

### 3 – Chief Executive’s Report – Annex B

#### Performance against Fitness to Practise service targets introduced in November 2004 and amended in March 2006 and January 2008

1. Table 1 sets out performance against service targets for Q1 2008.

**Table 1: performance against service targets Q1 2008**

Service Target	Area of work	Detail	January	February	March	Q1 average
Target 1	All	90% of fitness to practise cases to be concluded within 15 months <sup>1</sup>	93% 353 of 381	93% 372 of 402	94% 294 of 313	93% 1019 of 1096
Target 2 <sup>2</sup>	Investigation	90% of investigation process to be completed within 6 months <sup>3</sup>	86% 343 of 400	84% 354 of 420	90% 313 of 346	87% 1010 of 1166
Target 3 <sup>4</sup>	Investigation	95% of investigation process to be completed within 12 months <sup>5</sup>	91% 330 of 361	93% 355 of 381	95% 393 of 414	93% 1078 of 1156
Target 4	Adjudication	90% of panel hearings to commence within 9 months of referral <sup>6</sup>	83% 10 of 12	100% 22 of 22	95% 20 of 21	95% 52 of 55
Target 5	Interim Orders Panel	100% of doctors referred to IOP to be heard within 1 month	100% 15 of 15	100% 26 of 26	100% 29 of 29	100% 70 of 70
Target 6	Case Review	100% of doctors with conditions or undertakings to be reviewed (by Panel, Case Examiner or Registrar) before being returned to unrestricted practice	100% 8 of 8	100% 14 of 14	100% 5 of 5	100% 27 of 27
Target 7	Investigation Committee	100% of doctors referred to IC to be heard by IC within 2 months	100% 2 of 2	100% 1 of 1	100% 4 of 4	100% 7 of 7

<sup>1</sup> The overall 15-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>2</sup> The 6-month investigation target includes the 3-month target for Health Assessments and 6-month target for Performance Assessments and the 2-month target for cases that are considered by the Investigation Committee.

<sup>3</sup> The investigation 6-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>4</sup> The 12-month investigation target includes the 3-month target for Health Assessments and 6-month target for Performance Assessments and the 2-month target for cases that are considered by the Investigation Committee.

<sup>5</sup> The investigation 12-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>6</sup> This target includes cases that have concluded prior to a FTP Panel hearing within 9 months of referral from Investigation (i.e. referral cancellations, voluntary erasures etc)

2. Table 2 sets out performance against service targets for Q2 2008.

**Table 2: performance against service targets Q2 2008**

Service Target	Area of work	Detail	April	May	June	Q2 average
Target 1	All	90% of fitness to practise cases to be concluded within 15 months <sup>7</sup>	91% 327 of 361	92% 387 of 422	93% 389 of 417	92% 1103 of 1200
Target 2 <sup>8</sup>	Investigation	90% of investigation process to be completed within 6 months <sup>9</sup>	89% 326 of 368	90% 381 of 423	87% 230 of 265	89% 937 of 1056
Target 3 <sup>10</sup>	Investigation	95% of investigation process to be completed within 12 months <sup>11</sup>	93% 344 of 369	94% 390 of 414	93% 383 of 418	93% 1117 of 1201
Target 4	Adjudication	90% of panel hearings to commence within 9 months of referral <sup>12</sup>	100% 15 of 15	95% 19 of 20	100% 15 of 15	98% 49 of 50
Target 5	Interim Orders Panel	100% of doctors referred to IOP to be heard within 1 month	100% 25 of 25	100% 39 of 39	100% 28 of 28	100% 92 of 92
Target 6	Case Review	100% of doctors with conditions or undertakings to be reviewed (by Panel, Case Examiner or Registrar) before being returned to unrestricted practice	100% 12 of 12	100% 7 of 7	100% 5 of 5	100% 24 of 24
Target 7	Investigation Committee	100% of doctors referred to IC to be heard by IC within 2 months	100% 5 of 5	100% 2 of 2	100% 1 of 1	100% 8 of 8

<sup>7</sup> The overall 15-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>8</sup> The 6-month investigation target includes the 3-month target for Health Assessments and 6-month target for Performance Assessments and the 2-month target for cases that are considered by the Investigation Committee.

<sup>9</sup> The investigation 6-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>10</sup> The 12-month investigation target includes the 3-month target for Health Assessments and 6-month target for Performance Assessments and the 2-month target for cases that are considered by the Investigation Committee.

<sup>11</sup> The investigation 12-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>12</sup> This target includes cases that have concluded prior to a FTP Panel hearing within 9 months of referral from Investigation (i.e. referral cancellations, voluntary erasures etc)

3. Table 3 sets out performance against service targets for Q3 2008.

**Table 3: performance against service targets Q3 2008**

Service Target	Area of work	Detail	July	August	September	Q3 average
Target 1	All	90% of fitness to practise cases to be concluded within 15 months <sup>13</sup>	90% 336 of 372	93% 384 of 411	92% 393 of 427	92% 1113 of 1210
Target 2 <sup>14</sup>	Investigation	90% of investigation process to be completed within 6 months <sup>15</sup>	86% 334 of 390	89% 313 of 350	86% 305 of 353	87% 952 of 1093
Target 3 <sup>16</sup>	Investigation	95% of investigation process to be completed within 12 months <sup>17</sup>	92% 386 of 420	94% 394 of 419	96% 348 of 364	94% 1128 of 1203
Target 4	Adjudication	90% of panel hearings to commence within 9 months of referral <sup>18</sup>	89% 17 of 19	100% 8 of 8	100% 17 of 17	95% 42 of 44
Target 5	Interim Orders Panel	100% of doctors referred to IOP to be heard within 1 month	100% 27 of 27	100% 36 of 36	100% 17 of 17	100% 80 of 80
Target 6	Case Review	100% of doctors with conditions or undertakings to be reviewed (by Panel, Case Examiner or Registrar) before being returned to unrestricted practice	100% 6 of 6	100% 11 of 11	100% 7 of 7	100% 24 of 24
Target 7	Investigation Committee	100% of doctors referred to IC to be heard by IC within 2 months	-% 0 of 0	100% 1 of 1	100% 4 of 4	100% 5 of 5

<sup>13</sup> The overall 15-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>14</sup> The 6-month investigation target includes the 3-month target for Health Assessments and 6-month target for Performance Assessments and the 2-month target for cases that are considered by the Investigation Committee.

