

Human Resources, Partners – Kathryn Neuschafer

Recruitment

Shortlisting has been completed for the Occupational Therapy and Hearing Aid Dispenser Visitor roles. There was a good response to the advertisement in OT News with fourteen candidates shortlisted for the four vacancies.

The campaign to recruit Practitioner Psychologists (Counselling and Occupational) for Visitor and (Counselling, Educational and Health) Registration Assessor was extended to 18 February due to the poor response.

We are also recruiting for panel members for Prosthetist/Orthotist and Operating Department Practitioner and Visitor Arts Therapists. Applications close on 18 February 2011.

Training

Forty-six panel members attended Panel Member refresher training over two days on 25 and 26 November 2010.

Twenty-one visitors attended refresher training on 10 December 2010.

Eight Visitors attended new visitor training on 13 and 14 January 2011.

Partner Resignations

There was one Visitor resignation in November. In December there was one Legal Assessor, one Panel Chair, one Visitor and three Registration Assessors.

Partner Appraisals

Panel Member appraisals have recommenced with five appraisals being scheduled per month. Six Visitor appraisals have been completed since November in line with the visit schedule. Sixteen Physiotherapy Registration Assessors have been appraised with five remaining. Occupational Therapy Registration Assessors will commence appraisal this month.

Department Information

Marche Wilson who has been doing a maternity leave cover in Human Resources will be returning to the Partners team on 1 March 2011. Mita Patel has been covering Marche on a fixed term appointment in Partners.

Partner Audit

The Partner Team underwent an audit of the recruitment and selection process on 23 November 2010. There were no non conformances.

