



General Osteopathic Council
1 May 2014
Registration report

| | |
|--|--|
| Classification | Public |
| Purpose | For noting |
| Issue | This paper provides an update of registration activity covering the period 1 October 2013 and 31 March 2014. |
| Recommendation | To note the content of the report |
| Financial and resourcing implications | None |
| Equality and diversity implications | None |
| Communications implications | None |
| Annex | Registration activity report – extract from paper to Education and Registration Standards Committee, 27 February 2014. |
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Background

1. The Chief Executive and Registrar's report to Council provides a regular update on the size of the Register and the number of joiners and leavers. Council receives this bi-annual report which provides more detailed information about the statistics and the activities which have been undertaken within the Registration team.
2. The fifth registration report covers the period 1 October 2013 to 31 March 2014. By concluding this report on 31 March 2014 it enables all future registration reports to follow the financial year.
3. In February 2014 the Education and Registration Standards Committee received a paper which consolidated the previous four registration reports and presented information in graphical and tabular formats. An extract from this paper is annexed for information.

Registration activities

Student and Registrant information

4. In the reporting period, the Head of Communications and Policy and the Head of Registration and Resources commenced presentations to the 2014 final year students of the osteopathic educational institutions (OEIs) about GOSc registration. They have received positive feedback.
5. A survey was launched on 6 January 2014 of the 2013 graduates who have obtained registration in order to obtain feedback on the registration process for new applicants. The survey, which remains open, will allow us to assess performance in terms of efficiency, effectiveness and customer service.

Registration data

6. Data in this report covers the period 1 October 2013 to 31 March 2014.

Entrants to the Register

| | |
|--|----|
| Total number of entrants to the Register | 76 |
|--|----|

of which

| | |
|------------------------------|----|
| First time applications | 61 |
| Restorations to the Register | 15 |
| New powers applications | 0 |

of which

| | |
|--|----|
| Number of registrants residing in the UK | 69 |
| Number of registrants residing in the EU | 3 |
| Number of registrants residing outside of the EU | 4 |

Performance against service targets

7. The service level agreement for registering a new applicant, from receipt of a completed application, is 5 working days for UK applicants and 120 days for overseas applicants.
8. Performance against the targets in the reporting period was:
 - a. UK graduates: median time 2 days
 - b. EU applicant(s): median time 57 days
 - c. Non-EU qualified applicant(s): median time 81 days
9. It is particularly pleasing to note that the service targets continue to be met for all registration applications.

Current applications in process

| | |
|---|----|
| UK applications to the Register | 17 |
| Non-UK applications to the Register | 18 |
| New powers applications to the Register | 1 |

Removals from the Register

| | |
|--|----|
| Total number of removals (excluding resignations, retirements and death) | 22 |
|--|----|

of which, those removed for

| | |
|-----------------------------------|----|
| Non-compliance with CPD | 11 |
| Non-payment of fee | 9 |
| Unacceptable professional conduct | 2 |

10. In the October 2013 report the number of removals from the Register was 23 and is consistent with the statistics in this report.

Reasons for resignations

| | |
|------------------------------|----|
| Total number of resignations | 32 |
|------------------------------|----|

of which, the reasons cited were

| | |
|---------------------------|----|
| Moving overseas | 12 |
| Ill health | 0 |
| Career change | 3 |
| No longer practising | 3 |
| No work/cannot afford fee | 3 |
| Taking a sabbatical | 0 |
| Family reasons | 2 |
| Full-time study | 0 |
| No reason provided | 9 |

Registration refusals

| | |
|---|---|
| Number of registration appeals carried forward from previous report | 1 |
| Number of new registration appeals lodged | 0 |

of which

| | |
|-----------------------------|---|
| Decision to refuse upheld | 0 |
| Decision to refuse reversed | 0 |
| Appeal withdrawn | 0 |
| To be heard | 1 |

Non-practising registrants

| | |
|--|-----|
| Total number of registrants who are listed as non-practising | 153 |
|--|-----|

of which

| | |
|---------------------|----|
| Maternity/paternity | 63 |
| Ill health | 12 |
| Sabbatical | 11 |
| Travelling | 7 |
| Other* | 60 |

*Other includes: studying; not being able to find work; relocation of home/work premises; circumstances around the loss of a spouse/parent/child; acting as a carer; research; and pursuing other careers.

Return to practice

| | |
|--|----|
| Total number of non-practising registrants who have returned to practice at any point in this reporting period | 14 |
| Of which, number who went through return to practice self-assessment | 2 |

Recommendation: to note the content of the report.

