

Agenda item:	4
Report title:	Chief Operating Officer's Report
Report by:	Susan Goldsmith , Chief Operating Officer sgoldsmith@gmc-uk.org , 020 7189 5124
Action:	To consider

Executive summary

This report provides an update on our operational performance including:

- Welsh Language Standards.
- Freedom of Information/Data Protection Act update and options to reduce administrative complexity.
- Section 60 operational update.
- Provisional Enquiries.
- The Professional Standards Authority consultation response on the performance review.
- Internal Market Information (IMI) system.

Recommendation

Council is asked to consider the report (and [Annex A](#), [Annex B](#), and [Annex C](#)).

Issue

- 1 This report provides an update on our operational performance and Council priorities.

Operational KPIs

- 2 All operational key performance indicators (included at [Annex A](#)) were met between June and September 2015 other than the exceptions set out below.
- 3 In July, the Education and Standards SLA 'respond to 90% of ethical/standards enquiries within 21 working days' was not met due to short term capacity challenges which have since been addressed.
- 4 In August, the KPI '2015 Deficit within budget % variance' was amended and will now be reported to benchmark performance against the overall annual expenditure and income budget, rather than against the net budgeted deficit.
- 5 At the end of September there was a surplus of £535,000, compared to a budgeted deficit of £3,249,000. Income is 0.6% under budget due to natural variations in the register. Expenditure is 5.5% under budget due to delays in recruitment, delays in training programmes, directing more legal work in house, reduced hearing volumes and over achieving the corporate efficiency target. These factors contribute to an improvement in the financial position of the GMC compared to our expectations however the red rating is to highlight that this variance is significant.
- 6 We have also included an additional KPI in this report relating to our engagement activity with external stakeholders. To evidence this KPI, we sent a survey to 63 of the GMC's top policy influencing partners, as identified by our external relationships teams*. Of the 63 partners who received the survey 26 (41%) responded. We also received free text comments from stakeholders about the positive value placed upon our interactions with them. Throughout the next year we will reflect on how we can improve the response rate for the 2016 survey.

Council Priorities

- 7 All Council priority projects have a green status. A summary of the position can be found at [Annex A](#).

* European and International Affairs, the Devolved Offices and UK Government, Parliament and Stakeholder Relationships

Welsh Language Standards

- 8** I had a very helpful meeting with the Welsh Language Commissioner on 8 October 2015. It is now clear that the earliest the GMC will be issued with a compliance notice is Summer 2016, for compliance with the new standards from January 2017. This means that there will be a limited impact on the 2016 budget and sufficient time to plan budget implications for 2017. This risk is being de-escalated from the Corporate Risk Register to the Strategy and Communication Directorate Risk Register where it will continue to be monitored. Significant work has already been undertaken across the GMC to reduce the expected costs of compliance.

Freedom of Information/Data Protection Act update and options to reduce administrative complexity

- 9** It was agreed at the Performance and Resources Board meeting on 22 September 2015 meeting that the Information Access Team (IAT) will now report a year-to-date figure for Freedom of Information (FOI) and Data Protection Act (DPA) requests to the Board along-side the existing monthly measures to account for the variation in volumes and complexity of requests on a monthly basis. This will bring us into line in our annual reporting to the Information Commissioners Office and the Ministry of Justice.
- 10** The Performance and Resources Board also agreed that work would be undertaken to estimate the total cost to the organisation of complying with FOI and DPA requests; and that a trial would be undertaken involving increased liaison with requesters to test whether providing existing data would satisfy the request or whether exemptions could be used more often.

Section 60 Operational update

- 11** In light of the Section 60 Order:
- a** A full review of the MPTS Operational Framework has been completed. The GMC/MPTS Liaison Group reviewed and agreed amendments to the Framework at its meeting on 25 November 2015 which reflect changes in GMC and MPTS ways of working and legislative changes since August 2015. The Framework is being finalised to reflect the agreed changes, and will bring the document up-to-date, ready to set out the arrangements which will have effect as of 31 December 2015.
 - b** We have also agreed a phased Siebel release to accompany the Section 60 Order changes. Rules and operational processes will go live on 31 December 2015 with full Siebel functionality delivered on 18 January 2016. We are developing interim reporting solutions to bridge the two week gap but the bulk of process changes

are supported by Siebel service requests which will be available by the end of the year.

Provisional Enquiries

- 12** Work continues on the implementation of our pilot to establish provisional enquiries in Fitness to Practise proceedings. It was reported at the Performance and Resources Board meeting on 22 September 2015 that the initial results of this work have already seen a significant improvement in the median duration of cases with a provisional enquiry to 63 days, which compares to the median time of 245 days for a Stream 1 investigation.
- 13** During the pilot a complaint had to meet three criteria to be eligible:
- a** The allegation is 'unclear' and/or;
 - b** It is unclear whether it is serious enough to raise a question of impaired fitness to practise; or
 - c** It is doubtful that the evidence will support a finding of impairment.
- 14** Work continues with this change to our procedures but we consider that there is both a time gain from establishing provisional enquiries (for both the complainant and those investigated) and in addition they may also negate the need for approximately 250 investigations per annum. We are currently extending the initial pilot to include single clinical incidents and will continue to update Council on this work throughout 2016 as it moves to become business-as-usual.

