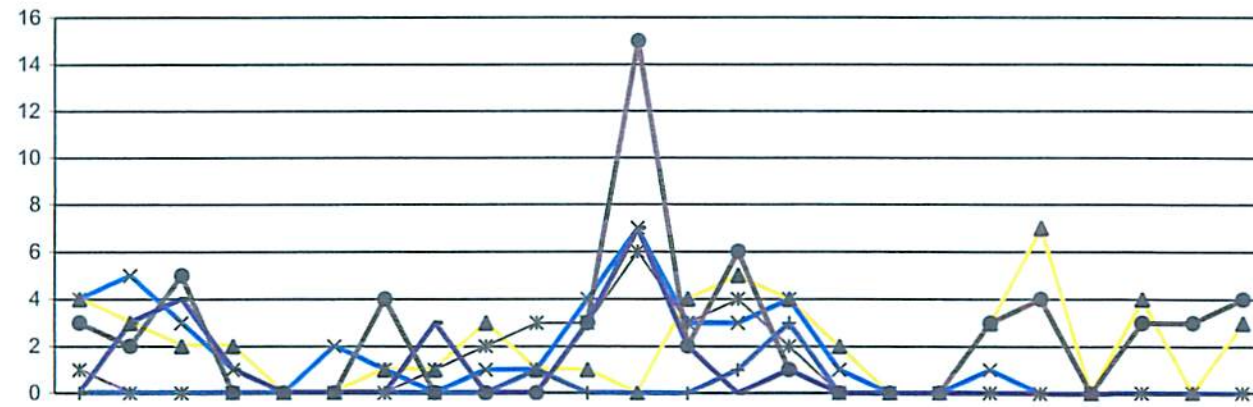
**Figures for March 2008
 Health Professions Council**

Approvals and Monitoring	Programme approvals and visits	2a	
	Programme monitoring	2b	
	Major/minor change submissions	2c	
Customer Services	Feedback	3	
Finance	Consolidated Income and Expenditure	4	
	Consolidated Department Monthly Variances	5	
	Consolidated Balance Sheet	6	
	Consolidated Cash Flow Actual and Forecast	7	
Fitness to Practise	Allegations and Enquiries	8a	
	Allegations - Health and Conduct and Competence Panel Hearings	8b	
	Source of Allegation	9	
	Cases Pending - Investigating Panel & Health Panel	10	
	Cases Pending - Conduct and Competence Panel & Review Hearing	11	
	Hearings total cases considered	12	
	Registration Appeals	13	
	Protection of Title	14	
Health and Character Declarations	15		
Human Resources	HR Information	16	
Information & IT	IT Infrastructure	17	
Office Services	Mail Volume	18	
Registration	Registrants	HPC Registrants by Profession	19
	International Registrations	International & Grandparenting Application Status	20
		New Grandparenting Applications Received	21
		Grandparenting Registrations	22
		New International Applications Received	23
		International Registrations	24
	UK Registrations	UK Application Status	25
		New UK Applications Received	26
		Renewal Information	27
	International & UK Registration	Application Types Received	28
		New Registrants	29
		Registration Telephone Information	30
		Number of registrants with supplementary prescribing rights	31
Communications	Website visits	32a	
	Website page views	32b	



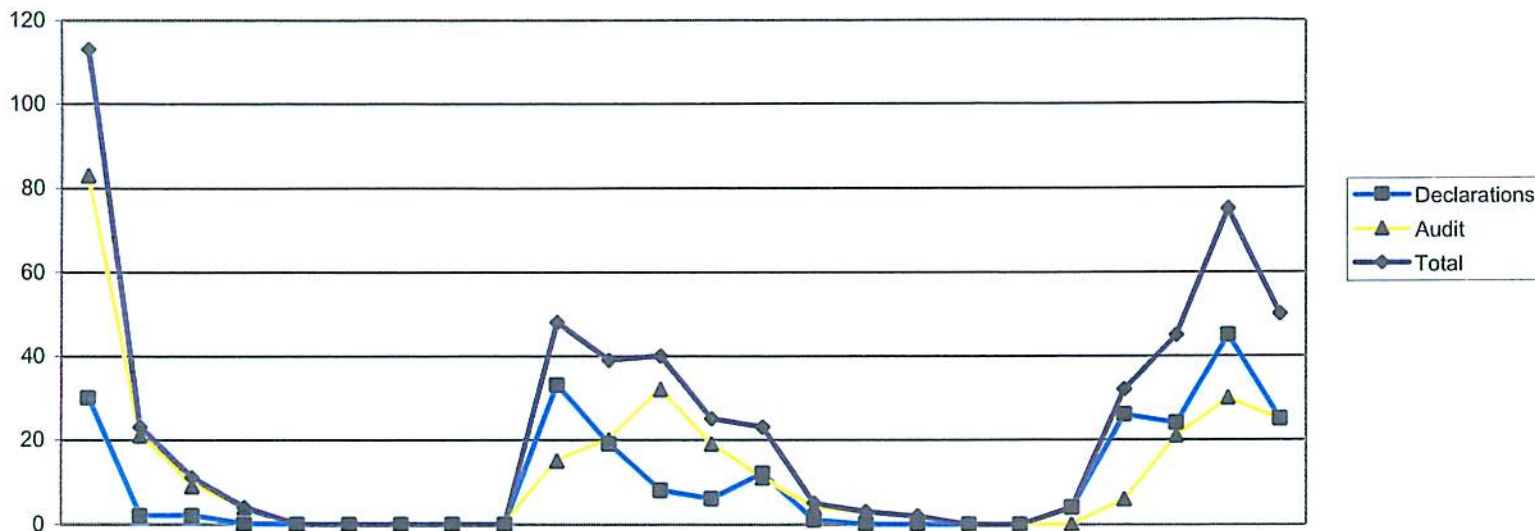
	2006			2007												2008									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Overview of approvals																									
Number of visits	11	10	10	4	0	2	4	3	6	5	10	7	14	15	14	3	0	0	3	4	0	2	2	6	
Number of programmes visited	12	13	14	4	0	2	6	5	6	6	14	35	14	19	15	3	0	0	7	11	0	7	3	7	

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
0	0	101	63
22	27	117	86



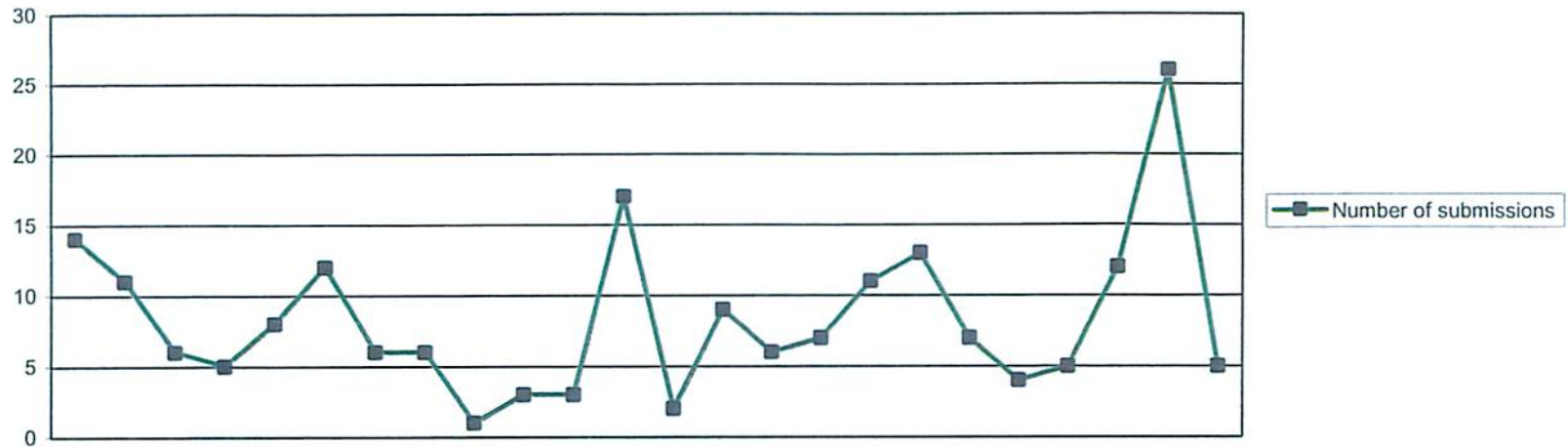
	2006			2007												2008									
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Reason for programme visited																									
New programme (pre-registration)	4	3	2	2	0	0	1	1	3	1	1	0	4	5	4	2	0	0	3	7	0	4	0	3	
New programme (post-registration)	4	5	3	1	0	2	1	0	1	1	4	7	3	3	4	1	0	0	1	0	0	0	0	0	
New profession	1	0	0	0	0	0	0	1	2	3	3	6	3	4	2	0	0	0	0	0	0	0	0	0	
Result of a major change	3	2	5	0	0	0	4	0	0	0	3	15	2	6	1	0	0	0	3	4	0	3	3	4	
Result of annual monitoring	0	0	0	0	0	0	0	0	0	1	0	0	0	1	3	0	0	0	0	0	0	0	0	0	
Other	0	3	4	1	0	0	0	3	0	0	3	7	2	0	1	0	0	0	0	0	0	0	0	0	
Total	12	13	14	4	0	2	6	5	6	6	14	35	14	19	15	3	0	0	7	11	0	7	3	7	

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
0	0	18	32
0	5	29	12
0	5	16	9
0	5	32	26
0	5	1	4
0	5	21	3
0	25	117	86



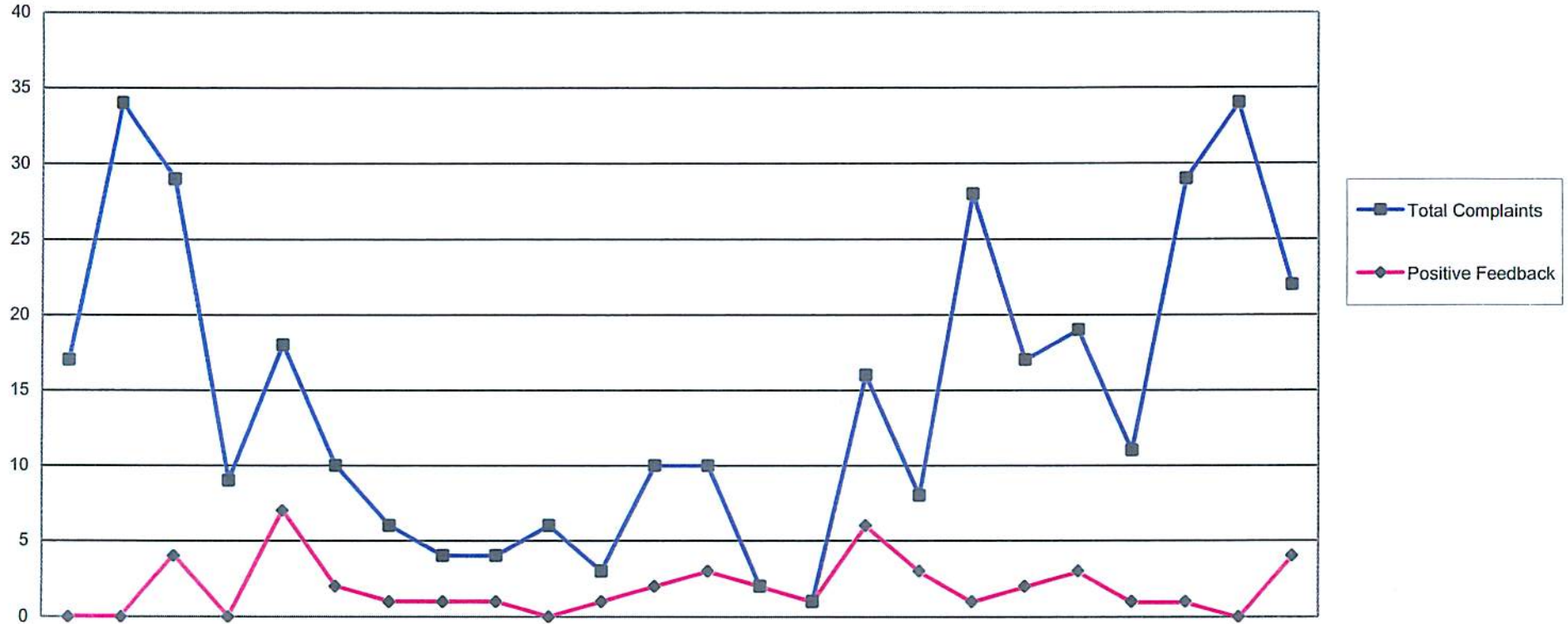
Annual monitoring submissions	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Declarations	30	2	2	0	0	0	0	0	0	33	19	8	6	12	1	0	0	0	0	4	26	24	45	25
Audit	83	21	9	4	0	0	0	0	0	15	20	32	19	11	4	3	2	0	0	0	6	21	30	25
Total	113	23	11	4	0	0	0	0	0	48	39	40	25	23	5	3	2	0	0	4	32	45	75	50

2004/5	2005/6	2006/7	2007/8
FYE	FYE	FYE	FYE
0	113	94	143
0	51	184	121
0	164	278	264



	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Minor/major change submissions																								
Number of submissions	14	11	6	5	8	12	6	6	1	3	3	17	2	9	6	7	11	13	7	4	5	12	26	5

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
0	113	92	107



	2006			2007									2008									2004/5	2005/6	2006/7	2007/8			
	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
Application process	1	10	4	1	1	2	1	0	1	0	0	2	2	1	1	4	1	3	1	2	1	1	13	10	58	39	23	40
Registration process	10	19	21	5	10	8	4	3	2	3	2	1	5	0	0	7	1	23	15	15	10	26	9	5	70	169	88	116
External comms	0	1	1	0	2	0	0	1	0	1	0	0	1	0	0	1	1	0	0	0	0	0	0	3	33	24	6	6
Responsiveness	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	33	6	2	5
Partner management	0	0	0	0	1	0	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	2	0	6	0	4	2
Rules/Legislation	3	2	0	0	2	0	0	0	0	1	0	3	0	1	0	2	3	2	0	1	0	0	0	1	44	17	11	10
Other	3	2	3	3	0	0	0	0	1	1	1	2	2	0	0	2	2	0	1	1	0	2	5	3	17	7	16	18
Total Complaints	17	34	29	9	18	10	6	4	4	6	3	10	10	2	1	16	8	28	17	19	11	29	34	22	261	262	150	197
Positive Feedback	0	0	4	0	7	2	1	1	1	0	1	2	3	2	1	6	3	1	2	3	1	1	0	4	12	187	19	27

Please note: these are not final figures and are subject to change

	2007									2008			Total to Mar £000	Budget Mar £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	835	926	818	994	1,049	950	1,193	717	1,135	987	1,020	1,049	11,674	12,552	(878)	12,552
Department of Health Capital Grant Released	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Miscellaneous Income	0	0	20	(20)	0	0	0	6	0	0	0	5	11	0	11	0
TOTAL INCOME*	835	926	838	974	1,049	950	1,193	723	1,135	987	1,020	1,054	11,684	12,552	(868)	12,552
EXPENDITURE																
Approvals & Monitoring	3	60	65	29	32	29	38	34	23	36	40	85	474	657	(183)	657
Chief Executive	21	36	17	19	21	20	24	22	25	22	20	33	281	256	24	256
Committees & PLG	(4)	14	24	(3)	8	21	11	52	(2)	11	20	21	174	396	(222)	396
Communications	19	98	31	34	62	51	34	118	63	80	103	192	886	1,016	(130)	1,016
Council	3	46	47	29	9	19	33	35	(1)	15	9	30	275	423	(148)	423
Facilities Management	102	58	44	65	62	72	74	82	53	60	90	144	905	981	(76)	981
Finance	57	43	34	20	63	17	39	65	51	65	10	49	513	448	65	449
Fitness to Practise	185	273	347	299	351	426	298	368	233	388	349	261	3,780	3,592	188	3,592
Human Resources & Partners	50	77	47	73	37	58	26	50	39	45	39	72	613	491	122	491
IT Department	70	104	62	70	78	51	67	79	57	55	77	207	977	844	133	844
Operations Office	17	20	13	21	27	19	19	20	18	41	29	60	306	259	47	259
Policy & Standards	11	17	16	16	15	18	20	45	27	23	17	29	252	431	(178)	431
President	2	3	2	4	2	2	3	3	3	5	1	10	39	48	(9)	48
Projects	(2)	0	2	3	0	3	4	2	2	30	12	76	132	353	(221)	353
Registration	16	149	160	161	119	137	130	187	147	113	171	205	1,695	2,022	(326)	2,022
Secretariat	38	(2)	15	22	33	30	25	24	11	16	32	16	262	274	(13)	274
TOTAL EXPENDITURE	590	996	927	863	920	973	845	1,187	751	1,004	1,020	1,491	11,565	12,492	(927)	12,493
SURPLUS/(DEFICIT)	245	(70)	(89)	112	129	(23)	348	(464)	384	(17)	0	(436)	119	60	59	59