Extract from registration activity report – Education and Registration Standards Committee 27 February 2014

Background

11. In March 2012 Council received the first in a series of bi-annual registration reports, which provided members with a range of data across various registration activities. Now that this information has been collected consistently over a two-year period, it is possible to present a consolidated report.
12. This paper consolidates the bi-annual reports and presents the information which was collected over a two-year period from 1 October 2011 to 30 September 2013. Over time we intend to consolidate this data more precisely into the GOSC April-March planning and financial year.
13. The paper also provides information about recent registration assessment activity.

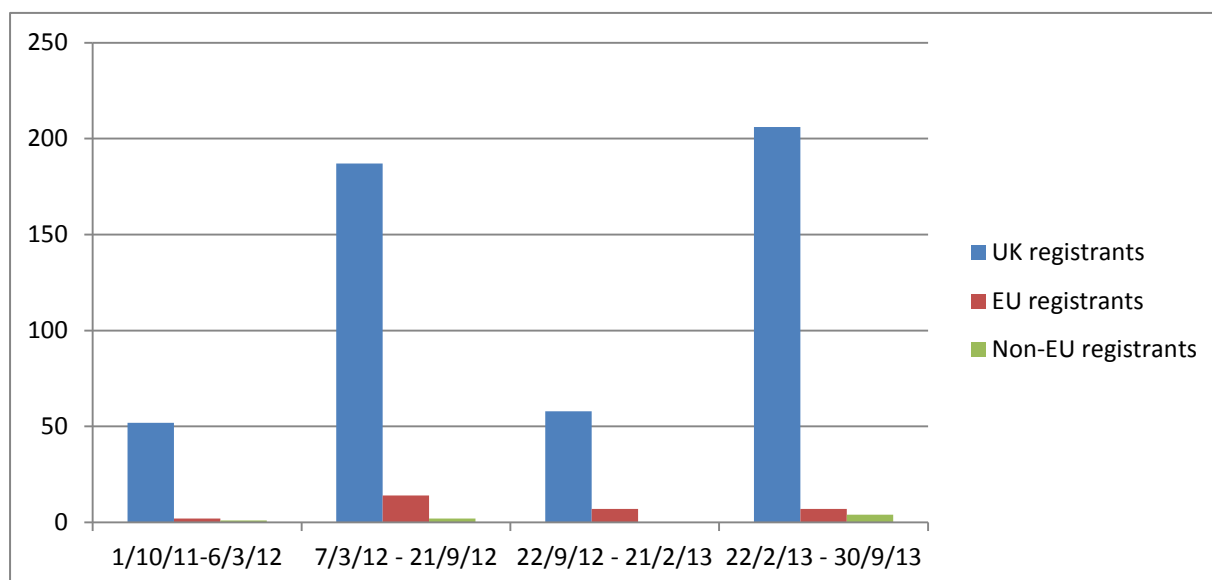
Discussion

14. The bi-annual registration reports provide members with information in the following key areas:
 - a. New entrants to the Register
 - b. Removals from the Register
 - c. Reasons for voluntary removal from the Register
 - d. Reasons for being registered 'non-practising'
 - e. Number of registrants returning to practice.
 - f. Registration assessment activity

New entrants to the Register

15. The bulk of new entrants to the Register are UK graduates who hold a recognised qualification. The applications tend to be received by registration during the period March-October resulting in a spike in new entrants to the Register in this period. It is also worth noting that the spike in applications coincides with the majority of existing registrants renewing their registration meaning March-October is an extremely busy period for the registration team.

| | 1/10/2011 to 6/3/2012 | 7/3/2012 to 21/9/2012 | 22/9/2012 to 21/2/2013 | 22/2/2013 to 30/9/2013 | Total |
|--------------|-----------------------|-----------------------|------------------------|------------------------|--------------|
| UK | 52 | 187 | 58 | 206 | 503 |
| EEA | 2 | 14 | 7 | 7 | 30 |
| Non-EEA | 1 | 2 | 0 | 4 | 7 |
| Total | 55 | 203 | 65 | 217 | 540 |



