

Employee resourcing

External recruitment was frozen with effect from 1 May 2012 until after the GSCC transfer in order to provide potential alternative employment for transferring GSCC employees. Exceptions are being made for very senior or specialist roles, for example the new role of Management Accountant.

Where needed, temporary agency workers are being engaged to assist with extra work related to the transfer.

Internal recruitment is still in progress and is likely to continue through June and early July in response to requirements.

Communications

Angela Scarlett-Newcomen has been appointed to the new post of Communications Officer (Media & PR) and will join the HPC in July.

Finance

Recruitment is in progress for the new post of Management Accountant.

FTP

Following interviews in late April and May, the following appointments have been made in FTP:

Delwyn King, formerly a Case Manager and Kayleigh Birtwistle, formerly a Scheduling Officer, have been appointed to two new posts of Assurance and Development Officer.

Cara Donald, formerly a Case Manager, was appointed to the new post of Case Managers (Advancement).

Olayinka Alalade, formerly a Hearings Officer, was appointed to the replacement post of Case Manager.

Ciara O'Dywer, formerly a Lead Case Manager, was appointed to the replacement post of Investigations Manager.

John Barwick was appointed to the new role of Case Team Manager (Advancement) and started in his new role in mid-May.

Phillip Bowden and Hafiza Koroma have been appointed to the replacement posts of Scheduling Officer.

Alejandro Alonso-Martinez has been appointed to the replacement role of Case Team Manager and starts at the HPC in mid-June.

Hannah Doherty has been appointed to the replacement post of Case Support Officer and starts at the HPC in mid-June.

Registration

Dushyan Ashton, formerly a Registration Adviser, was appointed to the replacement post of Registration Team Leader.

Other HR activities

GSCC transfer work

Planning work for the transfer is continuing, including provision of information to the GSCC to assist with their individual consultation meetings, and to the Department of Health to assist them in deciding on funding for pension arrangements for former GSCC employees following the transfer.

GSCC employees who are in scope to transfer to the HPC have been given the opportunity to opt out of the transfer and still receive a redundancy payment. Due to restrictions on pay in lieu of notice in the public sector, 56 out of the 61 employees in scope will need to make their decisions about opting out by mid- June.

