

General Osteopathic Council

**Understanding the characteristics of osteopaths involved in
GOsC fitness to practise proceedings – a preliminary study**

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List of abbreviations

BCOM	British College of Osteopathic Medicine/British College of Naturopathy and Osteopathy
BSO	British School of Osteopathy
CPD	Continuing Professional Development
CO	College of Osteopaths/College of Osteopaths Practitioners Association
ESO	European School of Osteopathy
GOSc	General Osteopathic Council
IC	IC Investigating Committee
LCOM	London College of Osteopathic Medicine
LSO	London School of Osteopathy
MCO	Maidstone College of Osteopathy
OBU	Oxford Brookes University/ Oxford School of Osteopathy
OTH	Other
PCC	Professional Conduct Committee
PPP	Professional Profile and Portfolio
RC	Research Consent
SIOM	Surrey Institute of Osteopathic Medicine

Executive summary

Gender

Between 2011 and 2016, male registrants were significantly over-represented at the Investigating Committee (IC). A greater over-representation of male registrants is also evident among those who had decisions made against them by the Professional Conduct Committee (PCC).

Age at graduation

Half of registrants who were involved in proceedings of the PCC graduated aged between 20.0-29.2 years; a further 41% graduated between 30.0-39.9 years of age. There is an over-representation of those who graduated between 30.0-39.9 years of age and who were involved in the proceedings of the IC and particularly those who appeared before the PCC and had decisions made against them.

Age at IC and PCC

The median ages of those involved in proceedings of the IC and PCC were similar. However the age range in which registrants were more likely to appear before the PCC was older than at the IC.

Nationality

The overwhelming majority of registrants who were involved in proceedings of the IC and PCC were British. However because of the challenges in data extraction from the GOsC's customer relationship management system no comparison to the total practising population is presented in this report.

Location

Nearly a quarter of registrants involved with proceedings of the IC record their main location as the South East region, a number that is comparable to the total practising population. However, there is an over-representation in registrants from this region

appearing before the PCC. The interpretation of this over-representation is problematic as the population appearing before the PCC is small (n=32).

Education

The British School of Osteopathy (BSO) has educated over 40% of practising registrants, with comparable proportions involved in the proceedings of the IC and PCC. Among the other osteopathic educational institutions, educating a much smaller number of graduates, there are some over- and under-representations in the proportions of registrants involved in the proceedings of the IC and PCC which require further research, however because of the small numbers any conclusions should be treated with caution.

Years since graduation

Recent graduates are less likely to appear before the PCC. Compared to the total practising population, there is an under-representation of registrants who graduated 0.0-5.9 years previously, and an over-representation of registrants who graduated 6.0-15.9 years previously appearing before the PCC.

Recognised Qualifications and Professional Profile and Portfolio (PPP)

Year on year since 2012/13, the percentage of registrants with a Recognised Qualification appearing before the IC has risen and the percentage of registrants qualified through the Professional Profile and Portfolio (PPP) process has fallen. Both of these yearly trends can be explained by the increasing number of graduates with Recognised Qualifications entering the osteopathic profession.

Reminders

The challenges of extracting fee, insurance and Continuing Professional Development (CPD) reminder data and whole population data from the GOsC customer relationship management system make these data difficult to interpret.

Research consent

Compared to the total practising population, registrants who were involved in proceedings of the IC were less likely to have given research consent. However, the use of research consent as a proxy for registrant engagement may be questionable.

Chapter 1: Introduction

This research project was a preliminary attempt to gain a greater insight into the demographic characteristics of osteopaths who have allegations investigated by the GOsC's Investigating Committee and subsequently may have those allegations considered by the Professional Conduct Committee.

Across the regulatory sector there is considerable interest in undertaking a more 'proactive' approach to regulation and focusing attention on the prevention of harm rather than the investigation of complaints, often after harm has occurred. This project forms part of the GOsC's response to this challenge.

The report provides some useful insight but must always be caveated by reference to the very small number of complaints received by the GOsC from a relatively small population of practitioners. Nevertheless, it does provide some useful insight and some suggestions for improving the data collected which will allow ongoing analysis of these important issues.

Chapter 2: Research questions

To determine the demographic, professional and practice characteristics of osteopaths who were involved in the proceedings of the General Osteopathic Council Investigation Committee (IC) between 1 April 2011 and 30 March 2016.

To determine the demographic, professional and practice characteristics of osteopaths who appeared before the General Osteopathic Council Professional Conduct Committee (PCC) between 1 April 2011 and 30 March 2016 and had a decision of Removal, Suspension, Admonishment or Conditions of Practice made against them.

To compare the demographic, professional and practice characteristics of osteopaths who were involved in proceedings of the GOsC IC and appeared before the PCC between 1 April 2011 and 30 March 2016 and had a decision of Removal, Suspension, Admonishment or Conditions of Practice made against them with the wider practising osteopathic population as at 30 March 2016.

Chapter 3: Methods

In January 2016, a series of interviews was conducted with members of the GOsC Senior Management Team to frame the research and determine variables of interest.

Minutes of the GOsC IC between 2011 and 2016 were searched to determine the date of registrants' first involvement.

Published GOsC Fitness to Practise Reports were searched to determine those registrants who had a PCC decision of Removal, Suspension, Conditions of Practice or Admonishment made against them between 2011 and 2016.

The registration numbers of the identified registrants were anonymised and retrospective searches of the GOsC customer relationship management system, Annual Reports, Fitness to Practise Reports, GOsC website, Fitness to Practise Equality and Diversity data and confidential files on osteopaths held on the GOsC secure server were conducted.

All anonymised data collected was stored in a secure password protected file on the GOsC server.

The query functions on the GOsC customer relationship management system were used to research the following variables for registrants who had been involved in proceedings of the IC and those recorded as 'Active' or practising under 'Conditions of Practice' or 'Undertakings' at 30/03/2016:

- Date of birth
- Date of graduation
- Place of osteopathic education
- Main location
- Nationality
- Membership class
- Membership grade
- Date of joining Register
- Research consent

- Web activities/updates/renewals
- CPD 14 day reminder notices
- CPD 28 day reminder notices
- Fee 14 day reminder notices
- Fee 28 day reminder notices
- Insurance 28 day reminder notices
- Insurance final reminder notices

From the variables collected the following variables were calculated:

- Age at graduation
- Age at 30/03/2016
- Age at first involvement in the proceedings of the IC
- Age at PCC appearance
- Number of years graduated as at 30/03/2016
- Number of years graduated at first involvement in the proceedings of the IC

Where appropriate, data were stratified into age bands.

All analyses were conducted by using the statistical functions in Microsoft Excel 2010.

Chapter 4: Results

Due to limited resources and difficulties in extracting data from the GOsC customer relationship management system, only partial data and limited whole population comparisons on the nationality attended by the registrant are presented in this Report.

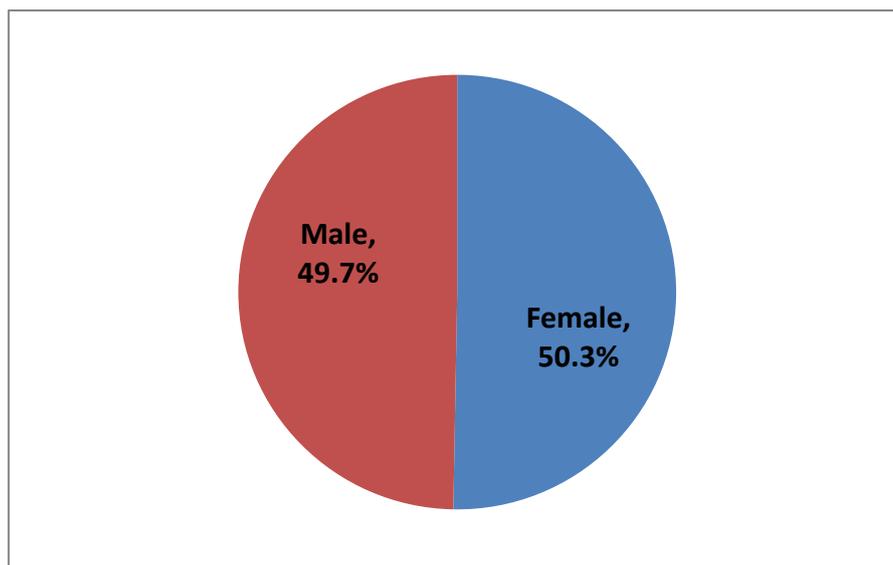
4.1 Gender

Rationale

To determine the association between registrant gender in those recorded as active or practising under conditions of practice or undertakings and involvement in the proceedings of the IC and among those who had decisions made against them by the PCC.

On 30/03/2016 there were 5099 individuals registered as osteopaths on the GOsC customer relationship management system: 50.3% (n=2565) were female and 49.7% (n=2534) were male, see Figure 1 (*Appendix Figure 30*). Those recorded as 'active', or practising under 'conditions of practice' or 'undertakings' totalled 5046. Data extraction issues required that for individual analyses the total population used varied between the figure of 5099 and 5046.

Figure 1: Total registrant population as at 30/03/2016 (N=5099)



131 Registrants were involved in proceedings of the IC between 2011 and 2016, of whom 93 (71.0%) were male and 38 (29.0%) were female, see Figure 2 (*Appendix Figure 31*).

The percentage of male and female registrants whose cases were considered by the IC in each of the five years between 2011 and 2016 is shown in Figure 3 (*Appendix Figure 32*).

Figure 2: IC registrant gender (n=131)

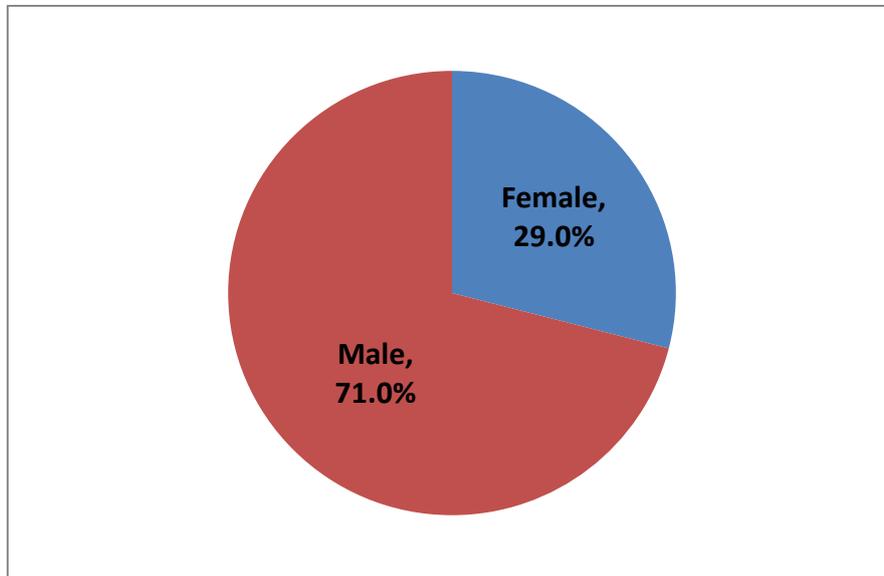
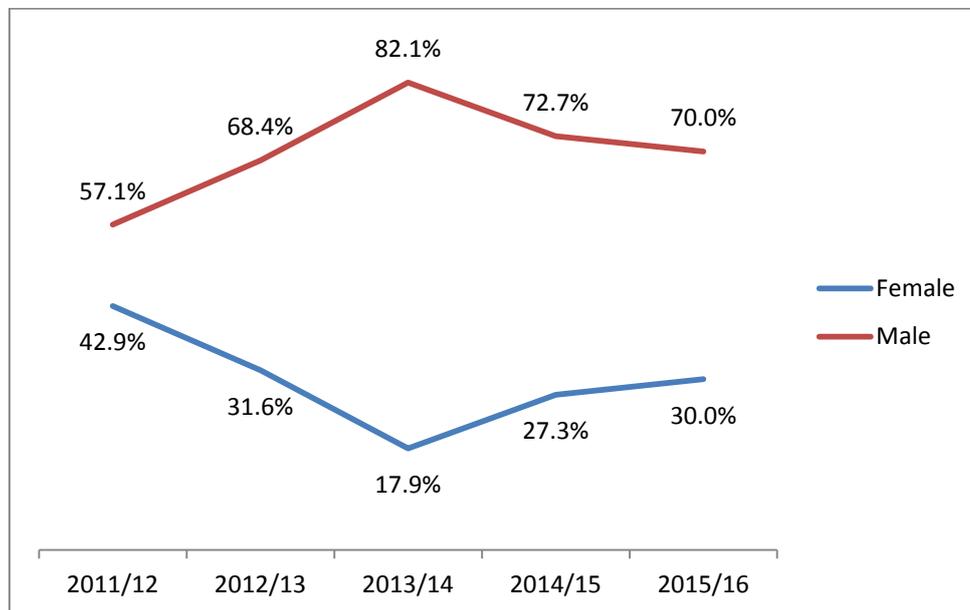
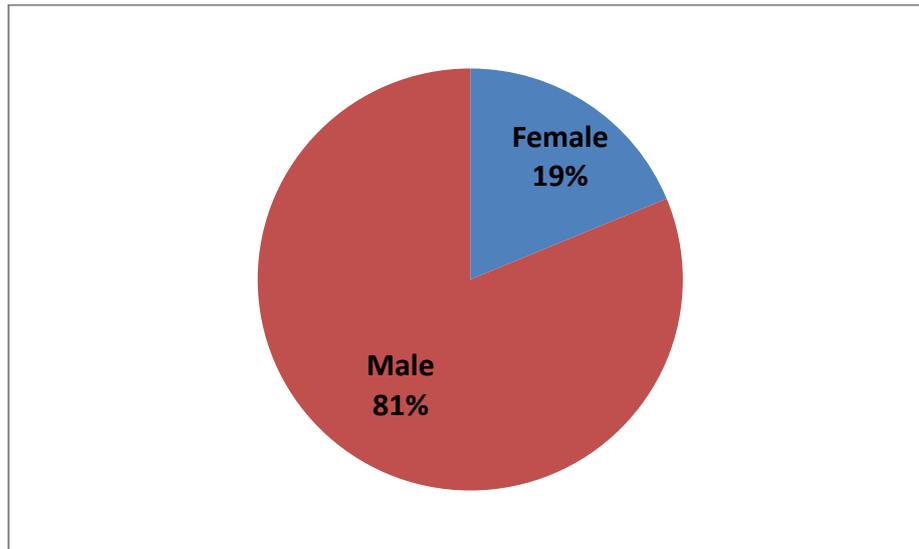


Figure 3: IC gender yearly percentages (n=131)



Complete data sets were available for 32 registrants: six female (19%) and 26 male (81%) who had appeared before the PCC and had decisions made against them, see Figure 4: PCC decisions against 2011/16 gender (*Appendix Figure 33*).

Figure 4: PCC decisions against 2011/16 gender (n=32)



Of these registrants, seven were removed from the Register, seven were suspended, seven had Conditions of Practice imposed on them and eleven were admonished, see Table 1.

Table 1: PCC decisions against 2011/16 (n=32)

Decision	n
Removal	7
Suspension	7
Admonishment	11
Conditions of practice	7

The percentages of male and female registrants in the practising population who were involved in the proceedings of the IC and appeared before the PCC is shown in Table 2.

Table 2: Gender summary table

Gender	Total population (n=5099)	IC (n=131)	PCC (n=32)
Female	50.3% (n=2565)	29.0% (n=38)	19% (n=6)
Male	49.7% (n=2534)	71.0% (n=93)	81% (n=26)

Discussion

Between 2011 and 2016, male registrants were over-represented in the proceedings of the IC (total male registrant population 49.7% n=2534, male IC population 71% (n=93). The highest level of male representation at the IC was 82.1% (2013/14) and the minimum 57.1% (2011/12) (Figure 3). A greater over-representation of male registrants is evident in the PCC Decisions against population (males 81% n=26, females 19% n=6) (

Table 2).

Conclusions

Between 2011 and 2016, male registrants were significantly over-represented at the IC. A greater over-representation of male registrants is evident among those who had a decision made against them by the PCC. The reason for this over-representation requires further research.

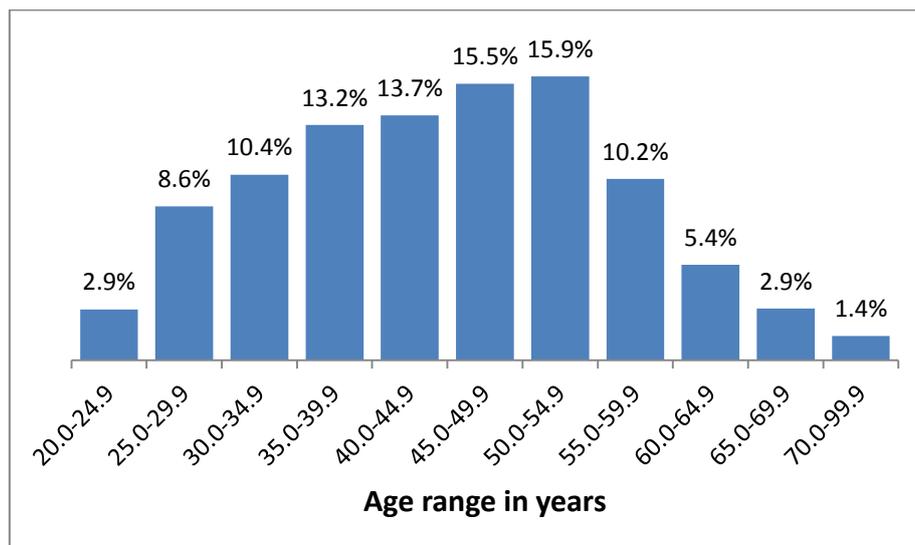
4.2 Age

Rationale

To determine the association between registrant age at graduation, age at first involvement in the proceedings of the IC and age at appearance before the PCC of those who had decisions made against them.

The age profile, in age ranges of those recorded as active or practising under conditions of practice or undertakings as at 30/03/2016 is shown in Figure 5 (Appendix Figure 34).

