

**Agenda Item 13 (i)**

**Enclosure 15**

**Health and Care Professions Council  
20 March 2019**

**Fitness to Practice partners self-assessment**

**For approval**

**From Uta Pollman, Partner and HR Manager**

Council, 20 March 2019

Fitness to Practice partners self-assessment

Executive summary and recommendations

### **Introduction**

The current process of self-assessment and performance review for Fitness to Practice (FTP) panel members and chairs has not been reviewed since 2012. The FTP Working Group (with input from current panel chairs and members) met to discuss the current process and made the below recommendations to the Tribunal Advisory Committee on how to move the review forward.

### **Decision**

Council is asked to approve the Tribunal Advisory Committee's recommendation to discontinue the current requirement for self-assessment for Fitness to Practice (FTP) panel members and panel chairs.

### **Background information**

The Partner team currently administrates two separate processes to ensure that FTP panel members and chairs undergo regular performance reviews.

The first process is the performance review which is administered by the Partner team and involves paper based multisource feedback. Partners are selected to participate in this process based on a number of criteria including number of times services have been provided, last performance review etc. All participants of a panel are asked to provide feedback in form of a peer-review and the selected partner completes a self-review. Peer-reviews are subsequently shared with the partner whose performance has been assessed and learning points might be highlighted.

The second process is the self-assessment which takes place at the end of a partner's first term of contract (after four years). Partners are asked to complete a self-assessment form with questions based on the current 'Competence framework for panel members and chairs'. The self-assessment is similar to a written application form and is scored by two FTP managers.

The Partner team has a robust recruitment process and has lost a number of well performing partners through the self-assessment process as these decided not to re-apply for the role. The self-assessment only 'tests' the partner's ability to write an application form, and not their ability to perform the role of a panel member or chairs satisfactorily.

### **Resource implications**

The administration of the self-assessment is resource intensive. Two FTP managers have to review and score each self-assessment.

### **Financial implications**

No financial implications

### **Appendices**