* Total Income is excluding investment income

	2007										2008			Total to Mar £000	Budget Mar £000	Total Expenditure £000
	April	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar				
	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000	£000				
EXPENDITURE																
Approvals & Monitoring	61	(2)	(2)	14	9	11	21	22	24	17	30	(22)	183	657	474	
Chief Executive	0	(15)	4	2	0	1	(2)	(1)	(3)	(1)	2	(12)	(24)	256	281	
Committees & PLG	32	22	1	50	16	12	44	(22)	35	14	6	12	222	396	174	
Communications	16	(63)	44	30	(33)	95	71	127	(0)	43	(46)	(151)	130	1,016	886	
Council	4	1	(41)	116	(3)	3	32	(10)	23	(8)	39	(9)	148	423	275	
Facilities Management	(30)	13	29	7	80	45	(2)	(10)	20	12	(18)	(68)	76	981	905	
Finance	(21)	(6)	4	17	(26)	21	(2)	(27)	(13)	(28)	27	(12)	(65)	448	513	
Fitness to Practise	109	21	(57)	54	(117)	(119)	11	(81)	51	(102)	(65)	108	(188)	3,592	3,780	
Human Resources & Partners	(9)	(36)	(6)	(32)	4	(17)	15	(9)	2	(4)	2	(31)	(122)	491	613	
IT Department	(1)	(35)	7	(1)	(9)	18	2	(9)	12	14	(8)	(123)	(133)	844	977	
Operations Office	4	1	8	0	(6)	3	2	2	3	(19)	(8)	(39)	(47)	259	306	
Policy & Standards	25	19	20	20	21	18	15	(9)	9	13	19	7	178	431	252	
President	2	1	2	0	2	2	1	1	1	(1)	3	(6)	9	48	39	
Projects	9	7	11	10	18	244	4	6	8	(24)	(7)	(67)	221	353	132	
Registration	185	38	4	16	46	29	65	(17)	(3)	23	2	(62)	326	2,022	1,695	
Secretariat	9	7	7	0	(19)	(4)	(2)	(2)	11	6	(7)	6	13	274	262	
TOTAL BUDGET VARIANCE	395	(26)	37	303	(17)	363	275	(41)	178	(44)	(28)	(468)	927	12,492	11,565	
TOTAL MONTHLY BUDGET	985	970	963	1,166	904	1,336	1,120	1,146	929	960	992	1,022			12,492	
TOTAL EXPENDITURE	590	996	927	863	920	973	845	1,187	751	1,004	1,020	1,491			11,565	

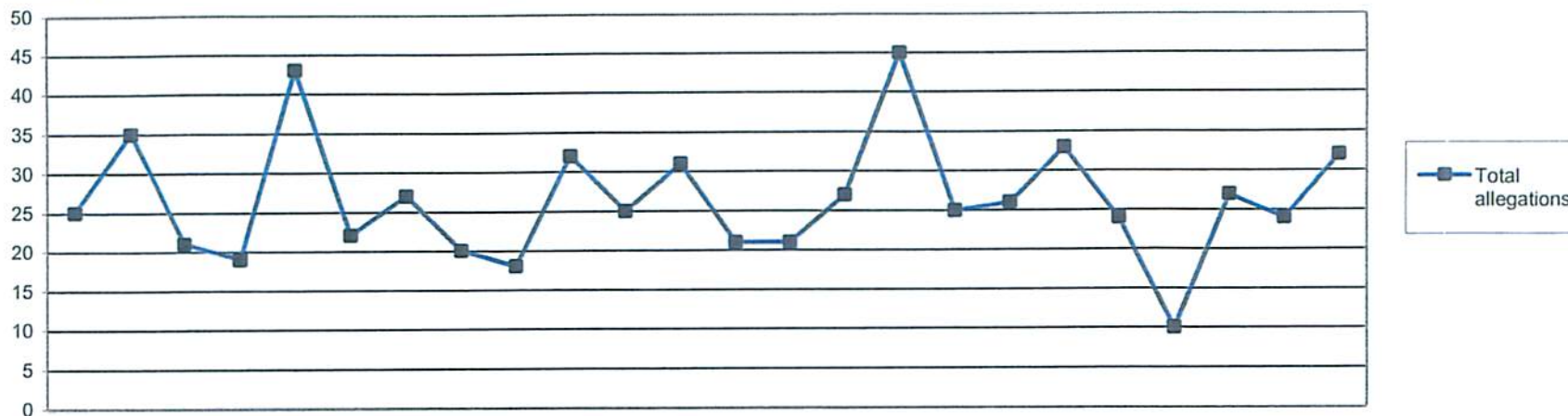
* Total Income is excluding investment income

	Actual Mar 07 £000	2007 April £000	May £000	Jun £000	Jul £000	Aug £000	Sep £000	Oct £000	Nov £000	Dec £000	2008 Jan £000	Feb £000	Mar £000	Budget Mar 08 £000
FIXED ASSETS														
Tangible Fixed Assets	3,714	3,699	3,720	3,737	3,777	3,831	3,844	3,952	4,174	4,298	4,601	4,738	3,779	5,387
Investments	1,848	1,945	1,979	1,905	1,850	1,802	1,847	1,977	1,792	1,793	1,649	1,644	1,528	1,786
TOTAL FIXED ASSETS	5,562	5,644	5,699	5,642	5,627	5,633	5,691	5,929	5,966	6,091	6,250	6,382	5,307	7,173
CURRENT ASSETS														
Debtors	240	209	195	197	162	165	214	212	254	209	237	244	213	89
Bank & Cash	4,049	3,620	3,032	2,520	2,886	2,964	4,129	4,641	4,269	4,030	4,047	3,613	4,899	2,436
CURRENT LIABILITIES														
Creditors and accrued expenses	(1,840)	(1,176)	(1,349)	(1,297)	(1,281)	(1,293)	(1,338)	(1,291)	(1,673)	(1,362)	(1,586)	(1,496)	(2,105)	(1,117)
WORKING CAPITAL	2,449	2,653	1,878	1,420	1,767	1,836	3,005	3,562	2,850	2,877	2,698	2,361	3,007	1,408
LOANS	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Deferred income	(5,429)	(5,399)	(4,705)	(4,257)	(4,528)	(4,490)	(5,678)	(6,034)	(5,939)	(5,690)	(5,752)	(5,551)	(6,810)	(6,056)
NET ASSETS	2,582	2,898	2,872	2,805	2,866	2,979	3,018	3,457	2,877	3,278	3,196	3,192	1,504	2,525
Represented by:														
Revaluation Reverse	651	651	651	651	651	651	651	651	651	651	651	651	651	651
Income and expenditure account	1,931	2,247	2,221	2,154	2,215	2,328	2,367	2,806	2,226	2,627	2,545	2,541	853	1,874
	2,582	2,898	2,872	2,805	2,866	2,979	3,018	3,457	2,877	3,278	3,196	3,192	1,504	2,525

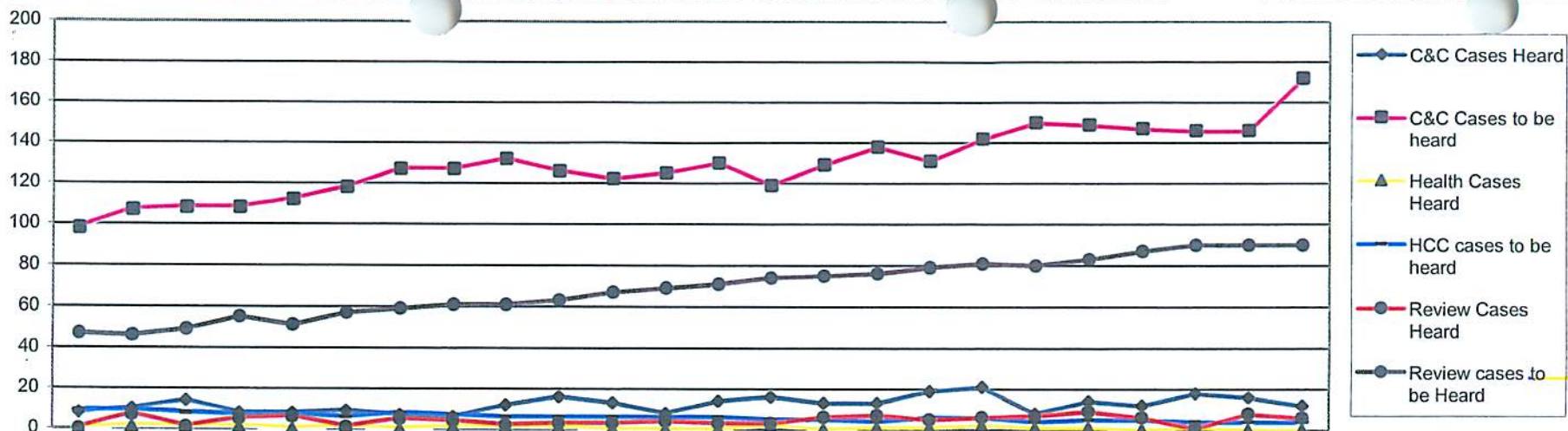
* Balance sheet includes investment income

	Actual Mar 07 £000	2007									2008			Total 12 Months £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 (1st)		4,050	3,620	3,032	2,522	2,885	2,965	4,130	4,639	4,267	4,030	4,047	3,612	
Registration Income		834	925	818	994	1,049	950	1,192	717	1,136	987	1,020	1,049	11,671
Investment Income		2	8	44	4	5	44	5	5	13	49	3	54	236
Investment Sales		0	20	84	0	27	0	25	90	17	30	13	61	367
Deferred Income Movements		(29)	(694)	(447)	271	(37)	1,187	356	(96)	(247)	62	(201)	1,259	1,384
Bank Loan													49	
Miscellaneous Income				20	(20)				6				5	11
Total Cash Receipts		807	259	519	1,249	1,044	2,181	1,578	722	919	1,128	835	2,477	13,718
Expenditure		590	996	927	863	920	974	845	1,187	750	1,003	1,020	1,491	11,566
Depreciation		(15)	(14)	(17)	(3)	(17)	(12)	(16)	(17)	(17)	(16)	(17)	(19)	(180)
Asset disposal / writeoff		0	0	0	0	0	0	0	0	0	0	0	0	0
Aged Cred / Accrual Movements		664	(171)	51	16	(12)	(47)	48	(383)	313	(226)	90	(574)	(231)
Debtor Movements		(31)	(15)	3	(34)	2	49	(3)	43	(48)	31	8	(33)	(28)
Payments to Creditors		1,208	796	964	842	893	964	874	830	998	792	1,101	865	11,127
Capital Expenditure		0	35	33	58	71	29	128	238	141	320	155	329	1,537
Capital write-off		0	0	0	(14)	0	(4)	(3)	0	0	(1)	0	0	(22)
Investment Purchases		29	16	32	0	0	27	70	26	17	0	14	(4)	227
Loan Repayments		0	0	0	0	0	0	0	0	0	0	0	0	0
Other Payments		29	51	65	44	71	52	195	264	158	319	169	325	1,742
Closing Balance	4,050	3,620	3,032	2,522	2,885	2,965	4,130	4,639	4,267	4,030	4,047	3,612	4,899	
Budgeted Closing Balance														
Variance			3,032	2,522	2,885	2,965	4,130	4,639	4,267	4,030	4,047	3,612	4,899	

* Cash flow includes investment income



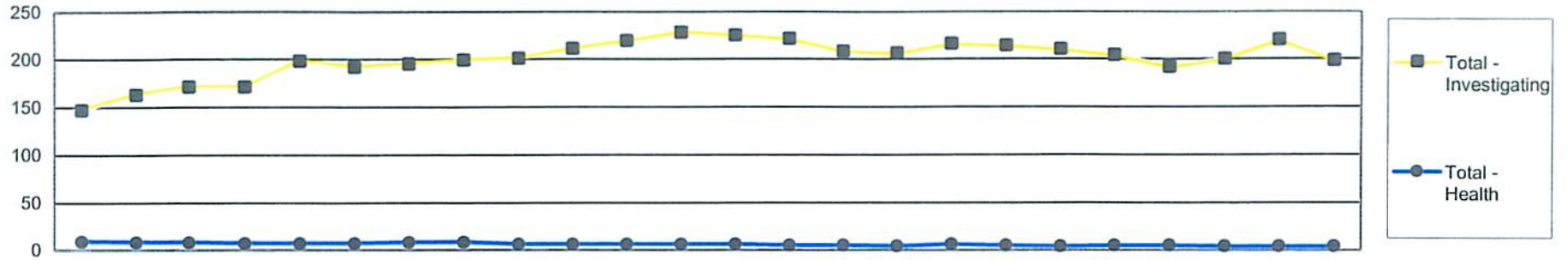
		2006			2007									2008									2004/5	2005/6	2006/7	2007/8				
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	
Source of enquiry	Total enquiries	Not recorded in 2006/2007												4	7	6	8	6	6	14	9	7	16	17	9	Not recorded				109
	Employer	Not recorded in 2006/2007												4	1	2	3	3	2	5	4	3	7	5	5	Not recorded				44
	Public	Not recorded in 2006/2007												0	2	1	4	1	2	7	0	4	6	4	1	Not recorded				32
	Police	Not recorded in 2006/2007												0	0	0	0	0	0	1	0	0	1	0	1	Not recorded				3
	Professional body	Not recorded in 2006/2007												0	0	0	0	1	0	0	0	0	0	0	0	Not recorded				1
	Registrant	Not recorded in 2006/2007												0	0	1	1	0	1	0	3	0	0	6	1	Not recorded				13
	Other	Not recorded in 2006/2007												0	0	1	0	0	0	0	0	0	0	0	1	Not recorded				2
	Article 22(6)/Anon	Not recorded in 2006/2007												0	4	1	0	1	1	1	2	0	2	2	0	Not recorded				14
Source of allegation	Total allegations	25	35	21	19	43	22	27	20	18	32	25	31	21	21	27	45	25	26	33	24	10	27	24	32	172	314	318	315	
	Employer	9	17	10	13	26	12	13	12	13	20	8	11	9	6	13	20	12	5	14	6	4	12	12	14	65	113	164	127	
	Public	8	7	6	3	5	8	7	4	3	8	8	10	5	4	10	11	6	5	8	6	3	4	2	12	18	61	77	76	
	Police	6	5	4	1	3	1	3	2	0	2	3	1	0	4	2	4	3	2	2	4	1	5	2	3	38	27	31	32	
	Professional body	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2	0	3	0	0	1	0	0	10	0	1	6	
	Registrant	0	4	0	1	3	0	2	1	0	0	3	2	2	4	1	3	2	1	1	2	1	2	2	1	9	30	16	22	
	Other	0	0	0	0	0	0	0	0	1	2	0	4	1	0	0	1	0	0	1	0	0	0	0	0	4	13	7	3	
	Article 22(6)/Anon	2	4	1	0	6	1	2	1	1	0	2	3	4	3	1	6	0	13	4	6	1	3	6	2	22	57	23	49	
Allegation type	Misconduct	14	25	14	16	33	16	19	14	15	29	6	27	20	20	26	44	23	20	31	21	15	30	26	21	0	205	228	297	
	Lack of competence	2	3	1	1	6	4	5	2	2	2	14	2	1	0	1	2	3	0	3	3	1	4	5	5	0	33	44	28	
	Conviction/caution	7	7	6	1	4	2	3	4	0	1	4	2	1	3	3	6	4	6	3	7	1	6	7	6	0	41	41	53	
	Health	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2	0	0	0	0	2	0	0	2	1	5	
	Other regulator	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	1	0	2	
	Incorrect or fraudulent entry	1	0	0	1	0	0	0	0	1	0	0	0	0	1	1	0	0	0	3	1	0	0	0	0	0	33	0	6	
	Not Class													2	4	2	1	1		6	1	0	2	1	0				24	



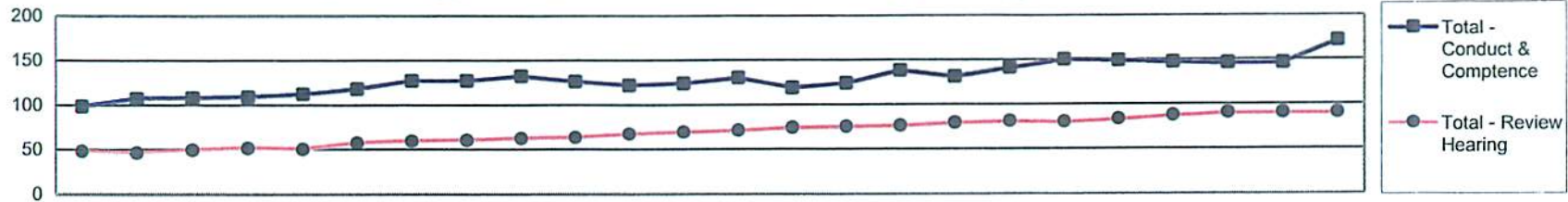
		2006			2007									2008									2004/5	2005/6	2006/7	2007/8				
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	
Conduct & Competence Committee	Total Allegations /Enquiries	25	35	21	19	43	22	27	20	18	32	25	31	25	28	33	53	31	32	47	33	17	43	41	41	172	314	318	424	
	C&C Cases Heard	8	10	14	8	8	9	7	6	12	16	13	8	14	16	13	13	19	21	8	14	12	18	16	12	55	73	119	176	
	Struck Off	1	3	4	5	3	1	0	1	2	2	3	1	1	2	3	3	5	3	4	5	3	3	2	3	13	11	26	37	
	Suspended	1	1	2	1	2	3	2	0	3	2	2	0	4	3	2	1	2	3	1	4	3	3	1	2	13	19	19	29	
	Conditions of Practice	1	0	1	0	0	0	1	0	0	0	0	2	2	1	1	0	0	0	1	0	1	0	0	1	11	5	5	7	
	Caution	3	4	1	2	2	3	2	1	3	6	1	4	2	6	3	2	2	4	1	1	1	4	4	0	8	8	32	30	
	No Further Action	2	1	1	0	0	0	0	0	1	1	0	0	1	0	1	0	1	0	0	0	0	0	0	0	3	4	6	3	
	Adjourned	0	1	5	0	1	1	2	2	3	0	3	4	1	2	2	2	3	4	0	2	3	6	4	3	5	22	22	32	
	Cancelled	Not recorded 2006/7												3	5	0	3	3	4	3	1	0	0	0	2				24	
	Referred to Health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	2	1	0	1	
	Not Found	Not recorded 2006/7												2	2	1	2	2	4	1	2	2	1	5	1				25	
C&C Cases to be heard	98	107	108	108	112	118	127	127	132	126	122	125	130	119	129	138	131	142	150	149	147	146	146	172	59	105	59	172		
Health Committee	Health Cases Heard	0	1	1	1	0	1	0	1	1	1	0	0	0	2	0	1	1	2	1	1	0	1	0	0	9	8	7	9	
	Suspended	0	0	0	0	0	0	0	1	1	0	0	0	0	2	0	1	0	0	0	1	0	1	0	0	5	2	2	5	
	Conditions of Practice	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1	0	
	Caution	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	No further action	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	
	Not Found	Not recorded 2006/7												0	0	0	0	0	0	1	0	0	0	0	0	0				1
	Adjourned	Not recorded 2006/7												0	0	0	0	0	1	0	0	0	0	0	0				1	
	Cancelled	Not recorded 2006/7												0	0	0	0	1	1	0	0	0	0	0	0				2	
	Referred to C&C	Not recorded 2006/7												0	0	0	0	0	0	0	0	0	0	0	0				0	
	HCC cases to be heard	9	9	8	7	7	6	8	7	6	6	6	6	6	5	5	4	6	6	4	5	5	4	4	4	7	7	7	4	