Figure 5: Active or practising under conditions of practice or undertakings by age range (n=5046)

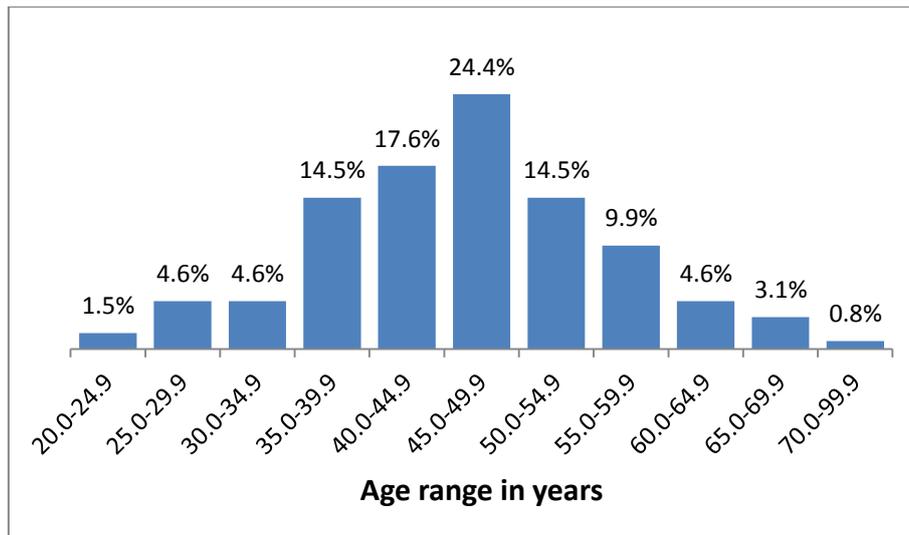


The median age of registrants at their first involvement with the IC was 46 years (females 45.6 years, males 46.3 years).

The age profile, in age ranges, of registrants at their first involvement with the IC is shown in Figure 6 (Appendix Figure 35).

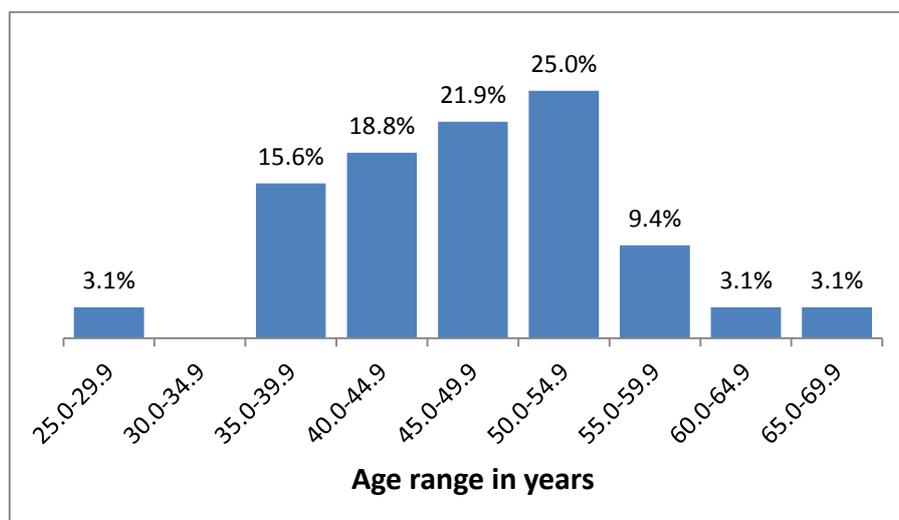
Over 24% (n=32) of registrants were aged between 45.0 and 49.9 years at their first involvement with the IC, see Figure 6 (Appendix Figure 35).

Figure 6: IC age at first involvement (n=131)



The age profile, in age ranges, of registrants at appearance before the PCC is shown in Figure 7 (Appendix Figure 36).

Figure 7: PCC decisions against 2011/16 age at first IC involvement (n=32)



The median age of registrants appearing before the PCC was 48.3 years (females 47.3 years, males 48.3 years). Nearly 41% (40.7%, n=13) of those appearing before the PCC who had decisions made against them were aged between 40.0 and 49.9 years at their first involvement in the proceedings of the IC.

Nearly 47% (46.9%, n=15) of those who appeared before the PCC and had decisions made against them were aged between 45.0 and 54.9 years at their first involvement in the proceedings of the IC see Figure 7(*Appendix Figure 36*).

The age profile, in age ranges, of registrants recorded as active or practising under conditions of practice or undertakings, at their first involvement with the IC and appearance at the PCC is shown in Tables 3 and 4.

Table 3: Age summary table

Age range (years)	Active/conditions of practice/ undertakings (n=5046)	IC (n=131)	PCC (n=32)
20.0-24.9	2.9% (n=144)	1.5% (n=2)	0% (n=0)
25.0-34.9	19% (n=960)	9.2% (n=12)	3.1% (n=1)
35.0-44.9	26.9% (n=1359)	32.1% (n=42)	34.4% (n=11)
45.0-54.9	31.4% (n=1585)	38.9% (n=51)	46.9% (n=15)
55.0-64.9	15.5% (n=783)	14.5% (n=19)	12.5% (n=4)
65.0-99.9	4.3% (n=215)	3.9% (n=5)	3.15% (n=1)

Table 4: Age summary table: consolidated

Age range (years)	Active/conditions of practice/ undertakings (n=5046)	IC (n=131)	PCC (n=32)
20.0-34.9	21.9% (n=1104)	10.7% (n=14)	3.1% (n=1)
35.0-54.9	58.3% (n=2944)	71.0% (n=93)	81.3% (n=26)
55.0-99.9	19.8% (n=998)	18.4% (n=24)	15.6% (n=5)

Discussion

The median ages of those first involved in proceedings of the IC and those who appeared before the PCC were similar (IC 46.0 years, PCC 48.3 years). However the age range in which registrants were more likely to appear before the PCC was older than the IC, 24.4% (n=32) those involved in proceedings of the IC were aged 45.0-49.9 years (Figure 6), whereas 25.0% of those appearing at the PCC were 50.0-54.9 years (n=8) (Figure 7) compared to 14.5% (n=19) at the IC.

Conclusions

The median ages of those involved in proceedings of the IC and appearing before the PCC were similar. However, the age range in which registrants were likely to appear before the PCC was older than the IC. Further prospective quantitative and qualitative data is required to determine the reasons for this difference.

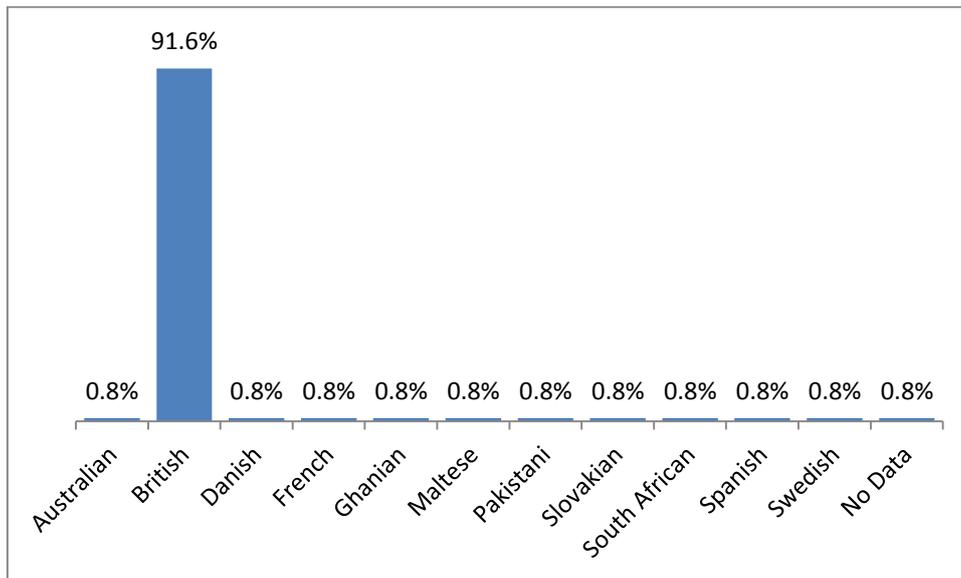
4.3 Nationality

Rationale

To determine the association between registrant nationality in the total practising population and involvement in the proceedings of the IC and those who had decisions made against them by the PCC.

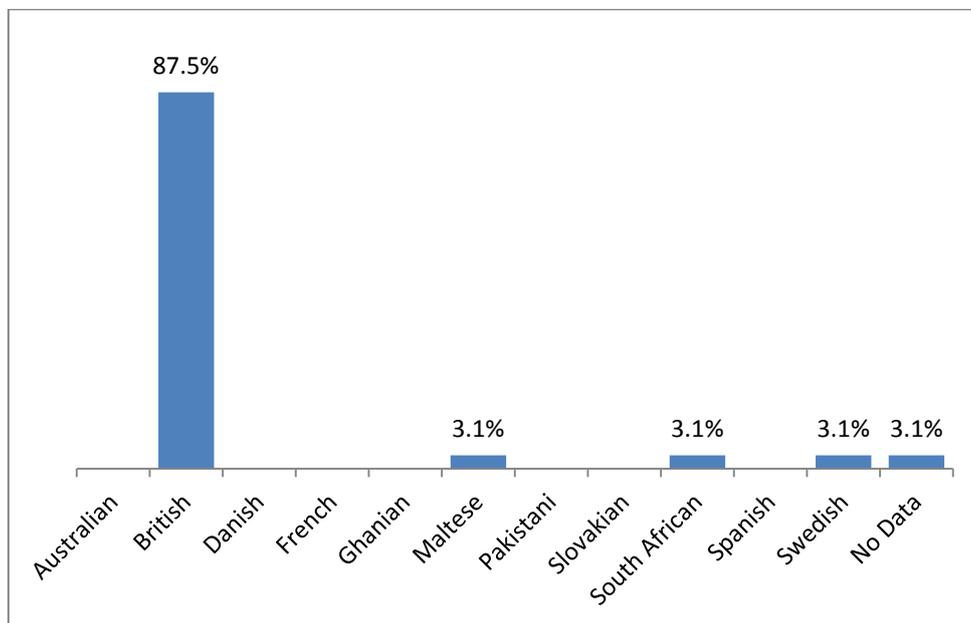
Over 91% (91.6% n=120) of registrants who were first involved in proceedings of the IC were British, see Figure 8 (*Appendix Figure 37*).

Figure 8: IC nationality (n=131)



Over 87% (87.5% n=28) of registrants who appeared before the PCC with decisions against were British, see Figure 9 (*Appendix Figure 38*).

Figure 9: PCC decisions against 2011/16 nationality (n=32)



Discussion

The overwhelming majority of registrants who were involved in proceedings of the IC (91.6%) and who appeared before the PCC (87.5%) were British.

Conclusions

The interpretation of the nationality data is problematic because of the difficulties of extracting whole population data from the GOsC customer relationship management system that precludes any comparison to the total practising population.

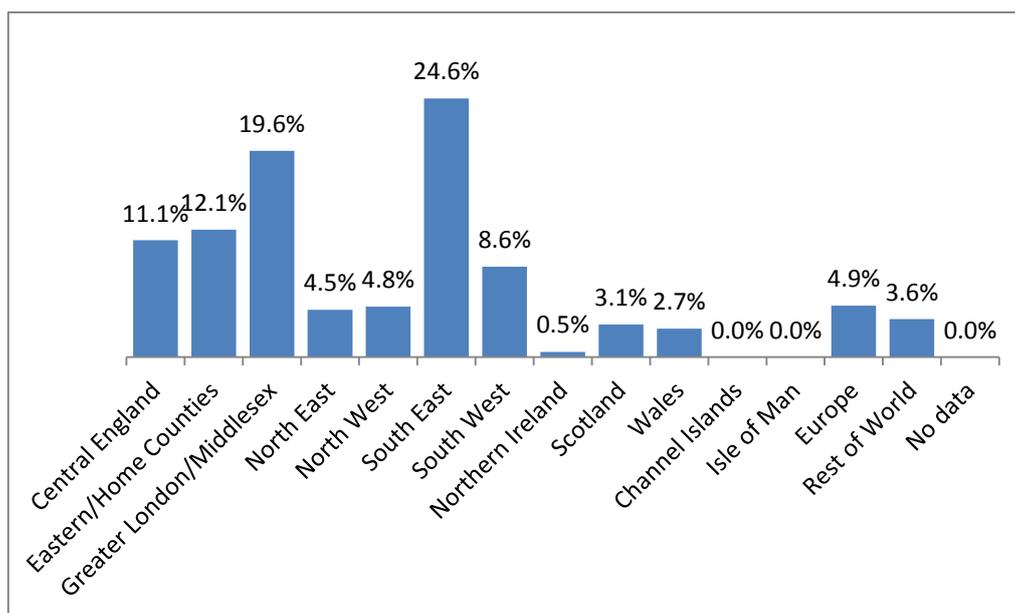
4.4 Location

Rationale

To determine the association between registrant main address in those recorded as 'active' or practising under 'conditions of practice' or 'undertakings' and involvement in the proceedings of the IC and those who had decisions made against them by the PCC.

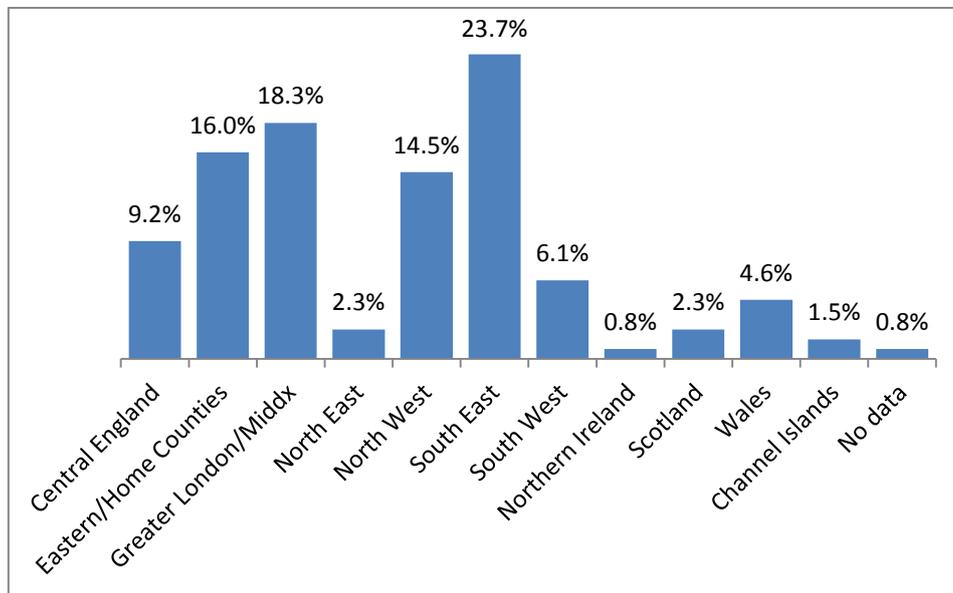
Over 24% (24.6%, n=1239) of the practising registrant population record their main address as in the South East Region of the United Kingdom, see Figure 10 (Appendix Figure 39).

Figure 10: Active or practising under conditions of practice or undertakings location of main address (n=5046)



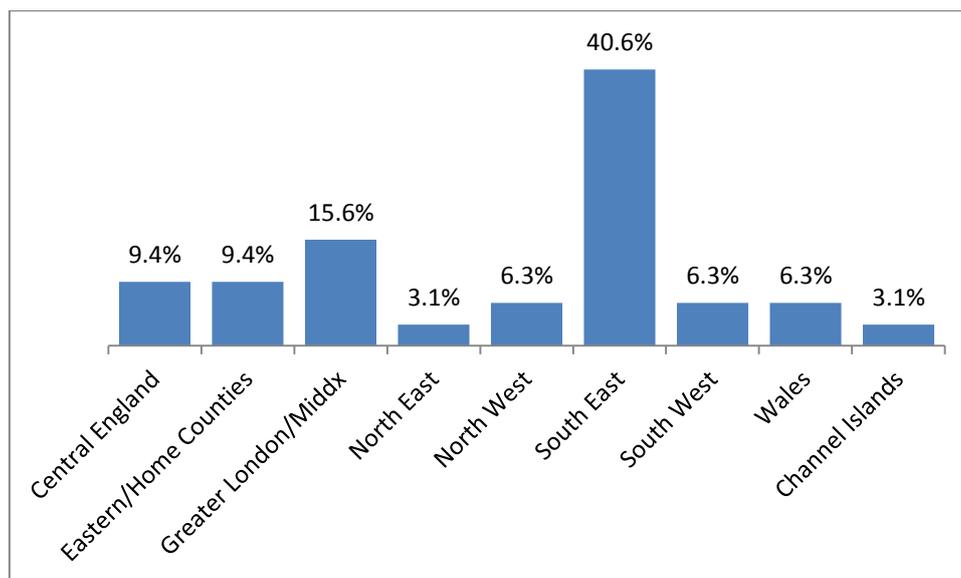
Over 23% (23.7%, n=31) of registrants who were involved in proceedings of the IC recorded their main address as in the South East Region, see Figure 11 (*Appendix Figure 40*).

Figure 11: IC location of main address (n=131)



Over 41% (40.6%, n=13) of registrants who appeared before the PCC and who had decisions against them, recorded their main address as in the South East Region, see Figure 12 (*Appendix Figure 41*).

Figure 12: PCC decisions against 2011/16: location of main address (n=32)



Summary data of the main location of registrants in the those recorded as active or practising under conditions of practice or undertakings, those who were involved in proceedings of the IC and appeared before the PPC and who had decisions against them, is shown in Table 5.

Table 5: Location summary table

Location	Active/conditions of practice/ undertakings (n=5046)	IC (n=131)	PCC (n=32)
South East	24.6% (n=1239)	23.7% (n=31)	40.6% (n=13)
Greater London/ Middlesex	19.6% (n=988)	18.3% (n=24)	15.6% (n=5)
Eastern/Home Counties	12.1% (n=609)	16.0% (n=21)	9.4% (n=3)
Central England	11.1% (n=562)	9.2% (n=12)	9.4% (n=3)
South West	8.6% (n=436)	6.1% (n=8)	6.3% (n=2)
North West	4.8% (n=240)	14.5% (n=19)	6.3% (n=2)
North East	4.5% (n=228)	2.3% (n=3)	3.1% (n=1)

Discussion

The number of registrants from the South East Region first involved in the proceedings of the IC is comparable to those recorded as active or practising under conditions of practice or undertakings. Nearly 24% (23.7% n=31) of registrants appearing before the IC record their main location as the South East Region, compared to 24.6% (n=1239) of those recorded as active or practising under conditions of practice or undertakings. However 40.6% (n=13) of registrants appearing before the PCC were from the South East Region (Figure 12). There is

an over-representation of registrants involved in proceedings of the IC who record their main location as the North-West Region (14.5%, n=19 compared to 4.8%, n=240) in those recorded as active or practising under conditions of practice or undertakings.

Conclusions

The generalisability and interpretation of these over-representations is problematic as the registrant population in the North West Region (4.8%, n=240) and those who had decisions made against them by the PCC (n=32) are small.

4.5 Education

Rationale

To determine the association between the educational institutions of registrants in the those recorded as active or practising under conditions of practice or undertakings and their involvement in the proceedings of the IC and among those who had decisions made against them by the PCC.

