

## Human Resources, Partners – Hayley Graham

### **Recruitment April – June 2012**

8 current Registration Assessors will undertake a Visitor role from April for a maximum of 9 months to complete approvals for the Academy of Healthcare Science.

13 Panel Chairs were appointed following interviews 17-23 April.

18 Lay Panel Members were appointed following interviews 14-16 and 21-23 May

23 Legal Assessor candidates were supplied by FirstLaw. Their CV's have been screened by FTP & Jonathan Bracken and they have all been invited to training on 20 June 2012.

The Application Window for Registration Assessors, Clinical Scientist (Audiology) opened for 4 weeks from 2 June.

### **Training**

**Event:** 27 April, Registration Assessor Refresher Training

**Attendees:** 9 Registration Assessors

**Event:** 25 May, New CPD Assessor Training Course

**Attendees:** 1 Arts Therapist, 1 Prothetist & Orthotist, 2 Hearing Aid Dispensers.

**Event:** 16-17 May 2012, New Panel Member Training.

**Attendees:** 22 Social Workers, 2 Paramedics

**Event:** 31 May – 1 June, New Panel Chair Training

**Attendees:** 13 Panel Chairs

**Event:** 7-8 June 2012, New Visitor Training

**Attendees:** 22 Social Workers, 2 Prothetist & Orthotists, 1 Psychologist.

### **Future Training**

15 June, New Registration Assessor Training

20 June, New Legal Assessor Training

28-29 June, New Panel Member Training

4 July, Legal Assessor Refresher Training

12 July, Panel Chair Refresher Training

### **Partner Appraisal**

The following appraisals have taken place in the current financial year (To end May 2012)

Panel Members – 14

Registration Assessors – 7

Panel Chairs – 11

Visitors – 4

### **Appraisal Evaluation**

An evaluation of the partner appraisal processes commenced in April. 300 partners who have been appraised since April 2010 were invited to complete an online questionnaire about the appraisal process.

The results are currently being analysed and feedback prepared for departments. A report containing recommendations on future partner appraisal will be submitted to the July meeting of the Finance and Resources Committee.

### Partner Resignations

Since the last report, 8 Visitors, 5 Panel Members and 3 Registration Assessors have resigned and 1 Visitor had their agreement terminated at its expiry date due to a failure to respond to an invitation to renew the agreement.

### Partner Agreement Renewals

50 Panel Members returned self-assessments and 9 chose to resign or did not respond by the extended deadline.

In order to assist with future workforce planning, agreement terms have been staggered.

The process was changed to mirror that of the recruitment shortlisting scoring and generally the following cut off scores were applied:

Candidates who scored an average of 3 or more (meets criteria, supported by good examples) were offered agreement extensions for 4 years or until their end of service (whichever is sooner).

Those who scored an average of 2 or more (meets all criteria, weak examples) were offered 2 year agreement extensions. Those who scored less than an average of 2 were not offered an extension.

Results are as follows:

Profession	Submissions	4 years/ Service End	2 years	Expire
CH	9	2	7	0
CS	16	3	10	3

OR	2	1	0	1
PYL	2	1	0	1
Lay	21	TBC	TBC	TBC
<b>Totals</b>	50	7	17	5

The review of Lay Panel Member self assessments are ongoing and the outcomes will be communicated to the July committee.

### Social Worker Project

We have now recruited 81 registered Social Workers to perform partner roles after the transfer.

Round 2 of Social Worker Visitor recruitment focussed on recruiting currently practising social workers, 8 Visitors were appointed on 5 and 6 March 2012.

Partner Service Agreements have now been issued to: 33 Registrant Panel Members, 27 Visitors, 21 Registration Assessors, 13 Panel Chairs & 18 Lay Panel Members.

Agreements will be issued to Legal Assessors following training on 20 June and this will conclude the first wave of recruitment associated with the regulation of Social Workers.

