

Fitness to practise fact sheet

This fact sheet explains what happens after you attend a hearing and how you are informed of the outcome.

After the hearing

Witnesses

After you have answered all the questions asked by the HCPC, the registrant or their representative (if present), and the panel, you will be released from your Oath or Affirmation. You are asked not to discuss your evidence until the hearing concludes. You can leave the Microsoft Teams meeting or room. The hearing will continue with the next witness.

Giving evidence can be daunting and we recognise the valuable contribution you make as a witness. If you have any subsequent questions about the hearing, please contact the Hearings Officer.

Registrants

Registrants are encouraged to attend all stages of the hearing. However, we understand that the fitness to practise process can be difficult to go through. If you feel unable to remain in the hearing until its conclusion, please inform the Hearings Officer. You can also contact your professional body, union representative, and/or a legal advisor for support and advice.

The HCPC has a dedicated **Registrant support service** which is free to access. The support provided by the service is independent and confidential and they will not share information about your case with the HCPC or HCPTS. The HCPC's website also has a list of support organisations you can access.

The Panel's Decision

After hearing the evidence and receiving legal advice, the panel retires to a separate Microsoft Teams link or room to deliberate and make its decision in private. The decision is written up by the independent legal assessor. The hearing concludes when the panel finalises the written decision and announces on record the outcome and any Order imposed.

Within 7 days, the Hearings Officer sends the panel's written decision to the hearing participants by email. Parts of the hearing that were conducted in private are not referenced in the public version of the decision. The decision is also likely to be published on the HCPTS website in accordance with the **HCPC Fitness to Practise Publication Policy**.

Appeal period

The registrant has a right to appeal the Panel's decision within 28 days of the hearing's conclusion. Depending on the type of Substantive Order imposed, an Interim Order may be put in place to cover this appeal period. This means that the registrant's practice is subject to interim conditions or temporarily suspended.

If no appeal is filed, the Substantive Order takes effect after 28 days and the Interim Order expires. If the registrant files an appeal, the Interim Order lasts until appeal proceedings have concluded. The appropriate outcome will then be determined by the Court.

Feedback

If you feel able to, we would like to invite you to give feedback on your experience. Your feedback is important to how the HCPC and HCPTS deliver our services and it will help us to monitor and improve them. The feedback form for witnesses is [here](#). The feedback form for registrants is [here](#).

Outcomes

Discontinuance in full

Before reaching a full substantive hearing, the Allegation against the registrant is discontinued in full. The case is closed.

Adjourned / Part Heard

The hearing cannot proceed or conclude within the allocated time and is relisted on a future date.

Not well founded

The Panel do not find the alleged facts proved, and/or that they amount to the grounds, or that the registrant is currently impaired. The case is closed.

No further action

The case is well founded but no further action is required. The case is closed.

Caution

The Registrant's name on the HCPC Register is marked with the word 'caution' for the duration of the Order. Anyone checking the HCPTS website will see the Caution Order and the reasons why it was imposed.

Conditions of practice

This places conditions or restrictions on the Registrant's practice. The Order is reviewed before it expires. The Registrant is responsible for providing evidence of compliance with the conditions put in place.

Suspension

The Registrant is not permitted to work in their registered profession or to use the protected title whilst the Suspension Order is in place. The Order is reviewed before it expires.

Strike off

The Registrant's name is struck off the HCPC Register. They are not able to work in the profession or use its protected title going forward. After five years from the date the Order takes effect, the Registrant can apply for restoration to the HCPC Register. Readmission to the HCPC Register is subject to the agreement of a panel.

The **HCPC Sanctions Policy** help panels make fair, consistent and transparent decisions.

Useful Contacts

Alcoholics Anonymous



Fellowship of men and women who share their experience, strength and hope with each other that they may solve their common problem and help others to recover from alcoholism.

Helpline: 0800 9177 650

Website: www.alcoholics-anonymous.org.uk (<https://www.alcoholics-anonymous.org.uk/>)

Advocate



Is a charity which helps find pro bono (free) legal assistance from volunteer barristers. They only assist those who are unable to obtain legal aid and cannot afford to pay.

Telephone: 020 7092 3960 (Monday, Wednesday and Friday between 10:15 AM - 12.45 PM)

Website: weareadvocate.org.uk/ (<https://weareadvocate.org.uk/>)

British Dyslexia Association (BDA)



Provide impartial and objective advice and support to dyslexic people and those with whom they come into contact.

Helpline: 0333 405 4567

Website: www.bdadyslexia.org.uk (<https://www.bdadyslexia.org.uk/>)

Citizens Advice



Provide free, independent, confidential and impartial advice to everyone. They provide advice on a range of topics including benefits, work, debt money, consumer rights, family and housing, law and the courts, immigration and health matters.

Website: www.citizensadvice.org.uk (<https://www.citizensadvice.org.uk/>)

The Citizens Advice may be able to connect you to the Free Representation Unit (FRU).

Dyspraxia UK



A specialist Occupational Therapy service, focused on supporting people with symptoms of Developmental Coordination Disorder (DCD) which is commonly known as Dyspraxia.

Telephone: 01223 967897 (Monday - Friday 9am – 5pm)

Website: www.dyspraxiauk.com (<https://www.dyspraxiauk.com/>)

Mind



Provide advice and support to empower anyone experiencing a mental health problem. Local Minds support people across England and Wales. Their services include supported housing, crisis helplines, drop-in centres, employment and training schemes, counselling and befriending.

Telephone: 0300 123 3393 Text: 86463

Website: www.mind.org.uk (<https://www.mind.org.uk/>)

Scope



Is the disability equality charity. They provide practical advice and emotional support whenever people need it most. They aim to achieve a society where all disabled people enjoy equality and fairness.

Telephone: 0808 800 3333 (9am to 5pm weekdays)

Email: helpline@scope.org.uk (<mailto:helpline@scope.org.uk>)

Website: www.scope.org.uk (<https://www.scope.org.uk/>)

Samaritans



Is a charity aimed at providing emotional support to anyone in emotional distress, struggling to cope, or at risk of suicide throughout the UK and Ireland.

Telephone: 116 123

Email: jo@samaritans.org (<mailto:jo@samaritans.org>)

Website: www.samaritans.org (<https://www.samaritans.org/>)