	2006			2007									2008									2004/5	2005/6	2006/7	2007/8				
	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	
Review Hearings	Review Cases Heard	0	7	1	5	6	1	5	4	2	3	3	4	3	3	6	7	5	6	7	9	6	1	8	6			41	67
	Review cases to be Heard	47	46	49	55	51	57	59	61	61	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90			69	90
	Struck Off													0	1	1	0	0	0	2	2	0	0	3	1			n/a	10
	Suspension continued													0	0	3	6	4	4	2	6	5	0	4	3			n/a	37
	CPO continued													0	0	1	1	0	0	0	0	0	0	0	0			n/a	2
	Suspension revoked													0	1	0	0	1	0	0	0	0	0	0	0			n/a	2
	Suspension revoked conditions imposed																									Not recorded		n/a	1
	Conditions revoked													1	0	1	0	0	1	1	0	0	0	0	1			n/a	5
	Conditions revoked suspension imposed													1	1	0	0	0	0	2	1	0	0	0	0				5
	Conditions revoked caution imposed													0	0	0	0	0	0	0	0	1	0	0	0				1
	Adjourned													0	0	0	0	0	1	0	0	0	1	1	0			n/a	3

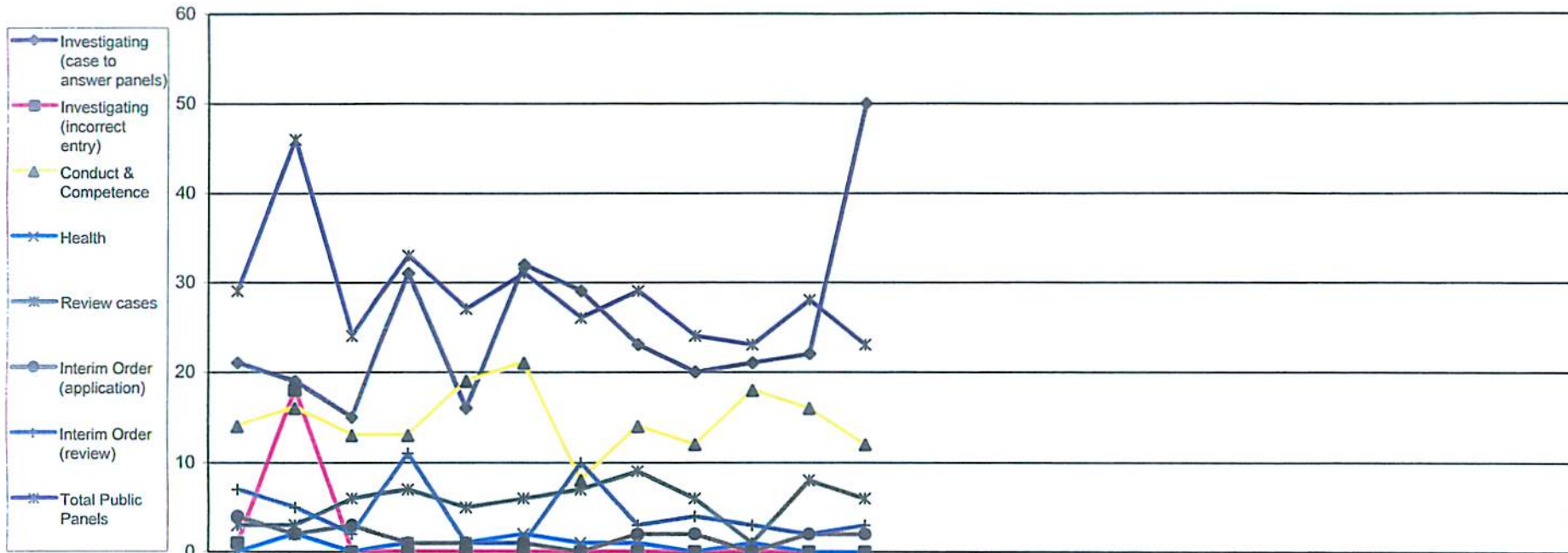
	Employer	Public	Police	Article 22(6)/ anon	Professional Body	Other	Total to date
Arts Therapists	1	13	0	1	0	1	16
Biomedical Scientists	15	1	1	6	0	3	26
Chiropodists & Podiatrists	8	18	3	3	1	7	40
Clinical Scientists	5	0	0	1	0	0	6
Dietitians	4	4	1	2	0	3	14
ODPs	26	1	5	5	0	1	38
Occupational Therapists	23	12	2	4	0	4	45
Orthoptists	1	2	0	0	0	0	3
Paramedics	44	9	7	26	0	8	94
Prosthetists & Orthotists	0	3	0	0	0	0	3
Physiotherapists	20	33	13	5	6	8	85
Radiographers	14	4	3	8	0	3	32
SLTs	10	8	0	2	0	2	22
Total	171	108	35	63	7	40	424



	2006			2007									2008									2005/6	2006/7	2007/8			
	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
Investigating Panel																											
Arts Therapists	2	3	4	4	4	4	6	5	5	6	4	3	3	4	8	9	10	10	10	10	8	8	8	1	2	3	1
Biomedical Scientists	6	6	6	8	9	8	8	8	10	13	13	10	10	12	10	13	13	12	12	12	12	13	12	13	5	10	13
Chiropodists & Podiatrists	25	26	25	19	20	20	22	22	21	22	26	26	27	27	26	24	23	24	22	23	21	19	19	18	24	26	18
Clinical Scientists	3	3	2	3	4	4	4	4	4	4	4	4	4	3	3	3	3	4	4	3	3	3	5	3	3	4	3
Dietitians	2	2	2	2	2	2	3	4	3	4	5	3	7	3	4	5	6	5	5	3	4	6	11	4	1	3	4
ODPs	13	12	13	14	16	16	16	16	14	16	15	15	15	14	15	12	14	10	12	12	11	12	19	18	14	15	18
Occupational Therapists	18	18	19	19	21	22	22	22	20	19	19	19	22	24	21	21	22	23	24	27	23	23	23	22	14	19	22
Orthoptists	0	0	0	0	0	0	0	0	1	1	1	1	2	2	2	1	1	1	1	1	1	1	1	1	0	1	1
Paramedics	21	24	25	30	45	41	42	43	43	43	44	47	47	52	45	45	51	50	46	37	37	36	41	40	19	47	40
Prosthetists & Orthotists	2	0	0	0	0	0	0	0	0	0	1	3	3	3	3	5	4	5	5	5	2	2	2	2	2	3	2
Physiotherapists	46	49	49	45	49	46	43	42	44	47	49	55	50	39	36	36	36	37	37	37	35	39	42	43	50	55	43
Radiographers	6	13	19	21	21	21	21	24	27	25	28	32	25	28	25	20	18	17	16	20	21	24	23	17	18	32	17
SLTs	3	7	7	6	7	8	8	9	9	11	10	10	10	10	10	12	15	16	16	14	14	14	14	16	6	10	16
Total - Investigating	147	163	171	171	198	192	195	199	201	211	219	228	225	221	208	206	216	214	210	204	192	200	220	198	158	228	198
Health Panel																											
Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Biomedical Scientists	2	2	2	1	1	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	2	1	0
Chiropodists & Podiatrists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Clinical Scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietitians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ODPs	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	1	2	1	1	0	0	0	0	0	1	2	0
Occupational Therapists	3	3	3	3	3	3	3	3	3	3	2	2	2	2	1	1	1	1	1	1	1	0	0	0	2	2	0
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	1	1	0	0	1	
Paramedics	0	0	0	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	0	0	0	0	0	0	1	0	
Prosthetists & Orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Physiotherapists	2	2	2	2	2	2	2	2	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	2	0	0	
Radiographers	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	2	2	2	1	0	2	
SLTs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	0	0	1	
Total - Health	9	8	8	7	7	7	8	8	6	6	6	6	6	5	5	4	6	5	4	5	5	4	4	4	8	6	4