### Self-Assessment Evaluation

Now that the self-assessment process for 2012/13 is complete we are scheduled to conduct a review of the self-assessment renewal process. This will commence late June 2012 and recommendations will be submitted for consideration to the September committee.

esignations & Training Report April 2010 - March 2012

	2011												2012												2013												11/12 YTD	12/13 YTD	13/14 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	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar										
<b>Panel members</b>																																														
PM new appointments	6	0	1	4	1	0	8	0	33	0	0	0	0	18																											53	18				
Resignations/Terminations	0	5	0	1	0	2	1	0	0	1	0	2	1	2																													12	3		
Total NumberTrained	224	237	238	237	237	235	234	238	238	243	243	241	240	241																														224	481	
Awaiting training	19	1	1	4	5	5	13	9	42	36	36	34	52	28																														13	80	
<b>Visitors</b>																																														
VI new appointments	9	0	7	0	0	0	2	0	18	0	0	8	0	0																													44	0		
Resignations/Terminations	0	0	1	2	2	0	0	0	0	1	2	1	3	3																														9	6	
Total NumberTrained	163	163	163	176	178	178	178	178	178	177	174	173	178	176																														163	354	
Awaiting training	12	12	19	4	0	0	2	2	20	20	20	28	28	28																															3	56
<b>Registration assessors</b>																																														
RA new appointments	4	0	0	8	0	0	2	6	0	21	0	0	0	0																													41	0		
Resignations/Terminations	1	1	4	2	0	1	0	0	0	1	1	0	1	2																														11	3	
Total NumberTrained	164	167	162	160	160	167	167	169	169	169	167	172	170	171																														164	341	
Awaiting training	4	0	0	8	8	0	2	6	6	27	27	27	21	21																														1	42	
<b>CPD assessors</b>																																														
CPD new appointments	0	0	0	0	0	0	1	0	0	0	0	0	0	0																													1	0		
Resignations/Terminations	0	1	0	0	0	0	0	0	0	1	0	0	0	0																														2	0	
Total NumberTrained	81	80	80	80	80	80	80	80	80	80	79	79	79	83																													81	162		
Awaiting training	0	0	0	0	0	0	1	1	1	0	0	0	0	0																														0	0	
<b>Legal Assessors</b>																																														
LA new appointments	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	
Total NumberTrained	20	20	20	20	20	20	20	20	20	20	20	20	20	20																													20	40		
Awaiting training	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		
Resignations/Terminations	0	0	0	0	0	0	0	0	0	0	0	0	0	0																														0	0	
Total NumberTrained	19	19	19	19	19	19	19	19	19	19	19	19	19	19																														19	38	
Awaiting training	0	0	0	0	0	0	0	0	0	0	0	0	0	0																														0	0	

Partner Appraisals Record

Role	2012												2013												12/13 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	6	8	6																						20
<b>Visitors</b>																									
Target	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Appraisals scheduled	4	0																						4	
*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	2	5																						7	
<b>Panel Chairs</b>																									
Target	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**		
Appraisals scheduled	6	5																						11	

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	8	8	8	8	8	8	0	8	9	8	9		
Biomedical scientists	13	13	13	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11	10	10	10	10	9	18	14	12	10	14		
Chirops & podiatrists	6	6	6	6	6	12	12	12	12	12	12	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	18	18	18	18	18	17	29	25	18	18	18		
Dietitians	4	4	4	3	3	8	8	8	8	8	8	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	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	9	9	9	9	9	9	11	10	10	9	10		
ODPs	9	9	9	8	8	8	8	8	8	8	8	8	8	8	8	13	13	13	13	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	6	6	6	6	6	6	5	6	6	6	6		
Paramedics	14	14	15	15	15	15	16	16	16	16	16	16	15	15	15	15	15	15	15	15	15	18	18	18	14	15	15	18	16		
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	28	27	25	25	27		
Practitioner psychologists	28	28	28	28	28	28	28	28	28	28	28	28	28	28	23	23	23	23	23	23	28	28	29	29		28	28	29	25		
Prosthetists & orthotists	4	4	4	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	5	5	5	2	6	3	5	6		
Radiographers	15	15	15	15	15	15	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	9	10	10	10	10	10	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	49	48	48	48	48	48	48	48	39	27	50	48	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>238</b>	<b>238</b>	<b>243</b>	<b>243</b>	<b>241</b>	<b>204</b>	<b>216</b>	<b>237</b>	<b>243</b>	<b>243</b>			
Visitors	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	14	14	13	13	12	15	14	13	13	15		
Biomedical scientists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11	11	11	11	11	11	12	12	12	11	11		
Chirops & podiatrists	9	9	9	9	9	11	11	11	10	9	9	9	9	9	9	11	11	11	11	11	11	11	11	11	11	11	9	9	11		
Clinical scientists	8	8	7	6	6	6	6	6	6	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	9	9	9	9	9	8	5	8	9	8	9		
Hearing aid dispensers	4	4	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	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	15	15	15	15	13	14	15	12	13	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	10	10	10	10	10		
Orthoptists	4	4	4	4	4	4	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	16	16	16	16	16	16	17	16	15	16	16		
Physiotherapists	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	15	15	15	15	15	15	15	15	15	16	13	13	15	15		
Practitioner psychologists	29	29	29	29	29	29	29	29	29	30	30	30	31	31	31	31	31	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	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	16	16	16	16	16	17	16	15	16	13		
SLTs	10	10	10	9	9	9	9	9	9	9	9	9	9	9	9	10	10	10	10	10	10	10	10	10	11	10	9	10	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	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>178</b>	<b>178</b>	<b>177</b>	<b>174</b>	<b>173</b>	<b>147</b>	<b>174</b>	<b>166</b>	<b>174</b>	<b>175</b>		