PSA response to consultation

- 15** The Professional Standards Authority (PSA) has published an awaited [response to the consultation](#) launched this year on the Performance Review process, which I have updated Council on throughout the year. We have sought clarification on some points herein and the Chief Executive and I also discussed with the PSA at the recent Chief Executives Steering Group meeting.
- 16** The updated position is that:
- a** The PSA has published a revised and reduced dataset which it will seek to capture on a monthly/quarterly and annual basis based on the data in question.
 - b** We are still unclear on performance review timescales as they apply to individual regulators for 2015/16.

- c** We are still unclear on the criteria that will be used by the PSA to decide the level and scope of review they will undertake of a regulator – ranging from light-touch, change, specific audit, through to full.
 - d** It has been confirmed that in future individual audits and reviews will be published once complete as opposed to waiting for an annual sector report to do this.
 - e** The first comprehensive sector report is expected in June 2017.
- 17** We are working closely with PSA colleagues to determine a clear way forward and I will update Council as and when we have greater clarity on the process for the GMC.

Internal Market Information (IMI) system

- 18** At its meeting on 17 November 2015, the Performance and Resources Board discussed changes to the Internal Market Information (IMI) system resulting from the revised directive on the Recognition of Professional Qualifications (RPQ) directive. The IMI system is a secure database that allows competent authorities across the EU to transfer information such as qualification verification and good standing.
- 19** From January 2016, a new 'alert' mechanism within the IMI system commits European healthcare regulators to share information when a professional registered in their country is restricted, temporarily or permanently, from practise or they have falsified evidence of professional qualifications. From January 2016, we will be required to send and receive alerts via the IMI system.
- 20** We see two main areas of risk from this revision to the IMI:
- a** We have not yet seen the alert functionality and this will only be showcased in December 2015 which gives us a very short time to understand the impact on our business processes.
 - b** There is little clarity on the number of alerts we can expect and we are still uncertain about how the directive will affect normal verification request volumes (many member states do not currently use it).
- 21** Our European and International team are lobbying on the implementation of the RPQ and will seek to raise issues with IMI alerts at the European Network of Medical Competent Authorities (ENMCA) meeting on 23 November 2016. We are also requesting legal advice on data retention issues the IMI system may present us. I will notify Council of any changes to plans as and when the situation becomes clearer but we may need to increase resources to respond to the increased volume of transactions from the IMI system changes post January 2016.

Appointment of fund managers

- 22** In early October 2015 we issued a tender for the fund management of £10 million in line with the Investment Policy as agreed by Council. We received 14 responses and after rigorous evaluation, the Investment Sub-Committee has appointed CCLA.

M4 - Annex A

Council Priority Report

General
Medical
Council

Working with doctors Working for patients

<h1 style="margin: 0;">Council Priorities</h1> <div style="font-size: 0.8em; margin-top: 5px;"> Delivery risk greater this period Delivery risk the same this period Delivery risk less this period </div>			Previous Period	Current period	Delivery Risk Trend	Next period
1	Shape of Training	<ul style="list-style-type: none"> All projects on track: Generic Professional Capabilities; Credentialing; CPD App. 	G	G		G
2	National licensing exam, moving the point of registration, and policy links to PLAB test	<ul style="list-style-type: none"> All projects on track: Implement PLAB review; Established Assessments Advisory board. UKMLA: Project now complete. 	G	G		G
3	Develop the Register and deliver Data Strategy Phase 2	<ul style="list-style-type: none"> All projects on track: Data Strategy; Review of LRMP. 	G	G		G
4	Revalidation	<ul style="list-style-type: none"> All projects on track: Revalidation operations; Skills & competency testing for doctors without a prescribed connection; Evaluation of Revalidation. 	G	G		G
5a	Fitness to practise and the Law Commission reform programme	<ul style="list-style-type: none"> All projects on track: Law Commission; Section 60 and rules. 	G	G		G
5b	Changes to fitness to practise procedures and responding to the increase in workload	<ul style="list-style-type: none"> All projects on track: FTP operations; Sanctions Guidance; Pilot of assurance assessments; Changes to publication & disclosure policy; Develop use of provisional enquiries; Work with systems regulators. 	G	G		G
5c	Supporting those involved in our investigations	<ul style="list-style-type: none"> Project on track: Roll out of meetings with doctors. 	G	G		G
6	Broader aspiration for reform and taking forward the legislative programme arising from the Law Commission report or reform by further Section 60 amendments	<ul style="list-style-type: none"> Project on track: Support policy development to ensure fitness for purpose of the Law Commission Bill 	G	G		G
7	Communications strategy and engagement with key interests	<ul style="list-style-type: none"> All projects on track: Develop communications and engagement strategy; Develop digital media strategy. 	G	G		G
8	Fairness and disproportionality in our regulatory activities	<ul style="list-style-type: none"> All projects on track: Differential attainment; Understanding the overrepresentation in our fitness to practise procedures. 	G	G		G
9	Chief Operating Officer’s Review, ambition for efficiencies across the organisation and future strategy	<ul style="list-style-type: none"> All projects on track: Champion the GMC’s corporate efficiency programme; Transformation programme. 	G	G		G
10	Understand the context in which doctors practise	<ul style="list-style-type: none"> Projects on track: Promoting Professionalism activities; confidentiality project; Cosmetic Practice Project. Relationship management (including MOUs and partnerships) is delayed due to resourcing issues, requirements and clarification on the priority of MOUs. 	G	G		G

