

Agenda

UKPHR BOARD MEETING

9 February 2022

ITEM			
1	Welcome, apologies and new declarations of interest- Chair		
2	Minutes of Board meeting on 17 November 2021- Chair		
3	Actions and matters arising - Chair		
4	Governance forward planner- Chief Executive		
Substantive Items			
5	Practitioner Conference- Chief Executive		
6	Committee recommendations for Board decision: <ol style="list-style-type: none"> a. Budget 2022/2023 (confidential) b. Accountant- increased responsibilities and SLA (confidential) c. Approval of updated JD and salary (confidential) d. Registration Policy Group recommendations 		
Reports & updates			
7	Chief Executive's report (including Chair decisions and meetings)	CEO	<i>Item 7</i>
8	Registration report	Registrar	<i>Item 8a - Minutes of RAC</i> <i>Item 8b Registration Stats</i> <i>Item 8c Registration Policy Group minutes, 10 December (confidential)</i>
9	Audit, Risk and Remuneration report	ARRC Chair	<i>Item 9 - Minutes of ARR Committee</i>

10	Education and Training Standards report	E&T Chair & Registrar	<i>Item 10a - Minutes of E&T Committee 14/12/21</i> <i>Item 10b – Minutes of E&T Committee 1/2/22</i>
11	Any other business	Chair	
12	Date and time of next meeting- 20 April 2022		

UKPHR Board

Progress with Actions: 9 February 2022

Number	Action	Owner	Target	Progress
21/28	Advice about reviews of Board effectiveness every two years	CEO	30 Jan	To be addressed under action 21/55
21/35	Advise on future approaches to multi-source feedback	Registrar	27 February	To be reviewed through RPG
21/40	Implement PSA recommendation to consider whether the pandemic has exposed any matters that ought to be addressed within UKPHR's Codes, guidance and education and training requirements	CEO	30 Mar	This is reflected in ongoing policy changes (ie CPD, revalidation, extenuating circumstances), our engagement with the new FPD curriculum. We report to PSA in March, and the Board will engage with the submission.
21/44	Consult on how volunteers would like their roles to be recognised	Chair	December 2022	To be considered as part of fees review work in 2022
21/55	Undertake a light- touch review of Board and committee structures, reporting, and terms of reference.	CEO, Chair, Vice Chair	September 2022	Not yet started
21/56	Publish Board papers (unless marked confidential) and Committee minutes from the February meeting (to be published on the website after ratification in April 2022)	UKPHR Staff	February 2022	To be done after Feb 2022 Board meeting
21/57	Review communication strategy (2020) in light of publication of minutes and papers	CEO	February 2022	Comms strategy remains relevant- but will need a review if/when we revise our website (2023?)
21/58	Consider how best to set out options and detail relating to	CEO, Chair	Ongoing	Strategy day planned, DHSC

	regulatory reform and engage the Board.			consultation response
21/59	JL to formulate and ED&I action plan for Board consideration	CEO	February 2022	Consultants engaged to consider strategic ED&I discussion and to support with ED&I recommendations
21/60	Send thanks on behalf of the Board to the ED&I Working group	Chair	November 2021	Sent in Jan 2022- ahead of publication with Board papers
21/61	Raise Fairer Training Pathways GMC work with Faculty of Public Health to understand what could apply to UKPHR registrants	CEO	December 2021	Data discussed with Director of Education at FPH- they will share with us what they share with the GMC

UKPHR Governance forward planner 2022



MONTH	Board	Audit, risk, & remuneration committee	Education & training committee
MARCH	Board strategy day TBD	30 March Review year-end accounts Fees review proposal IT upgrade contract review	
APRIL	20 April Report from Board strategy day Approve 22/23 budget Fees review proposal Approval to implement IT upgrade		20 April Final version of Apprenticeship route to practitioner registration Equality, Diversity and Inclusion
MAY		25 May	

UKPHR Governance forward planner 2022

JUNE	21 June Review progress against Improvement plan Revalidation- another look		
JULY		20 July Review Q1 accounts	
AUGUST			
SEPTEMBER	16 September AGM Annual report Governance evaluation		
OCTOBER		19 October Review Q2 accounts Fees review report	

UKPHR Governance forward planner 2022

NOVEMBER	23 November Fees review report		
DECEMBER			

Item 5 – Practitioner conference

Summary

1. Prior to the pandemic, UKPHR held an annual Practitioner conference at a venue in Birmingham. This conference is truly valued by those registered and associated with the scheme. As part of this conference, awards are organised and given.
2. Sponsorship has been sought for the awards, and these are funded by partner organisations. UKPHR has always covered the cost of the conference- approx. £7000. Chamberlain & Dunn has organised these.
3. In 2021, we ran a virtual conference, which was a successful endeavour. Chamberlain & Dunn helped us facilitate this.
4. The attached paper outlines further detail regarding the conference, and several options for taking it forward, for discussion.