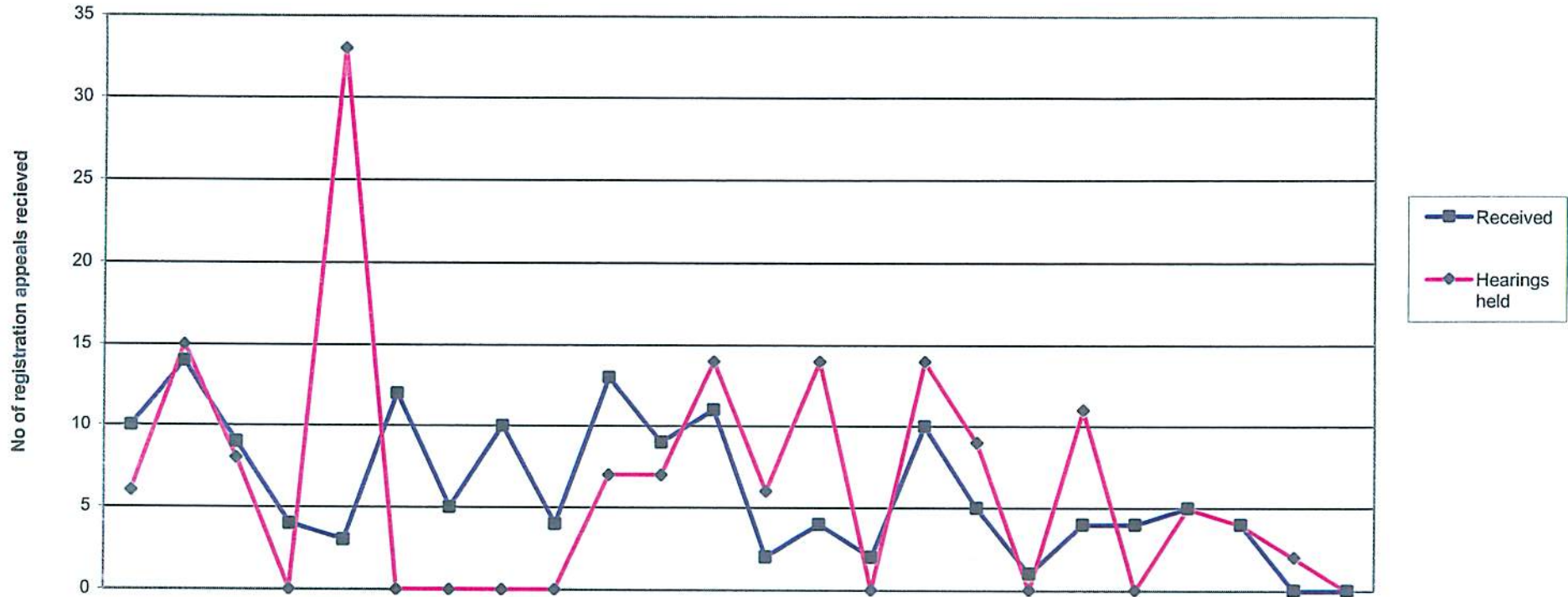


	2006												2007												2008												2005/6 FYE	2006/7 FYE	2007/8 FYE																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Conduct & Competence Panel																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	1	1	1	1	1	1	1	2	2	2	2	2	2	8	0	1	8	Biomedical Scientists	5	6	7	7	8	11	10	11	11	11	9	9	9	9	9	9	7	8	6	6	6	7	6	7	7	9	7	Chiropodists & Podiatrists	12	12	10	12	13	12	14	13	13	12	11	12	11	11	10	9	8	8	8	8	10	8	8	12	13	12	12	Clinical Scientists	1	1	1	1	1	1	1	0	0	0	0	0	0	0	1	1	1	1	2	3	3	2	2	3	1	0	3	Dietitians	2	2	2	2	2	2	1	1	1	1	1	1	1	2	3	4	4	3	3	3	3	3	4	4	3	1	4	ODPs	8	13	10	10	10	10	9	8	10	7	9	9	9	7	9	13	12	13	14	15	15	18	18	8	9	18	Occupational Therapists	13	12	15	17	17	19	20	20	21	22	19	19	17	14	16	20	19	19	19	16	15	14	14	19	12	19	19	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	28	29	31	28	28	28	33	34	36	37	38	40	39	34	29	31	31	34	39	42	38	40	41	45	29	40	45	Prosthetists & Orthotists	4	4	3	3	3	3	3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	Physiotherapists	16	17	18	19	19	20	22	22	21	18	15	16	22	17	21	24	23	25	28	25	27	27	28	28	14	16	28	Radiographers	4	5	5	5	6	7	8	10	11	12	14	14	17	20	20	21	20	22	23	24	23	20	19	23	7	14	23	SLTs	5	6	6	5	5	5	6	6	6	4	3	3	4	4	5	5	5	6	6	5	5	5	4	7	3	4	Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90
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Biomedical Scientists	5	6	7	7	8	11	10	11	11	11	9	9	9	9	9	9	7	8	6	6	6	7	6	7	7	9	7	Chiropodists & Podiatrists	12	12	10	12	13	12	14	13	13	12	11	12	11	11	10	9	8	8	8	8	10	8	8	12	13	12	12	Clinical Scientists	1	1	1	1	1	1	1	0	0	0	0	0	0	0	1	1	1	1	2	3	3	2	2	3	1	0	3	Dietitians	2	2	2	2	2	2	1	1	1	1	1	1	1	2	3	4	4	3	3	3	3	3	4	4	3	1	4	ODPs	8	13	10	10	10	10	9	8	10	7	9	9	9	7	9	13	12	13	14	15	15	18	18	8	9	18	Occupational Therapists	13	12	15	17	17	19	20	20	21	22	19	19	17	14	16	20	19	19	19	16	15	14	14	19	12	19	19	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	28	29	31	28	28	28	33	34	36	37	38	40	39	34	29	31	31	34	39	42	38	40	41	45	29	40	45	Prosthetists & Orthotists	4	4	3	3	3	3	3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	Physiotherapists	16	17	18	19	19	20	22	22	21	18	15	16	22	17	21	24	23	25	28	25	27	27	28	28	14	16	28	Radiographers	4	5	5	5	6	7	8	10	11	12	14	14	17	20	20	21	20	22	23	24	23	20	19	23	7	14	23	SLTs	5	6	6	5	5	5	6	6	6	4	3	3	4	4	5	5	5	6	6	5	5	5	4	7	3	4	Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																				
Chiropodists & Podiatrists	12	12	10	12	13	12	14	13	13	12	11	12	11	11	10	9	8	8	8	8	10	8	8	12	13	12	12	Clinical Scientists	1	1	1	1	1	1	1	0	0	0	0	0	0	0	1	1	1	1	2	3	3	2	2	3	1	0	3	Dietitians	2	2	2	2	2	2	1	1	1	1	1	1	1	2	3	4	4	3	3	3	3	3	4	4	3	1	4	ODPs	8	13	10	10	10	10	9	8	10	7	9	9	9	7	9	13	12	13	14	15	15	18	18	8	9	18	Occupational Therapists	13	12	15	17	17	19	20	20	21	22	19	19	17	14	16	20	19	19	19	16	15	14	14	19	12	19	19	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	28	29	31	28	28	28	33	34	36	37	38	40	39	34	29	31	31	34	39	42	38	40	41	45	29	40	45	Prosthetists & Orthotists	4	4	3	3	3	3	3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	Physiotherapists	16	17	18	19	19	20	22	22	21	18	15	16	22	17	21	24	23	25	28	25	27	27	28	28	14	16	28	Radiographers	4	5	5	5	6	7	8	10	11	12	14	14	17	20	20	21	20	22	23	24	23	20	19	23	7	14	23	SLTs	5	6	6	5	5	5	6	6	6	4	3	3	4	4	5	5	5	6	6	5	5	5	4	7	3	4	Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																
Clinical Scientists	1	1	1	1	1	1	1	0	0	0	0	0	0	0	1	1	1	1	2	3	3	2	2	3	1	0	3	Dietitians	2	2	2	2	2	2	1	1	1	1	1	1	1	2	3	4	4	3	3	3	3	3	4	4	3	1	4	ODPs	8	13	10	10	10	10	9	8	10	7	9	9	9	7	9	13	12	13	14	15	15	18	18	8	9	18	Occupational Therapists	13	12	15	17	17	19	20	20	21	22	19	19	17	14	16	20	19	19	19	16	15	14	14	19	12	19	19	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	28	29	31	28	28	28	33	34	36	37	38	40	39	34	29	31	31	34	39	42	38	40	41	45	29	40	45	Prosthetists & Orthotists	4	4	3	3	3	3	3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	Physiotherapists	16	17	18	19	19	20	22	22	21	18	15	16	22	17	21	24	23	25	28	25	27	27	28	28	14	16	28	Radiographers	4	5	5	5	6	7	8	10	11	12	14	14	17	20	20	21	20	22	23	24	23	20	19	23	7	14	23	SLTs	5	6	6	5	5	5	6	6	6	4	3	3	4	4	5	5	5	6	6	5	5	5	4	7	3	4	Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																												
Dietitians	2	2	2	2	2	2	1	1	1	1	1	1	1	2	3	4	4	3	3	3	3	3	4	4	3	1	4	ODPs	8	13	10	10	10	10	9	8	10	7	9	9	9	7	9	13	12	13	14	15	15	18	18	8	9	18	Occupational Therapists	13	12	15	17	17	19	20	20	21	22	19	19	17	14	16	20	19	19	19	16	15	14	14	19	12	19	19	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	28	29	31	28	28	28	33	34	36	37	38	40	39	34	29	31	31	34	39	42	38	40	41	45	29	40	45	Prosthetists & Orthotists	4	4	3	3	3	3	3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	Physiotherapists	16	17	18	19	19	20	22	22	21	18	15	16	22	17	21	24	23	25	28	25	27	27	28	28	14	16	28	Radiographers	4	5	5	5	6	7	8	10	11	12	14	14	17	20	20	21	20	22	23	24	23	20	19	23	7	14	23	SLTs	5	6	6	5	5	5	6	6	6	4	3	3	4	4	5	5	5	6	6	5	5	5	4	7	3	4	Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																								
ODPs	8	13	10	10	10	10	9	8	10	7	9	9	9	7	9	13	12	13	14	15	15	18	18	8	9	18	Occupational Therapists	13	12	15	17	17	19	20	20	21	22	19	19	17	14	16	20	19	19	19	16	15	14	14	19	12	19	19	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	28	29	31	28	28	28	33	34	36	37	38	40	39	34	29	31	31	34	39	42	38	40	41	45	29	40	45	Prosthetists & Orthotists	4	4	3	3	3	3	3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	Physiotherapists	16	17	18	19	19	20	22	22	21	18	15	16	22	17	21	24	23	25	28	25	27	27	28	28	14	16	28	Radiographers	4	5	5	5	6	7	8	10	11	12	14	14	17	20	20	21	20	22	23	24	23	20	19	23	7	14	23	SLTs	5	6	6	5	5	5	6	6	6	4	3	3	4	4	5	5	5	6	6	5	5	5	4	7	3	4	Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																				
Occupational Therapists	13	12	15	17	17	19	20	20	21	22	19	19	17	14	16	20	19	19	19	16	15	14	14	19	12	19	19	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	28	29	31	28	28	28	33	34	36	37	38	40	39	34	29	31	31	34	39	42	38	40	41	45	29	40	45	Prosthetists & Orthotists	4	4	3	3	3	3	3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	Physiotherapists	16	17	18	19	19	20	22	22	21	18	15	16	22	17	21	24	23	25	28	25	27	27	28	28	14	16	28	Radiographers	4	5	5	5	6	7	8	10	11	12	14	14	17	20	20	21	20	22	23	24	23	20	19	23	7	14	23	SLTs	5	6	6	5	5	5	6	6	6	4	3	3	4	4	5	5	5	6	6	5	5	5	4	7	3	4	Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																															
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	28	29	31	28	28	28	33	34	36	37	38	40	39	34	29	31	31	34	39	42	38	40	41	45	29	40	45	Prosthetists & Orthotists	4	4	3	3	3	3	3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	Physiotherapists	16	17	18	19	19	20	22	22	21	18	15	16	22	17	21	24	23	25	28	25	27	27	28	28	14	16	28	Radiographers	4	5	5	5	6	7	8	10	11	12	14	14	17	20	20	21	20	22	23	24	23	20	19	23	7	14	23	SLTs	5	6	6	5	5	5	6	6	6	4	3	3	4	4	5	5	5	6	6	5	5	5	4	7	3	4	Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																											
Paramedics	28	29	31	28	28	28	33	34	36	37	38	40	39	34	29	31	31	34	39	42	38	40	41	45	29	40	45	Prosthetists & Orthotists	4	4	3	3	3	3	3	2	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	Physiotherapists	16	17	18	19	19	20	22	22	21	18	15	16	22	17	21	24	23	25	28	25	27	27	28	28	14	16	28	Radiographers	4	5	5	5	6	7	8	10	11	12	14	14	17	20	20	21	20	22	23	24	23	20	19	23	7	14	23	SLTs	5	6	6	5	5	5	6	6	6	4	3	3	4	4	5	5	5	6	6	5	5	5	4	7	3	4	Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																																																							
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Total - Conduct & Competence	98	107	108	109	112	118	127	127	132	126	122	124	130	119	124	138	131	141	150	149	147	146	146	171	105	124	171	Review Hearing																																								Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Biomedical Scientists	6	6	6	6	5	5	6	6	6	6	6	6	6	6	7	7	7	7	7	6	6	6	5	5	5	6	5	Chiropodists & Podiatrists	3	2	2	3	3	4	4	4	4	5	5	5	5	5	6	6	6	6	6	5	5	5	5	5	3	5	5	Clinical Scientists	1	1	1	1	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	Dietitians	3	3	3	3	3	3	4	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	4	2	ODPs	1	1	2	3	3	4	3	3	2	2	2	2	2	2	2	3	4	4	4	5	5	4	4	3	1	2	3	Occupational Therapists	5	5	5	5	5	7	7	7	7	7	10	10	11	12	13	14	15	15	13	15	17	20	20	20	5	10	20	Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																																																																																																																																																																																																		
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Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
Paramedics	5	5	6	7	6	6	6	6	6	7	8	9	11	12	12	12	12	15	16	16	17	17	16	15	4	9	15	Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
Prosthetists & Orthotists	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
Physiotherapists	18	18	18	17	18	21	22	22	24	23	23	23	22	24	23	23	24	24	24	26	26	27	28	30	18	23	30	Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
Radiographers	3	2	2	2	2	2	2	2	2	2	2	3	3	2	2	2	2	2	2	3	3	3	3	3	2	3	3	SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
SLTs	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	3	3	3	3	3	3	3	4	4	3	4	4	Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
Total - Review Hearing	48	46	49	51	50	57	59	60	62	63	67	69	71	74	75	76	79	81	80	83	87	90	90	90	44	69	90																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		



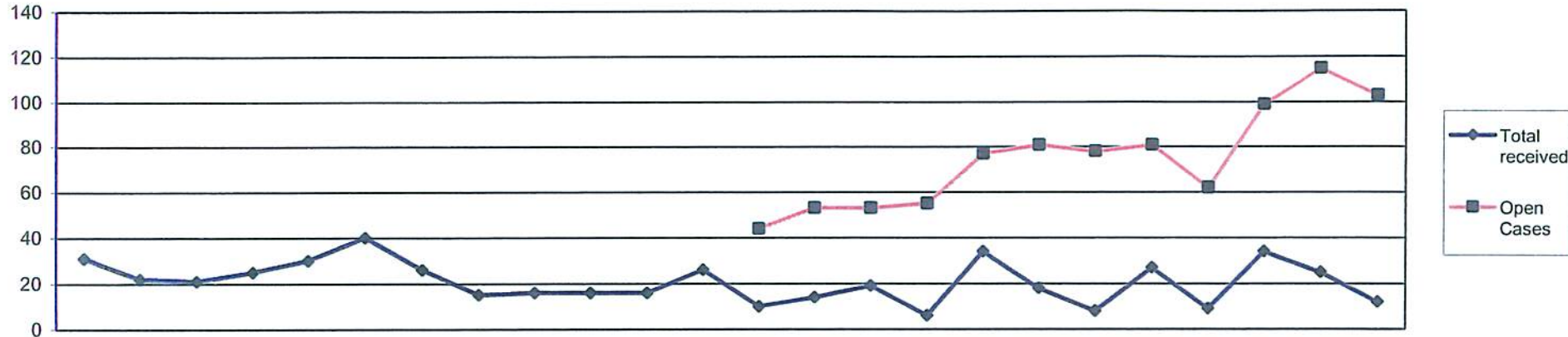
	2007			2008												2009						2007/8 FYE				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		Jan	Feb	Mar	
Investigating (case to answer panels)	21	19	15	31	16	32	29	23	20	21	22	50														299
Investigating (incorrect entry)	1	18	0	0	0	0	0	0	0	0	0	0														19
Conduct & Competence	14	16	13	13	19	21	8	14	12	18	16	12														176
Health	0	2	0	1	1	2	1	1	0	1	0	0														9
Review cases	3	3	6	7	5	6	7	9	6	1	8	6														67
Interim Order (application)	4	2	3	1	1	1	0	2	2	0	2	2														20
Interim Order (review)	7	5	2	11	1	1	10	3	4	3	2	3														52
Total Public Panels	29	46	24	33	27	31	26	29	24	23	28	23														343
Total Panels	50	65	39	64	43	63	55	52	44	44	50	73														642

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



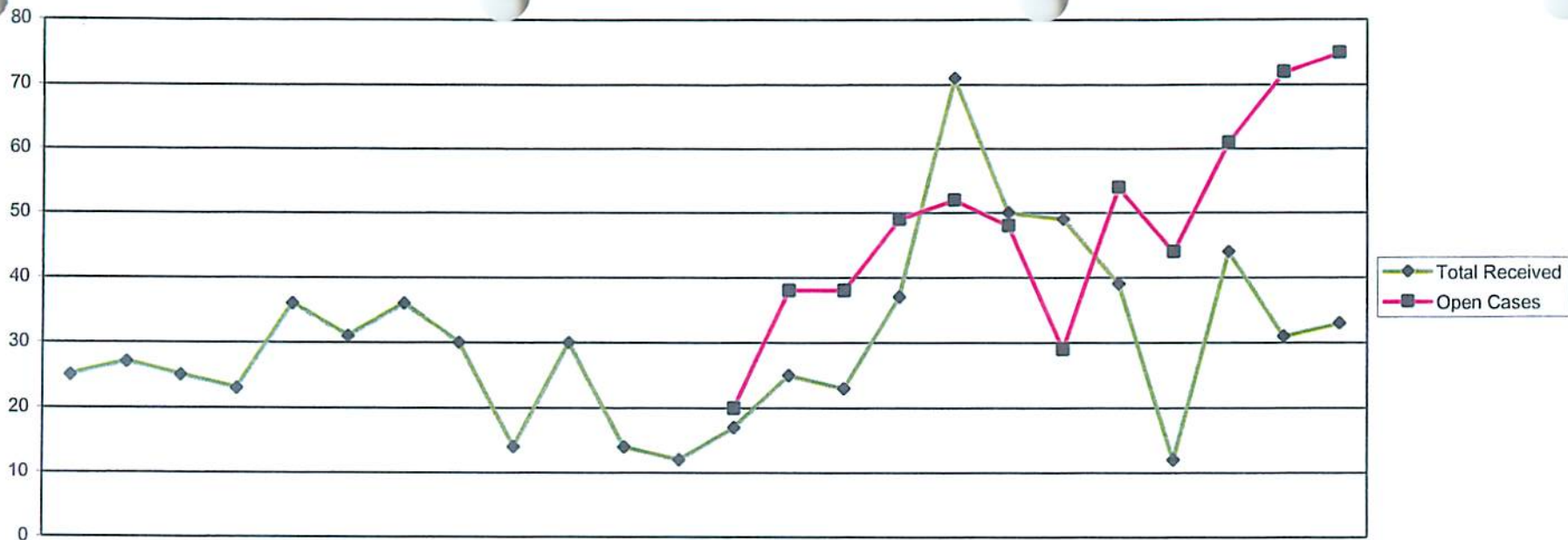
	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Received	10	14	9	4	3	12	5	10	4	13	9	11	2	4	2	10	5	1	4	4	5	4	0	0
Reviewed	6	15	8	0	33	0	0	0	0	7	7	14	6	14	0	14	9	0	11	0	5	4	2	0
Hearings held	6	15	8	0	33	0	0	0	0	7	7	14	6	14	0	14	9	0	11	0	5	4	2	0
Adjourned/postponed	1	0	2	0	8	0	0	0	0	1	1	7	1	0	0	1	0	0	2	0	0	2	4	0
Withdrawn	0	0	0	0	0	10	3	0	0	0	2	1	1	0	0	0	1	0	0	0	2	1	0	10
Allowed	0	10	2	0	10	0	0	0	0	5	4	2	2	9	0	7	3	0	3	0	1	1	3	0
Dismissed	5	3	3	0	12	0	0	0	0	1	2	3	1	4	0	6	6	0	6	0	3	0	5	0
Remit to ETC	0	2	1	0	2	0	0	0	0	0	0	1	2	1	0	0	0	0	0	0	1	0	0	0
Current active cases	48	47	51	55	33	35	37	47	51	58	59	62	55	48	50	42	41	42	37	41	39	43	37	27

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
460	91	104	41
311	266	90	65
239	266	90	65
12	19	20	10
91	13	16	15
119	128	33	29
71	88	29	31
37	31	6	4

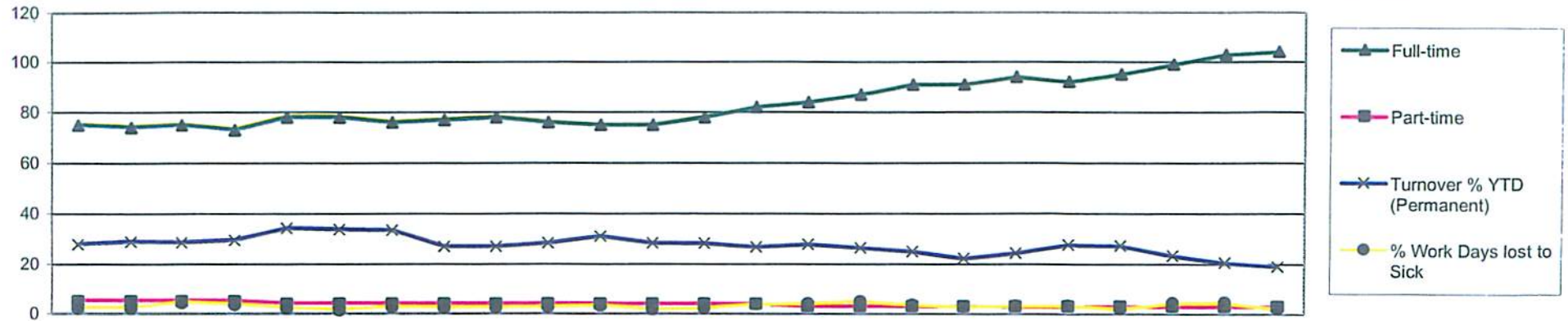


	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Public	2	3	0	4	3	1	1	3	3	0	0	1	2	1	3	0	5	4	2	3	0	9	7	6
Police	4	3	4	1	5	3	3	8	1	4	1	1	2	2	2	0	6	0	0	2	1	7	5	0
HPC	2	0	0	1	0	2	0	1	0	1	2	1	1	1	0	0	1	0	0	0	1	2	0	0
Anonymous	3	5	2	6	13	18	7	2	9	2	5	6	3	3	5	3	5	6	1	8	2	1	1	0
Professional	20	11	15	13	9	16	15	1	3	9	8	17	2	7	9	3	17	8	5	14	5	15	12	6
Total received	31	22	21	25	30	40	26	15	16	16	16	26	10	14	19	6	34	18	8	27	9	34	25	12
Open Cases													44	53	53	55	77	81	78	81	62	99	115	103