The educational institution of the practising registrant population, those who were involved in proceedings of the IC and those who received a sanction from the PCC are shown in Figures 13 (Appendix Figure 42), 14 (Appendix Figure 43) and 15 (Appendix Figure 44).

Figure 13: Practising registrants: osteopathic educational institution (n=5177)

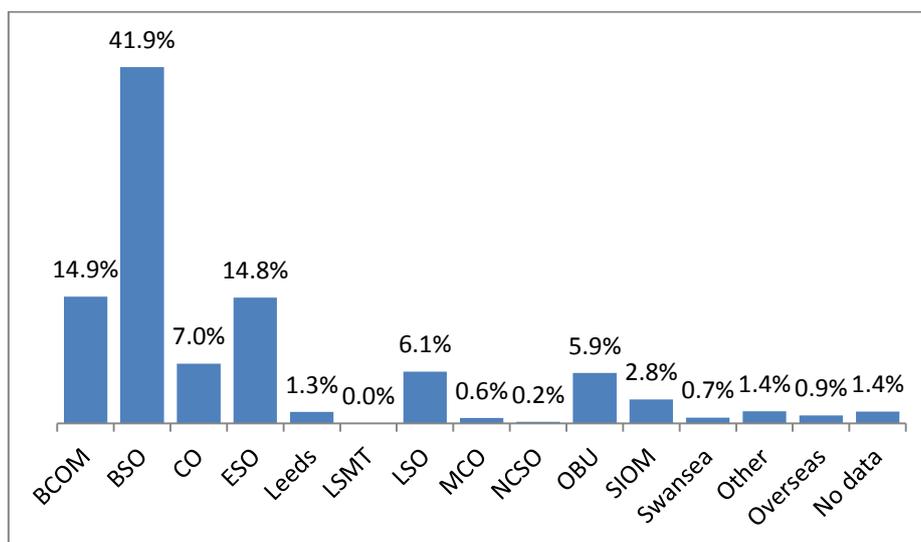


Figure 14: IC educational institution (n=131)

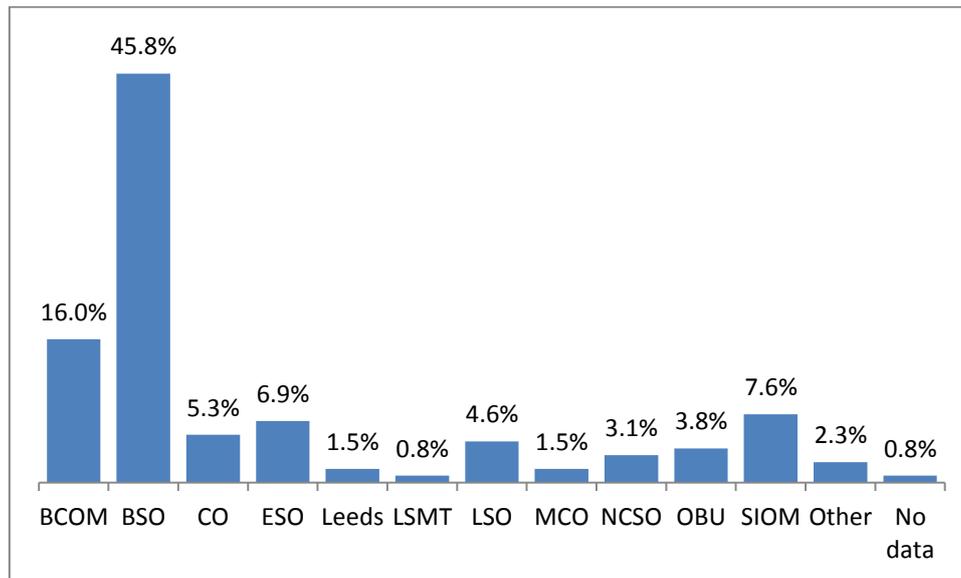


Figure 15: PCC decisions against 2011/16 educational institution (n=32)

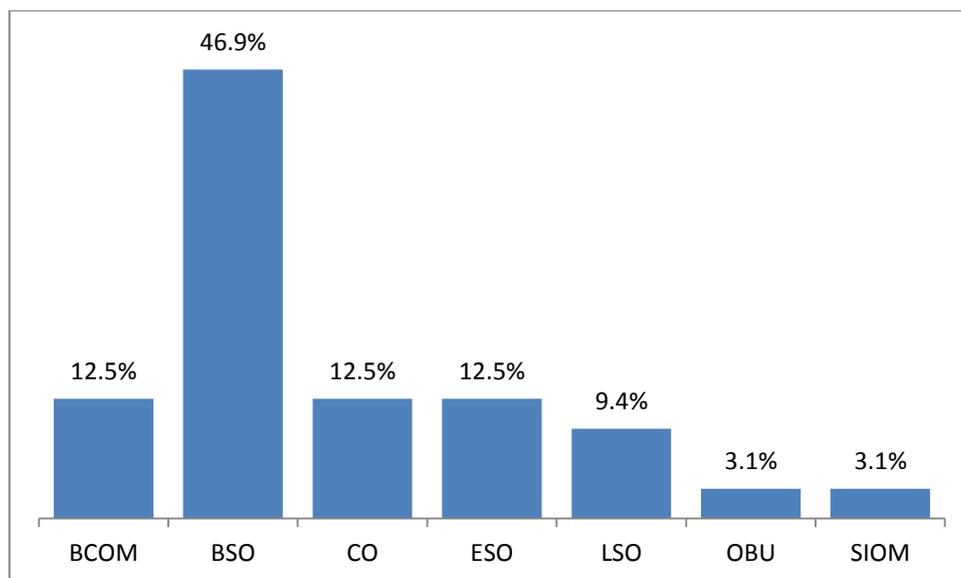


Table 6: Education summary table

Institution	Active/conditions of practice/ undertakings (n=5177)	IC (n=131)	PCC (n=32)
BCOM	14.9 (n=771)	16.0% (n=21)	12.5% (n=4)
BSO	41.9% (n=2171)	45.8% (n=60)	46.9% (n=15)

CO	7.0% (n=364)	5.3% (n=7)	12.5% (n=4)
ESO	14.8% (n=766)	6.9% (n=9)	12.5% (n=4)
LCOM	0.8% (n=39)	0.0% (n=0)	0.0% (n=0)
Leeds	1.3% (n=69)	1.5% (n=2)	0.0% (n=0)
LSMT	0.0% (n=1)	0.8% (n=1)	0.0% (n=0)
LSO	6.1% (n=314)	4.6% (n=6)	9.4% (n=3)
MCO	0.6% (n=33)	1.5% (n=2)	0.0% (n=0)
NCSO	0.2% (n=9)	3.1% (n=4)	0.0% (n=0)
OBU	5.9% (n=306)	3.1% (n=4)	3.1% (n=1)
SIOM	2.8% (n=145)	7.6% (n=10)	3.1% (n=1)
Swansea	0.7% (n=35)	0.0% (n=0)	0.0% (n=0)
Overseas	0.9% (n=48)	0.0% (n=0)	0.0% (n=0)
Other/unknown	2.0% (n=106)	3.1% (n=4)	0.0% (n=0)

Discussion

Because of initial challenges extracting the data on education from the entire register, the data shown in Figure 13 and Table 6 show a slightly larger population (n=5177) compared to the earlier analysis. However, this should not affect the overall analysis.

Based on this data, the BSO had educated 41.9% (n=2171/5177) of registrants, (Figure 13) 45.8% (n=60) of the registrants involved in the proceedings of the IC and 46.9% (n=15) of those who appeared before the PCC. The European School of Osteopathy educated 6.9% (n=9) of whom were involved in proceedings of the IC compared to 14.8% (n=766) of registrants. Oxford Brookes University educated 2.3% (n=3) of were involved in proceedings of the IC but 5.9% (n=306) of registrants. Registrants educated at the Surrey Institute of Osteopathic Medicine made up 7.6% (n=10) of were involved in proceedings of the IC compared to 2.8% (n=145) of registrants and 3.1% (n=1) of those who appeared before the PCC (Figure 14).

Conclusions

Based on the available data the British School of Osteopathy (BSO) has educated over 40% of practising registrants, with comparable proportions involved in the proceedings of the IC and appearing before the PCC. Compared to the BSO the other osteopathic educational institutions educate a far smaller proportion of registrants. While there are some over and under representations of registrants from these institutions involved in the proceedings of the IC and PCC which require further research the small sample sizes mean that any future conclusions based on these limited data should be treated with caution.

4.5.1 Recognised Qualification/PPP

Rationale

To determine the association between whether registrants in those recorded as active or practising under conditions of practice or undertakings had qualified through the PPP process or with a recognised qualification and involvement in the proceedings of the IC and among those who had a decision made against them by the PCC.

The yearly percentages of registrants who were involved in the proceedings of the IC or who appeared before the PCC and who qualified with a Registered Qualification or the through the Professional Profile and Portfolio (PPP) process are shown in Figures 16 (*Appendix Figure 45*) and 17 (*Appendix Figure 46*).

Figure 16: IC registrants with recognised qualifications by year (n=66)

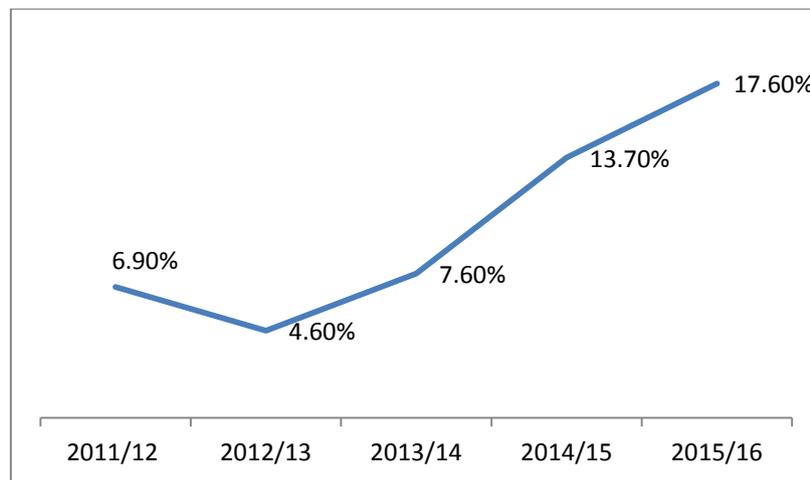
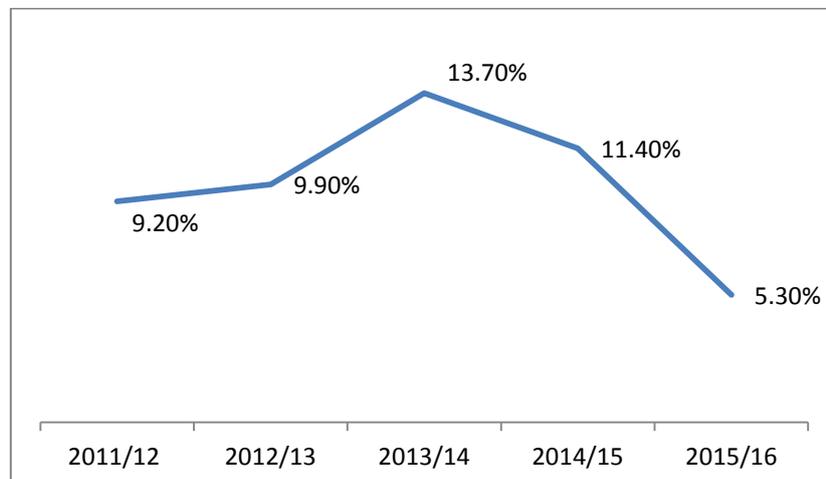


Figure 17: IC registrants qualified with PPP (n=65)



Discussion

Year on year since 2012/13 the percentage of registrants with a Recognised Qualification involved in the proceedings of the IC has risen from 4.6% (n=6) in 2012/13 to 17.6% (n=23) in 2015/16. The percentage of registrants qualified through the PPP process has fallen from a maximum of 13.7% (n=18) in 2013/14 to 11.4% (n=15) in 2014/15 and 5.3% (n=7) in 2015/16 (

Figure 16 and 17).

Conclusions

Year on year since 2012/13 the percentage of registrants with a Recognised Qualification appearing before the IC has risen and the percentage of registrants qualified through the PPP process has fallen. Both of these yearly trends can be explained by the increasing number of graduates with recognised qualifications entering the osteopathic profession.

4.5.2 Age at graduation

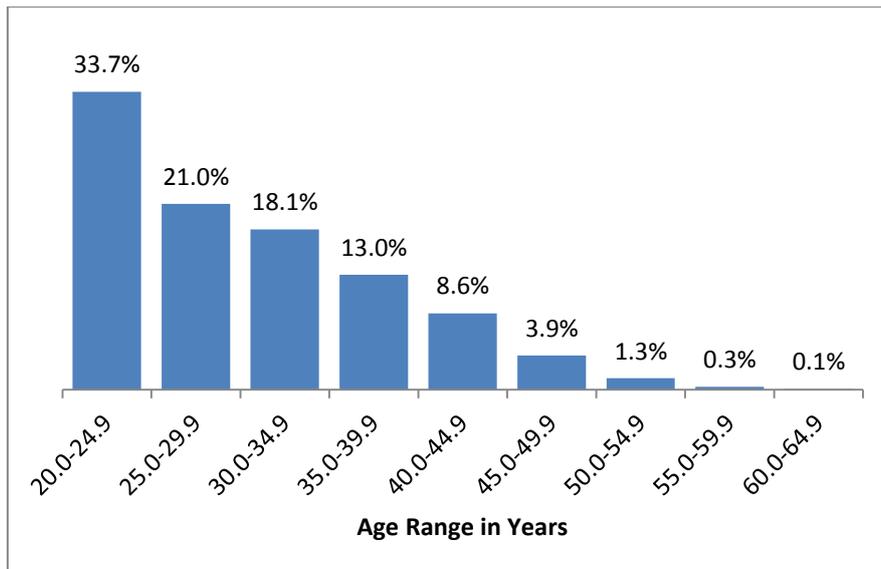
Rationale

To determine the association between the age at graduation of registrants in the those recorded as active or practising under conditions of practice or undertakings and involvement in the proceedings of the IC and among those who had a decision made against them by the PCC.

Over half (54.7% n=2758) of the practising registrant population graduated between 20.0 and 29.9 years of age. Nearly a third (31.1% n=1571) of the practising registrant population graduated between 30.0 and 39.9 years of age see Figure 18.

The age at graduation profile of those recorded as active or practising under conditions of practice or undertakings (n=5046) is shown in Figure 18 (*Appendix Figure 47*).

Figure 18: Those recorded as active or practising under conditions of practice or undertakings age at graduation (n=5046)



Over a third (36.7% n=48) of registrants who were involved in the proceedings of the IC were aged between 20.0-29.2 years, 35.8% (n=47) were aged between 30.0-39.9 years and 21.3% (n=28) were aged between 40.0-49.9 years, see Figure 19.

The age at graduation profile of the registrants who were involved in the proceedings of the IC (n=131) is shown in Figure 19 (*Appendix Figure 48*).

Half (50.0% n=16) of registrants who appeared before the PCC graduated between 20.0-29.2 years of age, 40.7% (n=13) graduated between 30.0-39.9 years of age, see Figure 20.

The age at graduation profile of the registrants who appeared before the PCC (n=32) is shown in Figure 20 (*Appendix Figure 49*).

Summary age at graduation data of those recorded as active or practising under conditions of practice or undertakings and those registrants involved in the proceedings of the IC and who appeared before the PCC are shown in Table 7.

Figure 19: IC age at graduation (n=131)

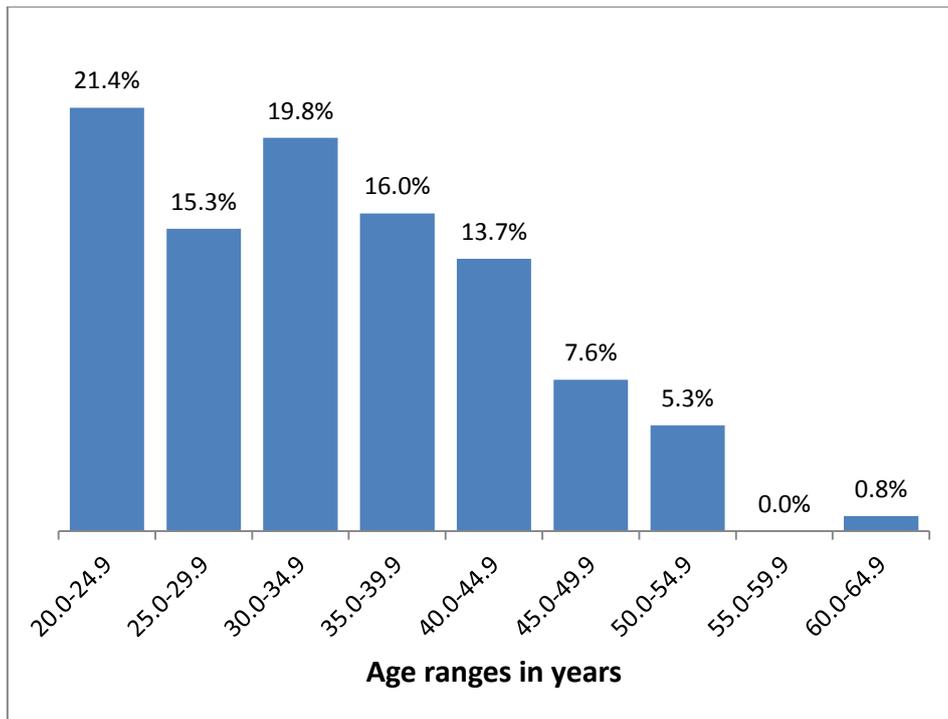


Figure 20: PCC decisions against 2011/16 age at graduation (n=32)

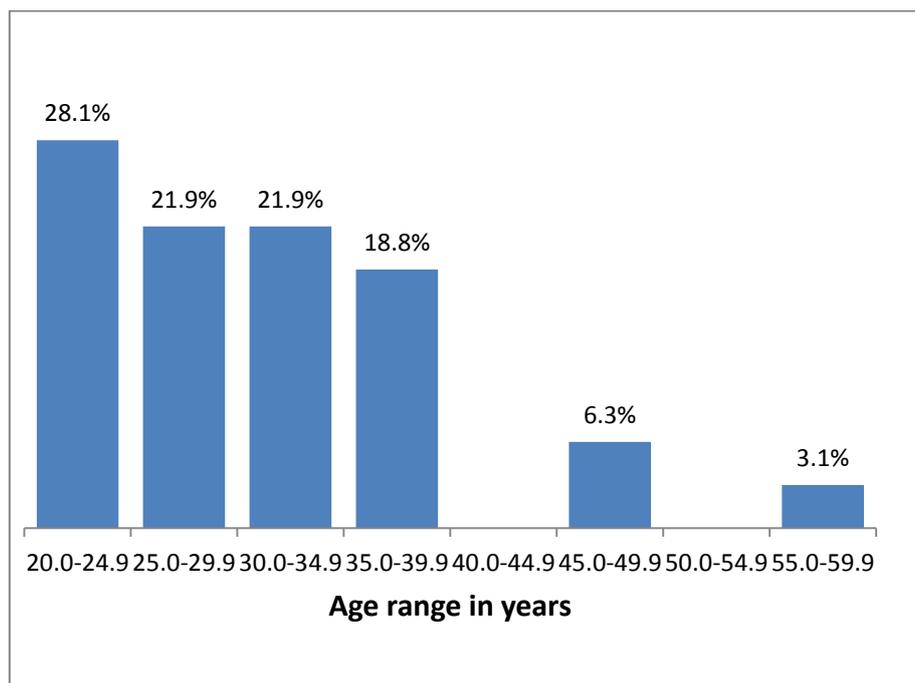


Table 7: Age at graduation summary table

Age at Graduation	Active/conditions of practice/ Undertakings (n=5046)	ICC (n=131)	PCC (n=32)
20.0-24.9	33.7% (n=1699)	21.4% (n=28)	28.1% (n=9)
25.0-29.9	21.0% (n=1059)	15.3% (n=20)	21.9% (n=7)
30.0-34.9	18.1% (n=915)	19.8% (n=26)	21.9% (n=7)
35.0-39.9	13.0% (n=656)	16.0% (n=21)	18.8% (n=6)
40.0-44.9	8.6% (n=436)	13.7% (n=18)	0.0% (n=0)
45.0-49.9	3.9% (n=196)	7.6% (n=10)	6.3% (n=2)
50.0-54.9	1.3% (n=66)	5.3% (n=7)	0.0% (n=0)

55.0-59.9	0.3% (n=16)	0.0% (n=0)	3.1% (n=1)
60.0-64.9	0.1% (n=4)	0.8% (n=1)	0.0% (n=0)

Discussion

Nearly 55% (54.7% n=2758) of those recorded as active or practising under conditions of practice or undertakings graduated between 20.0-29.9 years of age, 31% (31.1% n=1571) graduated between 30.0-39.9 years of age. Of those registrants who appeared before the PCC, half (50.0% n=16) graduated between 20.0-29.2 years of age and, 40.7% (n=13) graduated between 30.0-39.9 years of age. Compared to the 31% (31.1% n=1571) who graduated between 30.0-39.9 years of age nearly 36% (35.8% n=47) of this group were involved in the proceedings of the IC and nearly 41% (40.7% n=13) had decisions made against them by the PCC (

Table 7).