General Medical Council

Operational KPIs

Working with doctors Working for patients

#	Area	BAU Operational KPIs [monthly]	Jun	Jul	Aug	Sep	RAG for next period	Commentary
1	R&R	Decision on 95% of all registration applications within 3 months	100	99	99	99	G	On track
2	R&R	Decision on 95% of all revalidation recommendations within 5 days	98	98	97	98	G	On track
3	R&R	90% of calls answered within 15 seconds	94	96	92	92	G	On track
4	E&S	Respond to 90% of ethical/standards enquiries within 21 working days	90	85	93	96	G	In July, the Education and Standards SLA was not met due to short term capacity challenges which have since been addressed.
5	E&S	80% of enhanced monitoring concerns where action plan is being adhered to	92	92	94	94	G	On track
6	E&S	90% of visits completed in within agreed timescales	100	100	100	100	G	On track
7	FtP	Conclude 90% of fitness to practise cases within 12 months	92	92	90	92	G	On track
8	FtP	Conclude or refer 90% of cases at investigation stage within 6 months	90	90	90	91	G	On track
9	FtP	Conclude or refer 95% of cases at the investigation stage within 12 months	96	95	96	95	G	On track
10	FtP	Commence 100% of IC hearings within two months of referral	100	100	100	No referral cases due	G	On track
11	MPTS	Commence 90% of panel hearings within nine months of referral	100	100	100	100	G	On track
12	MPTS	Commence 100% of IOP hearings within 3 weeks of referral	100	100	100	100	G	On track
13	R&QA	Rolling twelve month staff turnover within 8-15%	10.74	10.69	10.51	11.14	G	On track
14	R&QA	2015 <u>Deficit</u> within budget [% variance]	-58.22	-59.87	N/A	N/A	N/A	This is an improvement in our financial position but outside of our budgeted deficit range, hence the red rating. This was due to headcount costs being lower than budgeted because of delays in recruitment, and the volume of MPTS hearing days was lower than expected. The KPI in June and July measured the variance from the net budget, with the result that relatively small movements in financial terms appeared significant when measured in percentage terms. We amended the KPI in August to ‘Income and expenditure’ , below
		2015 Income and expenditure [% variance]	N/A	N/A	4.75	4.89	R	The finance KPI has been changed to benchmark performance against the overall annual expenditure and income budget, rather than against the net budgeted deficit. There is an improvement in the financial position of the GMC compared to our expectations due to various factors including delays in recruitment and reduced hearing volumes. The red rating is to highlight this variance is significant.
15	R&QA	IS system availability [%]	99.9	100	100	100	G	On track
16	S&C	Monthly media score	1523	227	317	175	N/A	Peak in June due to significant print and broadcast coverage of cosmetic practice consultation.

Business As Usual – Operational KPIs (annual / biennial)

#	Area	BAU Operational KPI [Annual]	Previous period	Current period	Commentary
19	S&C	Percentage of policy influencing partners ¹ who agreed their engagement with us during 2015 had positive influence on their impression of the GMC as an organisation and a positive effect on their work and the work of their organisation.	NA	92.31%	Survey conducted annually, in October, with results reported to December Council
20	S&C	Level of confidence in the GMC's regulation of doctors (from biennial tracking survey)	NA	79% ²	
21	R&QA	Staff engagement score ³	NA	78%	Staff survey being analysed for 2015
22	S&C	Award in Employers Network on Equality and Inclusion (annual)	Bronze Award	Silver Award	
23	S&C	Inclusion in Stonewall Equality Index as 'Top 250 Employer' (annual)	N/A		Decision expected in January 2016.

1. This percentage is based on a 41.26% response rate to the annual survey that went to our top 63 policy influencing partners as identified by our external relations teams; European and International Affairs, the Devolved Offices and UK Government, Parliament and Stakeholder Relationships teams.

2. 79% of patients/public who had heard of the GMC are confident in its regulation of doctors

3. Staff engagement will be reported once per year as and when staff survey results are analysed

General Medical Council

Detailed Appendix

Working with doctors Working for patients

1) Shape of Training (1 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s)

- Strategic aim 2: Help raise standards in medical education and practice

Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Judith Hulf																					
Generic Professional Capabilities	✓	✓	✓	✓				→				→				→				→	

- Board/Council decision - SPB sign-off for final Framework document due October 2015.

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Judith Hulf																					
Credentialing	✓	✓	✓	✓				→				→				→				→	

- Public consultation on proposals: Completed August 2015.