2005/6 FYE	2006/7 FYE	2007/8 FYE
53	21	42
31	38	27
10	10	6
50	78	38
225	137	103
369	284	216
		103

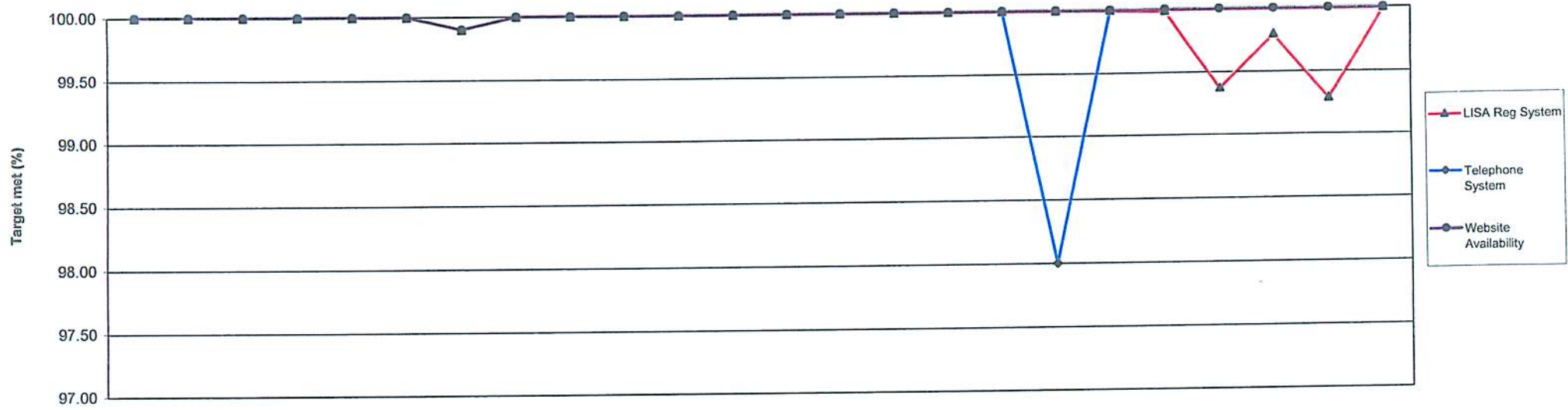


	2006			2007									2008												2005/6	2006/7	2007/8						
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE						
Received	Renewal	5	2	6	2	0	0	4	6	2	0	0	0	0	0	9	7	12	19	10	10	1	6	3	4	36	27	81					
	Readmission	4	4	4	6	2	2	3	1	4	9	1	0	6	2	0	0	1	1	5	1	1	10	4	3	33	40	34					
	Admission	6	9	5	12	29	23	23	12	7	10	6	8	4	3	6	22	33	15	18	23	6	9	10	9	165	150	158					
	Self Referral	10	12	10	3	5	6	6	11	1	11	7	4	7	20	8	8	25	15	16	5	4	19	14	17	54	86	158					
	Total Received	25	27	25	23	36	31	36	30	14	30	14	12	17	25	23	37	71	50	49	39	12	44	31	33	288	303	431					
Considered	Considered																												n/a	n/a	256		
	Referred to FTP																													n/a	n/a	37	
	Admission rejected																													n/a	n/a	2	
	Readmission rejected																													n/a	n/a	3	
	Renewal Rejected																													n/a	n/a	0	
	Not Referred to FTP																													n/a	n/a	34	
	Admission accepted																														n/a	n/a	150
	Readmission accepted																														n/a	n/a	19
	Renewal accepted																														n/a	n/a	1
	Open Cases																														n/a	n/a	75



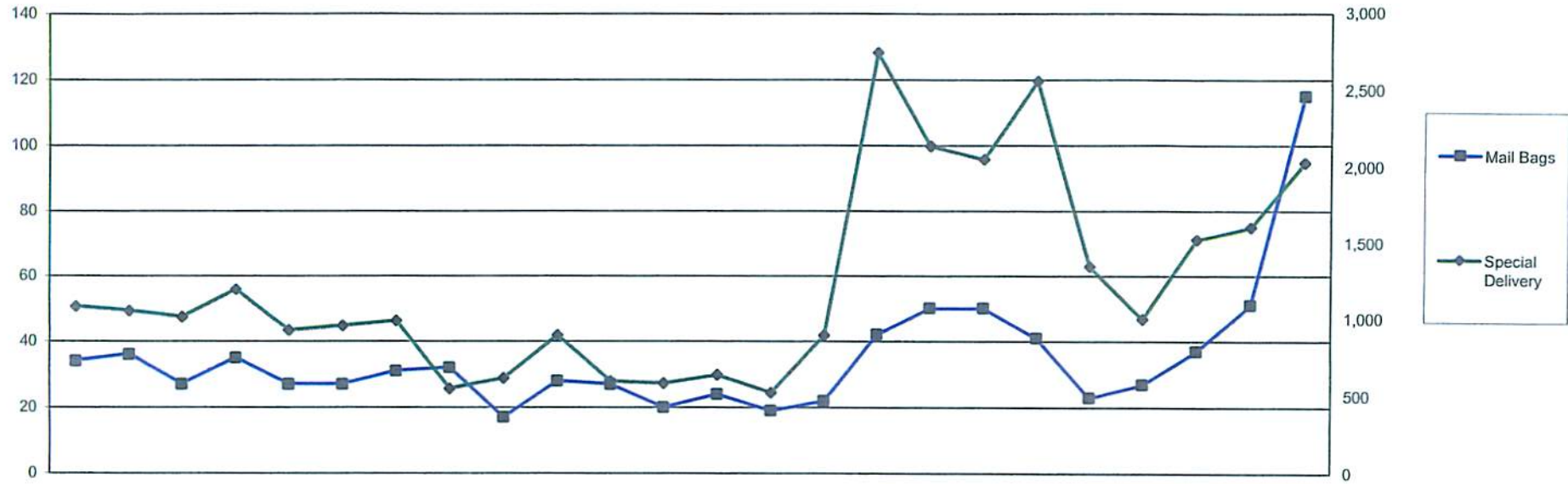
	2006			2007									2008									2004/5	2005/6	2006/7	2007/8			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE
EMPLOYEES																												
Total Employees	80	79	80	78	82	82	80	81	82	80	79	79	82	86	87	90	94	94	97	95	98	102	106	107	69	78	79	107
Full-time	75	74	75	73	78	78	76	77	78	76	75	75	78	82	84	87	91	91	94	92	95	99	103	104	65	73	75	104
Part-time	5	5	5	5	4	4	4	4	4	4	4	4	4	4	3	3	3	3	3	3	3	3	3	3	4	5	4	3
FTE	78	78	78	76	80	80	78	79	80	78	77	77	80	84	85	89	93	93	95.5	93.5	96.5	101	102	106	67	76	77	105.5
Permanent	76	77	78	76	81	80	77	77	80	78	76	78	79	81	87	79	90	90	93	90	90	96	96	101	62	74	78	101
Starters (Permanent)	5	1	3	0	5	3	2	1	2	0	1	2	5	4	2	5	3	3	4	0	3	4	7	2	1	6	25	42
Leavers (Permanent)	2	2	2	1	4	3	0	0	1	3	3	1	2	1	3	0	3	1	2	3	1	0	1	0	0	3	22	17
Turnover % YTD (Permanent)	27.8	28.87	28.5	29.5	34.3	33.7	33.4	27	27	28.3	31	28.3	28.2	26.8	27.8	26.4	24.9	22.2	24.3	27.6	27.3	23.3	20.6	19	*	*	30	25
Fixed-Term Contracts	4	3	2	2	1	2	4	4	2	2	3	1	3	3	0	1	4	4	4	5	8	8	7	5	5	4	1	5
Starters (Fixed-Term)	1	1	0	1	0	2	0	0	0	0	1	1	1	0	0	1	4	0	0	1	3	1	0	2			1	2
Leavers (Fixed-Term)	1	0	1	0	1	1	0	0	0	0	0	1	0	0	2	1	0	0	0	0	0	0	1	4			1	4
Agency Days	100	234	166	270	213	219	150	95	100	147	143	32	129	169	304	282	353	253	200	251	174	189	192	0	11	95	1,869	2,496
% Work Days lost to Sick	2	2	4	3	2	1	3	2	2	3	3	2	2	4	4	5	4	3	3	3	2	5	5	2	*	*	2	3
O.H. Refs	0	2	4	2	0	1	2	0	1	1	0	0	0	1	0	2	2	2	1	3	2	4	1	1	0	0	13	19
CONTRACTORS																												
TOTAL	2	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Full-time	2	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
FTE	2	3	3	3	3	3	3	3	3	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Starters	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Leavers	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
TOTAL C & E	82	82	83	81	85	85	83	84	85	83	82	81	84	88	89	92	96	96	99	97	100	104	108	109	71	80	81	109

FTE: Full-time equivalent O.H.Refs: Occupational health referrals NOTE: Contractors are NOT included in the total number of employees
 For "FYE" and "YTD" sick-days total is for whole year or year to date
 Fixed-Term Contract employees are not included in the overall turnover figure so it accurately reflects the number of permanent employees leaving
 * Changes to report data requested from April 2006 onwards



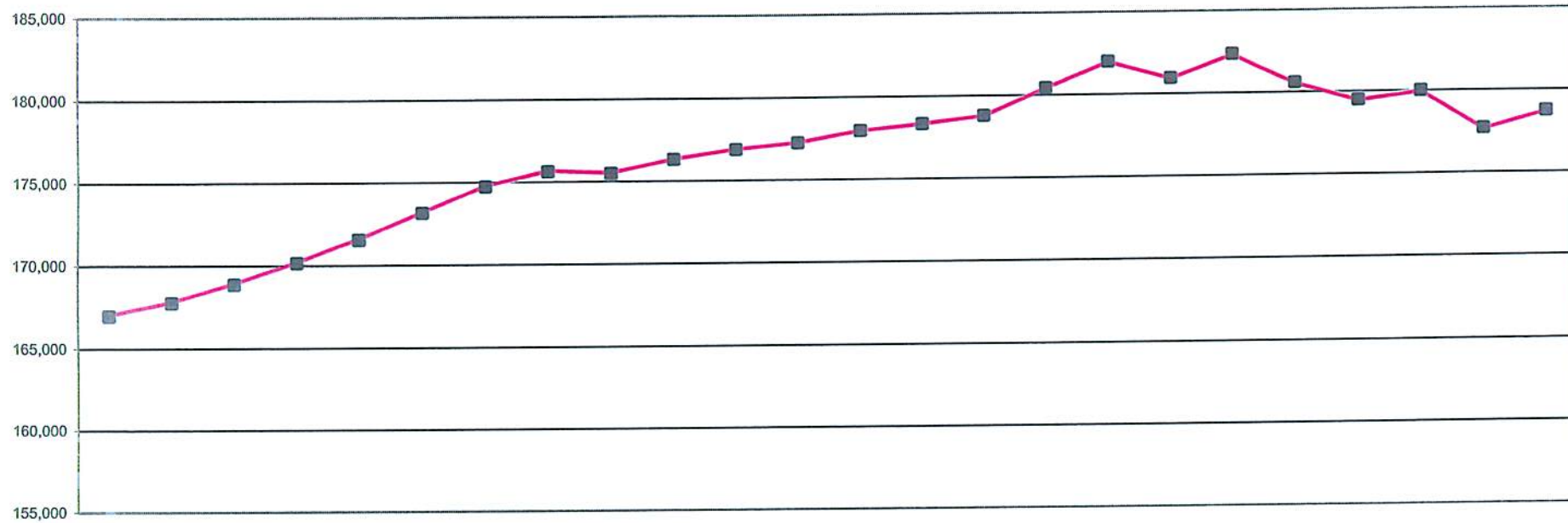
	2006			2007									2008									2004/5	2005/6	2006/7	2007/8			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE
LISA Reg System	100.00	100.00	100.00	100.00	100.00	100.00	99.90	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	99.99	99.38	99.80	99.29	100.00	99.70	99.90	99.99	99.87
Telephone System	100.00	100.00	100.00	100.00	100.00	100.00	99.90	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	98.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	99.90	99.99	99.83
Website Availability	100.00	100.00	100.00	100.00	100.00	100.00	99.90	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	100.00	99.90	100.00	99.99	100.00

Performance Targets	Uptime
Telephone System	98.45
LISA Reg System	97.85
Website Availability	98.30



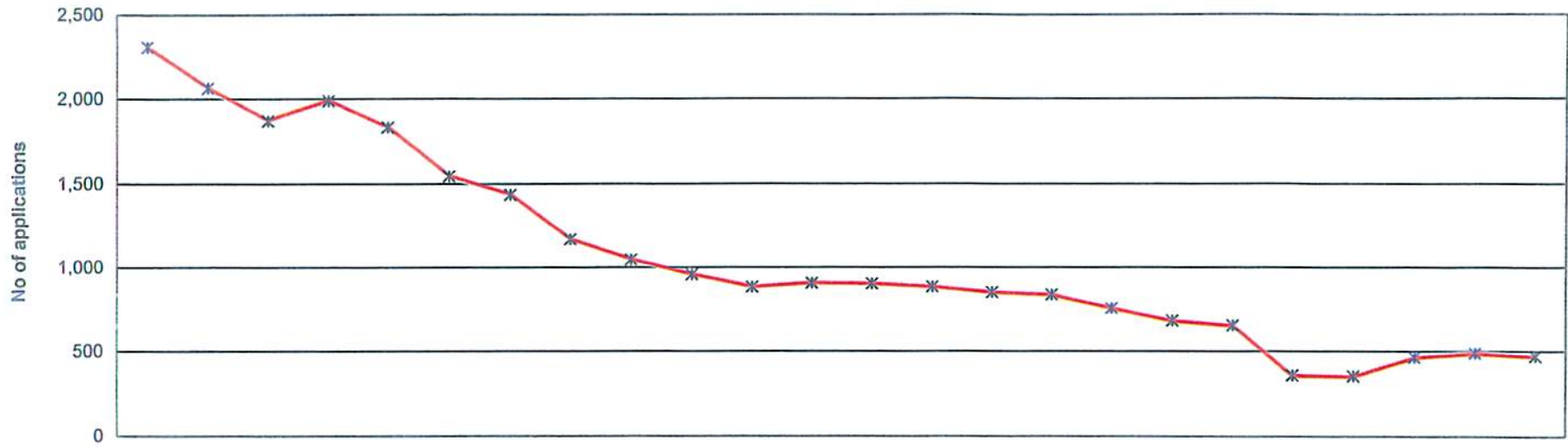
	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Mail Bags	34	36	27	35	27	27	31	32	17	28	27	20	24	19	22	42	50	50	41	23	27	37	51	115
Special Delivery	1,083	1,054	1,015	1,195	927	957	990	551	618	896	598	585	640	526	895	2,745	2,140	2,052	2,563	1,347	1,002	1,526	1,608	2,032

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
380	654	341	501
14,386	13,641	10,469	19,076



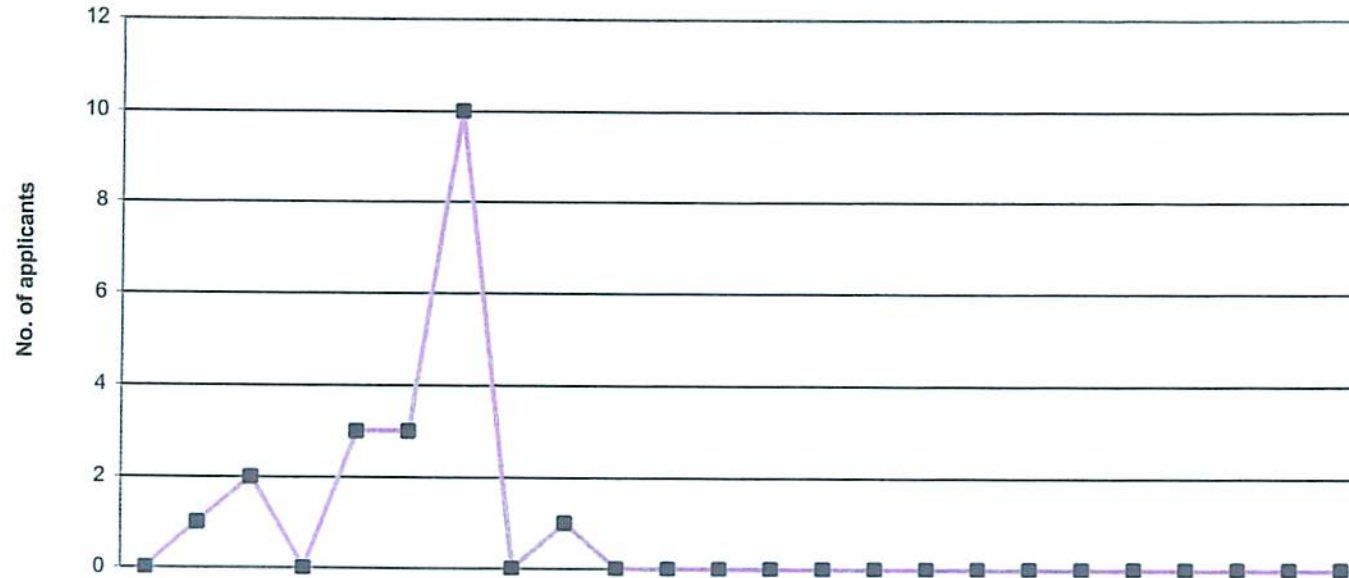
	2006			2007									2008									2004/5	2005/6	2006/7	2007/8			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE
AS	2,334	2,336	2,120	2,139	2,185	2,205	2,255	2,269	2,282	2,302	2,323	2,332	2,369	2,387	2,401	2,416	2,426	2,442	2,464	2,400	2,487	2,510	2,492	2,509	1,992	2,309	2,332	2,509
BS	21,516	21,582	21,733	21,775	21,930	22,029	22,119	22,211	22,293	22,392	22,470	22,510	22,588	22,646	22,698	22,777	22,847	22,696	22,680	22,665	20,992	21,426	21,461	21,560	21,158	21,322	22,510	21,560
CH	12,830	12,824	12,851	12,894	12,201	12,407	12,564	12,612	12,633	12,645	12,653	12,657	12,683	12,692	12,703	12,822	12,946	12,999	13,041	13,065	13,068	13,056	13,056	13,055	10,741	12,799	12,657	13,055
CS	4,031	4,052	4,088	4,090	4,121	4,141	4,159	4,182	4,193	4,209	4,227	4,241	4,283	4,297	4,304	4,291	4,288	3,958	4,061	4,109	4,121	4,144	4,148	4,183	3,719	3,999	4,241	4,183
DT	6,234	6,225	5,808	5,938	6,050	6,091	6,144	6,173	6,194	6,224	6,246	6,267	6,297	6,318	6,363	6,458	6,541	6,592	6,636	6,658	6,661	6,690	6,695	6,663	5,757	6,260	6,267	6,663
OT	27,004	27,056	27,265	27,432	27,855	28,119	28,344	28,509	28,576	28,637	28,701	28,756	28,866	28,903	28,970	29,169	29,437	29,394	29,581	27,267	27,583	27,905	27,936	28,107	26,376	26,855	28,756	28,107
ODP	8,580	8,611	8,662	8,673	8,611	8,831	9,038	9,079	8,506	8,702	8,771	8,801	8,841	8,874	8,892	8,931	8,967	9,175	9,274	9,331	9,353	9,410	9,424	9,458	7,670	8,538	8,801	9,458
OR	1,236	1,238	1,249	1,259	1,274	1,282	1,285	1,287	1,286	1,289	1,291	1,291	1,287	1,287	1,265	1,272	1,198	1,225	1,237	1,242	1,237	1,236	1,236	1,239	1,277	1,234	1,291	1,239
PA	12,445	12,496	12,578	12,617	12,724	12,804	12,870	12,948	13,011	13,104	13,146	13,183	13,242	13,234	13,256	13,296	13,360	12,923	13,203	13,339	13,389	13,534	13,563	13,703	11,316	12,343	13,183	13,703
PH	36,743	37,221	37,947	38,398	39,161	39,558	39,902	40,107	40,196	40,352	40,514	40,587	40,766	40,897	40,991	41,621	42,238	42,533	42,755	42,945	43,017	42,661	42,660	42,490	36,978	40,005	40,587	42,490
PO	824	825	825	823	823	825	842	850	852	853	852	855	858	857	857	852	851	755	798	818	825	832	833	832	821	816	855	832
RA	22,399	22,490	22,886	23,207	23,537	23,709	23,893	24,019	24,077	24,164	24,226	24,278	24,362	24,406	24,522	24,986	25,275	25,411	25,534	25,548	25,523	25,298	22,865	23,541	22,360	22,164	24,278	23,541
SL	10,768	10,781	10,846	10,889	11,052	11,137	11,294	11,363	11,380	11,422	11,455	11,472	11,497	11,513	11,538	11,550	11,631	10,842	11,101	11,191	11,225	11,298	11,311	11,375	10,348	10,725	11,472	11,375
Total	166,944	167,737	168,858	170,134	171,524	173,138	174,709	175,609	175,479	176,295	176,875	177,230	177,939	178,311	178,760	180,441	182,005	180,945	182,365	180,578	179,481	180,000	177,680	178,715	160,513	169,369	177,230	178,715