Conclusion

Half of registrants who appeared before the PCC graduated aged between 20.0-29.2 years, a further 41% graduated between 30.0-39.9 years of age. There is an over representation of those who graduated between 30.0-39.9 years of age and who were involved in the proceedings of the IC and particularly those who appeared before the PCC and had decisions made against them.

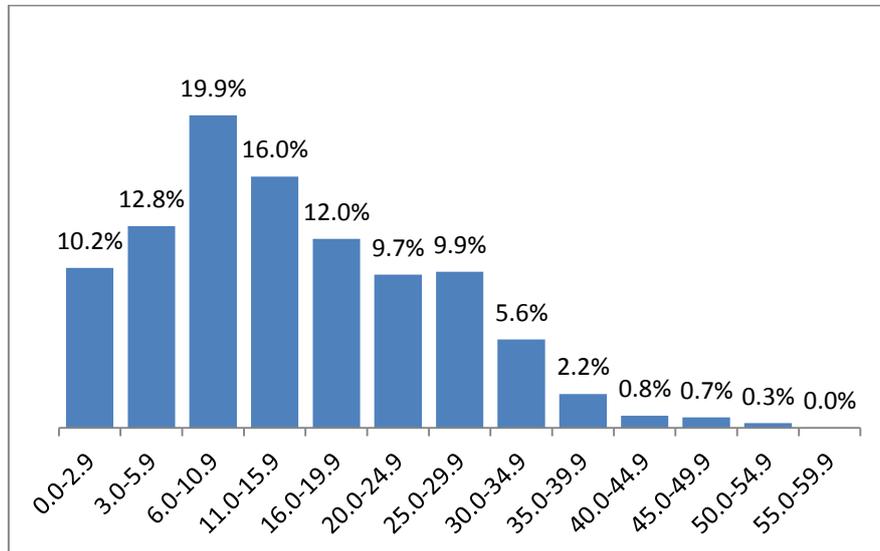
4.5.3 Years since graduation

Rationale

To determine the association between the number of years since graduation of registrants in the those recorded as active or practising under conditions of practice or undertakings and involvement in the proceedings of the IC and among those who had decisions made against them by the PCC. The years since graduation profile of the total practising registrant population (n=5046) is shown in Figure 21 (Appendix Figure 50).

Nearly half (47.9% n=2414) of the practising registrant population as at 30/03/16 graduated between 6.0-19.9 years ago, see Figure 21.

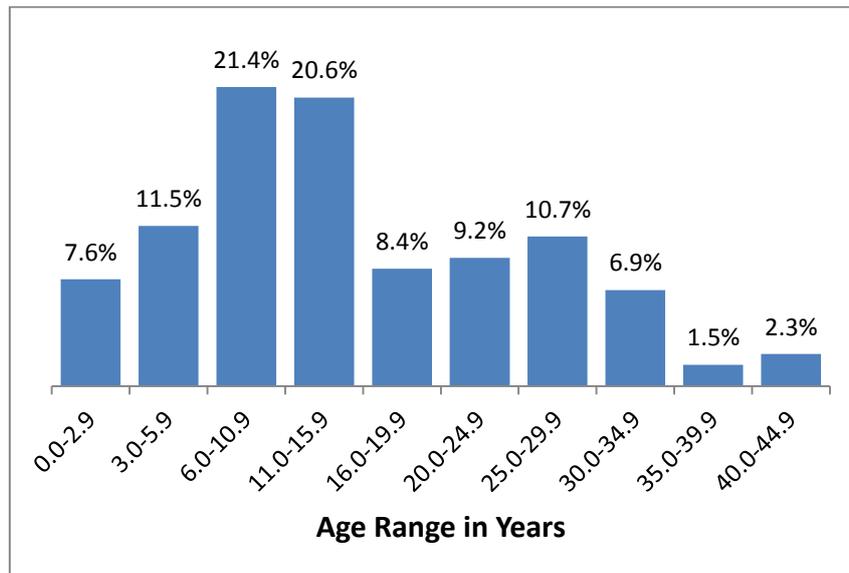
Figure 21: Active or practising under conditions of practice or undertakings years since graduation (as at 30/03/2016) (n=5046)



Of those registrants who were involved in proceedings of the IC 19.1% (n=25) graduated between 0.0-5.9 years previously, 42.0% (n=55) between 6.0-15.9 years previously, 17.6% (n=23) between 16.0-24.9 and 25.0-34.9 years previously and 3.8% (n=5) between 35.0-44.9 years previously, see Figure 22.

The years since graduation profile of those registrants who were involved in proceedings of the IC (n=131) is shown in Figure 22 (*Appendix Figure 51*).

Figure 22: IC years since graduation at first involvement (n=131)

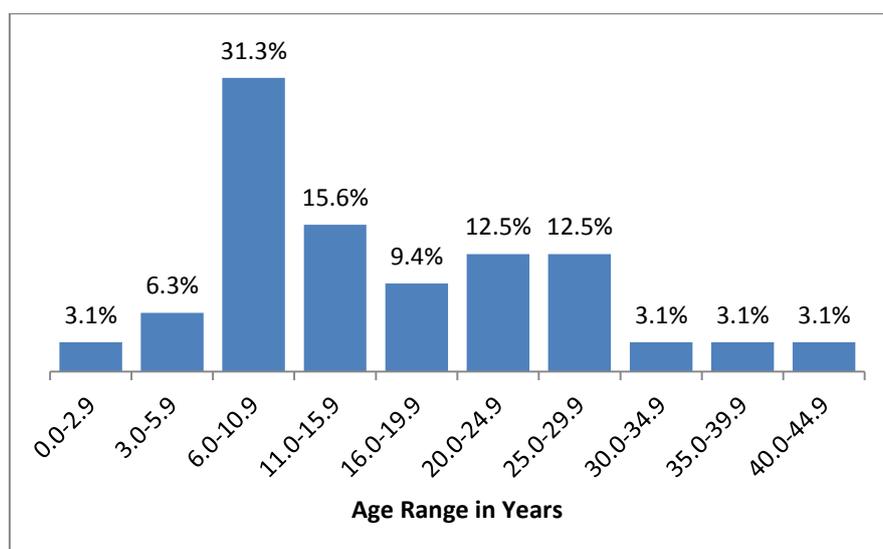


Of the 32 registrants who appeared before the PCC with decisions against, 31.3% (n=10) had graduated between 6.0-10.9 years prior to their first involvement with the proceedings of the IC and 46.9% (n=15) had graduated between 6.0-15.9 years prior to their first involvement with the proceedings of the IC, see Figure 23.

At 30/03/2016, 23% (n=1160) of the those recorded as active or practising under conditions of practice or undertakings had graduated 0.0-5.9 years previously, the percentage of this group appearing before the PCC was 9.4% (n=3). At 30/03/2016, 35.9% (n=1808) of the those recorded as active or practising under conditions of practice or undertakings had graduated 6.0-15.9 years previously; the percentage of this group appearing before the PCC was 46.9% (n=15), see Table 8.

The years since graduation profile of those registrants who appeared before the PCC with decisions against (n=32) is shown in Figure 23 (*Appendix Figure 52*).

Figure 23: PCC decisions against 2011/16 years since graduation at first ic involvement (n=32)



The years since graduation of those recorded as active or practising under conditions of practice or undertakings and those registrants at their first involvement in the proceedings of the IC and appearing before PCC are shown in Table 8.

Table 8: Years since graduation summary table

Years since Graduation	Active/conditions of practice/undertakings (n=5046)	ICC (n=131)	PCC (n=32)
0.0-2.9	10.2 (n=513)	7.6 (n=10)	3.1 (n=1)
3.0-5.9	12.8 (n=647)	11.5 (n=15)	6.3 (n=2)
6.0-10.9	19.9 (n=1002)	21.4 (n=28)	31.3 (n=10)
11.0-15.9	16.0 (n=806)	20.6 (n=27)	15.6 (n=5)
16.0-19.9	12.0 (n=606)	8.4 (n=11)	9.4 (n=3)

20.0-24.9	9.7 (n=491)	9.2 (n=12)	12.5 (n=4)
25.0-29.9	9.9 (n=501)	10.7 (n=14)	12.5 (n=4)
30.0-34.9	5.6 (n=283)	6.9 (n=9)	3.1 (n=1)
35.0-39.9	2.2 (n=109)	1.5 (n=2)	3.1 (n=1)
40.0-44.9	0.8 (n=39)	2.3 (n=3)	3 (n=1)
45.0-49.9	0.7 (n=34)	0.0 (n=0)	0.0 (n=0)
50.0-54.9	0.3 (n=15)	0.0 (n=0)	0.0 (n=0)
55.0-59.9	0.0 (n=1)	0.0 (n=0)	0.0 (n=0)

The median age at graduation, median age at first involvement in the proceedings of the IC and years graduated at first involvement in the proceedings of the IC is summarised in Table 9.

Table 9: IC age medians summary table

Gender	Age at Graduation	Age at IC	Years Graduated at IC
Male	29.5	45.9	13.8
Female	27.4	46.3	14.1
Total	29.3	45.9	13.8

The yearly trends of median age at graduation, median age at first involvement in the proceedings of the IC and years graduated at first involvement in the proceedings of the IC are summarised in Figures 24, 25 and 26.

Figure 24: IC male registrant age data, age at graduation, years graduated at first IC involvement, age at first IC involvement, yearly trends (n=131)

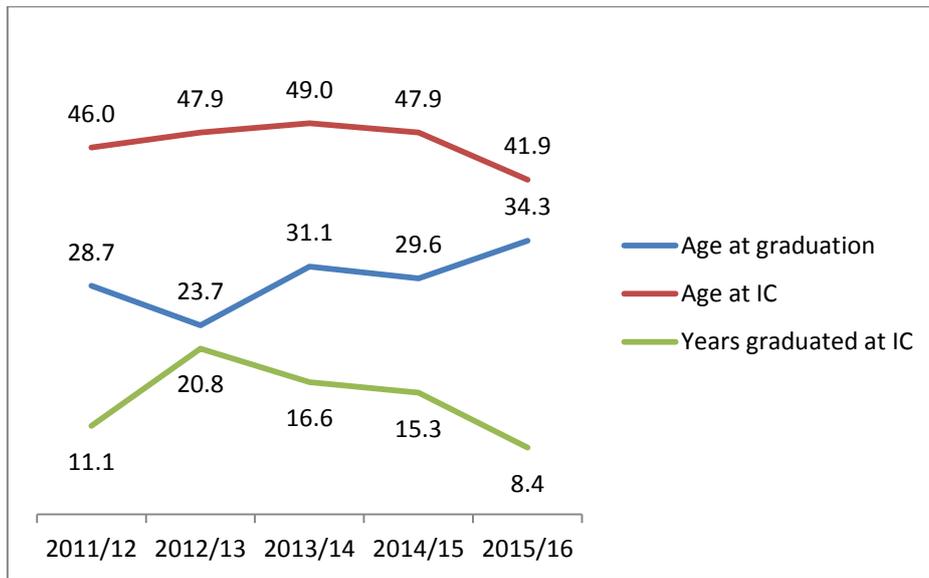


Figure 25: IC female registrant age data, age at graduation, years graduated at first IC involvement, age at first IC involvement yearly trends (n=131)

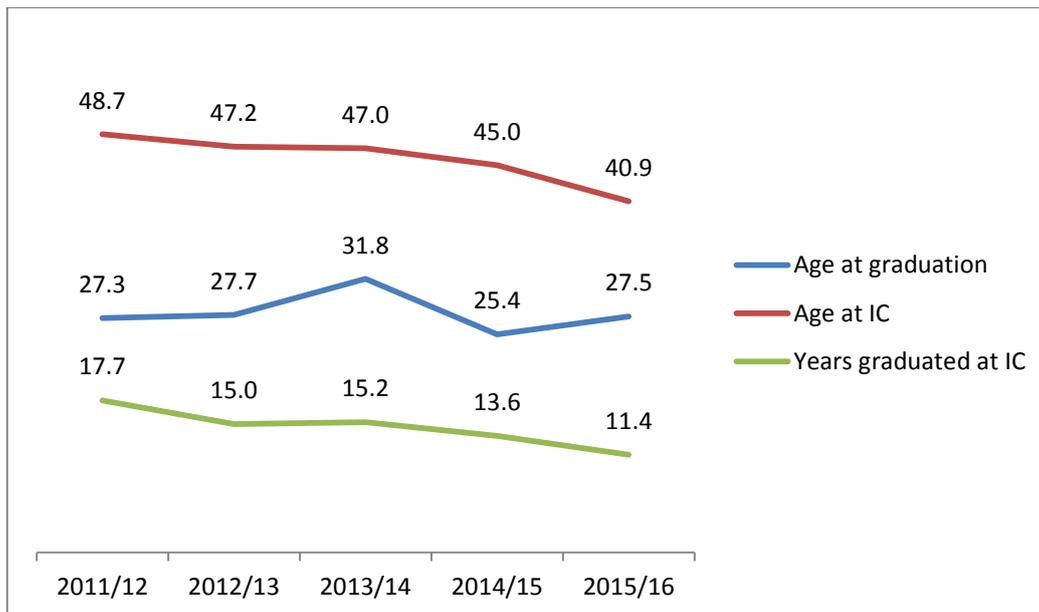
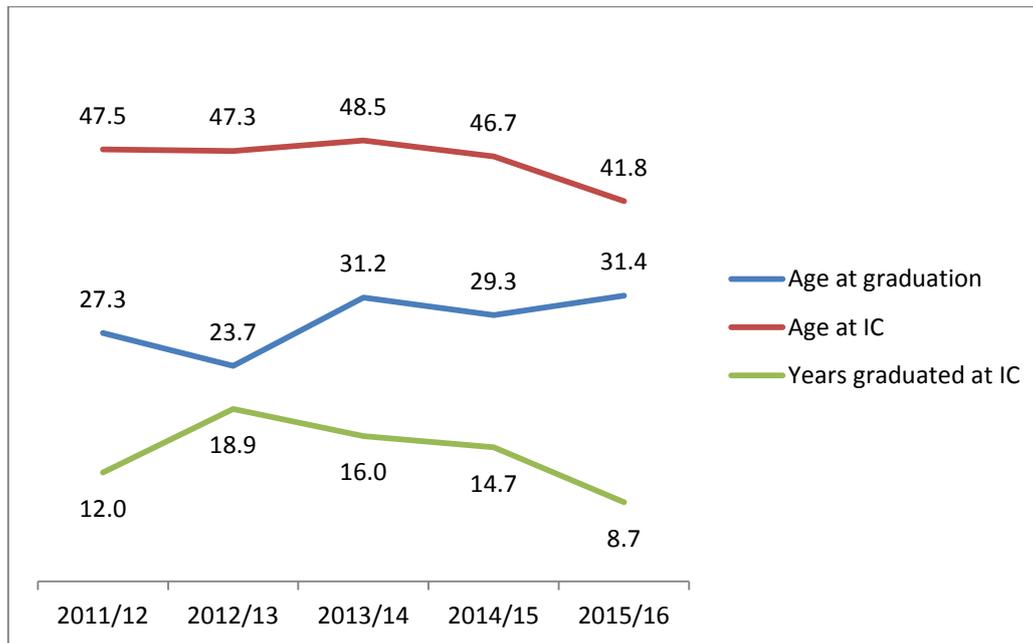


Figure 26: IC male and female age data, age at graduation, years graduated at first IC involvement, age at first IC involvement yearly trends (n=131)



Discussion

Nearly half (47.9%, n=2414) of those recorded as active or practising under conditions of practice or undertakings as at 30/03/16 have been graduated 6.0-19.9 years, 23% (n=1160) between 0.0-5.9 years and nearly 20% (19.6% n=992) between 20.0-29.9 years (.

Figure 21).

Compared to the those recorded as active or practising under conditions of practice or undertakings, there is an under-representation of registrants who graduated 0.0-5.9 years previously appearing before the PCC (23% (n=1160)/9.4% (n=3). Compared to the those recorded as active or practising under conditions of practice or undertakings there is an over-representation of registrants who graduated 6.0-15.9 years previously appearing before the PCC (35.9% (n=1808)/46.9% (n=15) (Table 8).