Recommendation

5. The Board is asked to agree whether we should plan for an in-person event, a virtual conference, or a hybrid model (which is bound to have cost implications).
6. The Board is asked to agree that we pursue appropriate and ethical corporate sponsors to cover additional financial costs, as outlined in the attached paper. The aim is to cover the entire cost of the conference as well as the awards this year.

Jessica Lichtenstein, Chief Executive

Item 5a

UKPHR 2022 Conference and awards

Some discussion points from Chamberlain Dunn

We are delighted to be invited to organise both the conference and the awards for 2022.

This is a short paper to help you consider the options for the 2022 UKPHR practitioners' conference, to be held in the autumn. We have included some approximate costings. We will, of course, produce a more detailed proposal once the format and other details have been decided.

We produced your 2021 conference and awards online and have organised the innovation awards for the past three years. We attended your practitioner conference in 2018 and 2019 in Birmingham so have experienced first-hand the high standard of organisation and the lively and attentive audience, drawn from various settings across the UK. While the plenary speakers have been excellent, we recognise that participants also welcome the break-out sessions to help with CPD.

It makes sense to put the organisation of the conference and awards in one place. It eases coordination, increases marketing impact, enhances selling power to sponsors and, of course, takes the pressure of the UKPHR team.

The 2022 virtual awards ceremony

While it is difficult to replicate the buzz of a live ceremony, we have developed ways of bringing the recorded virtual ceremony alive by incorporating short videos from each of the shortlisted entrants explaining their work and introducing their team. This enriched the 2021 ceremony by giving participants a brief introduction to the projects rather than just a simple announcement of project title and name of the entrant.

As our awards ceremonies return to being live events, we have decided where appropriate to retain the videos from finalists, showing them before the winner is announced and comes to the stage to receive their trophy. We would do this for the UKPHR 2022 awards ceremony, if it is decided to hold a live event.

For both live and virtual awards, we produce a Winners' Guide, summarising the finalists' entries and including contact details. This helps disseminate the work of the finalists; in addition, videos of the finalists' work remain on the website as a useful resource.

Virtual v real

The pandemic has clearly demonstrated the advantages of virtual meetings in terms of efficiency, reach and cost. Certain types of meeting are likely to stay virtual now that people are familiar with how they work, but the desire to return to face-to-face events is gathering pace. Participants say they have missed the informal side of conferences, the networking, getting away from the workplace and being motivated and inspired. Speakers have missed the buzz of the audience. Exhibitors have missed being able to talk to existing contacts and build relationships with potential customers.

If the venue is happy to delay a final decision and payment of deposit, it may be possible to hold off the decision for a while. In terms of selling to sponsors, however, it is important to be able to say from the outset whether it is virtual or real. Real is a much easier sell.

Costs of virtual event

Our fee was £6,000 plus VAT for the two half day sessions that you ran last year.

We gave technical support using Zoom where the 'meetings' version offers a breakout facility. This included:

- Setting up the platform to ensure participants can easily navigate around the different sessions, including the polling opportunities and the chat function.
- Managing the interface between Eventbrite (booking system) and the platform i.e. sending joining instructions with the link and passcode to participants with a well-designed event guide/programme.
- Liaising with speakers and offering them a technical rehearsal a few days beforehand so they were comfortable with the technology
- Ensuring that the chairs were fully briefed about how to chair online, monitoring the chat box and how to cope with technical hitches.
- On event days, managing the platform, supplying technical support to the chair, speakers, and participants. Three Chamberlain Dunn staff were involved in this.
- Feedback and evaluation.

Costs of live event

If it is to be live, your preference is to use the same venue in Birmingham which is accessible and provides a high standard of meeting space and catering. With the delegate rate for around 100 people and the breakout rooms, it is estimated that the venue costs will be £7,500- £8,000.