NOTE: Information captured last day of each calendar month



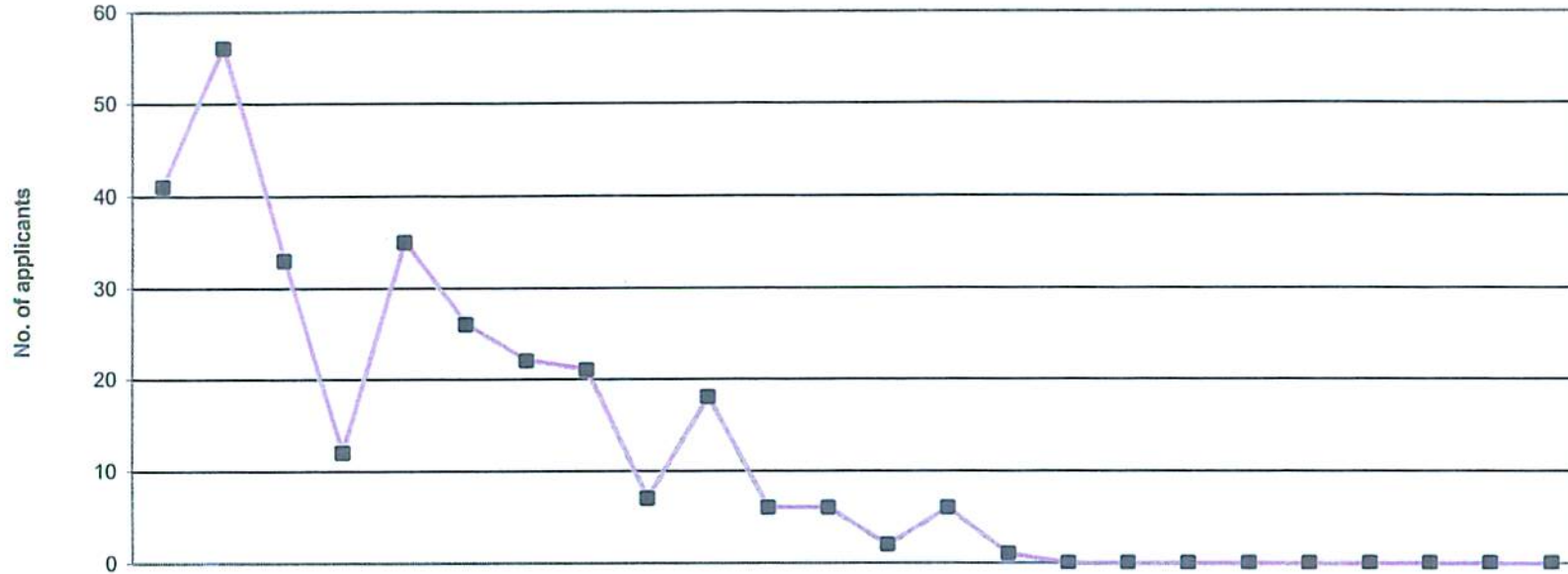
	2006			2007									2008									2004/5	2005/6	2006/7	2007/8			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE
Minimum Info	979	840	669	768	585	304	26	19	23	4	17	0	0	11	2	0	2	0	4	0	5	0	26	26	979	719	0	26
At assessment	905	879	886	867	947	887	963	782	675	699	632	674	660	684	617	622	588	543	540	220	201	282	276	268	722	1,084	674	268
Pending Reg Fee	419	341	313	351	297	352	445	366	347	253	232	231	242	188	231	216	166	139	110	139	148	184	188	179	364	475	231	179
Total	2,303	2,060	1,868	1,986	1,829	1,543	1,434	1,167	1,045	956	881	905	902	883	850	838	756	682	654	359	354	466	490	473	2,065	2,278	905	473

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



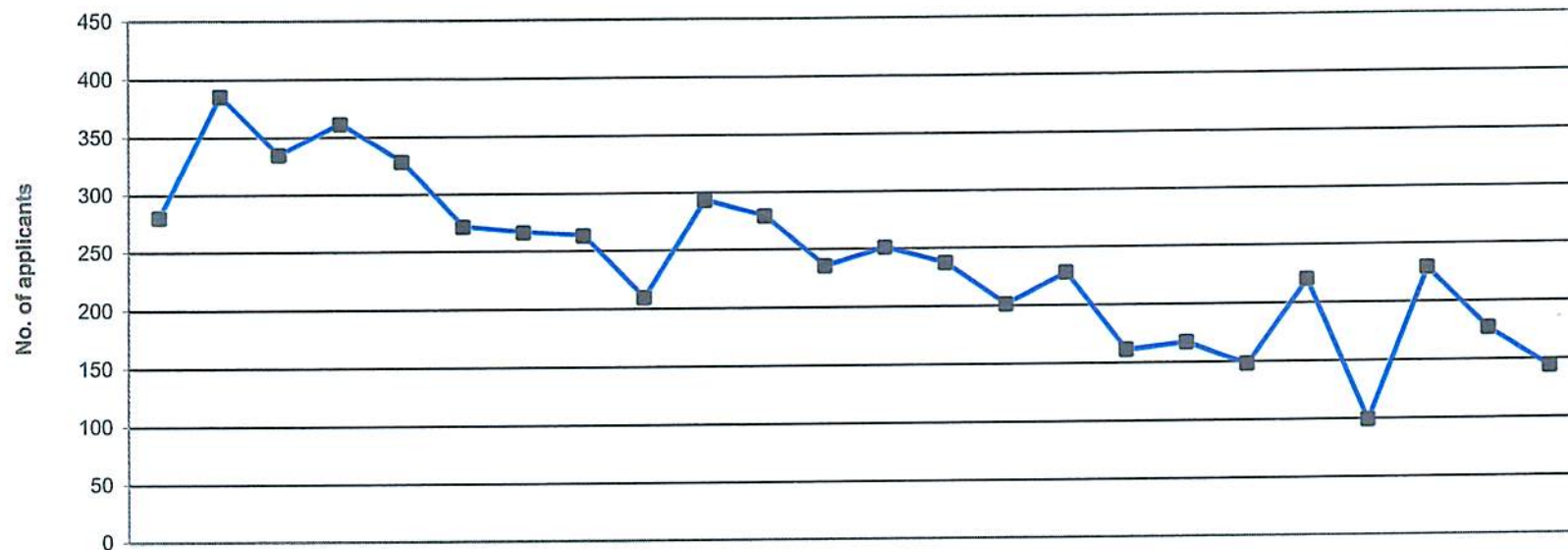
	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Arts Therapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bio. Scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CI Scientists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chirops/ Pods	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dietitians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ODPs	0	1	2	0	2	2	10	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Physiotherapists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prosth/Orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0
TOTAL	0	1	2	0	3	3	10	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
28	40	0	0
172	173	0	0
211	360	0	0
1,993	1,466	2	0
1	1	0	0
4	12	0	0
4	8	18	0
0	3	0	0
41	139	0	0
164	258	0	0
1	0	0	0
5	7	0	0
94	12	0	0
2,718	2,479	20	0

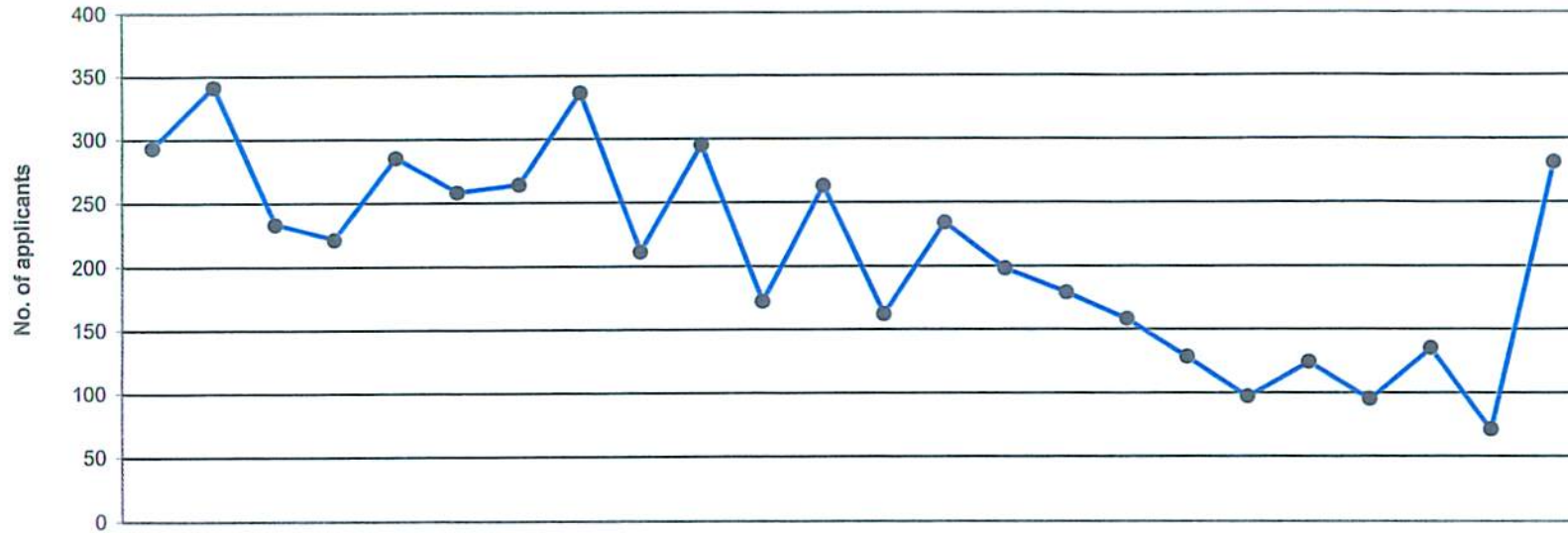


	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Arts Therapists	1	1	0	1	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Bio. Scientists	4	3	3	1	1	2	1	1	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0
CI Scientists	10	22	10	2	9	7	6	3	2	4	1	2	0	2	0	0	0	0	0	0	0	0	0	0
Chirops/ Pods	16	19	15	4	16	12	12	5	1	4	4	3	0	1	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	0	0	0	0	0	0	0	0	0	0
OTs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ODPs	1	0	0	0	2	1	1	9	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Orthoptists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Paramedics	5	4	1	1	3	2	0	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
Physiotherapists	4	7	4	3	3	2	2	1	2	4	0	1	0	2	0	0	0	0	0	0	0	0	0	0
Prosth/Orthotists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Radiographers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0
TOTAL	41	56	33	12	35	26	22	21	7	18	6	6	2	6	1	0	0	0	0	0	0	0	0	0

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
13	35	5	0
106	148	18	2
165	318	78	2
1,309	1,476	111	1
0	1	0	0
1	3	0	0
6	10	18	0
0	0	0	0
33	115	20	2
67	178	33	2
1	1	0	0
0	1	0	0
99	9	0	0
1,800	2,295	283	9

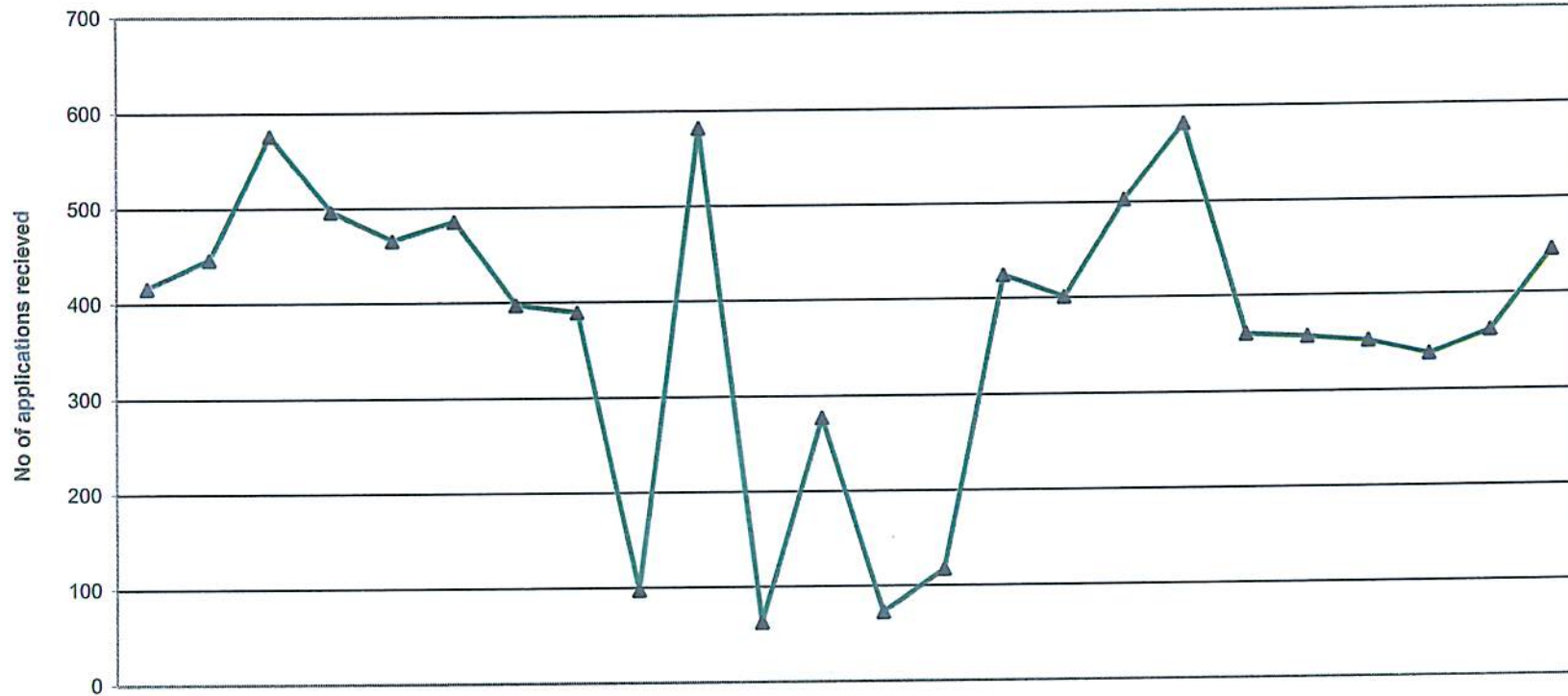


	2006												2007												2008												2004/5	2005/6	2006/7	2007/8
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE
Arts Therapists	1	1	0	2	3	2	1	1	1	1	0	2	1	1	0	3	0	2	1	1	2	0	2	1	15	14	15	14												
Bio. Scientists	43	52	44	53	51	42	42	39	32	39	37	22	35	38	31	32	30	23	19	27	11	29	20	28	710	756	496	323												
CI Scientists	8	8	8	9	4	6	4	4	2	2	1	6	5	5	2	4	4	5	3	6	8	5	6	2	70	65	62	55												
Chirops/ Pods	6	4	3	4	3	5	7	1	2	2	5	9	3	4	4	4	2	2	3	8	1	5	3	2	89	40	51	41												
Dietitians	19	19	13	7	12	13	9	12	10	17	10	8	11	14	9	12	7	7	7	12	5	14	12	5	238	192	149	115												
OTs	38	48	50	51	51	32	39	31	28	41	30	25	31	33	33	30	17	30	28	34	18	28	17	0	775	774	464	299												
ODPs	0	3	2	2	3	2	3	0	4	5	0	1	3	0	1	0	1	0	0	1	0	0	0	8	29	25	6													
Orthoptists	0	0	0	1	0	0	0	0	2	2	1	1	0	1	1	0	0	0	2	1	0	0	31	2	5	7	36													
Paramedics	4	4	1	2	4	3	2	0	5	6	6	2	7	2	1	0	4	1	0	3	0	2	2	0	29	17	39	22												
Physiotherapists	78	124	123	105	112	79	65	95	69	92	101	88	87	78	61	75	54	63	54	70	38	78	65	40	2,069	1,665	1,131	763												
Prosth/Orthotists	0	0	0	1	2	1	1	1	1	1	0	1	0	0	0	1	1	3	0	0	1	0	0	11	10	9	6													
Radiographers	73	98	77	123	68	73	83	63	40	66	78	61	51	49	40	57	34	21	29	45	5	46	38	29	962	810	903	444												
SLTs	10	24	13	1	15	13	10	16	13	19	10	9	17	12	18	10	7	10	4	12	9	21	12	6	257	249	153	138												
TOTAL	280	385	334	361	328	271	266	263	209	293	279	235	251	237	201	228	161	167	148	220	99	229	177	144	5,235	4,626	3,504	2,262												



