

Human Resources, Partners – Deborah Dawkins

Recruitment

Hearing Aid Audiologists – Advertising for all Partner roles took place in November for this profession within HPC's In Focus and the British Society of Hearing Aid Audiologists (BSHAA), the professional journal, whose target audience are those Audiologists working within the NHS. A total of 11 out of 16 roles have been filled. A second recruitment campaign will be organised later this year.

Practitioner Psychologists – The second round of advertising for Practitioner Psychologist Partners closed in November. The roles were advertised in The British Psychological Society's journal, The Psychologist, and the Association of Educational Psychologists Appointments Broadsheet. A total of 87 applications were received including applications for multiple roles. In total 12 Panel Members, 23 Visitors and 10 Registration Assessors were interviewed in January. This resulted in 30 more roles being filled. Currently, the third round is being organised and we are hopeful that the remaining 17 roles will be filled.

Training for those recruited to date will begin on 13 March with Registration Assessors and will continue throughout the month.

Panel Chair Recruitment – This began in December being advertising in that month's issue of In Focus. External advertising was also completed in the Guardian national newspaper on Wednesday 21 January. In total over 100

applications were received and are currently being short-listed. Interviews are scheduled to take place in April

Panel Members – FTP requires Paramedic and Music Therapy Panel Members. So, they too were advertised within December's In Focus as well as the appropriate professional journals. Interviews were held at the end of February.

CPD Assessors – recruitment for the Paramedics and Orthoptists is underway. The closing date for applications has just closed (2 March 09) and short-listing will begin shortly. CPD assessors for the remainder of professions due to renew will be occurring throughout the year.

Training

Panel Member training – took place at the Oval in December with 33 people attending. Also a New Panel Member training session was held in January.

Panel Chair Training – took place on 24 February at the Oval

Registration Assessor Refresher Training – Invitations have been sent out to all Registration Assessors inviting them to attend on of the refresher training sessions that will be taking place between April and June 2009

Partner Appraisals

The Panel Chair Appraisals continued to be rolled out. Feedback is being collated and all have been positive to date. The documentation for the remaining roles is being refreshed

and we are hopeful that we will be able to begin this process for the Panel Members next.

Partner Work Plan

The main recruitment activity for next year is CPD Assessors for the remaining professions as well as training for new partners and refresher training for others. A project regarding scanning of files is being investigated.

Date	Ver.	Dept/Cmte	Doc Type	Title	Status	Int. Aud.
2008-08-12	a	QUA	RPT	Council Business Process Improvement 22nd August 08	Final DD: None	Public RD: None

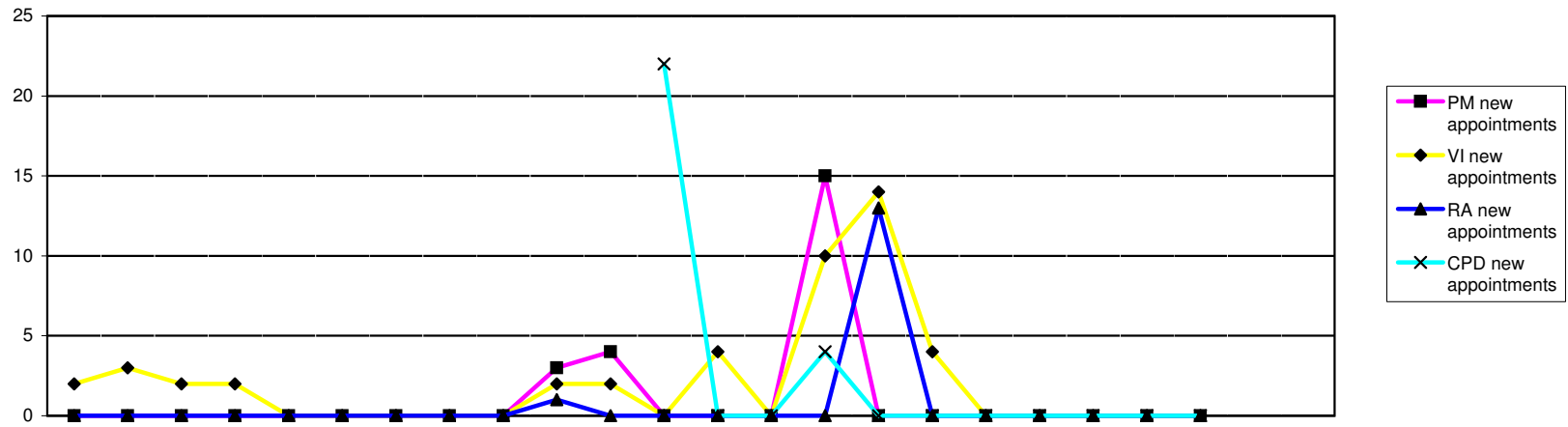
NB the volumes for panel members, visitors, registration assessors and CPD assessors include some partners performing several roles