Conclusions

Recent graduates, defined as those who graduated 0.0-5.9 years previously are less likely to appear before the PCC. However those who graduated 6.0-15.9 years previously are over-represented.

4.5.4 Reminders

Rationale

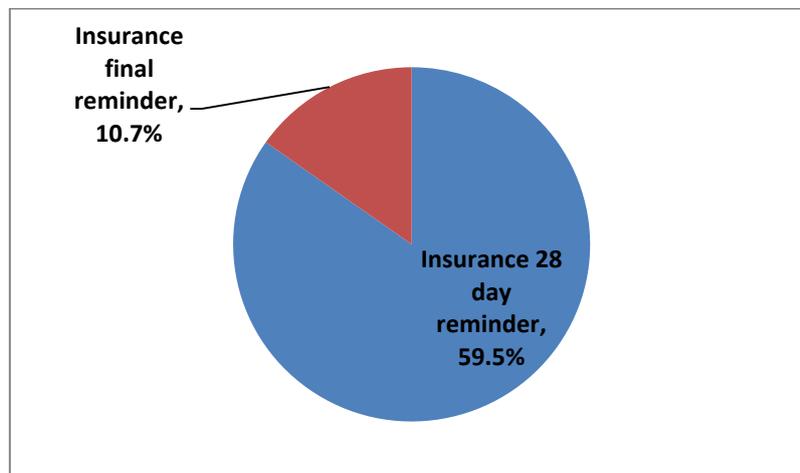
To determine the number of insurance, fee and CPD reminders issued to registrants involved in the proceedings of the IC and among those who had a decision made against them by the PCC.

Insurance reminders

A total of ninety-two insurance reminders were issued to those registrants involved in the proceedings of the IC (n=131), seventy eight (59.5%) of these were twenty eight day reminders and fourteen (10.7%) were final reminders.

The proportion of Insurance Reminders issued to registrants involved in the proceedings of the IC is shown in Figure 27 (*Appendix Figure 53*).

Figure 27: IC insurance reminders, 92 (n=131)

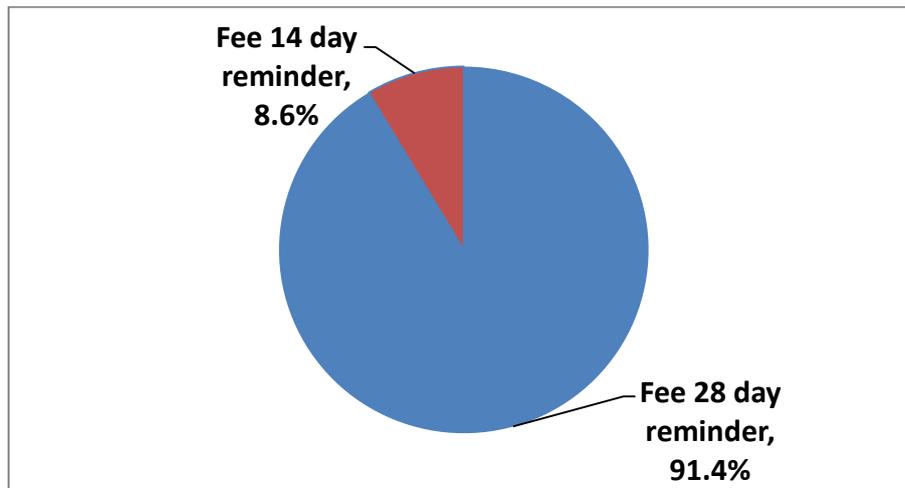


Fee reminders

A total of 141 fee reminders were issued to those registrants involved in the proceedings of the IC (n=131,) 403 (91.4%) of these were 28 day reminders and 38 (8.6%) were fourteen day reminders.

The proportion of Fee Reminders issued to registrants involved in the proceedings of the IC is shown in Figure 28 (*Appendix Figure 54*).

Figure 28: IC fee reminders, 441 (n=131)

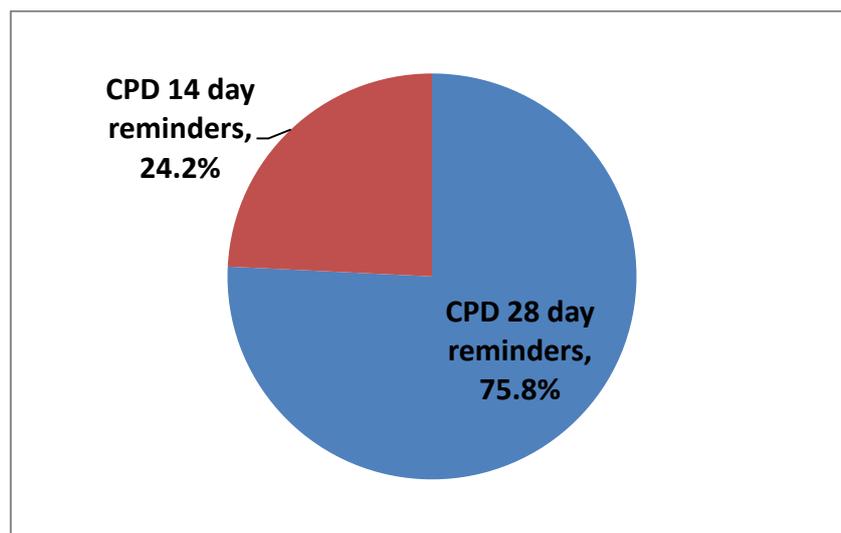


CPD reminders

A total of 256 Continuing Professional Development reminders were issued to those registrants involved in the proceedings of the IC (n=131), 194 (75.8%) were 28 day reminders and sixty-two (24.2%) were 14 day reminders.

The proportion of CPD Reminders issued to registrants involved in the proceedings of the IC is shown in Figure 29 (*Appendix Figure 55*).

Figure 29: IC CPD reminders, 256 (n=131)



Discussion

Ninety-two insurance reminders were issued to those registrants involved in the proceedings of the IC (N=131), 78 (59.5%) of these were 28 day reminders and fourteen (10.7%) were final reminders (Figure 35). Four hundred and forty one fee reminders were issued to those registrants involved in the proceedings of the IC (N=131), 403 (91.4%) of these were 28 day reminders and 38 (8.6%) were fourteen day reminders (Figure 28). A total of 256 CPD reminders were issued to those registrants involved in the proceedings of the IC (n=131), one hundred and ninety four (75.8%) were twenty-eight day reminders and sixty-two (24.2%) were fourteen day reminders (Figure 29). The lack of a comparative whole population dataset and the limited dataset for those who were involved in proceedings of the PCC make these data difficult to interpret.

Conclusions

The challenges of extracting Fee, Insurance, Continuing Professional Development (CPD) reminder data and comparative whole population data from the GOsC customer relationship management system make these data difficult to interpret.

4.6 Research consent (RC)

Rationale

To determine the association between the levels of registrant engagement as indicated by the granting of research consent and involvement in the proceedings of the IC and among those who had a decision made against them by the PCC.

Of those recorded as active or practising under conditions of practice or undertakings (n=5046), 50.2% (n=2533) have given RC. Of those registrants who were involved in the proceedings of the IC (n=31), 32.8% (n=43) had given research consent.

Discussion

Of those recorded as active or practising under conditions of practice or undertakings (n=5046), 50.2% (n=2533) had given RC. Of those registrants who were involved in proceedings of the IC (n=31), 32.8% (n=43) had given RC.

Conclusions

Compared to those recorded as active or practising under conditions of practice or undertakings those registrants who were involved in proceedings of the IC were less likely to have given research consent. However, the use of research consent as a proxy for registrant engagement may be questionable.

Chapter 5: Recommendations for future research

1. Prospective data collection:

Going forward, to monitor future trends in the variables identified in the retrospective data collected thus far, a systematic programme of both quantitative and qualitative data collection and analysis is required.

2. IC data collection instrument:

Currently there is a lack of robust data to determine the practice context and circumstances that contribute to registrants involved in proceedings of the IC. A data collection instrument, possibly by questionnaire or semi-structured interview that included the domains set out below would help fill this potentially significant gap:

Practitioner status:

- Registrant status e.g. Practice Principal, Partner, Associate
- Practitioner working at one or multiple practices.
- Months/years working at location of complaint.
- Number of hours worked per week in total and at location of complaint.
- Approximate number of patients seen per week in total and at location of complaint.

Practice context:

- Type of practice: multidisciplinary or osteopathic
- Type of practice: sole practitioner/multiple practitioner.
- Opportunities for collaboration with and support from colleagues, case management meetings, in-house CPD.

Complaint context:

- Patient characteristics of complainant e.g. new patient/returning patient/male female.

- Circumstances of complaint:
examination/treatment/consent/communication/post-treatment experiences/other.
- Free text item: What training/support may have helped the registrant avoid the complaint or deal with it more effectively.

3. Practitioner specific practice data:

Throughout this Report, the variable 'Years Since Graduation' was calculated from GOSc customer relationship data. However, more robust data is needed on the number of years in practice, number of patients treated and use of osteopathic/adjunctive approaches, and this could be included in the suggested IC data collection instrument.

4. Aggregate practising population data:

While whole registrant population data is contained in the GOSc customer relationship management system, it is, at times, challenging to extract and therefore analyse e.g. nationality, practice context, professional circumstances. Improvements to the operation of the GOSc customer relationship management system may enable these population data to be stratified and this may assist the GOSc to target resources more effectively, e.g. to facilitate the development of practitioners via targeted CPD, Regional Groups, Research Hubs and effective Osteopathic Educational Institution support. These data could be collected as part of an osteopathic registrant population survey.

5. Complaints data collection:

There is currently a lack of specific case-by-case data on the context/mechanisms by which individual informal complaints translate into formal cases. Research in this area may provide important information to augment data on formal complaints that may guide targeted GOSc support through CPD, Regional Groups, Research Hubs and Osteopathic Educational Institution support aimed at educating and guiding registrants on how to avoid patient dissatisfaction, thereby reducing the number of formal cases.

6. GOsC customer relationship management system Fitness to Practise Case Management module:

To further investigate the retrospective data already collected, resources could usefully be invested to develop the GOsC customer relationship management system Fitness to Practise Case Management module. This would potentially provide valuable detailed individual case data to supplement existing aggregate population data.

7. Equality and Diversity data:

The synthesis and analysis of the Equality and Diversity data collected by the Regulation Team may produce additional helpful and robust case-by-case data.

Appendices

Chapter 4: Results

4.1. Gender

Figure 30: Total registrant population as at 30/03/2016 (n=5099)

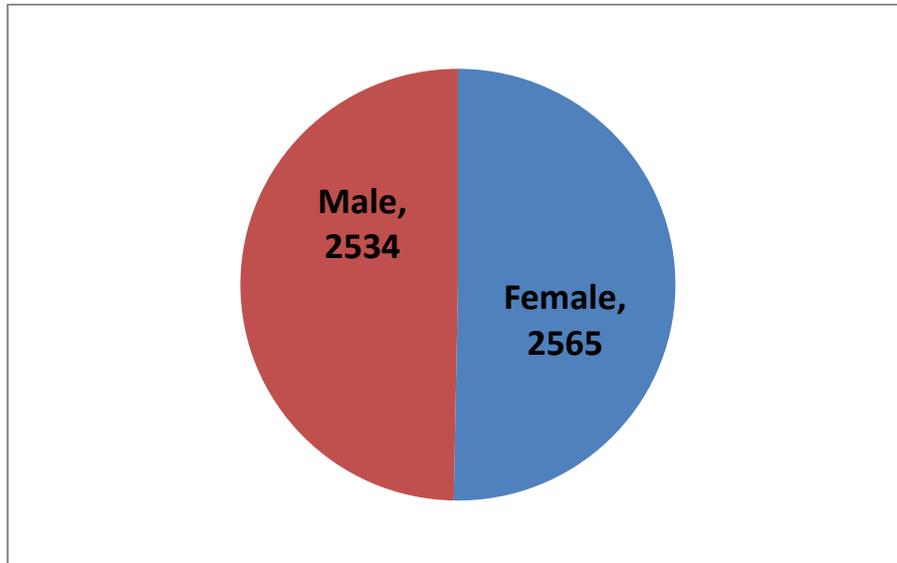


Figure 31: IC registrant gender (n=131)

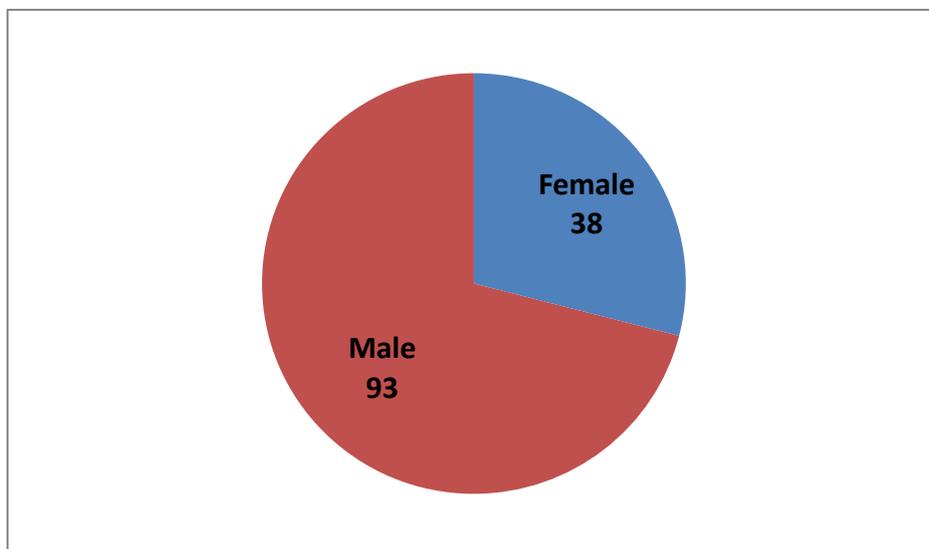


Figure 32: IC registrant gender 2011/16 yearly percentages (n=131)

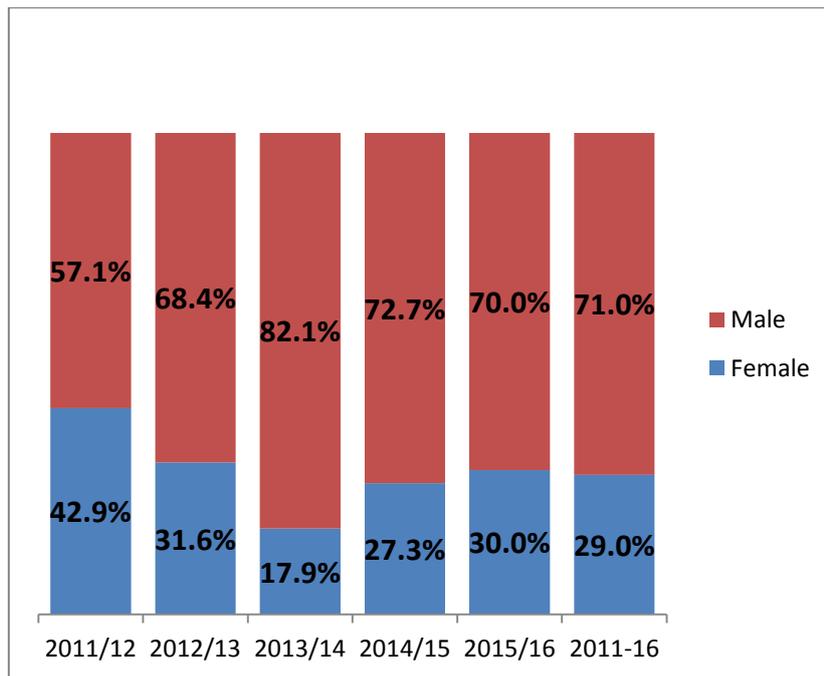
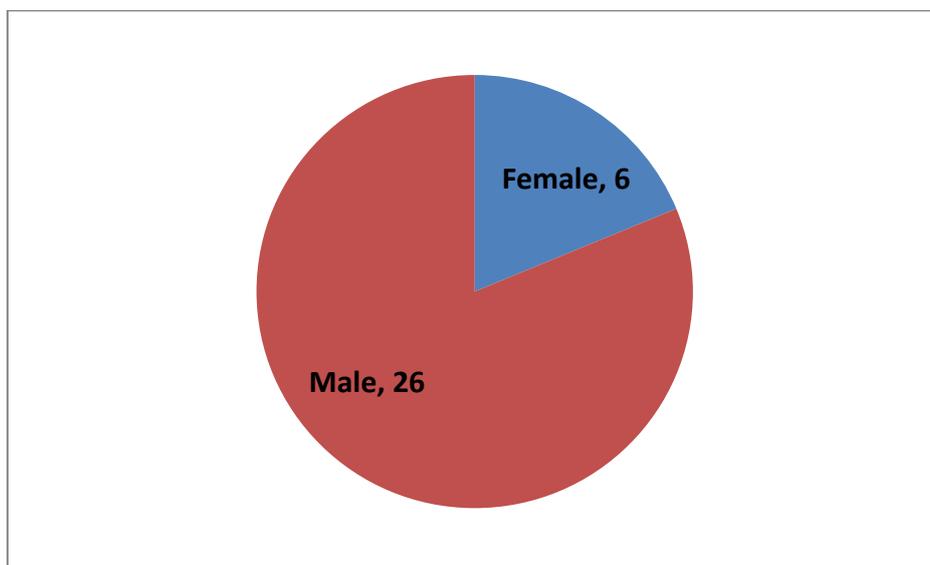


Figure 33: PCC decisions against 2011/16 gender (n=32)



4.2. Age

Figure 34: Active or practising under conditions of practice or undertakings by age range (N=5046)

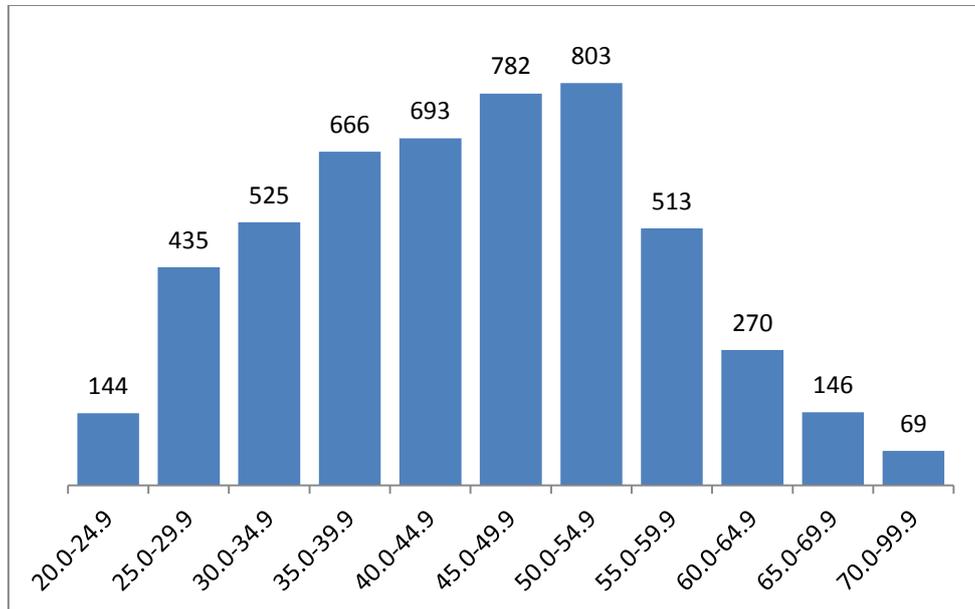


Figure 35: IC age at first appearance (n=131)