<h1 style="margin: 0;">1) Shape of Training (2 of 2)</h1>	<h2 style="margin: 0;">Overall Priority Status</h2>	Previous Period	Current Period	Trend	Next period
				→	

Linked Strategic Aim(s)	<ul style="list-style-type: none"> • Strategic aim 2: Help raise standards in medical education and practice
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Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Paul Buckley/Judith Hulf								→				→				→				→	
CPD App	✓	✓	✓	✓				→				→				→				→	

- CPD app phased roll out: Continuous evaluation until December

2) National licensing exam, moving the point of registration, and policy links to PLAB test (1 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s) • **Strategic aim 1: Make the best use of intelligence about doctors and the healthcare environment to ensure good standards and identify risks to patients**

Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Judith Hulf																					
Consider a national licensing exam		✓	✓	✓		PROJECT DELIVERED															

- In June 2015, Council agreed the Business Case for the UK Medical Licensing Assessment. Phase 1 of the project has been completed and we are now planning phase. This project is now closed from monitoring as it is now complete.*

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Una Lane																					
Implement PLAB review	✓	✓						→				→				→				→	

- Recruitment campaign for examiners completed September 2015.
- System requirements defined for 7.9 SAP release due November 2015.

2) National licensing exam, moving the point of registration, and policy links to PLAB test (2 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s)

• **Strategic aim 1: Make the best use of intelligence about doctors and the healthcare environment to ensure good standards and identify risks to patients**

Delivery Activities

	Project Delivery									Budget				People				Overall RAG Status & Trend				
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	
Owner: Una Lane																						
Establish Assessments Advisory Board	✓	✓	✓					→				→				→					→	

- First AAB meeting took place October 2015 - Completed

3) Develop the Register and deliver Data Strategy Phase 2

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s)

• **Strategic aim 1: Make the best use of intelligence about doctors and the healthcare environment to ensure good standards and identify risks to patients**

Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Paul Buckley	✓	✓	✓	✓				↑				→				→				→	
Data Strategy	✓	✓	✓	✓				↑				→				→				→	

- UKMED delivery in December rather than November - timeframes have been amended to align with Education colleagues. Scoping for dashboard is complete and currently in discussions with IS to confirm delivery timeframes.

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Paul Buckley	✓	✓	✓					→		NA	NA	NA	NA			→				→	
Review of LRMP	✓	✓	✓					→		NA	NA	NA	NA			→				→	

- Commission necessary further reviews of options completed September.

4) Revalidation (1 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s)

- Strategic aim 2: Help raise standards in medical education and practice

Delivery Activities

	Project Delivery									Budget				People				Overall RAG Status & Trend			
Owner: Una Lane	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Revalidation operations					✓			→				→				→				→	

- SLA: to process 95% of revalidation recommendations within five working days
- *March performance against SLA: 98%.*

	Project Delivery									Budget				People				Overall RAG Status & Trend			
Owner: Una Lane	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Skills & competency testing for doctors without a prescribed connection	✓	✓	✓	✓				→				→				→				→	

- Strategy & Policy Board signed off on design and policy principles in December. We are aiming to be able to have everything in place to begin testing in 2016.

4) Revalidation (2 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s)	<ul style="list-style-type: none"> • Strategic aim 2: Help raise standards in medical education and practice
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Delivery Activities

	Project Delivery								Budget				People				Overall RAG Status & Trend				
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Una Lane								→				→				→				→	
Evaluation of Revalidation	✓	✓	✓	✓				→				→				→				→	

- The evaluation is on track with the first draft of the first public interim report expected from UMbRELLA on 29 January.
- We are in the process of agreeing a communications plan for the interim report including a date for publication.
- We continue to meet and liaise with the researcher team on a regular basis to receive updates on progress – this liaison included a trip to Plymouth by the Chair of Council and two members of staff this month to visit the lead researcher and discuss future research work streams and current issues
- We continue to attend the GMC/ DH(E) liaison research group established to manage the interface between our and the DH (E) evaluations. The next meeting will be in February 2016.

5a) Fitness to practise and the Law Commission reform programme

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s) • **Strategic Aim 3: Improve the level of engagement and efficiency in the handling of complaints and concerns about patient safety.**

Delivery Activities

	Project Delivery									Budget				People				Overall RAG Status & Trend			
Owner: Anthony Omo	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Law Commission						NA	NA	NA	NA			→				→				→	

▪ FtP Policy have been working with AD Richard Marchant to develop a draft S60 order. It is proposed that the draft order would be discussed with the Department of Health should the Law Commission Bill not be included in the Queen’s Speech.

	Project Delivery									Budget				People				Overall RAG Status & Trend			
Owner: Howard Matthews/Anthony Omo	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Section 60 and rules	✓	✓	✓					→				→				→				→	

▪ System requirements defined completed August 2015; Board/Council decision made July 2015.

<h1>5b) Changes to fitness to practise procedures and responding to the increase in workload (1 of 3)</h1>	Overall Priority Status	Previous Period	Current Period	Trend	Next period
				→	

Linked Strategic Aim(s)	<ul style="list-style-type: none"> • Strategic Aim 3: Improve the level of engagement and efficiency in the handling of complaints and concerns about patient safety.
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Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
Owner: Anthony Omo	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
FTP operations					✓			→				→				→				→	

- Analysis of volumes; forecast SLA performance
- *All SLAs were met in September.*

	Project Delivery					Budget				People				Overall RAG Status & Trend							
Owner: Anthony Omo	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Sanctions Guidance	✓	✓	✓	✓				→				→				→				→	

- SPB/Council decision: March; completion of panellist training: July; Go-live on track for December 2015.