Page 50 contd - Registration assessors and CPD assessors

Registration Assessors	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	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5	5	5	5	5	6	6	6	6	6	6	6	6	6
Biomedical scientists	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	18	16	15	15	16
Chirops & podiatrists	5	5	5	5	5	5	5	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	17	5	6	6	5
Clinical scientists	22	22	20	21	21	22	22	22	21	21	21	21	21	21	21	21	21	20	20	20	20	20	20	25	25	23	21	20	18
Dietitians	7	7	7	5	5	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	9	7	7	7	8
Hearing aid dispensers	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4			4	4	5	
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	12	11	10	10	11	
ODPs	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4	5	4	4	
Orthoptists	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	6	5	5	5	5	
Paramedics	12	12	11	10	10	10	10	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	15	13	11	11	13	
Physiotherapists	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	20	20	20	20	20	20	20	20	25	22	21	20	22	
Practitioner psychologists	26	24	24	24	23	23	23	23	24	24	24	24	27	25	25	22	22	30	30	30	31	31	30	30		26	24	30	25
Prosthetists & orthotists	5	5	5	4	4	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	5	3	3	3	
Radiographers	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	15	15	17	16	16	15	16	
SLTs	12	12	12	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	12	12	11	11	12	
<b>Total</b>	<b>172</b>	<b>170</b>	<b>166</b>	<b>161</b>	<b>160</b>	<b>163</b>	<b>164</b>	<b>166</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>168</b>	<b>166</b>	<b>166</b>	<b>160</b>	<b>160</b>	<b>167</b>	<b>167</b>	<b>169</b>	<b>169</b>	<b>167</b>	<b>172</b>	<b>169</b>	<b>171</b>	<b>165</b>	<b>167</b>	<b>169</b>	
<b>CPD Assessors</b>																								<b>FYE</b>	<b>FYE</b>	<b>FYE</b>	<b>YTD</b>	<b>Forecast</b>	
Arts therapists	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		0	3	3	2	
Biomedical scientists	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8		8	8	8	8	
Chirops & Podiatrists	13	13	13	13	13	13	13	13	13	12	12	12	12	12	12	12	12	12	12	12	12	12	12	13	13	12	12	13	
Clinical scientists	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2		2	2	2	2	
Dietitians	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3		0	3	3	3	
Hearing aid dispensers	Not required												Not required																
Occupational therapists	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	
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	10	
Orthoptists	2	2	2	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	5	4	4	5	5	5	5	5	5	5		6	6	5	6	
Physiotherapists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11	11		12	12	11	12
Practitioner psychologists	Not required												Not required																
Prosthetists & orthotists	2	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		2	1	1	2	
Radiographers	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9		9	9	9	9	
SLTs	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	
<b>Total</b>	<b>82</b>	<b>83</b>	<b>83</b>	<b>82</b>	<b>82</b>	<b>82</b>	<b>82</b>	<b>82</b>	<b>82</b>	<b>81</b>	<b>81</b>	<b>81</b>	<b>81</b>	<b>80</b>	<b>79</b>	<b>79</b>	<b>80</b>	<b>80</b>	<b>80</b>	<b>80</b>	<b>80</b>	<b>80</b>	<b>79</b>	<b>79</b>	<b>23</b>	<b>77</b>	<b>81</b>	<b>79</b>	<b>82</b>
<b>Legal Assessors</b>	10	21	21	21	21	21	21	21	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20		10	20	20	19	
<b>Panel Chair</b>	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19		19	19	19	19	
																											<b>Total YTD</b>	<b>Total Forecast</b>	
<b>Total Number of Roles</b>																								<b>543</b>	<b>667</b>	<b>688</b>	<b>702</b>	<b>707</b>	