

## Human Resources, Partners – Hayley Graham

### Recruitment

The following roles have been filled since the last report:

Panel members – x 7 Paramedics

Registration assessors – x 1 Arts Therapist

CPD assessors – x 1 P&O, x 1 Arts Therapist

Visitors – x 2 P&O

### Training

The following training has taken place since the last report:

**New:** Registration Assessors x 8

**Refresher:** Registration Assessors x 83

Panel Members x 25, Visitors x 39.

### Partner Appraisal

The following appraisals have taken place in the current financial year:

Panel Members – 35

Registration Assessors – 82

Panel Chairs – 14

Visitors – 23

It has proved difficult in this period to source panel members who are eligible to undergo appraisal. Work has been completed to ensure sufficient panel members are appraised in the final quarter of 2011/12. There are 15 scheduled for November.

### Partner Resignations

Since the last report 2 visitors and 3 panel members have resigned. There is an on-going fitness to practise case for one panel member.

### Team Information

Marche Wilson, Partner Administrator has moved to the finance department in the role Finance Administrator for 12 months.

Mita Patel has returned to the partners' team as a Partner Administrator for 3 days a week until March 2012.

### Social Worker Project

The recruitment campaign for social worker partners is now underway. The application window was open from 1<sup>st</sup> September until 14<sup>th</sup> October 2011 for the roles of Panel Member (30-35) Registration Assessor (24) & Visitor (30)

The application window was extended for 2 weeks longer than initially planned due to a low response rate.

The overall response at the end of the campaign was positive with the following application numbers:

Panel Members – 185

Visitors – 64

Registration Assessors – 92

Following shortlisting, the number of candidates invited to interview is:

Panel Members – 91

Visitors – 42

Registration Assessors – 64

Interviews have now commenced and will run through November, December (Panel Member and Visitors) and January (Registration Assessors).

**esignations & Training Report April 2010 - March 2012**

	2010												2011												2012												10/11	11/12	12/13						
	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	YTD	YTD	YTD						
<b>Panel members</b>																																													
PM new appointments	9	0	1	1	0	11	1	0	19	0	0	10	6	0	1	4	1	0	7																						52	19			
Resignations/Terminations	21	1	1	7	0	0	0	0	1	0	0	1	0	5	0	1	0	2	1																							32	9		
Total Number Trained	204	204	204	198	198	204	205	210	225	225	224	224	237	238	237	237	235	234																								224	237		
Awaiting training	0	0	0	0	0	5	5	0	3	3	3	13	19	1	1	4	5	5	12																								13	1	
<b>Visitors</b>																																													
VI new appointments	4	0	0	0	0	5	5	0	1	0	0	0	9	0	7	0	0	0	2																							15	18		
Resignations/Terminations	3	0	3	8	0	0	0	1	1	1	1	0	0	0	1	2	2	0	0																							18	5		
Total Number Trained	172	172	169	161	161	161	161	160	159	164	163	163	163	163	163	176	178	178	178																							163	163		
Awaiting training	3	3	3	3	3	8	8	8	9	3	3	3	12	12	19	4	0	0	2																								3	12	
<b>Registration assessors</b>																																													
RA new appointments	5	0	1	2	0	3	1	2	1	0	0	0	4	0	0	8	0	0	1																							15	13		
Resignations/Terminations	4	2	5	7	1	0	0	0	2	0	0	0	1	1	4	2	0	1	0																							21	9		
Total Number Trained	170	168	164	161	160	163	164	166	164	164	164	164	164	167	162	160	160	167	167																								164	167	
Awaiting training	2	2	2	0	0	0	0	0	1	1	1	1	4	0	0	8	8	0	1																								1	0	
<b>CPD assessors</b>																																													
CPD new appointments	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1																						6	1			
Resignations/Terminations	0	0	0	1	0	0	0	0	0	1	1	0	0	1	0	0	0	0	0																							3	1		
Total Number Trained	81	82	82	81	81	82	82	82	82	81	81	81	81	80	80	80	80	80	80																							81	80		
Awaiting training	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1																							0	0		
<b>Legal Assessors</b>																																													
LA new appointments	0	11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																						11	0			
Resignations/Terminations	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0																							2	0		
Total Number Trained	10	21	21	21	21	21	21	21	20	20	20	20	20	20	20	20	20	20	20																							20	20		
Awaiting training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																							0	0		
<b>Panel Chairs</b>																																													
Panel Chair new appointments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																							0	0		
Resignations/Terminations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																							0	0		
Total Number Trained	19	19	19	19	19	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	0		