5b) Changes to fitness to practise procedures and responding to the increase in workload (2 of 3)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s) • **Strategic Aim 3: Improve the level of engagement and efficiency in the handling of complaints and concerns about patient safety.**

Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Anthony Omo								→				→				→				→	
Pilot of assurance assessments	✓	✓	✓	✓				→				→				→				→	

- Pilot on track for completion in December 2015.

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Anthony Omo								→				→				→				→	
Changes to publication & disclosure policy	✓	✓	✓					→				→				→				→	

- Consultation: June to September 2015.

5b) Changes to fitness to practise procedures and responding to the increase in workload (3 of 3)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s)

- **Strategic Aim 3: Improve the level of engagement and efficiency in the handling of complaints and concerns about patient safety.**

Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Anthony Omo								→				→				→				→	
Develop use of provisional enquiries	✓	✓	✓	✓				→				→				→				→	

- Project on track. Go live completed October 2015.

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Anthony Omo								→				→				→				→	
Work with systems regulators	✓	✓	✓	✓				→				→				→				→	

- Expand sharing of system concerns to more organisations: December

5c) Supporting those involved in our investigations (2 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s)

- **Strategic Aim 2: Help raise standards in medical education and practice**
- **Strategic Aim 3: Improve the level of engagement and efficiency in the handling of complaints and concerns about patient safety.**
- **Strategic Aim 5: Work better together to improve our overall effectiveness, our responsiveness and the delivery of our regulatory functions**

Delivery Activities

	Project Delivery									Budget				People				Overall RAG Status & Trend			
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Anthony Omo																					
Roll out of meetings with doctors	✓	✓	✓	✓				→				→				→				→	

- Go-live completed October.

6) Broader aspiration for reform and taking forward the legislative programme arising from the Law Commission report

Overall Priority Status	Previous Period	Current Period	Trend	Next period
			→	

Linked Strategic Aim(s)	<ul style="list-style-type: none"> • Strategic aim 3: Improve the level of engagement and efficiency in the handling of complaints and concerns about patient safety. • Strategic aim 5: Work better together to improve our overall effectiveness, our responsiveness and the delivery of our regulatory functions
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Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Owner: Paul Buckley								→				→				→				→	
Support policy development to ensure fitness for purpose of the Law Commission Bill	✓	✓	✓					→				→				→				→	

- Promote Law Commission Bill as preferred approach to professional regulation in UK within proposed Scotland Bill on track for completion in December.

7) Communications strategy and engagement with key interests

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s) • Strategic aim 4: Work more closely with doctors, medical students and patients on the frontline of care

Delivery Activities

	Project Delivery									Budget				People				Overall RAG Status & Trend			
Owner: Paul Buckley	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Develop communications and engagement strategy	✓	✓	✓					→		NA	NA	NA	NA			→				→	

- Workstreams: Narratives / PPI / Board and Engagement in track for completion December 2015.

	Project Delivery									Budget				People				Overall RAG Status & Trend			
Owner: Paul Buckley	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Develop digital media strategy	✓	✓	✓					→				→				→				→	

- Completion date for delivery: December 2015

8) Fairness and disproportionality in our regulatory activities⁰

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s)

- Cross-cutting organisational value: Fairness – we treat everyone fairly

Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
Owner: Judith Hulf	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Differential attainment	✓	✓	✓	✓	✓			→				→				→				→	

- Research complete: December 2015

	Project Delivery					Budget				People				Overall RAG Status & Trend							
Owner: Anthony Omo	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Understanding the overrepresentation in our fitness to practise procedures	✓	✓						→				→				→				→	

- In response to concerns raised by BME groups about perceived inconsistency of outcome in IOP panel decisions, we have appointed UCL to undertake a provisional study to examine our decision to refer cases to the Interim Orders Panels. The study will involve changing the demographic information relating to a case and remaking the decisions to determine whether that information was a factor in the original decision.

9) Chief Operating Officer’s Review, ambition for efficiencies across the organisation and future strategy (1 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s) • **Strategic aim 5: Work better together to improve our overall effectiveness, our responsiveness and the delivery of our regulatory functions.**

Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
Owner: Neil Roberts	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Champion the GMC's corporate efficiency programme	✓	✓	✓	✓	✓			→				→				→				→	

- Quarterly report on track for end of Q3. Currently reporting a greater achievement of efficiency than targeted in the 2015 budget.