Health Professions Council

Partner Breakdown Report April 2009 - March 2011

Human Resources Department

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

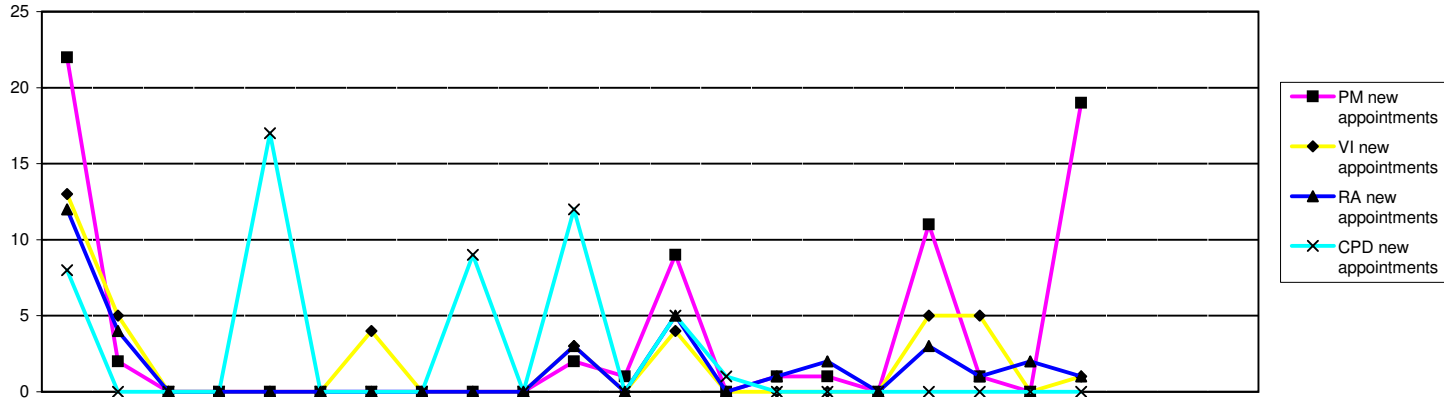
Panel members and visitors

Panel Members	2009			2010									2011									2008/9	09/10	10/11	10/11					
	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	YTD	Forecast		
Arts therapists	0	0	0	9	9	9	9	9	9	9	8	8	8	8	9	9	9	9	9	9	9	9	9	8	8	9	9			
Biomedical scientists	18	18	18	14	14	14	14	14	14	14	14	14	13	13	13	12	12	12	12	12	12	12	12	13	14	12	14			
Chirops & podiatrists	8	8	8	8	8	8	8	8	8	8	8	8	6	6	6	6	6	12	12	12	12	12	12	6	8	12	13			
Clinical scientists	29	29	29	27	27	26	26	26	26	26	26	25	21	20	20	18	18	18	18	18	18	18	18	29	25	18	18			
Dietitians	6	6	6	6	6	6	6	6	6	6	6	5	4	4	4	3	3	8	8	8	8	8	6	5	8	6				
Hearing aid dispensers+	Not previously required												10	10	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	
Occupational therapists	11	11	11	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	11	10	10	10			
ODPs	12	12	12	11	10	10	10	10	10	10	10	10	9	9	9	8	8	8	8	8	8	8	8	12	10	8	15			
Orthoptists	5	5	5	6	6	6	6	6	6	6	6	6	3	3	3	3	3	3	3	3	3	3	6	5	6	6				
Paramedics	14	14	14	14	16	16	16	16	16	16	16	15	14	14	15	15	15	15	16	16	16	16	14	15	16	16				
Physiotherapists	28	28	28	29	29	27	27	27	27	27	27	27	25	25	25	25	25	25	25	25	25	25	28	27	25	27				
Practitioner psychologists	23	23	23	24	25	25	25	25	25	25	27	28	28	28	28	28	28	28	28	28	28	28	28		28	28	25			
Prosthetists & orthotists	2	2	2	6	6	6	6	6	6	6	6	6	4	4	4	3	3	3	3	3	3	3	4	6	3	6				
Radiographers	20	20	20	18	18	18	17	17	17	17	17	17	15	15	15	15	15	15	15	15	15	15	15	20	17	15	17			
SLTs	12	12	12	12	11	11	11	11	11	11	11	10	9	9	9	9	9	9	9	9	9	9	9	12	10	9	11			
Lay members	39	39	39	31	30	30	30	30	30	30	30	27	26	26	26	25	25	25	25	25	25	40	39	27	40	40				
Total	227	227	227	225	225	222	221	221	221	221	222	216	204	204	204	198	198	209	210	210	228	204	216	228	243					
Visitors																								FYE	FYE	YTD	Forecast			
Arts therapists	15	15	15	15	14	14	14	14	14	14	14	14	14	14	14	13	13	13	13	13	13	13	15	14	13	15				
Biomedical scientists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11			
Chirops & podiatrists	11	11	11	10	9	9	9	9	9	9	9	9	9	9	9	9	11	11	11	10	10	10	11	9	10	10				
Clinical scientists	5	5	5	9	9	9	9	9	9	9	9	9	8	8	7	6	6	6	6	6	6	6	5	9	6	5				
Dietitians	5	5	5	8	8	8	8	8	8	8	8	8	8	8	7	6	6	9	9	9	9	9	5	8	9	9				
Hearing aid dispensers+	Not previously required												4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Occupational therapists	14	14	14	15	15	15	15	15	15	15	15	15	14	14	14	12	12	12	12	12	12	12	14	15	12	16				
ODPs	10	10	10	10	11	11	11	11	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10			
Orthoptists	6	6	6	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4	6	5	4	2				
Paramedics	17	17	17	16	16	16	16	16	16	16	16	16	16	16	16	15	15	15	15	15	15	15	17	16	15	16				
Physiotherapists	16	16	16	14	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	16	13	13	15				
Practitioner psychologists	19	19	19	15	24	22	26	26	26	26	29	29	29	29	29	29	29	29	29	29	30	30	19	29	30	32				
Prosthetists & orthotists	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	3	3	4	4	3	3				
Radiographers	17	17	17	16	16	16	16	16	16	16	16	16	16	16	16	15	15	15	15	15	15	15	17	16	15	13				
SLTs	11	11	11	10	10	10	10	10	10	10	10	10	10	10	10	9	9	9	9	9	9	9	11	10	9	10				
Lay members	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4			
Total	166	166	166	163	170	168	172	172	171	171	174	174	175	175	172	164	164	169	169	168	168	147	174	168	175					