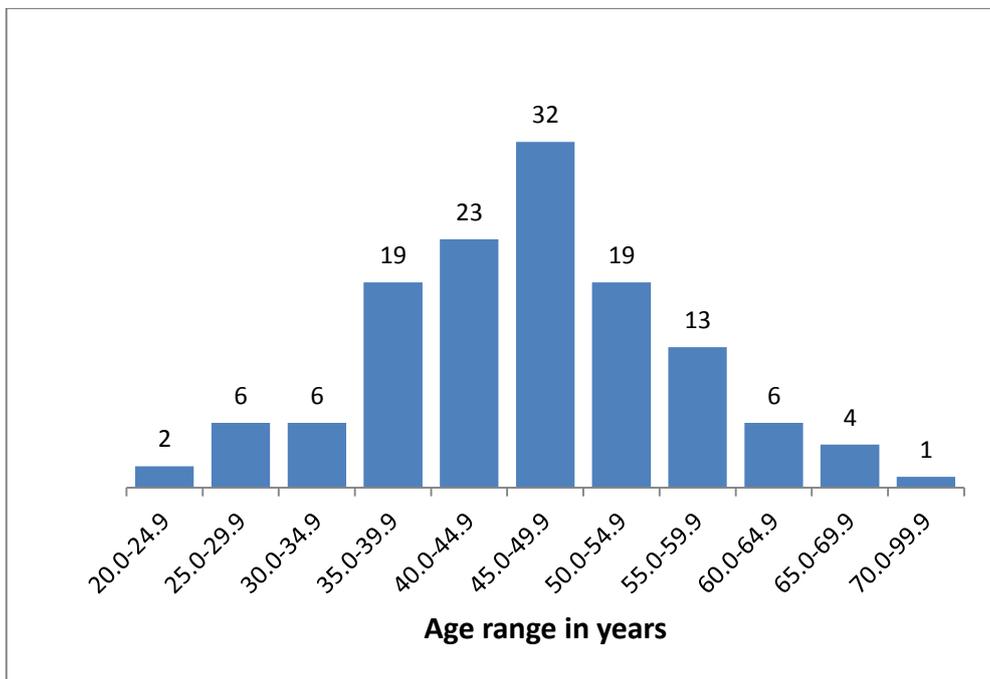
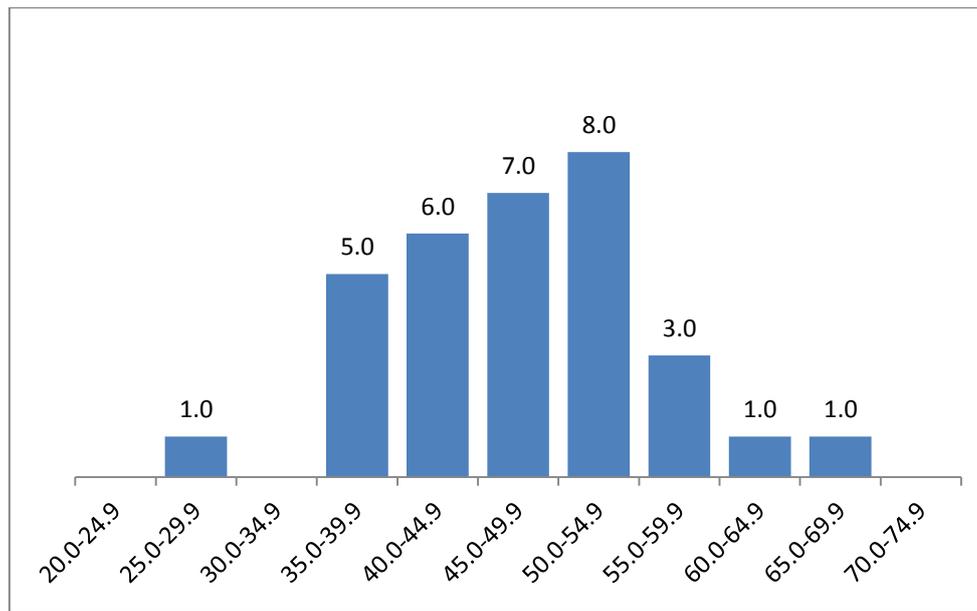


Figure 36: PCC decisions against 2011/16 age at first IC appearance (n=32)



4.3. Nationality

Figure 37: IC nationality (n=131)

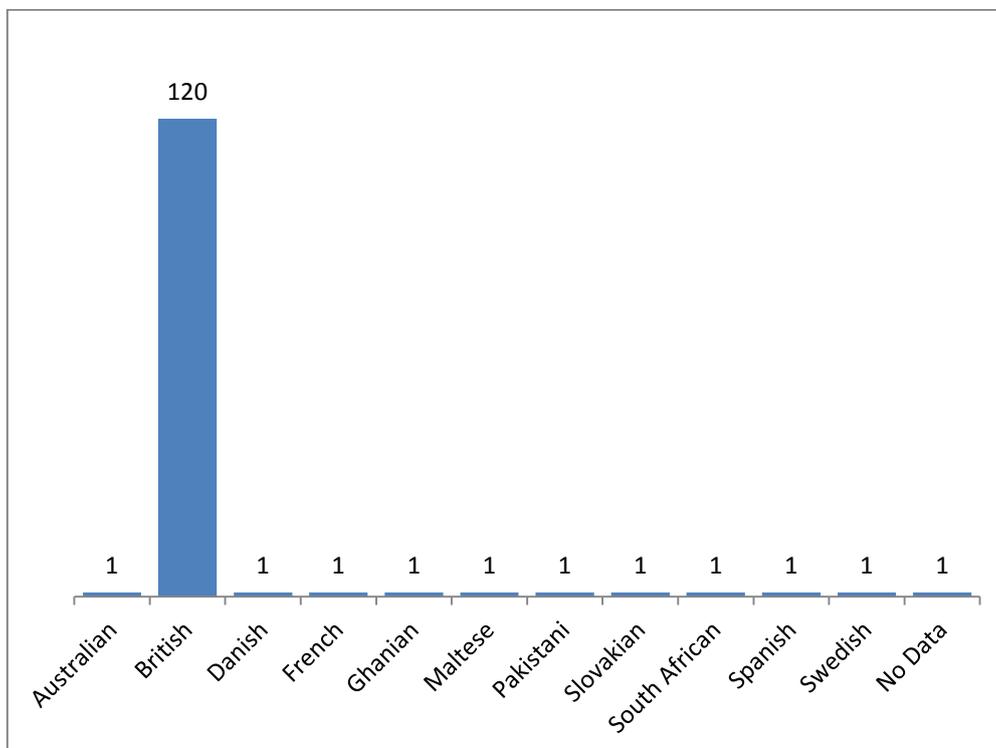
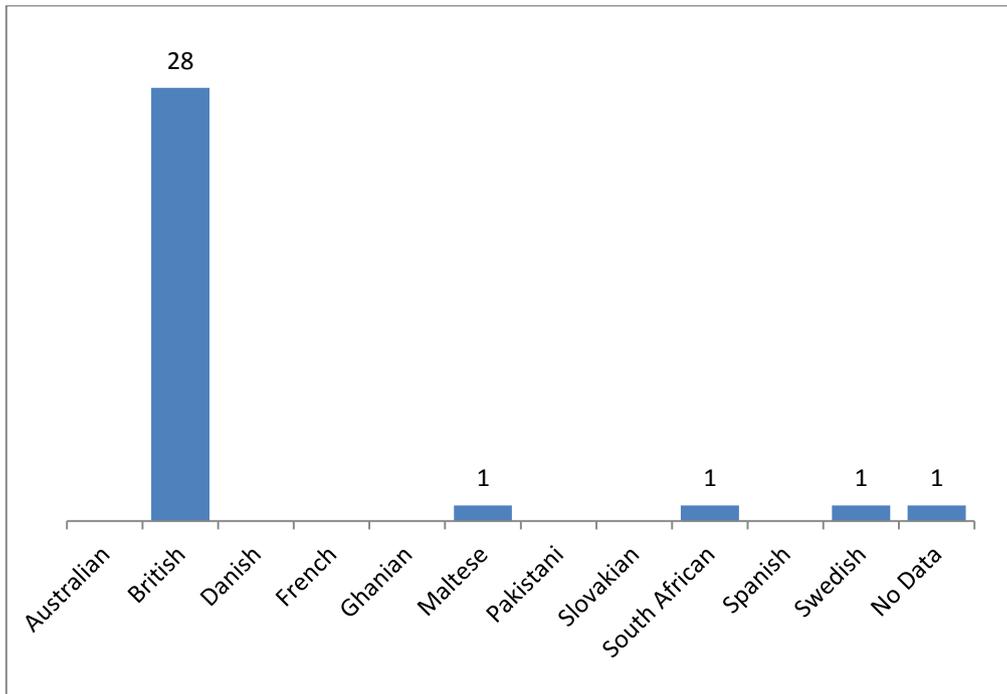


Figure 38: PCC decisions against 2011/16 nationality (n=32)



4.4 Location

Figure 39: Those recorded as active or practising under conditions of practice or undertakings location of main address (n=5046)

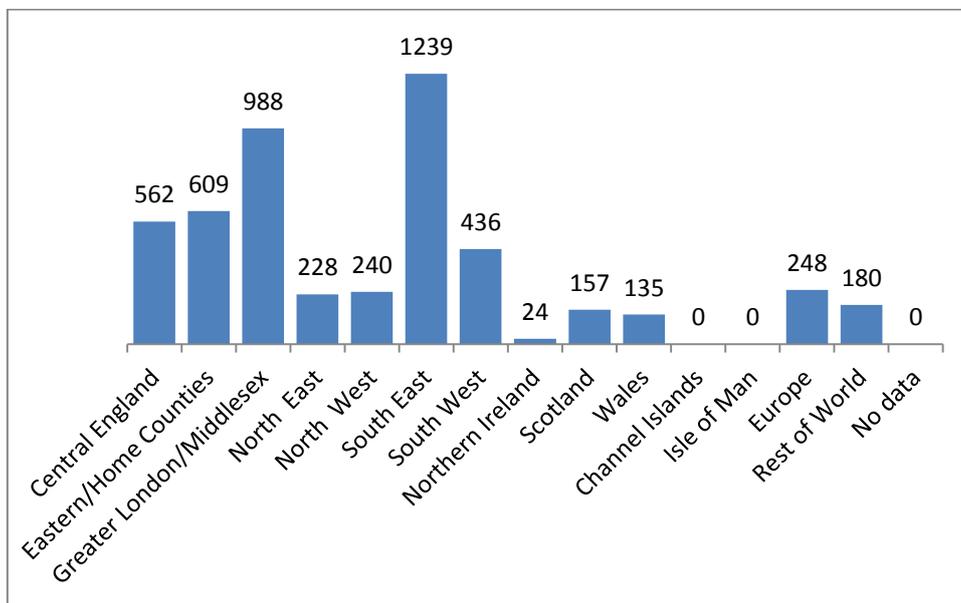


Figure 40: IC location of main address (n=131)

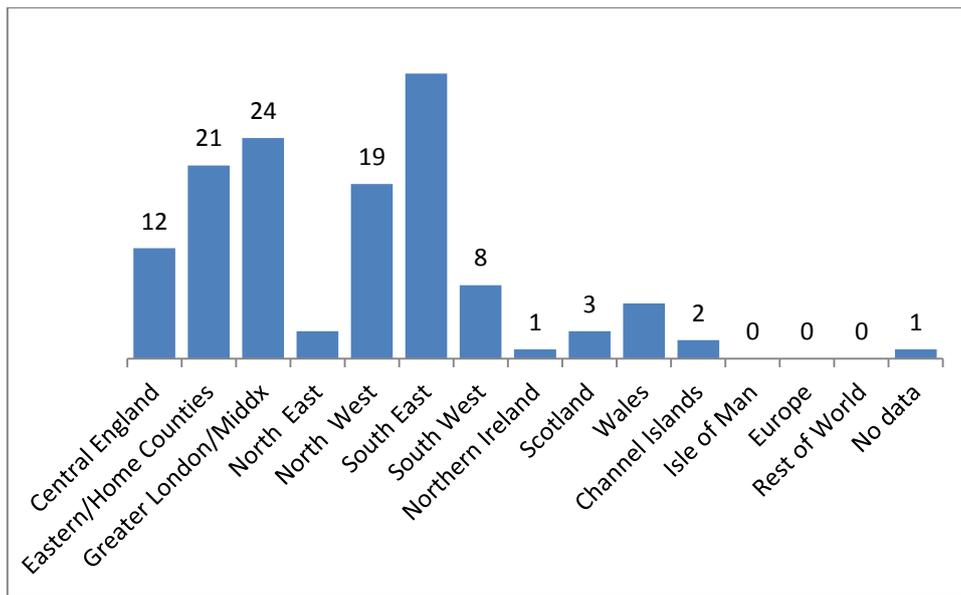
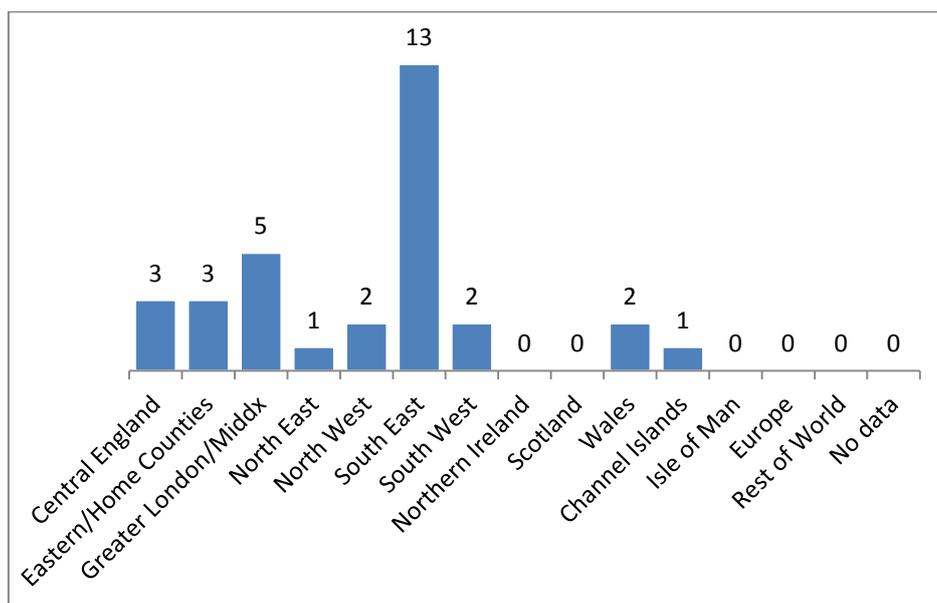


Figure 41: PCC decisions against 2011/16: location of main address (n=32)



4.5. Education

Figure 42: Registrants osteopathic educational institution (n=5177)

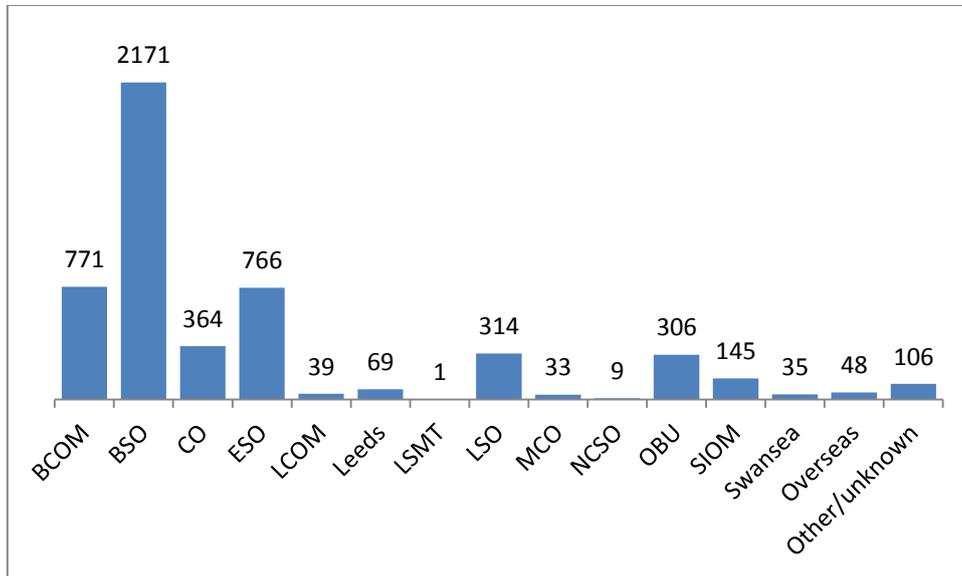


Figure 43: IC educational institution (n=131)

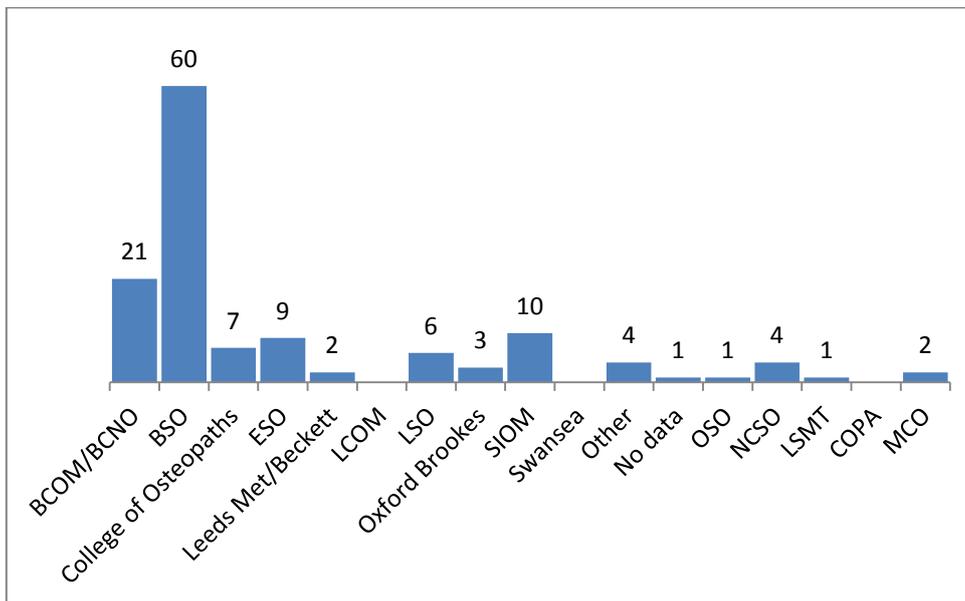


Figure 44: PCC decisions against 2011/16 educational institution (n=32)

