Human Resources, Partners – Hayley Graham

Recruitment

Recruitment is currently on going for the following roles:

Role	Profession	Number of roles	Number of applications
	Biomedical	5	28
Panel	Scientist		
Member	Occupational	6	47
	Therapist		
	Physiotherapist	6	60
	Radiographer	7	51
	Clinical Scientist	1	3
	(audiology)		
Registration	Psychologist	1	7
Assessor	(sport and		
	exercise)		

Interviews are being held throughout June.

FTP agreement renewals

The previous report to the Committee stated that of the 65 panel members who hold agreements that are due to expire on 31 July 2013, 27 roles were forecasted to be replaced through external recruitment to support the staggering of agreement end dates.

As in previous years, the self-assessment process has been used to determine which panel members will be offered renewals and which will cease to be panel members at the end of their current term. The self-assessment process for 2013 is now complete.

All of the panel members who were not offered a second term achieved a score that was lower than the cut off score.

The results are as follows:

Profession	Number agreements due to expire	Number offered another term	Number not offered another term	Number resigned or did not return self- assessment
Biomedical Scientist	9	6	3	0
Chiropodist	1	1	0	0
Operating Department Practitioner	1	0	1	0
Occupational Therapist	7	6	1	0
Physiotherapist	23	9	10	4
Psychologist	9	3	5	1
Radiographer	14	8	3	3
Speech and Language Therapist	1	0	0	1
Total	65	33	23	9

Training

The following training has recently taken place:

Туре	Role	Date	Attendees
	Registration	17 April	22
	Assessor		
Refresher	Panel Member	24 April	25
	Panel Chair	30 April	12
	Registration	7 June	26
	Assessor		

Training is also scheduled to take place on:

Туре	Role	Date	Attendees
	Panel Chair	14 June	19
Refresher			
	Legal Assessor	28 June	23
	Panel Member	3 July	23
New	Panel Member	11/12 July	TBC

Appraisal/ Performance Observation

The following numbers have been scheduled to be appraised in the current financial year:

Role	Number
Panel Chair	9
Visitor	4

We have not appraised any panel members or registration assessors yet this financial year. This is due to the roll out of the first phase of the updated appraisal process and the increased resource required to carry out the self-assessment process.

We have now re-commenced scheduling panel members to be appraised.

Feedback was received during the appraisal process evaluation carried out in 2012 that the use of the term 'appraisal' is confusing to Partners as it does not reflect the traditional structure of appraisal whereby performance is assessed over a longer period.

As a result, the updated process for panel members is termed 'performance observation'. As previously reported the self and peer assessment structure will remain.

Resignations/ ended agreements

Other than those identified through self-assessment, there has been no resignations since the last report.

7 registration assessors (clinical scientist) had temporary agreements as Visitors to complete a specific piece of work. These agreements have now ended.

Team information

There have been no changes within the Partners team.