**Partner Appraisals Record**

Role	2011												2012												11/12 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	
<b>Panel members</b>																									
Target	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	
Appraisals scheduled	8	8	8	3	6	2	0																		35
<b>Visitors</b>																									
Target	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Appraisals scheduled	5	12	0	0	0	6	0																		23
*eligible visitors in line with Visit Schedule and Annual Monitoring Days																									
<b>Registration assessors</b>																									
Target	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10		
Appraisals scheduled	8	12	0	28	15	7	12																		82
<b>Panel Chairs</b>																									
Target	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	
Appraisals scheduled		3	2	3	4	2	0																		14
**19 Panel Chairs from Apr 2011-March 2012																									

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

Panel members and visitors

Panel Members	2010			2011									2012						2008/9	09/10	10/11	11/12	11/12						
	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	Forecast
Arts therapists	8	8	8	9	9	9	9	9	9	9	9	9	9	9	9	9	8	8							0	8	9	9	9
Biomedical scientists	13	13	13	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11						18	14	12	12	14
Chirops & podiatrists	6	6	6	6	6	12	12	12	12	12	12	12	12	12	12	12	12	12						8	8	12	12	13	
Clinical scientists	21	20	20	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18						29	25	18	18	18	
Dietitians	4	4	4	3	3	8	8	8	8	8	8	8	8	8	8	8	8	8						6	5	8	8	6	
Hearing aid dispensers	10	10	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9								9	9	10	
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	9						11	10	10	10	10	
ODPs	9	9	9	8	8	8	8	8	8	8	8	8	8	8	8	13	13	13	13	13				12	10	8	13	15	
Orthoptists	3	3	3	3	3	3	3	3	3	6	6	6	6	6	6	6	6	6						5	6	6	6	6	
Paramedics	14	14	15	15	15	15	16	16	16	16	16	15	15	15	15	15	15	15						14	15	15	15	16	
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25						28	27	25	25	27	
Practitioner psychologists	28	28	28	28	28	28	28	28	28	28	28	28	28	23	23	23	23	23								28	28	23	25
Prosthetists & orthotists	4	4	4	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4						2	6	3	4	6	
Radiographers	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15						20	17	15	15	17	
SLTs	9	9	9	9	9	9	9	9	9	9	9	9	9	9	10	10	10	10						12	10	9	10	11	
Lay members	26	26	26	25	25	25	25	25	40	40	40	50	50	49	49	49	48	48						39	27	50	49	40	
<b>Total</b>	<b>205</b>	<b>204</b>	<b>204</b>	<b>198</b>	<b>198</b>	<b>209</b>	<b>210</b>	<b>210</b>	<b>228</b>	<b>228</b>	<b>228</b>	<b>237</b>	<b>243</b>	<b>237</b>	<b>238</b>	<b>237</b>	<b>235</b>	<b>234</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>204</b>	<b>216</b>	<b>237</b>	<b>238</b>	<b>243</b>	
Visitors	2010			2011									2012						FYE	FYE	FYE	YTD	Forecast						
Arts therapists	14	14	14	13	13	13	13	13	13	13	13	13	18	18	17	16	14	14	14					15	14	13	18	15	
Biomedical scientists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11					12	12	12	12	11	
Chirops & podiatrists	9	9	9	9	9	11	11	11	10	9	9	9	9	9	9	11	11	11	11					11	9	9	9	10	
Clinical scientists	8	8	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6						5	9	6	6	5	
Dietitians	8	8	7	6	6	9	9	9	9	9	9	9	9	9	9	9	9	9						5	8	9	9	9	
Hearing aid dispensers	4	4	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4								3	4	4	
Occupational therapists	14	14	14	12	12	12	12	12	12	12	12	12	14	14	15	15	15	15	15					14	15	12	14	16	
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	
Orthoptists	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4						6	5	4	4	2	
Paramedics	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	16	16	16	15					17	16	15	15	16	
Physiotherapists	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	15	15	15	16					16	13	13	13	15	
Practitioner psychologists	29	29	29	29	29	29	29	29	29	30	30	30	31	31	31	31	31	31	31							29	30	31	32
Prosthetists & orthotists	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2						4	4	2	2	3	
Radiographers	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	16	16	16	16					17	16	15	15	13	
SLTs	10	10	10	9	9	9	9	9	9	9	9	9	9	9	9	10	10	10	10					11	10	9	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	
<b>Total</b>	<b>175</b>	<b>175</b>	<b>172</b>	<b>164</b>	<b>164</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>168</b>	<b>167</b>	<b>166</b>	<b>166</b>	<b>175</b>	<b>175</b>	<b>175</b>	<b>180</b>	<b>178</b>	<b>178</b>	<b>178</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>147</b>	<b>174</b>	<b>166</b>	<b>175</b>	<b>175</b>	