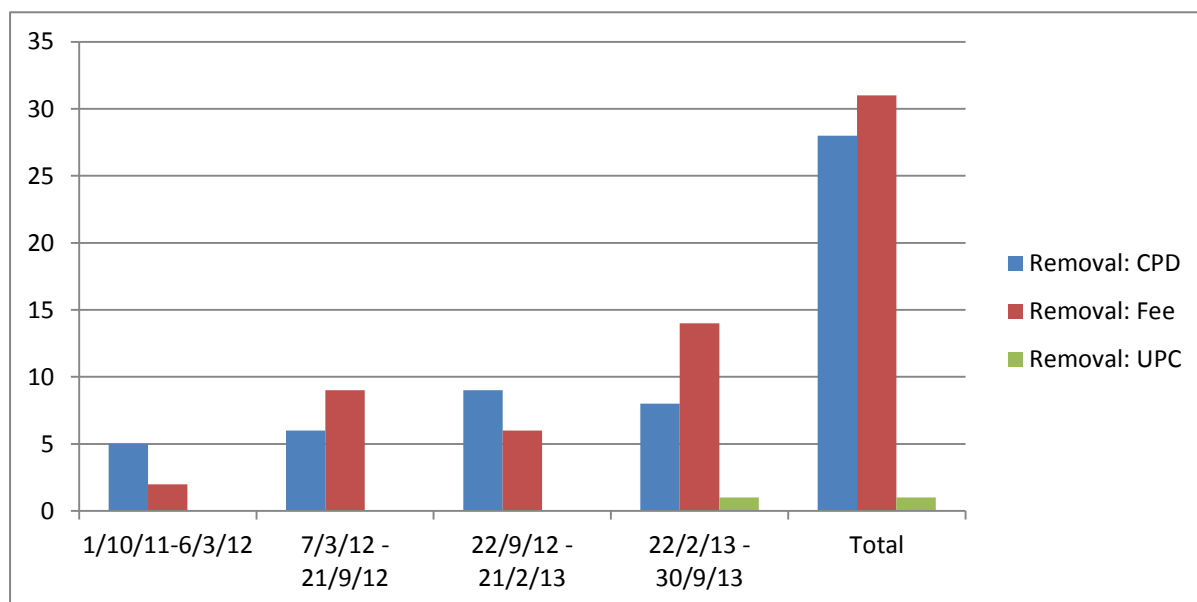
16. The trend of registration applications spiking between March-October is unlikely to change in the future, and because of this the Registration team have well defined processes in place to accommodate this known bulge in activity.

Removals from the Register

17. Between 1 October 2011 and 30 September 2013, 60 registrants were removed from the Register. There is an almost equal split between those removed for non-payment of fee compared to those removed for non-compliance with the CPD scheme.

| | 1/10/2011 to 6/3/2012 | 7/3/2012 to 21/9/2012 | 22/9/2012 to 21/2/2013 | 22/2/2013 to 30/9/2013 | Total |
|---------------------------------|-----------------------|-----------------------|------------------------|------------------------|--------------|
| Non-compliance with CPD scheme | 5 | 6 | 9 | 8 | 28 |
| Non-payment of registration fee | 2 | 9 | 6 | 14 | 31 |

| | | | | | |
|---|----------|-----------|-----------|-----------|-----------|
| Removed by Professional Conduct Committee | 0 | 0 | 0 | 1 | 1 |
| Total | 7 | 15 | 15 | 23 | 60 |