Health and Care Professions Council

Partner Statistics Report April 2012 - March 2014

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	2012					_			_	2013							_			_	2014			10/11	11/12	12/13	13/14	_13/14
Panel Members				Jul	Aug				Dec			Mar			lun Ju	I Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	YTD	Forecast
Arts therapists	8	8	8	6	6	6	6	6	6	6	6	6	6	6										9	6	6	6	10
Biomedical scientists	9	9	9	9	9	9	9	9	9	9	9	9	9	9										12	9	9	9	9
Chirops & podiatrists	12	12	12	11	11	11	11	11	11	11	11	11	11	11										12	11	11	11	11
Clinical scientists	17	16	16	15	12	12	12	12	12	12	12	12	12	12										18	12	12	12	22
Dietitians	8	8	8	8	8	8	8	8	8	8	8	8	8	8										8	8	8	8	8
Hearing aid dispensers	9	9	9	9	9	9	9	9	9	9	9	9	9	9										9	9	9	9	9
Occupational therapists	9	9	9	9	9	9	9	9	9	11	11	10	10	10										10	10	10	10	10
Operating Dept Practitioner	13	13	13	13	13	13	13	13	13	13	13	13	13	13										8	13	13	13	13
Orthoptists	6	6	6	4	4	4	4	4	4	5	5	5	5	5										6	5	5	5	5
Paramedics	18	20	20	20	20	20	20	20	20	20	20	20	20	20										15	20	20	20	20
Physiotherapists	24	24	24	24	24	24	24	24	24	24	24	24	24	24										25	24	24	24	18
Practitioner psychologists	29	29	29	29	29	29	29	29	29	29	29	29	28	28										28	29	29	28	28
Prosthetists & Orthotists	5	5	5	5	5	5	5	5	5	5	5	5	5	5										3	5	5	5	5
Radiographers	15	15	15	15	15	15	14	14	14	14	14	14	14	14										15	14	14	14	14
Social workers	0	0	0	0	34	34	34	34	34	34	34	34	34	34											34	34	34	34
Speech/ Language Ther	10	10	10	10	10	10	10	10	10	15	15	15	15	15										9	15	15	15	15
Lay members	48	47	47	47	62	62	60	60	59	58	58	57	57	57										50	57	57	57	57
Total	240	240	240	234	280	280	277	277	276	283	283	281	280	280										237	281	281	280	288
Visitors																								FYE	FYE	FYE	YTD	Forecast
Arts therapists	12	12	12	12	12	12	12	12	11	11	11	11	11	11										13	12	11	11	13
					4.0																							
Biomedical scientists	10	10	10	10	10	10	9	9	8	8	8	8	8	8										12	11	8	8	9
Biomedical scientists Chirops & podiatrists	10 11	10 11	10 11	10 11	10 11	10 11	9 11	9 11	8 11	8 11	8 11	8 11	8 11	8 11										12 9	11 11	8 11	8 11	9 12
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Chirops & podiatrists	11	11	11	11	11	11					-		-	-										12 9 6 9		11	8 11 7 8	9 12 7 8
Chirops & podiatrists Clinical scientists	11 13	11 12	11 12	11 12	11 12	11 12	12	12	12	12	11 14		11 7	11 7										12 9 6 9 3		11 14	8 11 7 8 4	9 12 7 8 5
Chirops & podiatrists Clinical scientists Dietitians	11 13 8	11 12 8	11 12 8	11 12 8	11 12 8	11 12 8	12 8	12 8	12 8	12	11 14 8		11 7	11 7										12 9 6 9 3		11 14	8 11 7 8 4 9	9 12 7 8 5 9
Chirops & podiatrists Clinical scientists Dietitians Hearing aid dispensers	11 13 8	11 12 8	11 12 8	11 12 8	11 12 8	11 12 8	12 8	12 8	12 8	12	11 14 8 4		11 7 8 4	11 7 8 4										12 9 6 3 3		11 14 8 4	8 11 7 8 4 9 13	9 12 7 8 5 9 13
Chirops & podiatrists Clinical scientists Dietitians Hearing aid dispensers Independent Prescribers Occupational therapists	11 13 8 4	11 12 8 4	11 12 8 4	11 12 8 4	11 12 8 4	11 12 8 4	12 8 4	12 8 4	12 8 4	12 8 4	11 14 8 4 9	14 8 4 9	11 7 8 4 9	11 7 8 4 9										9 6 9 3	11 6 8 4	11 14 8 4 9	7 8 4 9	7 8 5 9
Chirops & podiatrists Clinical scientists Dietitians Hearing aid dispensers Independent Prescribers	11 13 8 4 13	11 12 8 4 13	11 12 8 4 12	11 12 8 4 12	11 12 8 4 12	11 12 8 4 12	12 8 4 12	12 8 4 12	12 8 4	12 8 4 12	11 14 8 4 9 13	14 8 4 9 13	11 7 8 4 9 13	11 7 8 4 9 13										9 6 9 3 12	11 6 8 4 13	11 14 8 4 9 13	7 8 4 9 13	7 8 5 9 13