9) Chief Operating Officer’s Review, ambition for efficiencies across the organisation and future strategy (2 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s) • **Strategic aim 5: Work better together to improve our overall effectiveness, our responsiveness and the delivery of our regulatory functions.**

Delivery Activities

	Project Delivery						Budget				People				Overall RAG Status & Trend						
Owner: Neil Roberts	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Transformation programme	✓	✓	✓					→				→				→				→	

- Develop further detail for options discussed at Council in November 2015. Project Planning now beginning including communication of redundancy status with staff and outline of consultation exercises for new year [redundancy and pensions]

10) Understand the context in which doctors practise (1 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s) • **Strategic aim 1: Make the best use of intelligence about doctors and the healthcare environment to ensure good standards and identify risks to patients**

Delivery Activities

	Project Delivery										Budget				People				Overall RAG Status & Trend			
Owner: Paul Buckley	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	
Relationship management – include MOUs and partnerships	✓	✓	✓	✓				→		NA	NA	NA	NA			→				→		
<ul style="list-style-type: none"> Initially discussed by Directors on 19 October to agree alignment with establishment of CAT and consider resources and priorities, including the NMC and HEE MoUs. Currently Amber due to resourcing issues/requirements to support this work and awaiting clarification re priority of MoUs in 2016 business plan 																						

	Project Delivery										Budget				People				Overall RAG Status & Trend			
Owner: Paul Buckley	Business Case	Project Initiation	Project Planning	Project Delivery	BAU	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	
Promoting professionalism activities	✓	✓	✓	✓	✓			→				→				→				→		
<ul style="list-style-type: none"> Promoting professionalism (inc. Welcome to UK Practice (WtUKP)) - Go-live of new Regional Liaison Advisers and PP resources(RLAs): Sep (revised from Jul); Promoting Professionalism event programme: Dec; UKAF meetings: December. 																						

10) Understand the context in which doctors practise (2 of 2)

Overall Priority Status

Previous Period	Current Period	Trend	Next period
		→	

Linked Strategic Aim(s) • **Strategic aim 1: Make the best use of intelligence about doctors and the healthcare environment to ensure good standards and identify risks to patients**

Delivery Activities

	Project Delivery					Budget				People				Overall RAG Status & Trend							
Owner: Judith Hulf	Business Case	Project Initiation	Project Planning	Project Delivery	BAU Start	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Confidentiality Project	✓	✓	✓					→				→				→				↑	

- Consultation: July-October; analysis of consultation responses: October; final review of guidance: December

	Project Delivery					Budget				People				Overall RAG Status & Trend							
Owner: Judith Hulf	Business Case	Project Initiation	Project Planning	Project Delivery	BAU Start	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period	Previous Period	Current Period	Trend	Next period
Cosmetic Practice Project	✓	✓	✓					→				→				→				→	

- TFG Meeting to consider analysis and recommendations: Oct; Revised draft to SPB for Approval: Dec; Start prep of supporting materials for Guidance Launch: Jan / Feb; Launch of Final Guidance: Mar 2016.

M4 – Chief Operating Officer's Report

M4 – Annex B

2015 Income and Expenditure

Revenue Budget

- 1 The income and revenue expenditure figures to the end of September 2015, and the latest forecast to the end of the year, are:

Financial Summary as at September 2015	Budget Jan - Sep	Actual Jan - Sep	Variance		Budget Jan - Dec	Forecast Jan - Dec	Variance	
	£000	£000	£000	%			£000	%
Income								
Annual retention fees	65,656	65,403	(253)	(0)%	89,400	89,363	(37)	(0)%
Registration fees	3,701	3,353	(348)	(9)%	4,264	3,569	(695)	(16)%
PLAB fees	850	1,050	200	24%	1,262	1,510	248	20%
Certification fees	2,638	2,924	286	11%	3,114	3,565	451	14%
Investment income	801	384	(417)	(52)%	1,400	535	(865)	(62)%
Other income	170	266	96	56%	200	438	238	119%
Total Income	73,816	73,380	(436)	(1)%	99,640	98,980	(660)	(1)%
Expenditure by cost type								
Direct staffing costs	40,371	39,543	828	2%	54,156	52,961	1,195	2%
Indirect staffing costs	2,573	1,950	623	24%	3,422	3,352	70	2%
Office costs	4,527	3,941	586	13%	6,238	5,896	342	5%
Accommodation costs	4,963	4,857	106	2%	6,694	6,639	55	1%
Legal costs	3,928	3,422	506	13%	5,443	5,391	52	1%
Professional fees	1,958	2,004	(46)	(2)%	2,591	2,749	(158)	(6)%
Council & members costs	299	306	(7)	(2)%	405	416	(11)	(3)%
Panel & assessment costs	12,589	11,083	1,506	12%	17,083	16,267	816	5%
Depreciation	5,039	4,981	58	1%	6,820	6,728	92	1%
New Initiatives Fund	101	91	10	10%	250	219	31	12%
PSA Levy	240	120	120	50%	600	333	267	45%
Unallocated efficiency savings	(160)	0	(160)	100%	(75)	(108)	33	(44)%
Consultancy	637	547	90	14%	1,000	865	135	14%
Total Expenditure	77,065	72,845	4,220	5%	104,627	101,708	2,919	3%
Surplus/deficit	(3,249)	535	3,784		(4,987)	(2,728)	2,259	

- 2 There is a surplus at the end of September of £535k, compared to a budgeted deficit for the period of £3,249k. Income is broadly in line with budget and expenditure is 5% under budget.