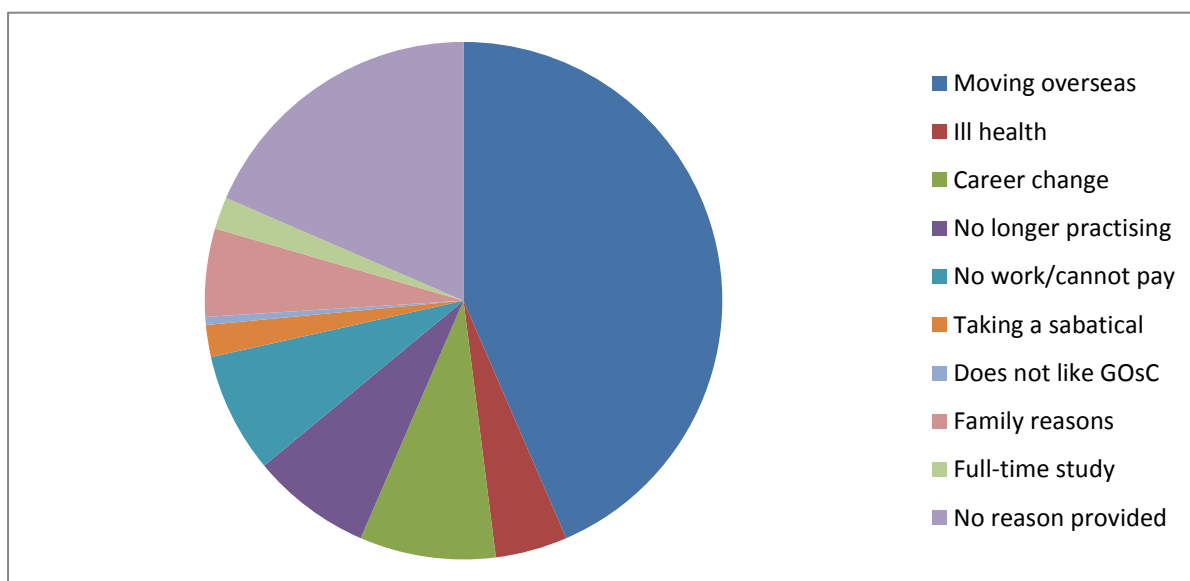


Reasons for voluntary removal from the Register

18. Across the two-year data collection period 200 registrants have voluntarily left the Register. At the time of the resignation the Registration team seek to understand the reason for the decision to leave the Register although there is no requirement on the registrant to provide an answer.
19. Of the 200 registrants who have voluntarily left the Register, 38 individuals – 18.50% – have not provided GOsC with a reason for their departure. We feel that this is an area where more can be done.
20. To that end, 2014 will see the development of a survey which will be sent to those registrants leaving the Register in order to try to ascertain a greater understanding as to the reason(s) for leaving the Register.

| | 1/10/2011 to 6/3/2012 | 7/3/2012 to 21/9/2012 | 22/9/2012 to 21/2/2013 | 22/2/2013 to 30/9/2013 | Total |
|-----------------|-----------------------|-----------------------|------------------------|------------------------|--------------|
| Moving overseas | 10 | 35 | 19 | 23 | 87 |
| Ill health | 2 | 3 | 1 | 3 | 9 |
| Career change | 0 | 5 | 6 | 6 | 17 |

| | | | | | |
|---------------------------------|-----------|-----------|-----------|-----------|------------|
| No longer practising | 2 | 5 | 2 | 6 | 15 |
| No work | 3 | 4 | 2 | 6 | 15 |
| Taking a sabbatical | 1 | 0 | 0 | 3 | 4 |
| Does not like direction of GOsC | 0 | 1 | 0 | 0 | 1 |
| Family reasons | 1 | 4 | 2 | 4 | 11 |
| Full-time study | 2 | 1 | 0 | 1 | 4 |
| No reason provided | 3 | 9 | 9 | 16 | 37 |
| Total | 24 | 67 | 41 | 68 | 200 |

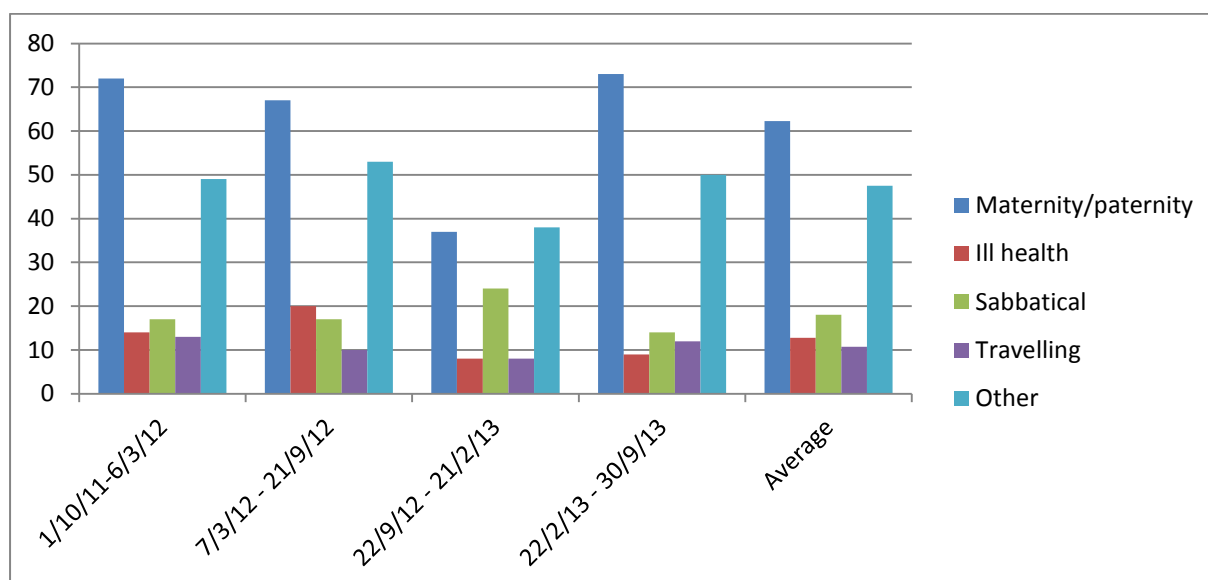


Reasons for being registered as 'non-practising'