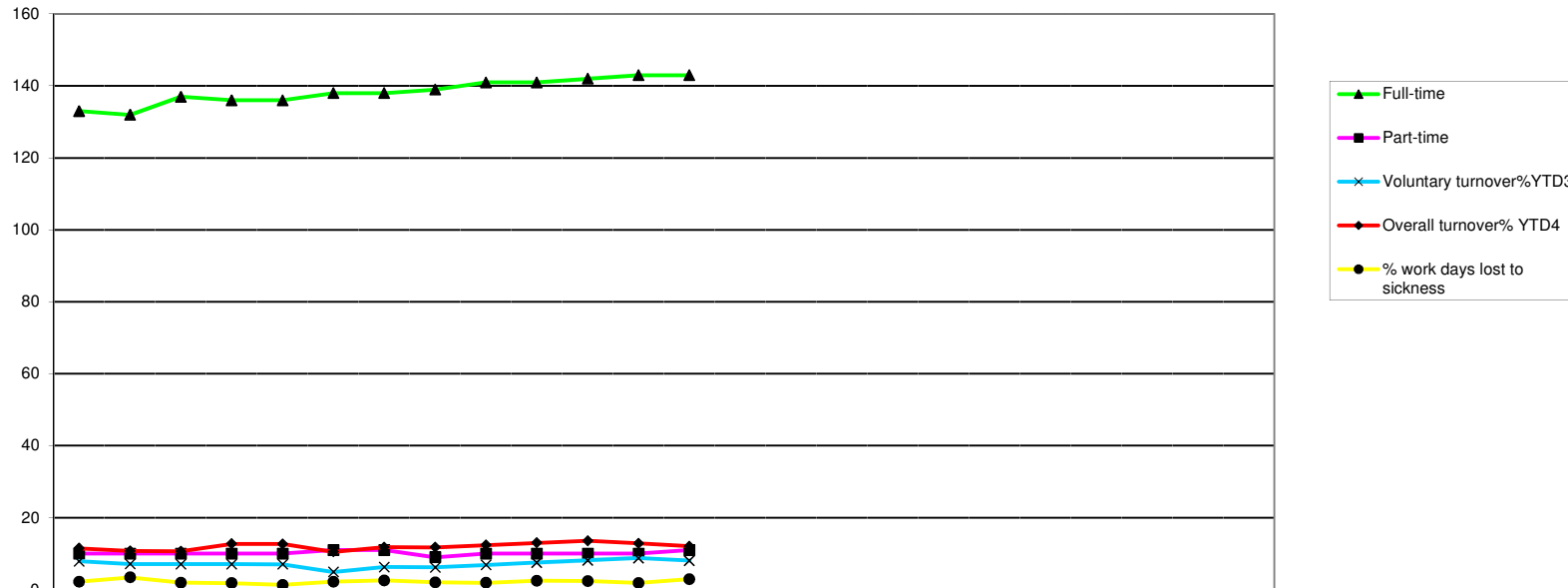
APDRs and training and development

The HPC's management development programme is continuing, and the HR team is in the process of devising an organisational training and development plan for the next 12 months, based on learning needs identified during the APDRs (Annual Performance Development Reviews).

Diversity training ran for new employees ran on 25 April and 16 May 2012 as part of the HPC's on-going programme.

Employee discount scheme

An employee discount scheme for HPC employees will be launched in June, which will enable employees to take advantage of discounts across a wide range of consumer products and services. The scheme is extremely low cost for the HPC to run, at just over £1,200 p.a., to be covered by the HR budget.



	2011			2012									2013											
	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																								
Budgeted employees	148	148	148	148	148	148	148	148	148	148	148	148	165	165	165	165	186	186	186	186	186	186	186	186
Total employees	143	142	147	146	146	149	149	149	151	151	152	153	154											
Full-time	133	132	137	136	136	138	138	139	141	141	142	143	143											
Part-time	10	10	10	10	10	11	11	9	10	10	10	10	11											
FTE	142	140	145	144	144	145	145	148	149	149	149	151	152											
Permanent	139	139	138	139	138	139	138	136	141	144	150	142	146											
Fixed-Term Contracts	4	5	9	7	8	10	11	14	8	9	10	11	8											
Starters (permanent)	0	0	0	0	0	0	0	0	2	0	0	2	0											
Starters (fixed-term)	0	2	7	2	2	4	1	1	2	1	1	1	2											
Voluntary resignations¹	2	1	1	1	2	0	2	0	1	1	1	1	1											
Compulsory leavers ²	0	0	0	3	0	1	0	1	1	0	0	0	0											
Total leavers (vol. & comp.) ³	2	1	1	4	2	1	2	1	2	1	1	1	1											
Voluntary turnover%YTD³	8	7	7	7	7	5	6	6	7	8	8	9	8											
Overall turnover% YTD ⁴	11	11	11	13	13	10	12	12	12	13	14	13	12											
Agency days	55	36	22	31	46	87	91	76	21	21	27	56	60											
% work days lost to sickness	2	3	2	2	1	2	3	2	2	2	2	2	3											
Average sick-days YTD	6	6	6	6	6	6	6	6	6	6	6	6	6											
Sick-days	69	106	63	55	43	71	80	67	57	71	76	61	84											
O.H. Refs	1	1	0	2	1	2	1	1	3	2	1	0	3											

2005/6	2006/7	2007/8	2008/9	09/10	10/11	11/12	11/12
FYE	FYE	FYE	FYE	FYE	FYE	YTD	YTD
			124	132	144	148	165
78	79	107	116	136	142	153	154
73	75	104	113	124	131	143	143
5	4	3	3	5	11	10	11
76	77	106	115	127	140	151	152
74	78	101	113	126	134	142	146
4	1	5	4	3	8	11	8
6	46	42	36	37	15	4	0
	1	13	7	8	10	24	2
3	20	17	22	22	10	13	1
	1	8	3	3	5	6	0
-	21	25	25	25	15	19	1
*	30	26	19	16	7	9	8
	-	-	20	20	11	13	12
95	2590	2742	1,149	1385	360	568	60
*	4	3	4	3	2	2	3
			8	7	6	6	6
846	795	777	847	943	843	819	84
0	18	19	27	10	13	15	3

¹ Voluntary Resignations:
² Compulsory Leavers:
³ Voluntary Turnover YTD:
⁴ Overall Turnover:

FTE