Principal variances

- 3 Annual retention fees are broadly in line with budget, and expected to remain so to the end of the year.
- 4 Registration fee income is under budget as the number of EEA applications and international medical graduate (IMG) applications are lower than budgeted and 2014. This pattern is expected to continue for the remainder of the year.
- 5 Professional and Linguistic Assessments Board (PLAB) test fees are above budget as the pass rate for PLAB 1 is higher than anticipated leading to additional PLAB 2 tests. Certification fees are above budget as the volume of granted applications is higher than expected volumes. In both cases we expect income to remain above budget for the rest of the year.
- 6 The forecast for investment income is under budget as we have delayed placing money with fund managers while we review the investment policy.
- 7 Direct staffing costs are under budget due to vacancies. In some cases there have been delays in recruitment, and in some cases posts have been filled through internal promotions leaving backfill posts vacant. In light of the Change Programme, we have decided to put on hold any recruitment in London, and for roles at level 3 or above in Manchester, unless there is a pressing operational need.
- 8 Indirect staffing costs are under budget on recruitment, due to the delay in some new posts being filled. Training costs are currently under budget due to a difference between the planned and actual timing of courses delivered to date. We expect costs to move closer to budget by the end of the year.
- 9 Office costs are currently under budget, but we expect costs to move closer to budget in the second half of the year. Postage and stationery costs, and project work are under budget, and savings have been generated on IS support contracts by reviewing the scope and coverage of our requirements.
- 10 Accommodation costs are marginally under budget, due to a small rebate on business rates at Hardman Street, and security costs for hearings has been lower than anticipated (this is dependent on specific case requirements).

- 11** Legal costs are lower than budget as more Rule 12 work is being handled in-house rather than by external legal advisers. Costs in the second half of the year are expected to move closer to budget.
- 12** Professional fees are over budget, mainly on pension management as the fees are linked to the value of the scheme assets which have grown significantly so far this year. This is partially offset by a small VAT refund on recruitment advertising costs and research costs are currently under budget. Costs in the second half of the year are expected to be broadly in line with budget.
- 13** Council and member costs are marginally higher than budgeted, due to additional costs to support Council seminars and the new Investment Sub-Committee.
- 14** Panel and assessment costs are currently under budget due to fewer expert reports being commissioned than planned to date, lower volumes attending panel induction training, and fewer hearing days than planned. We expect the number of hearing days to be under original expectations at year end.
- 15** Depreciation is slightly under budget due a difference between the planned and actual completion of capital projects to date.
- 16** New Initiative Fund expenditure relates to the Section 60 programme manager, the new business planning central team and projects covering e-books, UK medical education data warehouse and the development of the Patient Safety Intelligence Forum.
- 17** The Professional Standards Authority (PSA) levy has been confirmed to start from September. Costs to be borne by the regulators in 2015 are now lower than originally anticipated.
- 18** Efficiency targets are held on a separate line initially and then reallocated to specific budget heads as projects are identified. The latest forecast for confirmed efficiencies at the end of the year is £3,084k, £488k above the 2015 target.
- 19** Consultancy spend relates to the central budget which is allocated out through the bid process. The forecast is under budget as some work has been delayed to 2016.

Capital expenditure

- 20** In addition to our revenue expenditure on day to day operational business, the GMC incurs capital expenditure on major projects and assets that will generate benefits over a number of years. The standard accounting treatment is to spread capital costs over the lifetime of the asset, rather than accounting for the whole cost in the year of acquisition. This is achieved through an annual depreciation charge to the revenue account.

21 Capital expenditure to the end of September 2015 is:

Capital Programme as at September 2015	Budget Jan - Sep	Actual Jan - Sep	Variance		Budget Jan - Dec	Forecast Jan - Dec	Variance	
	£000	£000	£000	%	£000	£000	£000	%
2015 Facilities Projects	1,011	455	556	55%	1,204	907	297	25%
2015 IS Projects	4,146	3,425	721	17%	5,455	5,191	264	5%
			0					
2015 - Data Strategy project	835	513	322	39%	896	651	245	27%
2015 - Website Design	50	0	50		50	50	0	0%
2015 - MPTS - Paperless Hearings	10	13	(3)	(30)%	120	120	0	0%
2015 - MPTS - Forecasting Software	0	0	0		10	0	10	100%
Total	6,052	4,406	1,646	27%	7,735	6,919	816	11%

- 22** Facilities capital projects are currently £556k under budget, due to delays to some office projects including the replacement of VC units, St James's Building air conditioning, and ad hoc office fit outs. A number of projects at Euston Road have been delayed to 2016.
- 23** IS capital projects are £721k under budget as there has been reduced spend on Siebel releases/updates and some development work has been deferred.
- 24** The level of spend on the Data Strategy project has been lower than originally anticipated.
- 25** Overall, the rate of capital expenditure is expected to increase towards the end of the year, but we expect to remain under budget at year end.