	2006			2007									2008											
	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	0	1	1	0	2	0	0	1	1	0	0	0	2	0	2	0	0	0	1	0	1	2	0	0
Bio. Scientists	48	46	36	27	48	33	37	35	45	30	22	32	22	22	35	23	19	13	13	3	24	13	16	28
CI Scientists	0	4	6	1	5	3	2	6	1	3	3	1	2	4	2	2	3	0	0	4	1	3	1	8
Chirops/ Pods	4	3	2	1	6	3	0	6	1	8	0	3	7	3	2	3	8	2	2	2	1	5	1	3
Dietitians	7	9	7	21	15	8	7	13	13	18	8	12	6	3	7	15	7	8	7	6	4	10	5	16
OTs	73	49	35	26	41	50	23	73	26	41	34	38	29	32	23	31	23	15	7	48	16	28	9	41
ODPs	0	0	1	1	1	0	2	0	2	0	0	0	0	0	1	0	1	1	0	1	0	1	0	0
Orthoptists	0	1	0	0	0	0	0	1	0	0	1	0	0	0	1	0	0	3	0	0	0	0	0	0
Paramedics	0	2	0	0	2	2	0	3	2	2	2	1	3	0	2	2	0	1	1	0	3	0	0	2
Physiotherapists	75	151	75	82	91	77	95	80	56	73	68	62	26	110	62	56	42	42	35	27	28	47	25	67
Prosth/Orthotists	1	1	0	1	0	0	1	0	0	0	0	0	2	0	0	0	1	0	0	2	1	0	0	0
Radiographers	65	67	54	49	63	71	77	99	54	96	23	102	56	48	45	32	48	39	15	26	10	11	6	92
SLTs	20	7	16	12	11	11	20	19	10	24	11	12	7	12	16	15	6	4	16	5	6	15	8	24
TOTAL	293	341	233	221	285	258	264	336	211	295	172	263	162	234	198	179	158	128	97	124	95	135	71	281

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
9	3	6	8
363	417	439	231
20	26	35	30
39	25	37	39
164	93	138	94
668	615	509	302
1	6	7	5
1	3	3	4
19	6	16	14
1,339	1,193	985	567
6	6	4	6
681	496	820	428
204	218	173	134
3,514	3,107	3,172	1,862

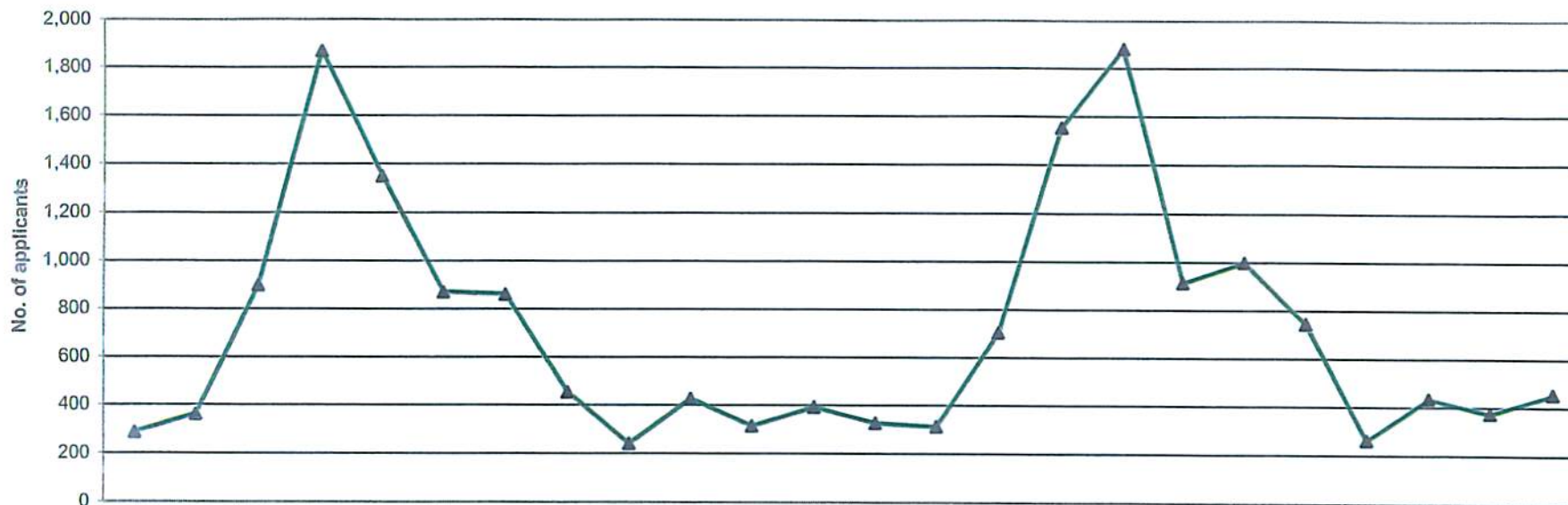


	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Minimum Info	367	385	358	364	338	356	345	341	58	369	41	29	49	77	306	337	430	369	332	333	331	309	333	421
Awaiting Pass List	47	57	210	97	110	110	46	48	39	205	21	17	22	39	105	39	64	205	26	21	19	27	26	19
Pending Reg. Fee	2	4	8	35	17	19	6	0	0	8	0	231	1	1	13	25	8	8	2	3	2	2	3	5
TOTAL	416	446	576	496	465	485	397	389	97	582	62	277	72	117	424	401	502	582	360	357	352	338	362	445

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
277	367	29	421
32	41	17	19
1	2	231	5
310	410	277	445

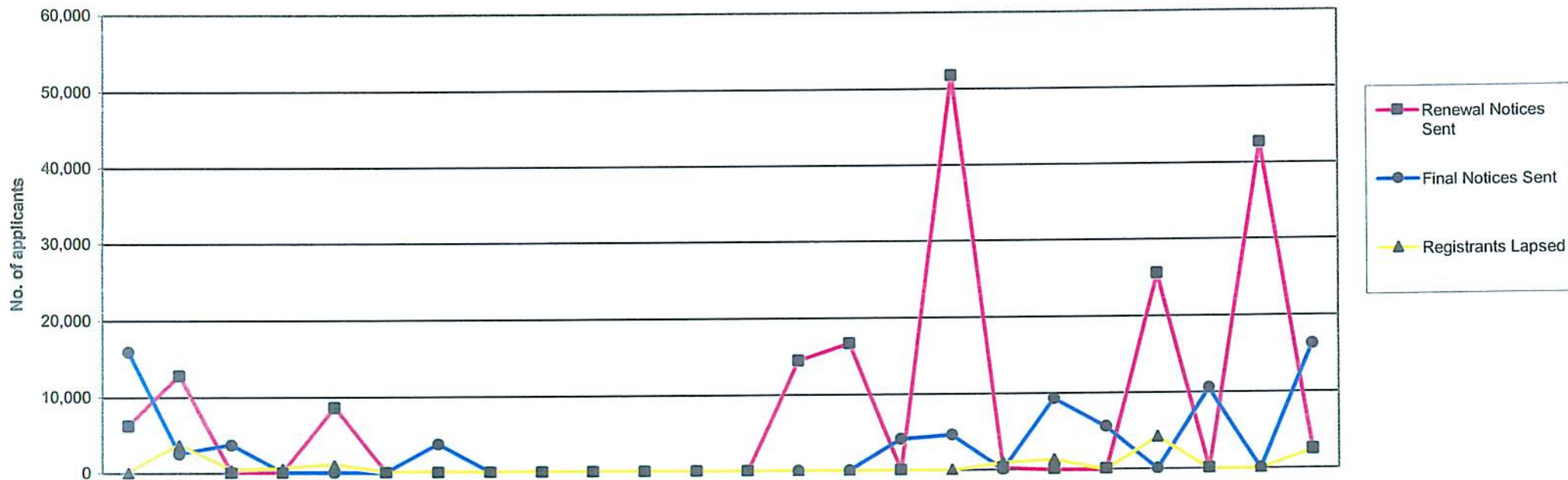
NOTE: Information covers UK applications only

Represents the current workload within the UK Registration Department as at the end of the month



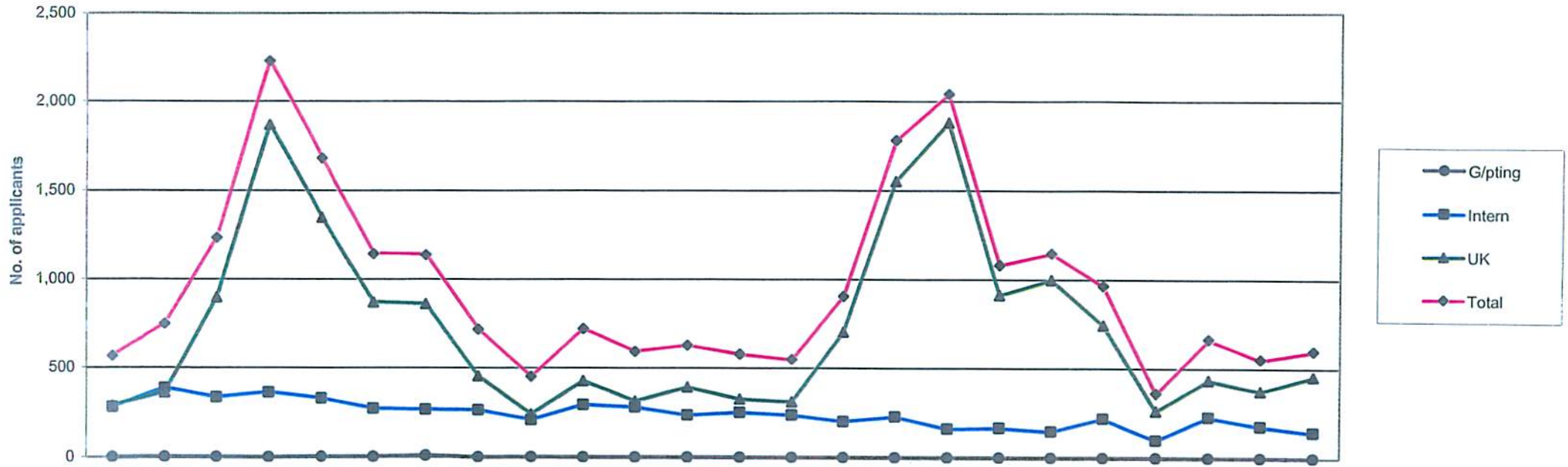
	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Arts Ths	18	17	13	15	24	9	25	11	9	13	14	16	20	18	18	11	23	15	14	13	7	13	16	2
Bio. Scs	56	60	45	82	60	47	70	65	36	75	56	38	40	60	45	57	72	62	60	75	39	78	57	44
CI Scs	14	9	14	15	15	6	9	14	4	13	13	19	26	2	12	10	18	7	14	20	13	10	14	3
Ch/ Pods	1	4	60	116	64	34	30	6	9	11	4	2	4	10	46	119	118	38	36	25	4	6	5	20
Dietitians	20	16	60	106	28	20	26	11	4	6	10	24	13	20	62	72	67	30	34	24	7	13	8	9
ODPs	17	27	28	35	97	166	103	26	36	31	37	65	56	25	84	33	83	149	119	163	17	39	19	17
OTs	25	53	105	320	299	179	171	82	11	52	17	13	25	17	10	212	379	175	224	38	36	59	62	0
Orths	1	1	6	14	9	3	2	2	0	3	0	0	0	0	3	15	14	3	5	0	0	0	1	78
Paras	53	80	54	86	78	65	59	74	56	95	42	65	48	75	66	52	99	68	85	103	58	112	52	113
Physios	55	50	223	599	392	205	174	97	48	86	89	102	71	41	130	543	605	197	196	169	54	67	100	103
Pr/Orths	4	1	1	0	0	0	22	1	2	1	0	0	0	0	0	0	1	0	18	8	2	4	0	2
Rads	12	27	253	396	153	74	66	23	10	9	9	19	8	24	193	381	251	76	88	32	10	11	15	19
SLTs	10	16	36	84	130	61	103	42	15	32	23	30	16	20	35	48	151	93	106	75	16	24	26	45
TOTAL	286	361	898	1,868	1,349	869	860	454	240	427	314	393	327	312	704	1,553	1,881	913	999	745	263	436	375	455

2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
160	234	184	170
820	912	690	689
138	155	145	149
329	399	341	431
319	367	331	359
394	754	668	804
1,468	1,544	1,327	1,237
44	34	41	119
1,026	1,247	807	931
1,926	2,051	2,120	2,276
40	46	32	35
886	1,008	1,051	1,108
572	746	582	655
8,122	9,497	8,319	8,963

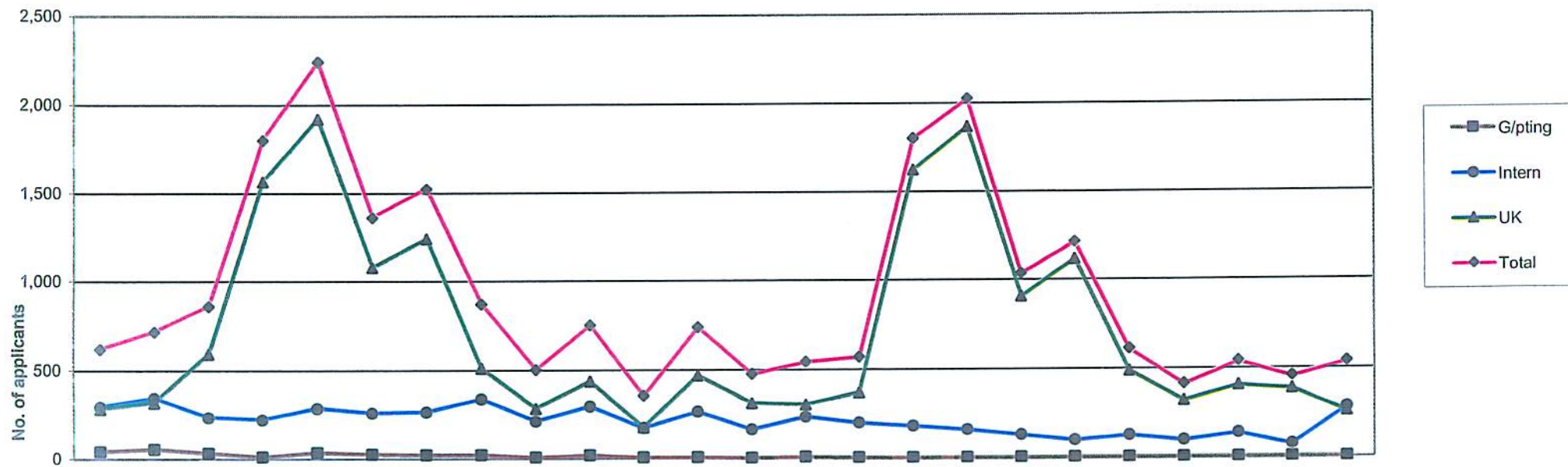


	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Renewal Notices Sent	6,257	12,825	0	0	8,629	0	0	0	0	0	0	0	0	14,510	16,704	0	51,782	242	0	0	25,556	0	42,696	2,492
Final Notices Sent	15,928	2,535	3,694	0	0	0	3,752	0	0	0	0	0	0	0	0	4,101	4,622	0	9,339	5,605	0	10,592	0	16,272
TOTAL	22,185	15,360	3,694	0	8,629	0	3,752	0	0	0	0	0	0	14,510	16,704	4,101	56,404	242	9,339	5,605	25,556	10,592	42,696	18,764
Registrants Lapsed	0	3,643	278	508	959	0	0	0	0	0	0	0	0	0	0	0	0	894	1,291	0	4,234	0	0	2,466