+ Hearing aid dispensers section of register opened 1st April 2010

Page 48 contd - Registration assessors and CPD assessors

Registration Assessors	2009			2010									2011									2008/9	09/10	10/11	10/11			
	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	YTD	Forecast
Arts therapists	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
Biomedical scientists	18	18	18	17	17	16	16	16	16	16	16	16	16	16	15	15	15	15	15	15	15	15	15	15	18	16	15	16
Chirops & podiatrists	17	17	17	6	5	5	5	5	5	5	5	5	5	5	5	5	5	5	6	6	6	6	6	17	5	6	5	
Clinical scientists	25	25	25	23	24	23	23	23	23	23	23	23	22	22	20	21	21	22	22	22	21	21	21	25	23	21	18	
Dietitians	9	9	9	9	8	8	8	8	8	8	8	8	7	7	7	5	5	7	7	7	7	7	7	9	7	7	8	
Hearing aid dispensers+	Not previously required												5	5	4	4	4	4	4	4	4	4	4			4	5	
Occupational therapists	12	12	12	11	11	11	11	11	11	11	11	11	10	10	10	10	10	10	10	10	10	10	10	12	11	10	11	
ODPs	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	4	4	5	4	
Orthoptists	6	6	6	6	6	6	6	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	6	5	5	5	
Paramedics	15	15	15	13	13	13	13	13	13	13	13	13	12	12	11	10	10	10	10	11	11	11	15	13	11	13		
Physiotherapists	25	25	25	22	22	22	22	22	22	22	22	22	21	21	21	21	21	21	21	21	21	21	25	22	21	22		
Practitioner psychologists	18	18	18	25	25	25	25	25	25	25	26	26	26	24	24	24	23	23	23	24	24	24	18	26	24	25		
Prosthetists & orthotists	3	3	3	3	3	3	3	3	3	3	5	5	5	5	5	4	4	4	4	4	3	3	3	3	5	3	3	
Radiographers	17	17	17	17	17	17	17	17	16	16	16	16	16	16	16	16	16	16	16	16	16	16	17	16	16	16		
SLTs	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11	11	11	11	12	12	11	11	12	
Total	187	187	187	174	173	171	171	170	169	169	172	171	172	170	166	161	160	163	164	166	165	165	169	171	165	169		
CPD Assessors																								FYE	FYE	YTD	Forecast	
Arts therapists	0	0	0	0	0	0	0	0	0	0	0	0	2	3	3	3	3	3	3	3	3	3	0	0	3	2		
Biomedical scientists	0	0	0	1	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	13	8	8	8	8	
Chirops & Podiatrists	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	
Clinical scientists	0	0	0	0	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	0	2	2	2	2	
Dietitians	0	0	0	0	0	0	0	0	0	0	0	0	3	3	3	3	3	3	3	3	3	3	0	0	3	3	3	
Hearing aid dispensers+	Not previously required												Not required															
Occupational therapists	0	0	0	5	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	
ODPs	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	
Orthoptists	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	
Paramedics	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	
Physiotherapists	0	0	0	0	0	0	0	0	0	0	12	12	12	12	12	12	12	12	12	12	12	12	0	12	12	12	12	
Practitioner psychologists	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Prosthetists & orthotists	0	0	0	0	2	2	2	2	2	2	2	2	2	2	2	1	1	1	1	1	1	1	0	2	1	2	2	
Radiographers	0	0	0	0	0	0	0	0	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	
SLTs	0	0	0	0	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	0	3	3	3	3	
Total	30	30	30	37	56	56	56	56	65	65	77	77	82	83	83	82	82	82	82	82	82	23	77	82	82	82		
Legal Assessors				12	12	11	11	11	11	11	11	10	10	21	21	21	21	21	21	21	20	20		10	20	19	19	
Panel Chair				19	19	19	20	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19		19	19	19	19	
Total Number of Roles																												



	2009			2010												2011			2008/9 FYE	09/10 FYE	10/11 YTD			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep				Oct	Nov	Dec
Panel members																								
PM new appointments	22	2	0	0	0	0	0	0	0	0	2	1	9	0	1	1	0	11	1	0	19	15	27	42
Resignations/Terminations						3	1	0	0	0	1	7	21	1	1	7	0	0	0	0	1		43	31
Total NumberTrained	242	242	242	225	224	221	220	220	220	221	222	216	204	204	204	198	198	204	205	210	225	219	216	225
Awaiting training	20	22	22	1	1	1	1	1	1	0	0	0	0	0	0	0	0	5	5	0	3	21	0	3
Visitors																								
VI new appointments	13	5	0	0	0	0	4	0	0	0	3	0	4	0	0	0	0	5	5	0	1	32	25	15
Resignations/Terminations						2	0	0	1	0	0	0	3	0	3	8	0	0	0	1	1		3	16
Total NumberTrained	157	157	157	163	160	158	158	158	157	168	171	171	172	172	169	161	161	161	161	160	159	138	171	159
Awaiting training	20	25	25	10	10	10	14	14	14	3	3	3	3	3	3	3	3	8	8	8	9	26	3	9
Registration assessors																								
RA new appointments	12	4	0	0	0	0	0	0	0	0	3	0	5	0	1	2	0	3	1	2	1	19	19	15
Resignations/Terminations						2	0	1	1	0	0	1	4	2	5	7	1	0	0	0	2		5	21
Total NumberTrained	211	211	211	174	173	171	171	170	169	168	170	169	170	168	164	161	160	163	164	166	164	193	169	164
Awaiting training	7	11	11	0	1	1	1	1	1	1	2	2	2	2	2	0	0	0	0	0	1	14	2	1
CPD assessors																								
CPD new appointments	8	0	0	0	17	0	0	0	9	0	12	0	5	1	0	0	0	0	0	0	0	4	46	6
Resignations/Terminations						0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0		0	1
Total NumberTrained	31	37	37	37	37	52	52	52	52	65	77	77	81	82	82	81	81	82	82	82	82	25	77	82
Awaiting training	2	2	2	2	4	4	4	4	13	0	0	0	1	1	1	1	1	0	0	0	0	1	0	0
Legal Assessors																								
LA new appointments				0	0	0	0	0	0	0	0	0	0	11	0	0	0	0	0	0	0		0	11
Resignations/Terminations						1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1		1	2
Total NumberTrained				12	12	11	11	11	11	11	11	10	10	21	21	21	21	21	21	21	20		10	20
Awaiting training				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0
Panel Chairs																								
Panel Chair new appointments				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0
Resignations/Terminations						0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0
Total NumberTrained				19	19	19	20	19	19	19	19	19	19	19	19	19	19	19	19	19	19		19	19
Awaiting training				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0