Summary

- 26** Income is broadly in line with budget and expenditure is 5% under budget. The Quarter 2 forecast to the end of December suggests that we will remain under budget at year end. Income is forecast to be 1% under budget and expenditure 3% under budget. The budget deficit was £4,987k and was forecast during July at £2,728k. The forecast assumed there would be an increase in the expenditure rate of indirect staffing costs, office costs, legal costs and panel and assessment costs throughout the last quarter. If this increase does not materialise then the deficit is likely to be in the region of £2,000k.

M4 – Chief Operating Officer’s Report

M4 – Annex C

Summary Information on Appeals and Judicial Reviews

1 The table below provides a summary of appeals¹ and judicial reviews as at 15 October 2015:

	Open cases carried forward since last report	New cases	Concluded cases	Outstanding cases
Appeals	13	6	4	15
Judicial Reviews	6	2	1	7
IOP Challenges	0	0	0	0

Explanation of concluded cases

2 Appeals:

- a Two appeals struck out.
- b Two appeals dismissed.

3 Judicial Reviews:

- a One permission refused.

¹ The Appeals referred to in this Annex are all Section 40 appeals, i.e. by Registrants against determinations of MPTS Fitness to Practise Panels. The parties to these appeals are the Registrant (Appellant) and the GMC (Respondent). The MPTS is not the Respondent event though the appeals are against MPTS Panel determinations. The figures for Appeals do not include Professional Standards Authority (PSA) Section 29 referrals, which are included separately at paragraph 5.

Any new applications in the High Court challenging the imposition of interim orders since the last report with explanation; and total number of applications outstanding

- 4** There have been no new applications to challenge to an interim orders panel (IOP) order since the last report.

New referrals by PSA to the High Court under Section 29 since the last report with explanation, and any applications outstanding

- 5** There has been one PSA referral since the last report.

Any other litigation of particular note

- 6** We continue to deal with a range of other litigation, including cases before the Employment Tribunal and the Employment Appeals Tribunal.

- 7** The table below provides a detailed breakdown of outstanding appeals as of 15 October 2015.

No	Case	Decision appealed	Current status
1	A	Appeal against Fitness to Practise Panel decision.	Awaiting hearing date.
2	B	Appeal against Fitness to Practise Panel decision.	Awaiting judgement from the Court: judgement reserved following hearing on 14 October 2015.
3	Be	Appeal against Fitness to Practise Panel decision.	Hearing listed for 18 January 2016.
4	Bi	Appeal against Fitness to Practise Panel decision.	Awaiting hearing date.
5	C	Appeal against Fitness to Practise Panel decision.	Hearing listed for 10 May 2016.
6	D	Appeal against the Fitness to Practise Panel decision.	Awaiting judgement from the Court: judgement reserved following hearing on 5 October 2015.
7	J	Appeal against Fitness to Practise Panel decision.	Awaiting hearing date.
8	J-O	Appeal against Fitness to Practise Panel decision.	Hearing listed for 15 December 2015.
9	M	Appeal against Fitness to Practise Panel Determination and Sanction.	Hearing listed for 17 November 2015.

No	Case	Decision appealed	Current status
10	P	Appeal against Fitness to Practise Panel decision and determination.	Hearing listed for 26 November 2015.
11	Pa	Appeal against Fitness to Practise determination.	The GMC have agreed that the appeal be stayed until the conclusion of the criminal investigation.
12	Py	Appeal against the Fitness to Practise Panel decision.	Hearing listed for 28 October 2015.
13	Q	Appeal against Fitness to Practise decision.	Hearing listed for 22 October 2015.
14	T	Appeal against Fitness to Practise Panel Sanction.	Hearing listed for 4-5 November 2015.
15	Y	Appeal against Fitness to Practise decision.	Awaiting judgement from the Court: judgement reserved following hearing on 14 October 2015.

8 The table below provides a detailed breakdown of outstanding judicial reviews as 15 October 2015.

No	Case	Claim	Current status
1	A	Judicial Review claim to challenge the Rule 12 decision.	Awaiting judgement from the Court: judgement reserved following hearing on 13 & 14 October 2015.
2	B	Judicial Review to challenge the submission of an Expert Report obtained by the GMC in Fitness to Practise proceedings.	Awaiting hearing date.

No	Case	Claim	Current status
3	D	Judicial Review of Fitness to Practise Panel decision to admit particular evidence in the case against him. Those proceedings were determined with a finding that his fitness to practise was not impaired and the removal of all restrictions on his practice.	Permission refused on paper. However, claimant has renewed application for permission and a hearing to consider the application is to be listed.
4	G	Judicial Review challenging decision to conduct a Rule 12 review of an Investigation Committee's decision to close the case with no action.	Hearing listed for 8 December 2015.
5	K	Judicial Review challenging Five Year Rule decision	Permission refused on paper. However, claimant has renewed application for permission and a hearing to consider the application is listed on 5 November 2015.
6	L	Judicial Review against two decisions on the Fitness to Practise determinations.	Hearing listed for 24 & 25 November 2015.
7	W	Judicial Review challenging advice of Case Examiner at Rule 8 stage.	Awaiting decision on permission/hearing date. Application for permission has been adjourned by order of the Court to an oral hearing; meanwhile, case stayed by order of Court pending conclusion of a related Rule 12 procedure which remains ongoing.