Our organisers fee would be around the same amount as we charged for the virtual. Before we agree a fee with you, however, we would discuss exactly what were UKPHR's responsibilities (e.g. programme development) and what were Chamberlain Dunn's responsibilities.

Previous financial arrangements

For the awards the arrangement was that we would sell the sponsorship to cover the costs of organising the awards. This achieved between £6,000- £7,000. UKPHR covered the costs of the conference.

We would aim to be able to 'earn' the fee for organising the conference through increased sponsorship revenue across the conference and awards. This represents a substantial increase in revenue which may be difficult to achieve in the first year. As part of our further negotiations, it might be useful to talk in detail about this. If we are not able to cover our costs through sponsorship in the first year, it may be necessary for UKPHR to contribute up to a fixed level, agreed in advance.

Sponsorship and exhibition potential

The awards have always been quite a difficult sell, even though we have aimed for just £2,000 per category. The UKPHR does not have a high profile and other awards in public health e.g. those of the Royal Society of Public Health are well-established and widely promoted.

Introducing new categories with greater sponsor-appeal such as digital or social media, would help as that could attract commercial supporters. Support from organisations such as HEE and The Health Foundation is becoming harder to achieve.

With Chamberlain Dunn organising both the conference and the awards, we are better placed to talk to sponsors about a package of benefits which suit them. Some organisations have a policy not to fund awards but are happy to support the conference financially. The venue has some space for exhibition stands in the catering area, so we could make full use of that.

We are very much aware of the no-go areas (tobacco, alcohol and so on) and would check with you before approaching potential sponsors that might prove unacceptable.

A good selling point is that you can guarantee a packed audience of practitioners. A face-to-face event would be far easier to attract sponsorship – sponsors have had enough of virtual!

Timing

For an event in October, we would ideally need to launch the awards in May, with a closing date of late July to allow time for judging and collating videos from the finalists. For the conference, the sooner the better people have the date and the outline programme.

We hope this is a useful starting point for your discussions. We look forward to talking further about the format, costings and timing.

Alison Dunn and the Chamberlain Dunn team

February 2022



November 2021

Role description: Board Director

Introduction

UKPHR is a private company, limited by guarantee, incorporated in the United Kingdom and registered at Companies House. It is also a Charity, registered as such in England & Wales and in Scotland.

The Board of UKPHR comprises up to 12 directors. They have the legal duties, responsibilities and rights set out in Companies Law. As UKPHR is a registered charity, the directors also have the legal duties, responsibilities and rights of trustees as set out in Charities Law.

The directors are responsible for UKPHR carrying on its business and exercising its powers.

Directors owe responsibility to UKPHR, and to co-directors, to employees and to UKPHR's creditors.

Directors are usually appointed for terms of 3 years and may be re-appointed at the end of a term, subject to a maximum continuous period of appointment of nine years.

UKPHR's constitution comprises its:

- ❖ Memorandum and Articles of Association
- ❖ Standing Orders
- ❖ Board decisions, resolutions and agreements affecting the Company's constitution; and
- ❖ The Code of Practice for Members of the Board, its Committees and Assessors.

You should familiarise yourself with UKPHR's constitution, particularly with any limitations on UKPHR's powers and the directors' powers. You should also familiarise yourself with the responsibilities you bear because of UKPHR's charitable registration ¹.

The role and purpose of the Board is:

¹ CC3 The essential trustee
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/443838/CC3.pdf

To ensure the success of UKPHR's public register and to enhance UKPHR's reputation within and beyond the public health community, as described in [role, responsibilities and composition of the Board](#).

Commented [JL1]: Add hyperlink

Key areas of responsibility of the Board and its directors

This is not an exhaustive list, but key areas of responsibility for directors collectively include:

- Ensure UKPHR meets and maintains its aim of protection of the public by promoting high professional standards of all registered professionals
- Support UKPHR's objectives and promote its role as a regulatory body for public health
- Determine UKPHR's purpose and values and review them regularly
- Determine UKPHR's strategy, broad policies, goals, and objectives
- Establish and maintain any Committees and sub-committees required by UKPHR to fulfil its remit
- Work effectively with UKPHR's paid staff to ensure that UKPHR adheres to the principles of good governance and proper accounts are kept
- Engage constructively with key stakeholders in relevant public services
- Establish and maintain good working relationships with the leadership bodies for public health professionals; and
- Monitor the effectiveness of UKPHR's work.