21. Based on the four reports, at any one time the GOsC has on average 152 registrants who are non-practising, i.e. not being in clinical contact with patients.
22. The main reason for a registrant to be listed as non-practising is because of maternity leave. This should come as no surprise given the Register is comprised of an almost 50/50 split between male and female practitioners.

| | 1/10/2011 to 6/3/2012 | 7/3/2012 to 21/9/2012 | 22/9/2012 to 21/2/2013 | 22/2/2013 to 30/9/2013 | Average |
|-----------------|-----------------------|-----------------------|------------------------|------------------------|----------------|
| Maternity leave | 72 | 67 | 37 | 73 | 62 |
| Ill health | 14 | 20 | 8 | 9 | 13 |
| Sabbatical | 17 | 17 | 24 | 14 | 18 |
| Travelling | 13 | 10 | 8 | 12 | 11 |
| Other | 49 | 53 | 38 | 50 | 48 |
| Total | 165 | 167 | 115 | 158 | 152 |

NB: Other includes: studying; not being able to find work; relocation of home/work premises; circumstances around the loss of a spouse/parent/child; acting as a carer; research; and pursuing other careers.



Number of registrants returning to practice

23. A total of 138 registrants have converted their registration status from being that of 'non-practising' to that of practising between October 2011 and September 2013. For registrants who have been out of practice for less than two years, this is an administrative process.
24. It is interesting to note that in the last year the number of registrants converting back to practising status has significantly increased. In fact, 91 registrants converted from 'non-practising' to practising in the last twelve months (2012-2013) compared to 47 registrants in the preceding twelve months (2011-2012). This increase is also reflected in the review figures below.
25. If a registrant (or an applicant for restoration) has been out of practice for two years or longer, they go through a return to practice process. The return to

practice process is detailed in guidelines available at: http://www.osteopathy.org.uk/uploads/return_to_practice_guidelines_for_assessors_and_osteopaths.pdf and is designed to be a supportive educational process enabling the osteopath to have an open discussion about strengths and areas for development and to get advice and guidance from the reviewers to support their transition back into clinical practice. The process consists of two stages, a self-assessment form which explores any CPD undertaken by the applicant and an interview with two experienced osteopaths to support and supplement the self-assessment.

26. Figures for return to practice activity for those out of practice for two years or more are set out below:

| Year | Number of return to practice self-assessment forms reviewed | Number of return to practice interviews | Total number of applicants returning to practice after a period of two years or longer has elapsed |
|--|---|---|--|
| 1 September 2011 to 31 August 2012 (12 months) | 17 | 15 | 17 |
| 1 September 2012 to 31 August 2013 (12 months) | 14 | 10 | 14 |
| 1 September 2013 to 31 January 2014 (5 months) | 10 | 10 | 10 |
| Totals | 41 | 35 | 41 |

Registration assessment activity

27. Internationally qualified applicant or applicants without a UK 'recognised qualification' are required to undertake a three stage process to enable their qualification to be 'recognised' and to enable them to be registered with the GOsC (subject to other requirements such as good health, good character, payment of a fee and having appropriate insurance in place). Applicants with EU rights may not need to complete all three stages in appropriate circumstances.

28. A total of 91 registration assessments were carried out between September 2011 and January 2014.

Annex to 19

| | 1/9/2011 to 31/8/2012 | 1/9/2012 to 31/8/2013 | 1/9/2013 to 31/1/2014 | Total |
|--|--------------------------|--------------------------|--------------------------|--------------|
| Non-UK qualification | 17 | 26 | 7 | 50 |
| Further evidence of practice | 12 | 8 | 5 | 25 |
| Assessment of clinical performance | 6 | 6 | 4 | 16 |
| Total | 35 | 40 | 16 | 91 |

NB: There were 2 further Assessments of clinical performance as part of fitness to practice cases during the same period.