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Registration Assessors		Mav	Jun	Jul	Αυα	Sen	Oct	Nov I			Feb	Mar	Apr	Mav	Jun Ju	ul Auc	Sep	Oct	Nov D			Mar	FYE	FYE	FYE	YTD	Forecast
Arts therapists	6	6	6	6	6	6	6	6	6	6	6	6	6	6									6	6	6	6	
Biomedical scientists	15	15	15	15	14	14	14	14	14	14	14	14	14	14									15	15	14	14	14
Chirops & podiatrists	6	6	6	5	5	5	5	5	5	5	5	5	5	5									6	6	5	5	5
Clinical scientists	23	23	23	23	23	23	23	23	22	25	25	25	25	25									21	25	25	25	26
Dietitians	7	7	7	7	7	7	7	7	7	7	7	20	7	7									7	20	7	20	7
Hearing aid dispensers	1	1	1	1	1	1	1	1	1	1	4	4	1	4									1	4	4	1	
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10									- 10	10	10	10	10
Operating Dept Practitioner	10	10	10	10	10	10	10	10	10	10	4	10	4	4									10	4	10	10	10
Orthoptists	5	4 5	5	4 5	5	5	4 5	5	4 5	5	4 5	4	4 5	4 5									5	4	4	4	4
Paramedics	-	11	11	11	-	-	-5 10	10	9	9	9	0	9	9									5 11		5 9	5	0
	11		• •	11	11	11			-	-		9	-											11	-	9	9
Physiotherapists	20	20	20	20	20	20	20 30	20	19 00	20	20 30	20	20	20 30									21	20	20	20	
Practitioner psychologists	30	30	30	30	30	30		30	29	30		30	30										24	30	30	30	31
Prosthetists & orthotists	3	3	3	3	3	3	3	3	3	3	3	3	3	3									3	3	3	3	3
Radiographers	15	15	15	15	15	15	15	15	15	15	15	15	15	15									16	15	15	15	25
Social workers	0	0	0	0	20	20	20	20	20	21	21	21	21	21											21	21	21
Speech/ Language Ther	11	11	11	11	11	11	10	10	10	10	10	10	10	10									11	11	10	10	
Total	170	170	170	169	188	188	186	186	182	188	188	188	188	188									165	172	188	188	200
CPD Assessors		_																					FYE	FYE	FYE	FYE	Forecast
Arts therapists	3	3	4	4	4	4	4	4	4	4	4	4	4	4									3	3	4	4	4
Biomedical scientists	8	8	8	8	8	8	8	8	8	8	8	8	8	8									8	8	8	8	8
Chirops & Podiatrists	12	12	12	12	11	11	11	11	11	11	11	11	11	11									12	12	11	11	11
Clinical scientists	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
Hearing aid dispensers				2	2	2	2	2	2	2	2	2	2	2											2	2	2
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10									10	10	10	10	
Operating Dept Practitioner	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
Paramedics	6	6	5	5	5	5	5	5	5	5	5	7	7	7									6	5	5	7	7
Physiotherapists	11	11	11	11	11	11	11	11	11	11	11	11	11	11									12	11	11	11	11
Practitioner psychologists					Not	requir	ed					8	8	8											7	8	8
Prosthetists & orthotists	1	1	2	2	2	2	2	2	2	2	2	2	2	2									1	1	2	2	2
Radiographers	9	9	9	9	9	9	9	9	9	9	9	9	9	9									9	9	9	9	9
Social workers											Ν	lot re	quire	d										(0		
Speech/ Language Ther	3	3	3	3	3	3	3	3	3	3	3	3	3	3									3	3	3	3	3
Total	80	80	81	83	82	82	82	82	82	82	82	92	92	92								0	-	79	89	92	92
		00	00	00	40	40	40	40	40	40	40	40	40	40									FYE	FYE	FYE	FYE	Forecast
Legal Assessors Panel Chair	20 19	20 19	20 19	20 19	42 31	42 30	42 30	42 30	42 30	42 30	42 30	42 29	42 29	42 29									20 19	20	42 29	42 29	
	19	19	19	19	31	30	30	30	30	30	30	29	29	29									19	19	29	29	Total
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Total Number of Dates	707	705	700	704	004	004	040	040	004	047	024	044	000	004		<u>и</u> лин	<u></u>	<u>ици</u>				41N1/A	000	744	000	000	
Total Number of Roles	707	705	706	701	821	821	813	812	804	817	834	841	833	834	### ##	# ###	###	###	### #	### ##	# ###	#N/A	688	744	838	833	861