Key individual responsibilities:

This is not an exhaustive list, but key areas of responsibility for directors individually include:

- Take care of UKPHR by ensuring prudent use of all assets, including facilities, people, and good will and provide oversight for all activities that advance UKPHR's effectiveness and sustainability
- Make decisions in the best interest of UKPHR
- Ensure that UKPHR complies with applicable laws and acts in accordance with ethical practices and principles of equality diversity and inclusion, and that UKPHR adheres to its stated corporate purposes and that its activities advance its mission
- Exercise your duties diligently, keeping yourself informed about UKPHR's affairs
- Avoid a situation in which you have, or can have, a direct or indirect interest that conflicts, or may possibly conflict, with UKPHR's interest
- Declare the nature and extent of any personal interest in a proposed or existing transaction or arrangement with UKPHR
- You owe a duty of confidentiality to UKPHR.

Person specification for a director includes the following requirements:

Essential

- A strong commitment to protecting and improving the health and wellbeing of the public in either a lay or professional capacity
- A good understanding of professional regulation and an appreciation of the principles of good regulation
- Board or Committee experience demonstrating the ability to think strategically, look outward and hold an organisation to account
- An appreciation of good governance arrangements and willingness to uphold them
- Experience of establishing good relations with a range of external stakeholders
- Sound judgement, impartiality and common sense
- Excellent communication skills and ability to debate cogently using structured arguments, respecting others' views
- Ability to assimilate complex information, weigh evidence and draw conclusions; and
- Evidence of commitment to the Nolan Principles of Public Life
- Commitment to principles of equality, diversity, and inclusion.

Desirable

- Experience of starting up a new body or successfully guiding change in a complex environment
- Knowledge of the delivery of services in a public service environment and consumer related interests; and
- Knowledge of Government and its operation and infrastructure.

General

UKPHR is permitted to indemnify you in your role as director against certain liabilities owed to third parties and UKPHR can fund the legal costs incurred in defending claims against you covered by the indemnity. UKPHR has appropriate General, Professional, Management and Employer indemnity insurance.

UKPHR's Code of Practice applies to the conduct of all directors

UK Public Health Register

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Telephone: +44 (0) 121 296 4370 Email: register@ukphr.org

Website: www.ukphr.org

November 2021

Audit, Risk, & Remuneration Committee

Minutes of meeting on 19 January 2022



Present: Duncan Vernon - Chair (DV)
Jenny Douglas (JDouglas)
Joanna Dowd (JDowd)
James Sandy (JS)
Jessica Lichtenstein (JL)
Pav Johal (PV)

Apologies: David Evans

Item 1 – Welcome, apologies, and declarations of interest

1. DV welcomed the group, particularly JDowd and PV to their first meeting. GJ and DE sent their apologies. There were no new declarations of interest.

Item 2 – Minutes from last meeting

2. The committee noted two sets of minutes, from 11 November 2021 and 9 December 2021. These were accepted as accurate records without further comment.

Item 3 – Progress with actions

3. DV noted that the one overdue actions and most other actions were covered elsewhere on the agenda.
4. JL noted the significant number of actions that had come out of the committee in the past year (75) and wanted to give credit to the team and the committee on moving forward so much work.

Item 4 – Q3 management accounts

5. The group discussed the Q3 management accounts. The accounts were displayed a little differently than previously- showing tracked income and expenses month to month, and comparing year to date figures for Q3. Overall accounts are generally balanced, and spending is on track compared to income.
6. Income was noted to be stable, and approximately as forecasted overall. However, individual items of spend were not necessarily as forecasted; some areas of major spending were not included in last year's budget ie consulting fees for appeals, legal fees, the assessment training evaluation (which is still being worked on, and will be disseminated in the near future), and HR services. Despite this, expenditure and income are roughly balanced for this quarter.
7. It was also noted that portfolio assessor income and expenditure were not budgeted, but again are balanced.
8. JL noted that income and expenditure were expected to remain relatively stable for quarter 4. Additional invoicing practitioner schemes for training is happening now, so that will be

reflected in the next quarter. Also, the new CE's salary would be reflected in the Q4 accounts (invoicing had not yet happened at the end of Q3).