Panel members and visitors

Panel members	2007												2008												2009												2005/6	2006/7	2007/8	2008/9
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD
Arts therapists	7	7	7	7	7	7	7	7	7	7	7	5	5	5	5	5	5	5	2	2	2	0	7	7	5	0	7	7	5	0										
Biomedical scientists	24	24	24	24	24	24	24	24	24	24	24	18	18	18	18	18	18	18	18	18	18	18	25	24	18	18	25	24	18	18										
Chirops & podiatrists	11	11	11	11	11	11	11	11	11	11	11	9	9	9	9	9	9	9	9	9	9	9	11	11	9	9	11	11	9	9										
Clinical scientists	44	44	44	44	44	44	44	44	44	44	44	30	30	30	30	30	30	30	30	30	30	29	46	44	30	29	46	44	30	29										
Dietitians	13	13	13	13	13	13	13	13	13	13	13	6	6	6	6	6	6	6	6	6	6	6	13	13	6	6	13	13	6	6										
Occupational therapists	12	12	12	12	12	12	12	12	12	12	12	8	8	8	8	11	11	11	11	11	11	11	12	12	8	11	12	12	8	11										
ODPs	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	12	12	12	12	12	12	12	10	10	10	12	10	10	10	12										
Orthoptists	5	5	5	5	5	5	5	5	5	5	5	6	6	6	6	6	6	6	5	5	5	5	4	5	6	5	4	5	6	5										
Paramedics	16	16	16	16	16	16	16	16	16	16	16	14	14	14	14	14	14	14	14	14	14	14	16	16	14	14	16	16	14	14										
Physiotherapists	37	37	37	37	37	37	37	37	37	37	37	32	32	32	32	32	32	32	31	31	31	29	37	37	32	29	37	37	32	29										
Prosthetists & orthotists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	5	5	5	4	4	4	3	3	3	3	3	3	3	3	3										
Psychologist practitioners																																								
Radiographers	20	20	20	20	20	20	20	20	20	20	20	19	19	19	19	20	20	20	20	20	20	20	20	20	19	20	20	20	19	20										
SLTs	13	13	13	13	13	13	13	13	13	13	13	12	12	12	12	12	12	12	12	12	12	12	13	13	12	12	13	13	12	12										
Lay members	78	78	78	78	78	78	78	78	78	78	78	39	39	39	39	39	39	39	39	39	39	39	79	78	39	39	79	78	39	39										
Total	293	293	293	293	293	293	293	293	293	293	293	211	211	211	211	219	219	219	213	213	213	207	296	293	211	207	296	293	211	207										
Visitors																									FYE	FYE	FYE	YTD												
Arts therapists	13	13	13	13	13	13	13	13	13	13	13	13	15	15	15	15	15	15	15	15	15	15	21	22	13	15	21	22	13	15										
Biomedical scientists	13	13	13	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	12	12	12	12	11	13	11	12	11	13	11	12										
Chirops & podiatrists	12	12	12	10	10	10	10	10	10	10	10	10	11	11	11	11	11	11	11	11	11	11	19	20	10	11	19	20	10	11										
Clinical scientists	11	11	11	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5	5	5	5	12	13	6	5	12	13	6	5										
Dietitians	9	9	9	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5	5	5	5	8	9	6	5	8	9	6	5										
Occupational therapists	16	16	16	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	14	14	14	14	18	21	10	14	18	21	10	14										
ODPs	11	11	11	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	11	11	10	10	11	11	10	10										
Orthoptists	6	6	6	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	6	6	6	6	6	7	5	6	6	7	5	6										
Paramedics	16	16	16	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	17	17	17	17	20	20	14	17	20	20	14	17										
Physiotherapists	20	20	20	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	16	16	16	16	17	20	17	16	17	20	17	16										
Prosthetists & orthotists	1	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	2	1	3	4	2	1	3	4										
Psychologist practitioners																																								
Radiographers	20	20	20	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	29	20	17	17	29	20	17	17										
SLTs	13	13	13	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	11	11	11	11	16	16	10	11	16	16	10	11										
Lay members	6	6	6	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	12	18	4	4	12	18	4	4										
Total	167	169	169	136	136	136	136	136	136	136	136	136	140	140	140	140	140	140	147	147	147	147	123	211	136	147	123	211	136	147										