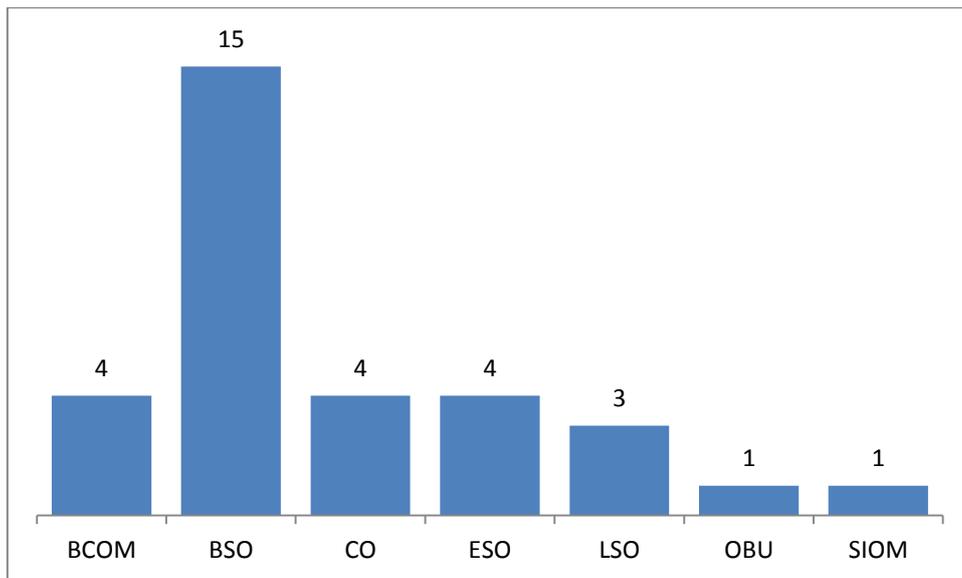


Figure 45: IC registrants with Recognised Qualifications by year (n=66/131)

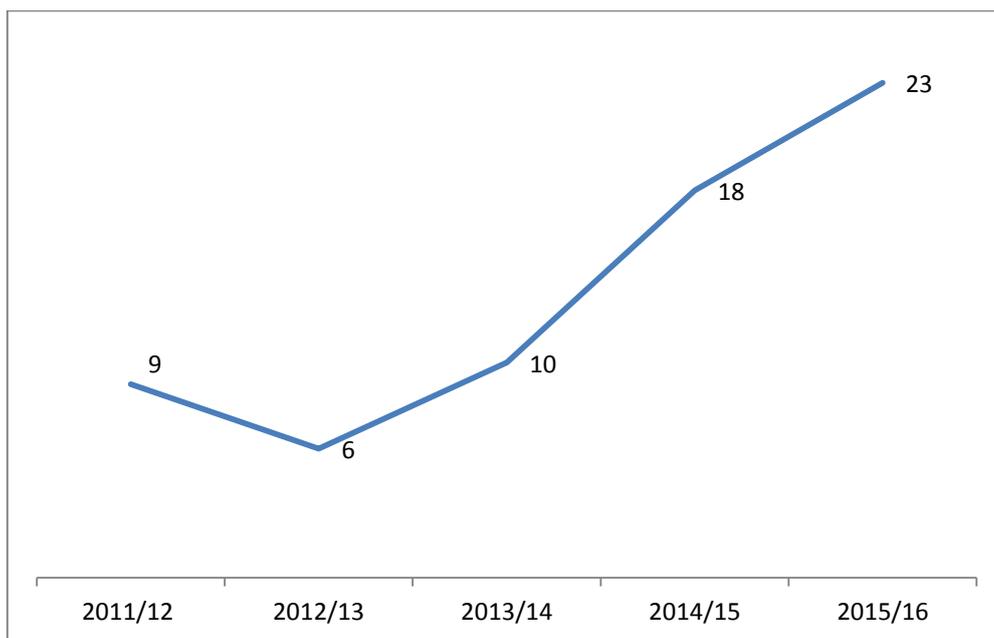
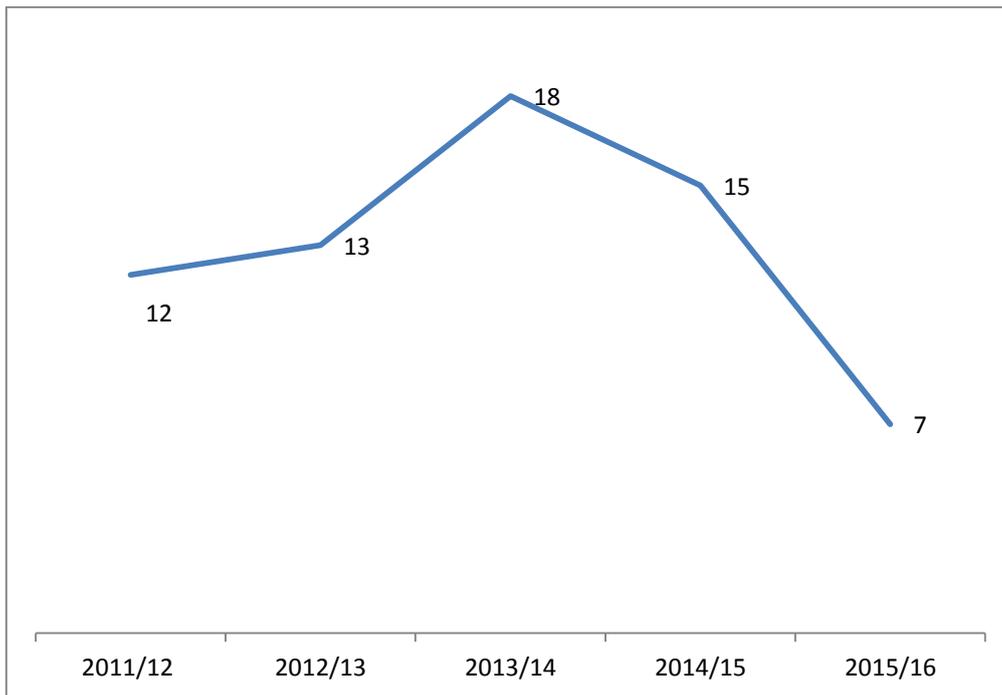


Figure 46: IC registrants qualified with Professional Profile and Portfolio (PPP) (n=65/131)



4.5.2 Age at Graduation

Figure 47: Those recorded as active or practising under conditions of practice or undertakings age at graduation (n=5046)

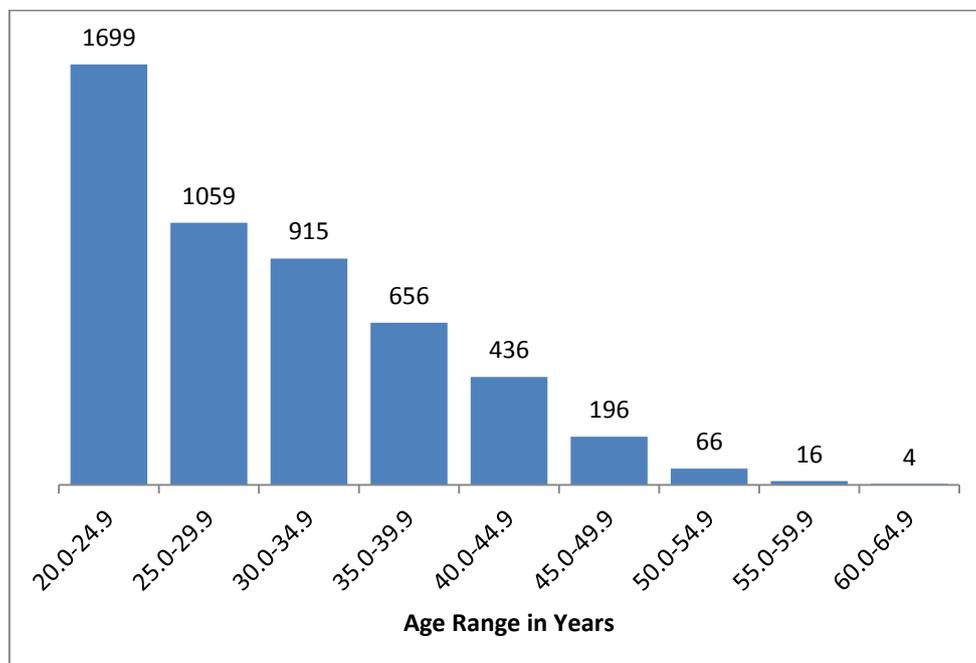


Figure 48: IC age at graduation (n=131)

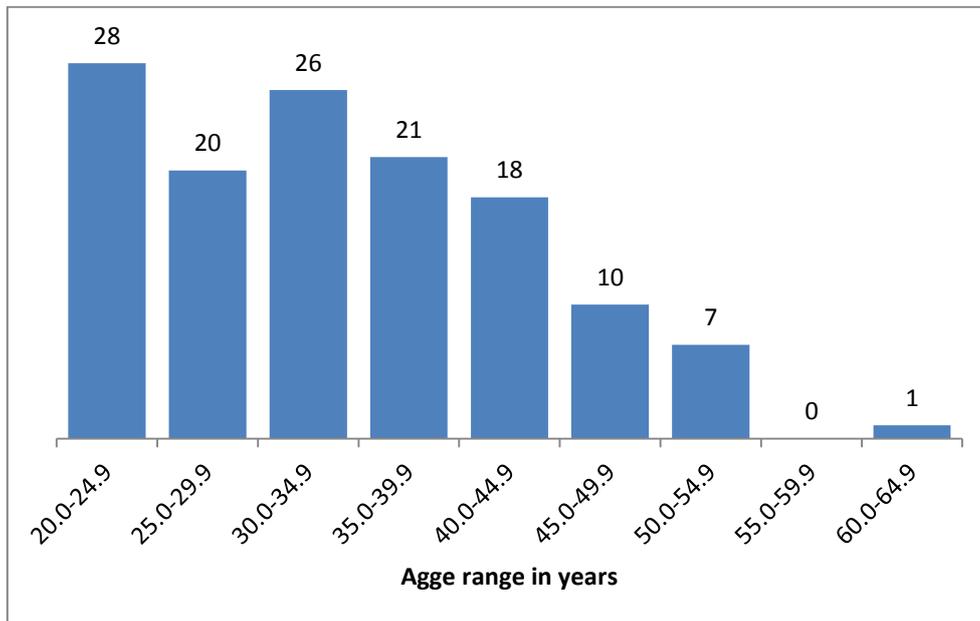


Figure 49: PCC decisions against 2011/16 age at graduation (n=32)

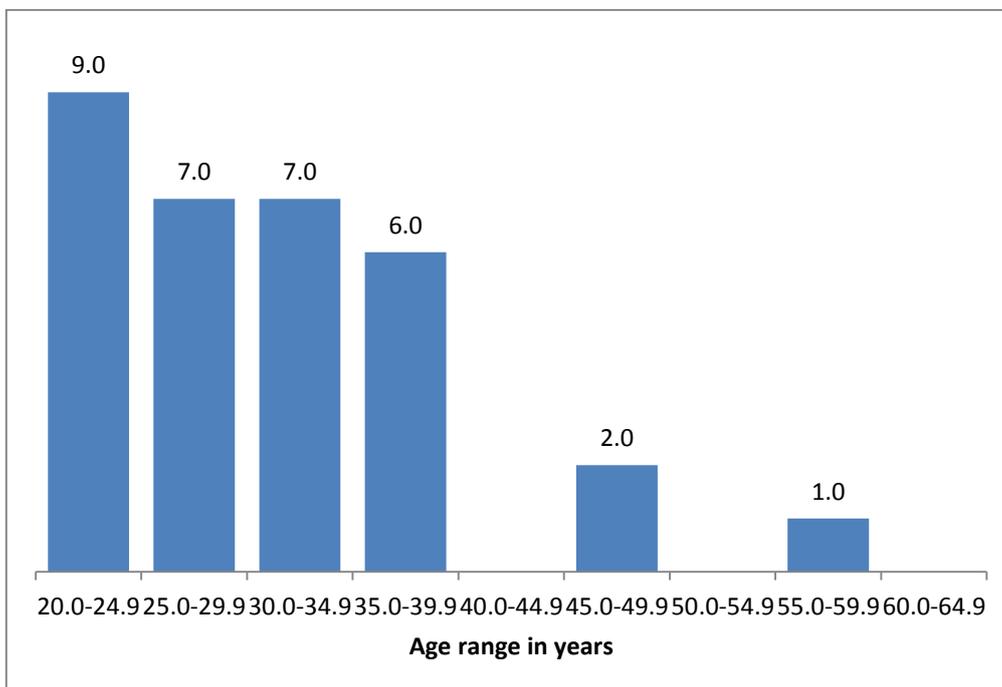


Figure 50: Active or practising under conditions of practice or undertakings years since graduation (as at 3/03/2016) (n=5046)

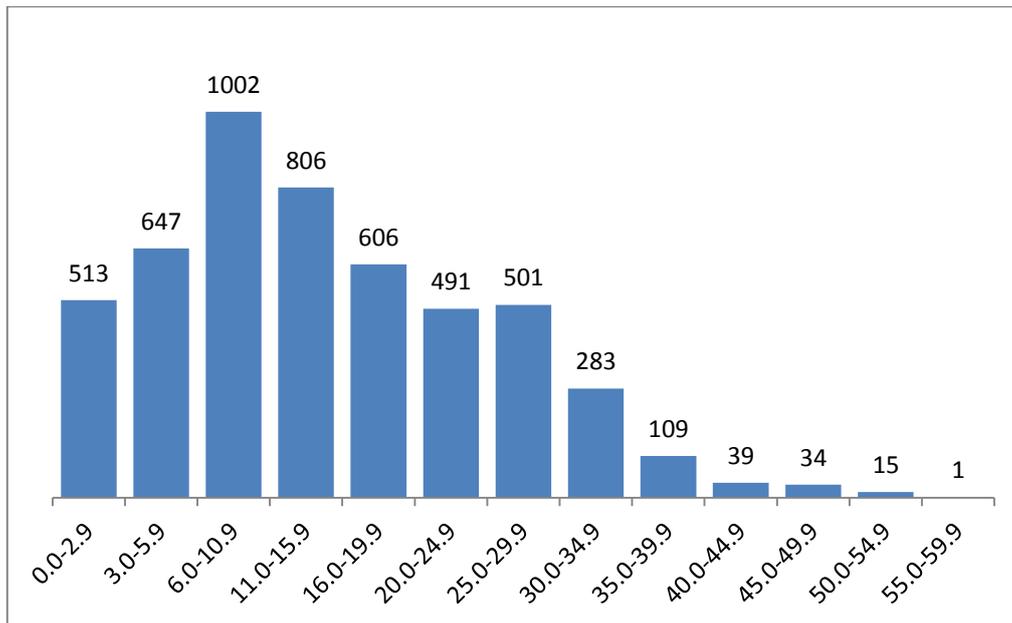


Figure 51: IC years since graduation at first appearance (n=131)

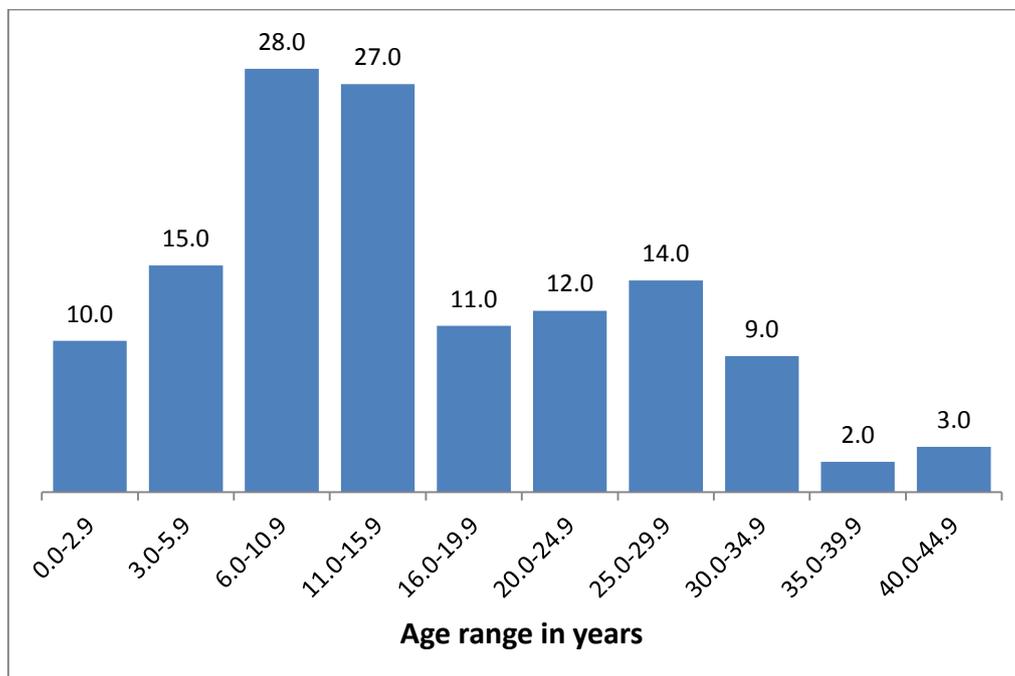


Figure 52: PCC decisions against 2011/16 years since graduation at first IC involvement (n=32)