9. The ARRC agreed that they were happy with the way that the accounts were presented, and that they looked forward to an end of year financial review at the next meeting. They highlighted the importance of accurate forecasting in the future.
10. The ARRC agreed that the quote provided by Accuo for enhanced accounting services was reasonable, based on market research conducted by several ACCR members and JL. There are also benefits to continuing working with Accuo because of existing relationships. The IS project may impact on the activities expected of Accuo and number of transactions they need to service, so they recommended a review after 12 months (post-meeting note- this has been reduced to 6 months). It was noted that a new independent examiner would need to be brought in.
11. The ARRC was assured that as part of the IT upgrade project, financial systems would be considered, and that any changes required to ensure the system works smoothly would be considered and brought to the Committee.

Action: Recommendation to approve SLA and new contract with Accuo to be presented to the Board, with SLA to be implemented immediately after.

Action: JL to seek new independent examiner.

Action: JL to update SLA to include Accuo responsibility to advise on development of financial aspects of new IT system

Item 5 – 2022/23 budget

12. The ARRC considered the 2022/23 budget, with assumptions about income and expenditure laid out in the accompanying paper. They were able to compare to 21/22 budget and forecasted end of year spend. It was noted that salary increases and additional staff, which were agreed to be paid out of the reserves, accounted for an excess of expenditure. It was agreed that the Reserves would be added to the document so it demonstrates a balanced budget.

Action: JL to update 22/23 budget to include Reserves as a line item.

13. Regarding the overall budget, it was noted that small increases in the number of registrants had been forecasted, taking into account those added onto the register through the portfolio route, and approximately 70 practitioners coming on to the register.
14. Staff costs are increasing, with the addition of 2 part time team members. This also means that IS and equipment costs are increasing. A nominal travel budget has been included, although working patterns are still unknown. Staff increases aside, the proposed budget is generally balanced.
15. The budget was constructed with the assumption that there would not be any rises in fees. The ARRC were presented with modelling that showed figures for an increase commensurate with the Consumer Prices Index (5.1%), and a nominal increase of £2 (the

approach some larger regulators are taking). They agreed that a nominal increase was not substantial enough to be worth the uplift process, and there was some debate regarding what other options could be taken. It was agreed that spend is increasing overall, even with the reserves being used, but there were significant risks in the system- for example a potential fitness to practice case could become quite expensive as external legal help would need to be engaged. However, even if there is an expensive potential fitness to practice case, reserves will still cover more than 6 months of operation. The team also committed to exploring whether there was learning and process they could use that is already in place in other regulators.

16. There is commitment to an extensive fees review to be undertaken later in 2022, which will benchmark, consider value for money, and how we fund assessment and moderation. That will need to involve consultation across registrants, which would be undertaken in early 2023. Any increases at any point do require registrant consultation. If we do increase fees for 22/23, a short consultation will need to be undertaken, which requires some resource. There was also discussion of whether it was appropriate to implement any increase while the pandemic is still live, and we may wish to take a tactical approach this year of no rise but prepare for a more significant rise next year. However, given the financial risk in the next coming year, the ARRC suggested that the Board may wish to have a more substantive discussion at their February 2022 meeting and make a decision on whether some immediate rises, at least for specialist registrants, was appropriate.
17. It was also noted that an increase in fees for the portfolio route could more easily be increased, as there is not a direct impact on registrants, and the fees are significantly lower than other equivalent routes such as CESR for doctors. This will be reviewed as part of the formal fees review, but an immediate increase for 22/23 is an option. Moderator training fees will also be reviewed.

Action: Item on 22/23 to be brought to the Board for further discussion in February 2022.

Item 6- Revised organisation chart and salary review (note- TO BE REDACTED FROM PUBLISHED MINUTES)

18. JL described the work she'd been doing to strengthen and solidify the distribution of resources and staff responsibilities. Part of this, including bringing in two team members, was to think about the role of Office Manager. She's continuing a trajectory started a year earlier to empower and redefine the role. At the moment there's a huge gap between CE and the next most senior staff, which is an intrinsic risk to the stability of the organisation. It would benefit the UKPHR to have another team member who can work and think strategically about resources.
19. The job description has been re-fashioned to meet the needs of the organisation, and support is being put in place to ensure the current postholder is empowered and capable of fulfilling the role (ie coaching from the JL, leadership training, Lean Sigma project management qualification).

20. A pay rise would be appropriate, according to the Paydata benchmarking exercise. An uplift to £44,000 was considered. This figure is included in the budget discussed in the previous item.
21. The ARRC agreed that the uplift and new JD/Org chart was appropriate in order to future-proof the UKPHR, provide ongoing stability and resilience, and was fit for purpose to deliver business and improvement requirements. This would also free up the Chief Executive to undertake more strategic level work rather than spend significant amount of time on operations, as is the current state of play. They did note concerns about the financial aspect. JL reassured that this is covered by the reserves the ARRC agreed to contribute to staff payments, and is being budgeted for in 22/23.