Page 18 contd - Registration assessors and CPD assessors

Registration assessors	2007												2008												2009												2005/6	2006/7	2007/8	2008/9
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD
Arts therapists	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	6	6	6	6	8	8	8	8	8	8	6	6	6	6	8	8	8	6				
Biomedical scientists	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	18	18	18	18	19	19	19	19	19	19	18	18	18	18	19	19	19	18				
Chirops & podiatrists	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	17	17	17	17	15	15	15	15	15	15	17	17	17	17	15	15	15	17				
Clinical scientists	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	25	25	25	25	43	43	43	43	43	43	25	25	25	25	44	43	43	25				
Dietitians	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	9	9	9	9	11	11	11	11	11	11	9	9	9	9	11	11	11	9				
Occupational therapists	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	12	12	12	12	13	13	13	13	13	13	12	12	12	12	13	13	13	12				
ODPs	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	4	4	5	5	5	5	5	5	4	4	4	4	5	5	5	4				
Orthoptists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5	6	6	6				
Paramedics	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15				
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	24	25	25	25				
Prosthetists & orthotists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3				
Psychologist practitioners																																								
Radiographers	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	17	17	17	17	20	20	20	20	20	20	17	17	17	17	20	20	20	17				
SLTs	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	12	12	12	12	14	14	14	14	14	14	12	12	12	12	14	14	14	12				
Total	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	169	169	169	169	197	197	197	197	197	197	169	169	169	169	196	197	197	169				
CPD assessors																									FYE	FYE	FYE	YTD												
Chirops & Podiatrists	None appointed												0	0	14	14	14	14	14	14	13	13	13	13				0	13											
ODPs	None appointed												0	0	0	7	7	7	7	7	10	10	10	10				0	10											
Total	None appointed												0	0	14	21	21	21	21	21	23	23	23	23				0	23											



	2007			2008									2009									2005/6 FYE	2006/7 FYE	2007/8 FYE	2008/9 YTD			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec					Jan	Feb	Mar
Panel members																												
PM new appointments	0	0	0	0	0	0	0	0	0	0	3	4	0	0	0	15	0	0	0	0	0	0	0	0	0	0	0	15
Trained	293	293	293	293	293	293	293	293	293	293	293	293	211	211	211	211	219	219	219	219	219	219	219	219	296	293	211	219
Awaiting training	23	23	23	9	9	9	9	9	9	9	12	16	16	16	16	31	21	21	21	21	21	21	21	21	15	23	16	21
Visitors																												
VI new appointments	2	3	2	2	0	0	0	0	0	0	2	2	0	4	0	10	14	4	0	0	0	0	0	0	0	0	32	
Trained	119	119	119	119	119	119	119	119	119	121	123	123	123	123	123	123	138	138	138	138	138	138	138	202	223	123	138	
Awaiting training	2	5	7	9	9	9	9	9	9	11	13	13	9	9	19	37	26	26	26	26	26	26	26	88	80	13	26	
Registration assessors																												
RA new appointments	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	13	0	0	0	0	0	0	0	0	0	13	
Trained	198	198	198	198	198	198	198	198	198	193	193	193	193	193	193	193	193	193	193	193	193	193	193	196	197	193	193	
Awaiting training	0	0	0	0	0	0	0	0	0	1	1	1	1	1	1	14	14	14	14	14	14	14	14	24	23	1	14	
CPD assessors																												
CPD new appointments	None appointed											22	0	0	4	0	0	0	0	0	0	0			23	4		
Trained	None appointed											0	0	0	21	21	21	21	24	24	24	24			0	24		
Awaiting training	None appointed											22	22	22	5	5	5	5	1	1	1	1			23	1		