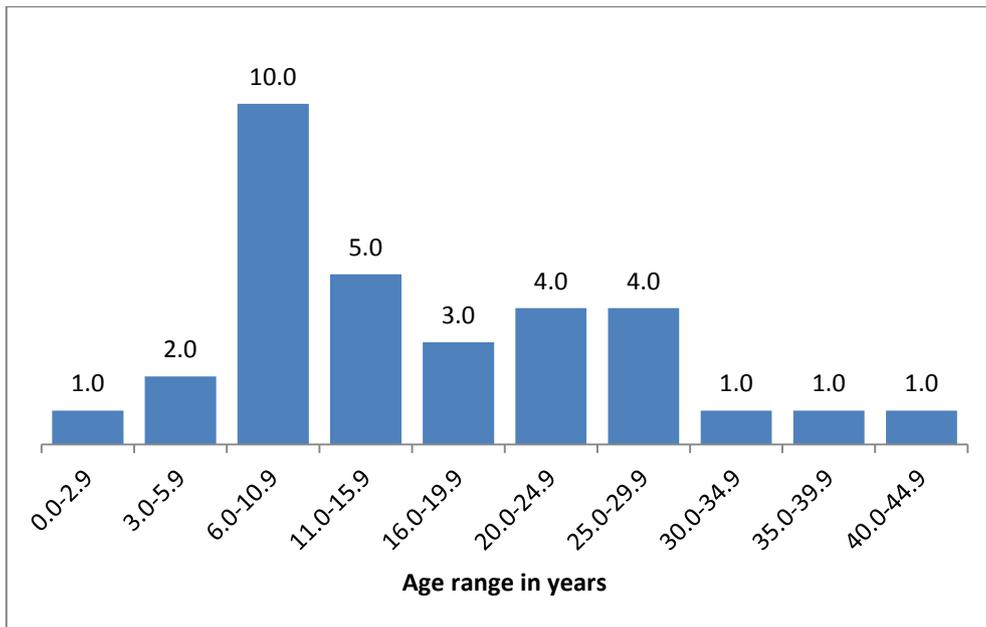


Figure 53: IC insurance reminders (n=131)

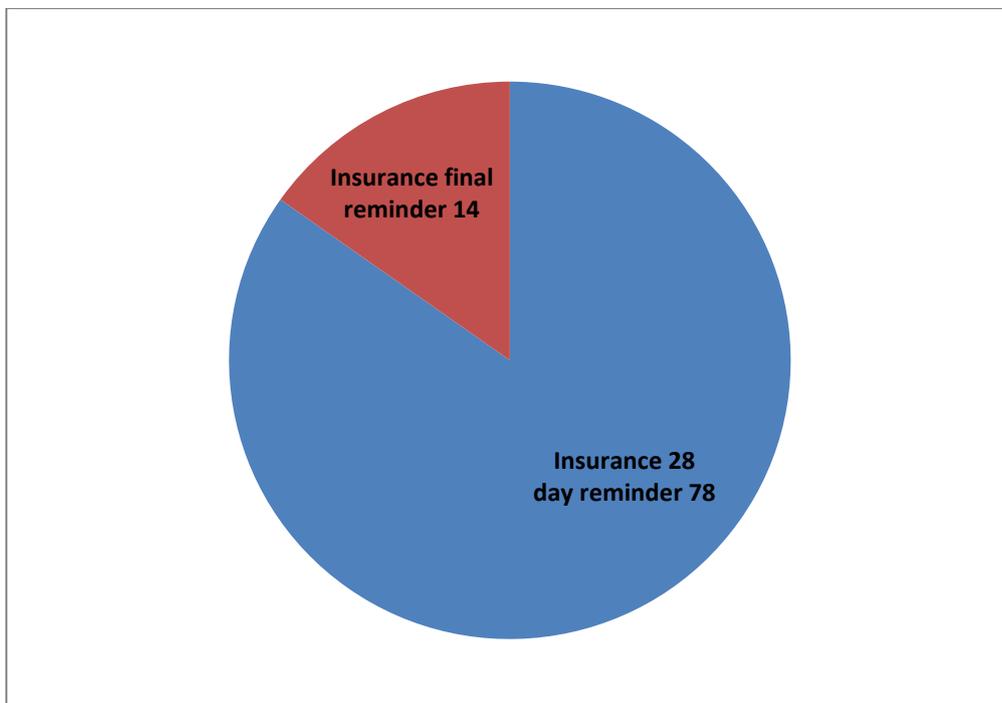
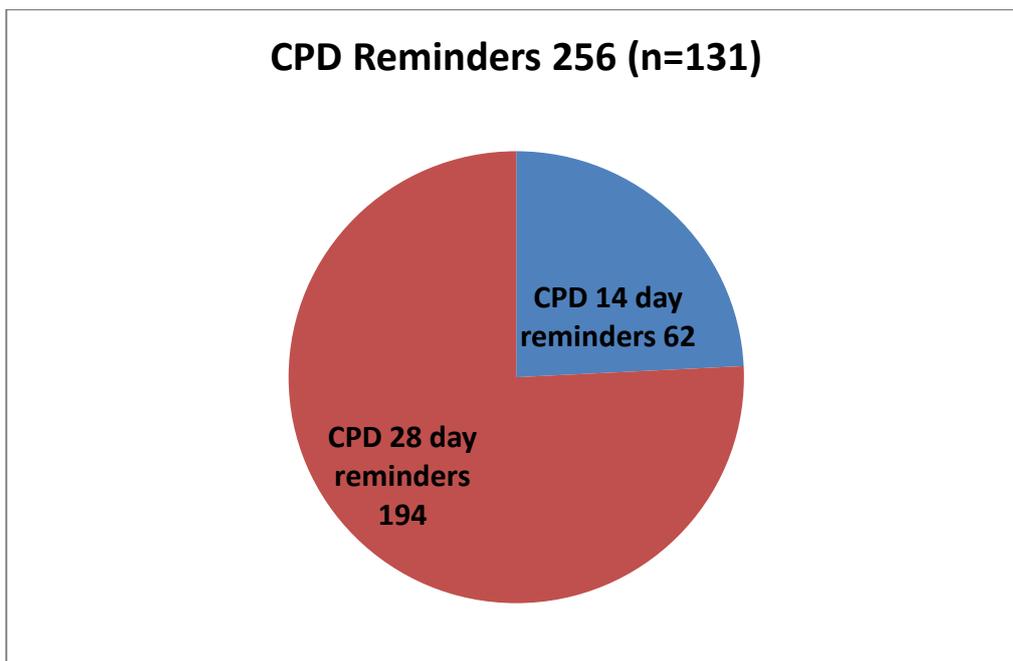


Figure 54: IC fee reminders (n=131)



Figure 55: IC CPD reminders (n=131)



Data tables

IC gender						
	Male n	Male %	Female n	Female %	Total n	Total %
2011/12	12	57.1%	9	42.9%	21	100.0%
2012/13	13	68.4%	6	31.6%	19	100.0%
2013/14	23	82.1%	5	17.9%	28	100.0%
2014/15	24	72.7%	9	27.3%	33	100.0%
2015/16	21	70.0%	9	30.0%	30	100.0%
2011-16	93	71.0%	38	29.0%	131	100.0%

IC nationality												
	2011/12		2012/13		2013/14		2014/15		2015/16		2011-16	
	n	%	n	%	n	%	n	%	n	%		
British	19	90.5	18	94.7	25	89.3	32	97.0	26	86.7	120	91.6%
Australian	0	0.0	1	5.3	0	0.0	0	0.0	0	0.0	1	0.8%
Danish	1	4.8	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8%
Swedish	0	0.0	0	0.0	1	3.6	0	0.0	0	0.0	1	0.8%
S. African	0	0.0	0	0.0	1	3.6	0	0.0	0	0.0	1	0.8%
Maltese	0	0.0	0	0.0	1	3.6	0	0.0	0	0.0	1	0.8%
Slovakian	0	0.0	0	0.0	0	0.0	1	3.0	0	0.0	1	0.8%
Ghanian	0	0.0	0	0.0	0	0.0	0	0.0	1	3.3	1	0.8%
French	0	0.0	0	0.0	0	0.0	0	0.0	1	3.3	1	0.8%
Pakistani	0	0.0	0	0.0	0	0.0	0	0.0	1	3.3	1	0.8%
Spanish	0	0.0	0	0.0	0	0.0	0	0.0	1	3.3	1	0.8%
No Data	1	4.8	0	0.0	0	0.0	0	0.0	0	0.0	1	0.8%
n=	21		19		28		33		30		131	100.0%

IC age at graduation							
	2011/12	2012/13	2013/14	2014/15	2015/16	2011-16	
0.0-2.9	0	0	0	0	0	0	0.0%
3.0-5.9	0	0	0	0	0	0	0.0%
6.0-10.9	0	0	0	0	0	0	0.0%
11.0-15.9	0	0	0	0	0	0	0.0%
16.0-19.9	0	0	0	0	0	0	0.0%
20.0-24.9	6	10	1	0	11	28	21.4%
25.0-29.9	5	3	0	9	3	20	15.3%
30.0-34.9	4	3	4	10	5	26	19.8%
35.0-39.9	0	2	8	4	7	21	16.0%
40.0-44.9	2	1	9	4	2	18	13.7%
45.0-49.9	3	0	5	1	1	10	7.6%
50.0-54.9	1	0	1	4	1	7	5.3%
55.0-59.9	0	0	0	0	0	0	0.0%
60.0-64.9	0	0	0	1	0	1	0.8%
65.0-69.9	0	0	0	0	0	0	0.0%
70.0-99.9	0	0	0	0	0	0	0.0%
n=	21	19	28	33	30	131	100.0%

IC age at first IC appearance							
	2011/12	2012/13	2013/14	2014/15	2015/16	2011-16	
0.0-2.9	0	0	0	0	0	0	0.0%
3.0-5.9	0	0	0	0	0	0	0.0%
6.0-10.9	0	0	0	0	0	0	0.0%
11.0-15.9	0	0	0	0	0	0	0.0%
16.0-19.9	0	0	0	0	0	0	0.0%
20.0-24.9	0	1	0	1	0	2	1.5%
25.0-29.9	1	0	1	2	2	6	4.6%
30.0-34.9	1	2	2	0	1	6	4.6%
35.0-39.9	4	2	2	5	6	19	14.5%
40.0-44.9	4	1	3	5	10	23	17.6%
45.0-49.9	3	8	7	7	7	32	24.4%
50.0-54.9	1	2	8	5	3	19	14.5%
55.0-59.9	5	1	3	3	1	13	9.9%
60.0-64.9	0	0	2	4	0	6	4.6%
65.0-69.9	2	2	0	0	0	4	3.1%
70.0-99.9	0	0	0	1	0	1	0.8%
n=	21	19	28	33	30	131	100.0%

IC years graduated at first IC appearance							
	2011/12	2012/13	2013/14	2014/15	2015/16	2011-16	
0.0-2.9	1.0	1.0	0.0	3.0	5.0	10.0	7.6%
3.0-5.9	4.0	1.0	1.0	4.0	5.0	15.0	11.5%
6.0-10.9	5.0	1.0	9.0	5.0	8.0	28.0	21.4%
11.0-15.9	3.0	7.0	4.0	8.0	5.0	27.0	20.6%
16.0-19.9	1.0	2.0	2.0	2.0	4.0	11.0	8.4%
20.0-24.9	2.0	2.0	4.0	3.0	1.0	12.0	9.2%
25.0-29.9	3.0	2.0	6.0	2.0	1.0	14.0	10.7%
30.0-34.9	1.0	1.0	2.0	4.0	1.0	9.0	6.9%
35.0-39.9	0.0	0.0	0.0	2.0	0.0	2.0	1.5%
40.0-44.9	1.0	2.0	0.0	0.0	0.0	3.0	2.3%
45.0-49.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
50.0-54.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
55.0-59.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
60.0-64.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
65.0-69.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
70.0-99.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0%
n=	21.0	19.0	28.0	33.0	30.0	131.0	100.0%

IC location												
	2011/2012		2012/2013		2013/2014		2014/2015		2015/2016		2011-2016	
	n	%	n	%	n	%	n	%	n	%	n	%
Central England	2	9.5	2	10.5	1	3.6	3	9.1	4	13.3	12	9.2%
Eastern/Home Counties	5	23.8	3	15.8	3	10.7	6	18.2	4	13.3	21	16.0%
Greater London/ Middx	3	14.3	1	5.3	9	32.1	5	15.2	6	20.0	24	18.3%
North East	0	0.0	1	5.3	0	0.0	1	3.0	1	3.3	3	2.3%
North West	2	9.5	2	10.5	4	14.3	4	12.1	7	23.3	19	14.5%
South East	5	23.8	3	15.8	9	32.1	9	27.3	5	16.7	31	23.7%
South West	2	9.5	2	10.5	0	0.0	1	3.0	3	10.0	8	6.1%
Northern Ireland	0	0.0	1	5.3	0	0.0	0	0.0	0	0.0	1	0.8%
Scotland	1	4.8	1	5.3	1	3.6	0	0.0	0	0.0	3	2.3%
Wales	1	4.8	2	10.5	0	0.0	3	9.1	0	0.0	6	4.6%
Channel Islands	0	0.0	1	5.3	1	3.6	0	0.0	0	0.0	2	1.5%
Isle of Man	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0%
Europe	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0%
Rest of World	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0%
No data	0	0.0	0	0.0	0	0.0	1	3.0	0	0.0	1	0.8%
n=	21		19		28		33		30		131	

IC education												
	2011/12		2012/13		2013/14		2014/15		2015/16		2011/16	
	n	%	n	%	n	%	n	%	n	%	n	%
BCOM/BCNO	4	19.0%	4	21.1%	6	21.4%	2	6.1%	5	16.7%	21	16.0%
BSO	12	57.1%	8	42.1%	12	42.9%	18	54.5%	10	33.3%	60	45.8%
College of Osteopaths	0	0.0%	0	0.0%	3	10.7%	2	6.1%	2	6.7%	7	5.3%
ESO	1	4.8%	1	5.3%	1	3.6%	2	6.1%	4	13.3%	9	6.9%
Leeds Met/Beckett	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	6.7%	2	1.5%
LCOM	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
LSMT	0	0.0%	0	0.0%	1	3.6%	0	0.0%	0	0.0%	1	0.8%
LSO	1	4.8%	2	10.5%	2	7.1%	1	3.0%	0	0.0%	6	4.6%
MCO	0	0.0%	1	5.3%	0	0.0%	1	3.0%	0	0.0%	2	1.5%
NCSO	1	4.8%	2	10.5%	1	3.6%	0	0.0%	0	0.0%	4	3.1%
Oxford Brookes	1	4.8%	0	0.0%	0	0.0%	1	3.0%	2	6.7%	4	3.1%
SIOM	1	4.8%	1	5.3%	1	3.6%	3	9.1%	4	13.3%	10	7.6%
Swansea	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Other	0	0.0%	0	0.0%	1	3.6%	2	6.1%	1	3.3%	4	3.1%
No data	0	0.0%	0	0.0%	0	0.0%	1	3.0%	0	0.0%	1	0.8%
Total	21		19		28		33		30		131	100.0%

IC insurance reminders			
	28 day	Final	Total
2011/12	10	1	11
2012/13	22	3	25
2013/14	17	2	19
2014/15	17	5	22
2015/16	12	3	15
2011/16	78	14	92
Insurance 28 day reminder	59.5%		
Insurance final reminder	10.7%		
Insurance no reminders	29.8%		

IC CPD reminders			
	28 day	Final	Total
2011/12	26	3	29
2012/13	21	3	24
2013/14	57	21	78
2014/15	48	17	65
2015/16	42	18	60
2011/16	194	62	256
CPD: 28 day	75.8%		
CPD 14 day final	24.2%		

IC fee reminders			
	28 day	14 day	Total
2011/12	63	2	65
2012/13	58	8	66
2013/14	97	13	110
2014/15	83	4	87
2015/16	102	11	113
2011/16	403	38	441
Fee 14 day reminders		8.6%	
Fee 28 day reminders	91.4%		

IC Research Consent			
	n	RC	%
2011/12	21	8	38.1%
2012/13	19	7	36.8%
2013/14	28	10	35.7%
2014/15	33	11	33.3%
2015/16	30	7	23.3%
2011/16	131	43	32.8%
			67.2%

IC PPP/Recognised Qualification		
	PPP	RQ
2011/12	12	9
2012/13	13	6
2013/14	18	10
2014/15	15	18
2015/16	7	23
2011/16	65	66

PCC decisions against		
	n	%
Admonishment	11	34.0
Removal	7	22.0
Suspension	7	22.0
Conditions of Practice	7	22.0

PCC gender 2011-16				
Male n	Male%	Female n	Female %	Total n
26	8.2	6	18.8	32

PCC median ages			
	Male	Female	Total
Age at Graduation	27.8	34.9	29.5
Age at IC	48.3	47.3	48.3
Years Graduated at IC	15.3	7.7	14.7

PCC nationality		
	n	%
British	28	87.5%
Australian	0	0.0%
Danish	0	0.0%
Swedish	1	3.1%
S. African	1	3.1%
Maltese	1	3.1%
Slovakian	0	0.0%
Ghanaian	0	0.0%
French	0	0.0%
Pakistani	0	0.0%
Spanish	0	0.0%
No Data	1	3.1%
N=	32	

PCC location		
	n	%
Central England	3	9.4%
Channel Islands	1	3.1%
Eastern and Home Counties	3	9.4%
Europe	0	0.0%
Greater London/Middx	5	15.6%
Isle of Man	0	0.0%
Northern England East	1	3.1%
Northern England West	2	6.3%
Northern Ireland	0	0.0%
Rest of World	0	0.0%
Scotland	0	0.0%
South East	13	40.6%
South West	2	6.3%
Wales	2	6.3%
No data	0	0.0%
n=	32	

PCC Age at graduation, age at IC, years graduated at IC						
	AaG		AaIC		YGaIC	
	n	%	n	%	n	%
0.0-2.9	0.0		0.0		1.0	3.1%
3.0-5.9	0.0		0.0		2.0	6.3%
6.0-10.9	0.0		0.0		10.0	31.3%
11.0-15.9	0.0		0.0		5.0	15.6%
16.0-19.9	0.0		0.0		3.0	9.4%
20.0-24.9	9.0	28.1%	0.0		4.0	12.5%
25.0-29.9	7.0	21.9%	1.0	3.1%	4.0	12.5%
30.0-34.9	7.0	21.9%	0.0		1.0	3.1%
35.0-39.9	6.0	18.8%	5.0	15.6%	1.0	3.1%
40.0-44.9	0.0		6.0	18.8%	1.0	3.1%
45.0-49.9	2.0	6.3%	7.0	21.9%	0.0	
50.0-54.9	0.0		8.0	25.0%	0.0	
55.0-59.9	1.0	3.1%	3.0	9.4%	0.0	
60.0-64.9	0.0		1.0	3.1%	0.0	
65.0-69.9	0.0		1.0	3.1%	0.0	
70.0-74.9	0.0		0.0		0.0	
n=	32.0		32.0		32.0	

PCC CPD, insurance, fee reminders 2011-16	
CPD: 14 day	16
CPD: 28 day	39
CPD: Tot	55
Ins: Final	3
Ins: 28 day	14
Ins: Tot	17
Fees: 14 day	11
Fees: 28 day	93
Fees: Tot	104

PCC PPP/RQ/RC		
	N	%
PPP	17	53
RQ	15	47
RC	16	50