Action: To recommend that the Board approves the updated job description and salary.

22. DV had to leave the meeting, and delegated chairing to JDouglas.

Item 7 – Registration software upgrade

23. JL noted that the team were moving at pace with the IT upgrade. A full specification had been drafted with the support of Embridge Consulting, and would be circulated to the two potential suppliers within the next few days. Once applications were received, PJ, JL, JS, and Derek Edwards from Embridge would assess the applications according to the criteria set out, and make a recommendation for Chair's action to proceed.
24. If suggested timelines are adhered to, the build could kick off by early May and potentially a new system could be rolled out in autumn 2022. The team are enthusiastic about the project, and JS is being regularly engaged on behalf of the ARRC to contribute to the process.

Item 8 – fees structure

25. The paper noted that JL had not yet explored consultancy possibilities or scoped the fees structure review, but that she would be prioritising soon. The project is not expected to report until the end of the year, in time for budget setting for 23/24 so we are not yet approaching deadline.
26. JL noted that it would be helpful to have a Board member supporting and advising on the project, as JS is doing for the IT upgrade. It was noted that DE might be interested, and JL will raise with him, alongside the rest of the committee in due course.

Action: JL to liaise with DE and the Board to identify an appropriate individual.

Item 9- Top risk register

27. JL outlined that she'd made some changes to the risk register. Definitions were added, repetitious items were combined, and working was adjusted to ensure the register was an accurate and up to date record of action taken in relation to each risk. It was also noted that the risk register should be addressing specific risks to the UKPHR as an organisation, rather

than reflecting on general risks to the public health system across the UK (although of course some of these will impact on the UKPHR).

28. The ARRC were content with the new structure/format.
29. The ARRC explored the items marked as Red, which all remain so. These items may not change in the foreseeable future, but they were content that actions were being taken to mitigate as much as possible. There was particular concern about the government's legislative reform programme; on the surface it does not seem to impact the UKPHR as a non-statutory regulator, but this could change quickly and we need to be as prepared as possible. JL confirmed that she, the Chair and the Vice Chair were meeting the following week to discuss how to bring the conversation to the Board.
30. The other red risk was in relation to structural changes to the UK Public Health landscape, and how this impacts on the UKPHR and its registrants. Solutions are being sought and continuous conversations are being had. There is still the significant risk of disruption, but the team are making headway in ensuring minimal disruption to processes such as revalidation.

Item 10 – Any other business

31. JL noted that she was negotiating a possible fully funded secondment with partner organisations, and that she would report back once progress had been made.

Item 11- Next meeting on Weds 15 May at 14:00

21/22 - End of Month - total figures are rolling

	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	TREND
Generalist Specialist (Standard Route)													
New registrants								2	1	2			
Total on register								602	603	607			
Specialist Registration by Portfolio Assessment (SRbPA)													
Pre-apps received								1	0	2			
Pre-apps approved								1	0	1			
Pre-apps rejected								2	0	0			
Portfolios received								1	0	0			
Portfolios approved								0	0	0			
Portfolios unassessable								1	0	0			
Portfolios rejected								0	0	0			
Total on register (incl prior portfolio routes)								142	146	146			
Dual registrants													
New registrants								0	0	0			
Total on register								4	4	4			
Specialist & Specialty Registrar Annual Renewals													
Renewals due								0	0	0			
Lapsed on Register								86	89	87			
Total relinquished registration								187	201	201			
Specialist Revalidation Applications													
Applications received								21	16	19			
Applications approved								16	16	16			
Deferrals granted								4	4	2			
Specialty Registrar													
New registrants								0	0	0			
Total on register								7	7	7			
Practitioners													
New registrants								3	5	10			
Total on register								446	448	453			
Practitioner Renewals													
Renewals due								43	27	54			
Lapsed on Register								141	139	145			
Total relinquished registration								47	47	47			
Practitioner Re-Registration Applications													
Applications received								8	9	10			
Applications approved								4	6	4			
Deferrals granted								1	0	0			
Restoration Applications													
Applications received								3	0	7			
Granted with continuity								3	0	3			
Granted with loss of cont								0	0	0			
Refused								0	0	0			