

EMPLOYEE RESOURCING

Following advertising throughout May and June, three new Case Managers have been appointed to the Fitness to Practise Department. One was a current Case Officer, Simon Thompson, who received a promotion, and the other two were external appointments. The Case Officer vacancy which has resulted from this internal promotion was advertised on 27th June 2007.

Following the re-organisation of the Fitness to Practise Department being approved by Council in July, the Director is now working on appropriate job descriptions and we anticipate advertising the new managerial posts within the next two months.

The Project Co-ordinator vacancy which was re-advertised in June was filled by an external candidate, Lola Tedi, who commenced employment in the Operations Department on 9th July 2007.

Following interviews at the end of June, Barry Molloy, an external candidate was appointed to the post of Education Administrator, Education – Approvals and Monitoring Department. Barry commences employment on 23rd July 2007.

Interviews for Registration Advisors took place during June and four were appointed, all external candidates. These candidates are due to commence employment at varying dates throughout July and August. There are two remaining vacancies across the Registrations Departments which were advertised in the Metro newspaper in the week commencing 9th July 2007. The Metro is

proving very successful in attracting high volumes and a high quality of candidates for these particular posts.

Following the resignation of the IT Support Analyst, this post was advertised on 22nd June 2007. Interviews for the post were held on 12th July 2007 however were unsuccessful. The post has been re-advertised. A post which was newly created this year has also been advertised, for an IT Support Co-ordinator. Interviews will be held towards the middle of August.

RE-ORGANISATIONS

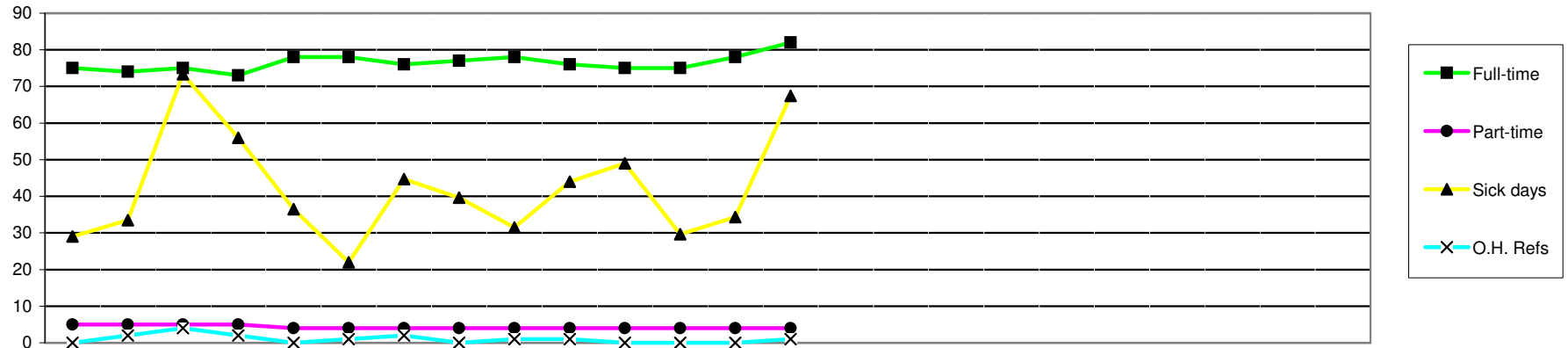
Following Council approval of the Fitness to Practise and Registrations Departmental Reorganisations on 5th July at the Council Meeting, as the consultation periods with employees have now concluded, these re-organisations have been finalised and all employees written to with confirmation of the new roles and reporting structures involved. These will be effective in September and October respectively, following a period of notice to employees concerned.

PENSION SCHEME – EMPLOYEE RELATIONS ISSUES

We are in the process of organising Barnett Waddingham pensions advisors to attend a meeting at HPC and update employees regarding transfer values from Capita. This includes the offer to employees of an individual session with an advisor on the day to discuss their personal pension transfer. It is hoped that this meeting will be held towards the end of August.

A general presentation to employees who were not in the Capita pension scheme, and so have not yet attended a presentation about the new Friends Provident Scheme is also being arranged for the end of August.

The HR and Finance Departments have been working together to set up the electronic method of administering the new Friends Provident Scheme. All employees will have their own login and password so that they can check their own pension details and use a retirement calculator at any time they wish to. The Human Resources Department generally are finding that Barnett Waddingham and Friends Provident are providing a far better service to the HPC and it's employees than former the Capita Scheme.



	2006												2007												2008		
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
EMPLOYEES																											
Full-time	75	74	75	73	78	78	76	77	78	76	75	75	78	82													
Part-time	5	5	5	5	4	4	4	4	4	4	4	4	4	4													
TOTAL	80	79	80	78	82	82	80	81	82	80	79	79	82	86													
FTE	78	78	78	76	80	80	78	79	80	78	77	77	80	84													
Permanent	76	77	78	76	81	80	77	77	80	78	76	78	79	81													
Temporary	4	3	2	2	1	2	4	4	2	2	3	1	3	3													
Starters	6	2	3	1	5	5	2	1	2	0	2	3	6	4													
Leavers	3	2	3	1	5	4	0	0	1	3	3	2	2	1													
Turnover (%)	4	3	4	1	6	5	0	0	1.2	3.7	3.7	0	2	1													
Agency Days	100	234	166	270	213	219	150	95	100	147	143	32	129	0													
Sick days	29	34	73	56	37	22	44.7	39.6	31.5	44	49	29.7	34	67													
O.H. Refs	0	2	4	2	0	1	2	0	1	1	0	0	0	1													
CONTRACTORS																											
Full-time	2	3	3	3	3	3	3	3	3	3	3	2	2	2													
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0	0													
TOTAL	2	3	3	3	3	3	3	3	3	3	3	2	2	2													
FTE	2	3	3	3	3	3	3	3	3	3	3	2	2	2													
Permanent	0	0	0	0	0	0	0	0	0	0	0	0	0	0													
Temporary	2	3	3	3	3	3	3	3	3	3	3	2	2	2													
Starters	0	0	0	0	0	0	0	0	0	0	0	0	0	0													
Leavers	0	0	0	0	0	0	0	0	0	0	0	1	1	1													
Turnover (%)	0	0	0	0	0	0	0	0	0	0	0	0	0	0													
Sick days	0	0	0	0	0	0	0	0	0	0	0	0	0	0													
O.H. Refs	0	0	0	0	0	0	0	0	0	0	0	0	0	0													
TOTAL C & E	82	82	83	81	85	85	83	84	85	83	82	81	84	88													

2004/5	2005/6	2006/7	2007/8
FYE	FYE	FYE	YTD
65	73	75	82
4	5	4	4
69	78	79	86
67	76	77	84
62	74	78	81
5	4	1	3
1	6	32	10
0	3	27	3
0	1	31	4
11	95	1,869	129
570	846	489	102
0	0	13	1
2	2	2	2
0	0	0	0
2	2	2	2
2	2	2	2
0	0	0	0
2	2	2	2
0	0	0	0
0	0	1	2
0	0	0	0
0	0	0	0
0	0	0	0
71	80	81	88

FTE: Full-time equivalent NOTE: Contractors are NOT included in the total number of employees
 O.H.Refs: Occupational health referrals NOTE: Temporary employees are included in the total number of employees from November 2005 onwards
 For "FYE" and "YTD" sick-days total is for whole year or year to date