<sup>15</sup> The investigation 6-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>16</sup> The 12-month investigation target includes the 3-month target for Health Assessments and 6-month target for Performance Assessments and the 2-month target for cases that are considered by the Investigation Committee.

<sup>17</sup> The investigation 12-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>18</sup> This target includes cases that have concluded prior to a FTP Panel hearing within 9 months of referral from Investigation (i.e. referral cancellations, voluntary erasures etc)

4. Table 4 sets out performance against service targets for Q4 2008.

**Table 4: performance against service targets Q4 2008**

Service Target	Area of work	Detail	October	November	December	Q4 average
Target 1	All	90% of fitness to practise cases to be concluded within 15 months <sup>19</sup>	94% 402 of 427	94% 379 of 405	95% 360 of 378	94% 1141 of 1210
Target 2 <sup>20</sup>	Investigation	90% of investigation process to be completed within 6 months <sup>21</sup>	93% 337 of 361	88% 264 of 299	90% 320 of 357	91% 921 of 1017
Target 3 <sup>22</sup>	Investigation	95% of investigation process to be completed within 12 months <sup>23</sup>	96% 373 of 390	97% 386 of 398	94% 250 of 265	96% 1009 of 1053
Target 4	Adjudication	90% of panel hearings to commence within 9 months of referral <sup>24</sup>	93% 25 of 27	94% 29 of 31	92% 22 of 24	93% 76 of 82
Target 5	Interim Orders Panel	100% of doctors referred to IOP to be heard within 1 month	100% 24 of 24	100% 35 of 35	100% 27 of 27	100% 86 of 86
Target 6	Case Review	100% of doctors with conditions or undertakings to be reviewed (by Panel, Case Examiner or Registrar) before being returned to unrestricted practice	100% 8 of 8	100% 7 of 7	100% 7 of 7	100% 22 of 22
Target 7	Investigation Committee	100% of doctors referred to IC to be heard by IC within 2 months	100% 3 of 3	100% 2 of 2	100% 2 of 2	100% 7 of 7

<sup>19</sup> The overall 15-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>20</sup> The 6-month investigation target includes the 3-month target for Health Assessments and 6-month target for Performance Assessments and the 2-month target for cases that are considered by the Investigation Committee.

<sup>21</sup> The investigation 6-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>22</sup> The 12-month investigation target includes the 3-month target for Health Assessments and 6-month target for Performance Assessments and the 2-month target for cases that are considered by the Investigation Committee.

<sup>23</sup> The investigation 12-month target excludes from consideration cases that are criminal convictions, statutory inquiries, determinations and restoration applications.

<sup>24</sup> This target includes cases that have concluded prior to a FTP Panel hearing within 9 months of referral from Investigation (i.e. referral cancellations, voluntary erasures etc)

## Performance against Fitness to Practise service targets 2008

5. We continued to improve our performance against service standards in 2008, in particular in respect of the nine month adjudication target. Table 5 shows the average 12 month performance for those service standards where we have comparable data for 2007 and 2008.

**Table 5: average 12 month performance for those service standards where we have comparable data for 2007 and 2008.**

Target	2007 average	2008 average
90% of fitness to practise cases to be concluded within 15 months	92%	93%
90% of investigation process to be completed within 6 months	85%	88%
90% of panel hearings to commence within 9 months of referral	73%	95%
100% of doctors referred to IOP to be heard within 1 month	97%	100%
100% of doctors referred to IC to be heard by IC within 2 months	100%	100%

6. For the newer service targets where comparable data from 2007 is not available (Targets 3 and 6), the average performance in 2008 was 94% and 100% respectively.

### Fitness to Practise statistics

7. In 2008, we considered 5,185 enquiries regarding doctors' fitness to practise, a minimal increase on 2007 (5,168). Of these, 1,977 (38.1%) resulted in no further action being taken at the initial assessment stage, compared to 38.8% in 2007 and 46.8% in 2006.

8. Table 6 shows the Fitness to Practise Teams' caseloads at the end of 2008, compared to at the end of 2007. In total, our Investigations team had 1,530 ongoing investigations at the end of December 2008 compared with a total of 1,751 at the same point in 2007.

**Table 6: caseloads at the end of 2008, compared to at the end of 2007.**

Team	2007 caseload	2008 caseload
Stream 1	1,293	1,213
Stream 2	458	317
Case Presentation	344	422
Case Review	456	476

9. At the Case Examiner stage, 50.8% of decisions resulted in either no further action or advice being given in 2008, compared to 66.1% in 2007. The proportion of decisions to refer a doctor to a fitness to practise panel rose to 27.7% in 2008, compared to 16.9% in 2007 and 23.3% in 2006.

10. 56.7% of doctors appearing before a fitness to practise panel were either suspended or erased in 2008, compared to 54.3% in 2007 and 49.5% in 2006.