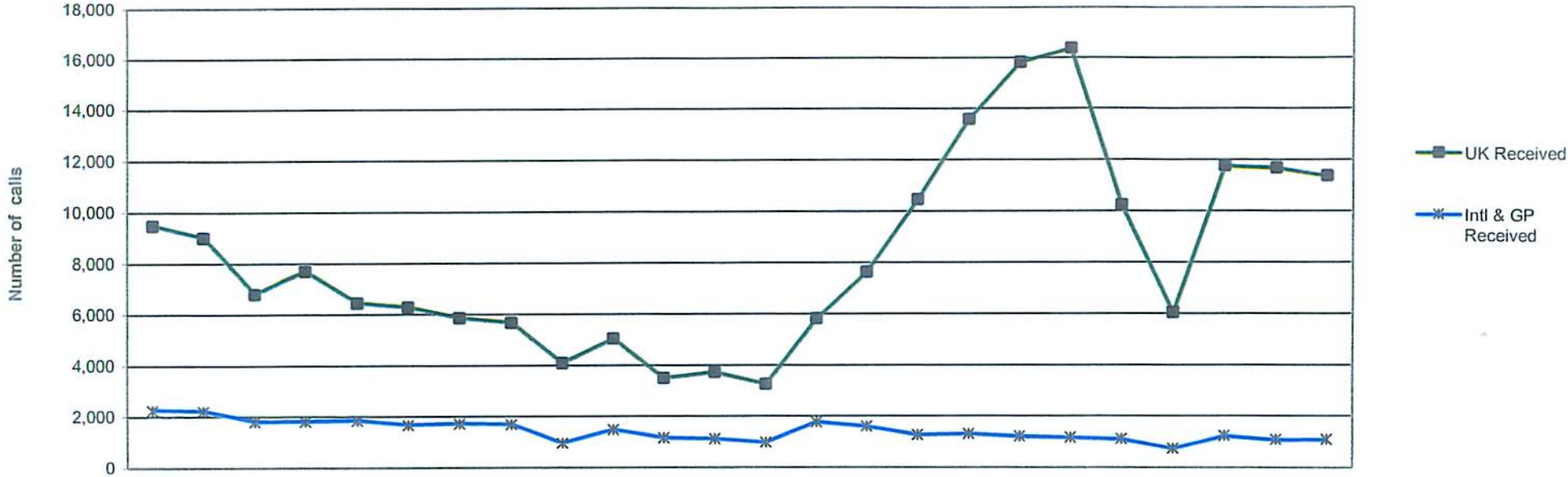
2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
24,781	142,363	27,711	153,982
19,846	36,261	25,909	50,531
44,627	178,624	53,620	204,513
7,423	9,448	5,388	8,885



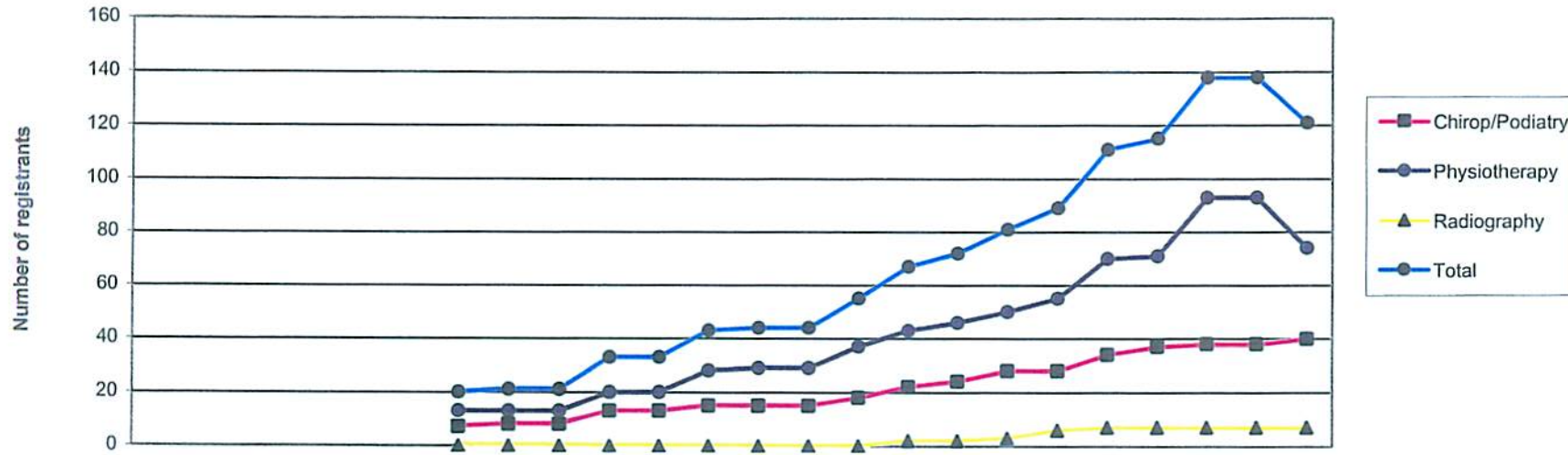
	2006			2007									2008									2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec					Jan	Feb	Mar
G/pting	0	1	2	0	3	3	10	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2,718	2,479	20	0
Intern	280	385	334	361	328	271	266	263	209	293	279	235	251	237	201	228	161	167	148	220	99	229	177	144	5,235	4,626	3,504	2,262
UK	286	361	898	1,868	1,349	869	860	454	240	427	314	393	327	312	704	1,553	1,881	913	999	745	263	436	375	455	8,122	9,497	8,319	8,963
Total	566	747	1,234	2,229	1,680	1,143	1,136	717	450	720	593	628	578	549	905	1,781	2,042	1,080	1,147	965	362	665	552	599	16,075	16,602	11,843	11,225



	2006			2007												2008												2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar							
G/pting	41	56	33	12	35	26	22	21	7	18	6	6	2	6	1	0	0	0	0	0	0	0	0	0	0	1,800	2,295	283	9		
Intern	293	341	233	221	285	258	264	336	211	295	172	263	162	234	198	179	158	128	97	124	95	135	71	281	3,513	3,107	3,172	1,862			
UK	284	318	591	1,566	1,921	1,076	1,238	511	283	437	177	468	312	303	370	1,624	1,868	905	1,116	488	320	406	386	257	15,899	9,474	8,870	8,355			
Total	618	715	857	1,799	2,241	1,360	1,524	868	501	750	355	737	476	543	569	1,803	2,026	1,033	1,213	612	415	541	457	538	21,212	14,876	12,325	10,226			

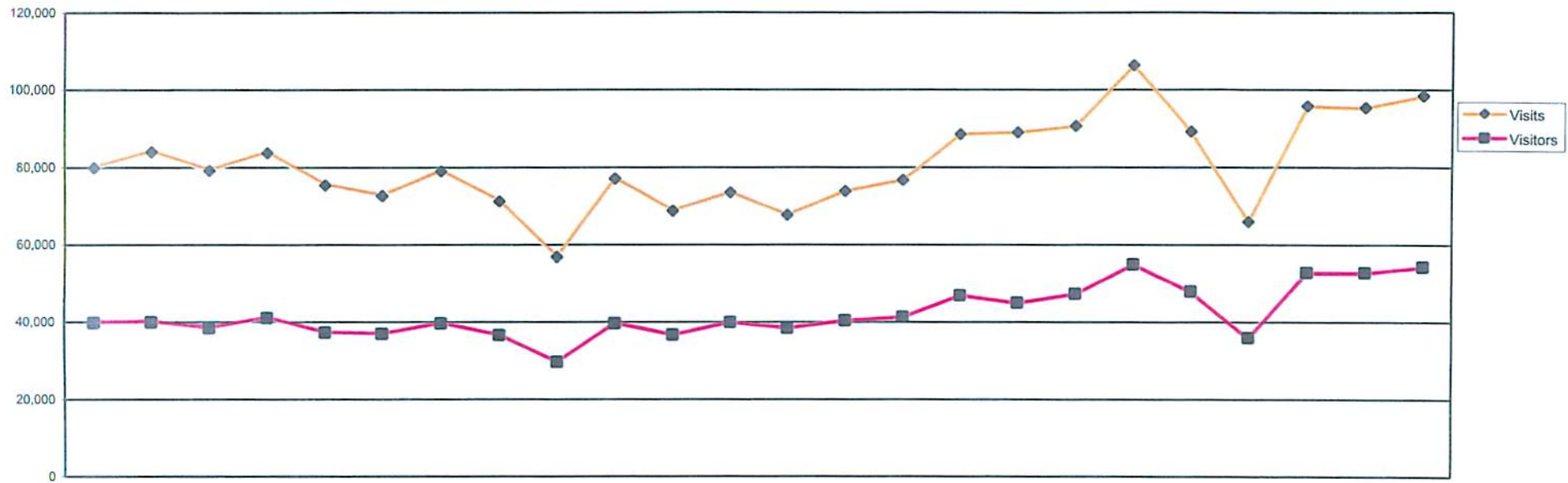


	2006			2007									2008												2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 FYE
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar				
Intl & GP																												
Intl & GP Received	2,244	2,201	1,789	1,804	1,830	1,663	1,714	1,687	950	1,475	1,150	1,105	968	1,764	1,590	1,259	1,303	1,195	1,162	1,094	730	1,222	1,063	1,078	45,574	40,070	19,612	14,428
Answered	1,787	1,917	1,673	1,700	1,669	1,566	1,595	1,543	894	1,390	1,103	1,059	943	1,675	1,504	1,188	1,150	1,038	1,108	1,036	668	1,157	990	931	34,502	33,467	17,896	13,388
Calls answered (%)	80	87	93	94	92	94	93	92	94	94	96	96	97	95	95	94	89	87	95	95	92	95	93	86	76	84	92	93
Adandoned	457	284	116	104	161	97	119	144	56	85	47	46	25	89	86	71	153	157	54	58	62	65	73	147	11,264	6,627	1,716	1,040
Avg answer time (sec)	20	18	15	16	11	17	12	10	8	11	19	15	11	10	8	11	14	14	12	9	9	12	16	24	36	25	14	13
Avg talk time (min)	2.43	2.32	2.43	2.35	2.42	2.49	2.49	3.01	2.51	3.02	3.08	3.12	3.10	2.58	2.43	2.49	2.44	2.53	2.40	2.57	3.29	3.28	3.14	3.20	2.30	2.32	2.64	2.79
UK																												
UK Received	9,464	8,995	6,787	7,683	6,441	6,280	5,856	5,663	4,082	5,033	3,489	3,715	3,248	5,808	7,622	10,448	13,576	15,827	16,371	10,232	6,041	11,752	11,675	11,367	103,274	70,233	73,488	123,967
Answered	7,845	7,995	6,464	6,983	6,121	5,555	5,284	5,439	3,736	4,980	3,450	3,641	3,207	5,598	7,360	9,105	9,924	8,640	10,429	8,460	4,626	7,849	9,549	7,176	79,498	50,518	67,493	91,923
Calls answered (%)	83	84	95	91	95	89	90	98	92	99	99	98	99	96	97	87	73	55	64	83	77	67	82	63	82	70	93	79
Adandoned	1,619	1,440	323	700	320	725	572	124	346	53	39	74	41	210	262	1,343	3,652	7,187	5,942	1,772	1,415	3,893	2,126	4,191	24,198	10,719	6,335	32,034
Avg answer time (sec)	86	96	44	74	54	52	32	22	27	16	18	21	20	30	21	29	103	161	267	74	75	71	95	272	67	64	45	102
Avg talk time (min)	2.25	2.46	2.24	2.12	2.16	2.22	2.02	2.04	2.21	2.07	2.08	2.05	2.02	2.08	2.27	2.19	2.35	3.00	3.06	2.43	3.12	3.05	3.00	3.19	2.13	1.78	2.16	2.65

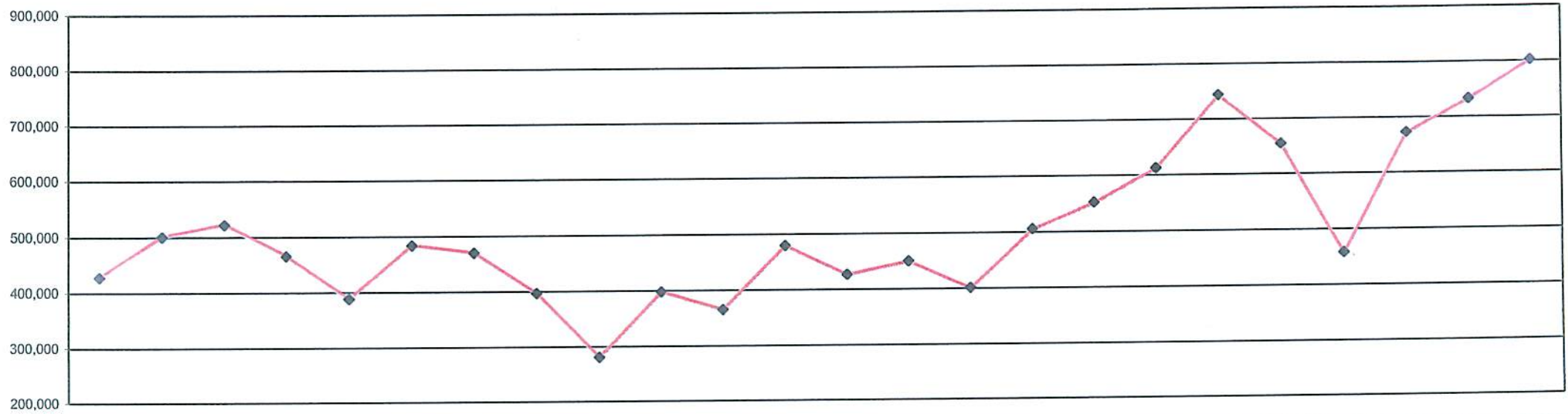


	2006			2007						2008														
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Chiropr/Podiatry							7	8	8	13	13	15	15	15	18	22	24	28	28	34	37	38	38	40
Physiotherapy							13	13	13	20	20	28	29	29	37	43	46	50	55	70	71	93	93	74
Radiography							0	0	0	0	0	0	0	0	0	2	2	3	6	7	7	7	7	7
Total							20	21	21	33	33	43	44	44	55	67	72	81	89	111	115	138	138	121

2006/7	2007/8
FYE	FYE
15	40
28	74
0	7
43	121



	2006			2007									2008									2006/7 FYE	2007/8 FYE			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec			Jan	Feb	Mar
Visits	79,858	83,990	79,085	83,714	75,314	72,570	78,884	71,146	56,815	76,981	68,663	73,409	67,613	73,761	76,634	88,523	89,023	90,683	106,314	89,230	65,859	95,844	95,423	98,483	900,429	1,037,390
Visitors	39,802	39,934	38,411	41,000	37,222	36,855	39,603	36,563	29,616	39,593	36,639	39,877	38,449	40,356	41,275	46,936	44,985	47,321	54,830	47,911	35,875	52,763	52,810	54,225	455,115	557,736



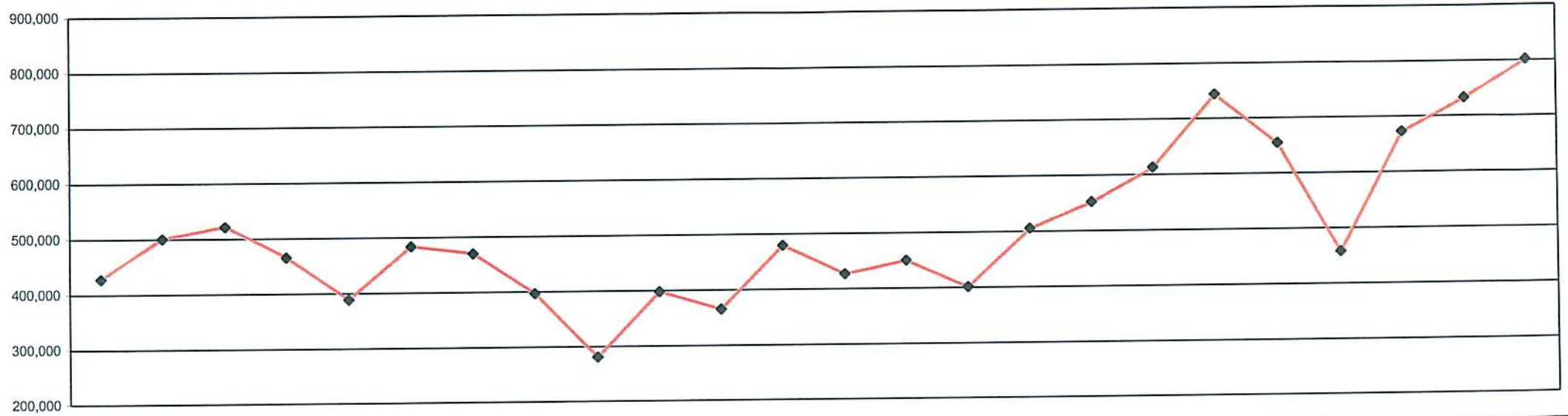
	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
views	427,703	500,389	521,637	465,300	388,132	483,312	469,731	396,605	280,672	397,822	365,251	479,064	426,840	449,973	401,254	505,622	552,056	612,905	743,944	654,875	457,832	673,049	732,563	801,835

2006/7	2007/8
FYE	FYE
5,175,618	7,012,748

Health Professions Council

HPC website page views April 2006 - March 2008

Communications Department



	2006			2007									2008											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
views	427,703	500,389	521,637	465,300	388,132	483,312	469,731	396,605	280,672	397,822	365,251	479,064	426,840	449,973	401,254	505,622	552,056	612,905	743,944	654,875	457,832	673,049	732,563	801,835

2006/7	2007/8
FYE	FYE
5,175,618	7,012,748