

Human Resources, Partners – Hayley Graham

Recruitment

Recruitment is currently on going for the following roles:

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

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:

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

Training is also scheduled to take place on:

Type	Role	Date	Attendees
Refresher	Panel Chair	14 June	19
	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.

Panel members and visitors

Panel Members	2012			2013									2014									10/11	11/12	12/13	13/14	13/14					
	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	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	9	11	11	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	4	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	29	29											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	14	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	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	11	11	11	11	11	11	11												13	12	11	11	13	
Biomedical scientists	10	10	10	10	10	10	9	9	8	8	8	8	8	8												12	11	8	8	9	
Chirops & podiatrists	11	11	11	11	11	11	11	11	11	11	11	11	11	11												9	11	11	11	12	
Clinical scientists	13	12	12	12	12	12	12	12	12	12	14	14	14	14												6	6	14	7	7	
Dietitians	8	8	8	8	8	8	8	8	8	8	8	8	8	8												9	8	8	8	8	
Hearing aid dispensers	4	4	4	4	4	4	4	4	4	4	4	4	4	4												3	4	4	4	5	
Independent Prescribers											9	9	9	9														9	9	9	9
Occupational therapists	13	13	12	12	12	12	12	12	12	12	13	13	13	13												12	13	13	13	13	
Operating Dept Practitioner	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	
Paramedics	16	16	16	16	16	16	15	14	14	14	14	14	14	14												15	16	14	14	14	
Physiotherapists	14	14	14	14	14	14	14	14	13	13	13	13	13	13												13	15	13	13	13	
Practitioner psychologists	31	30	29	29	28	28	27	27	27	27	27	27	27	27												30	31	27	27	27	
Prosthetists & orthotists	2	2	4	4	4	4	4	4	4	4	4	4	4	4												2	2	4	4	5	
Radiographers	16	16	16	16	16	16	16	16	16	16	17	17	17	17												15	16	17	17	19	
Social workers/ AMHP	0	0	0	0	23	24	24	24	24	24	28	28	28	28														28	28	28	28
Speech/ Language Ther	10	10	10	10	10	10	10	10	10	10	10	10	10	10												9	10	10	10	10	
Lay members	4	4	4	4	4	4	4	4	4	4	4	4	4	4												4	4	4	4	4	
Total	178	176	176	176	198	199	196	195	192	192	209	209	202	203											166	173	209	202	210		

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Registration Assessors	2012			2013									2014									10/11	11/12	12/13	13/14	13/14								
	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	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										5	5	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	7	7	7										7	7	7	7	7						
Hearing aid dispensers	4	4	4	4	4	4	4	4	4	4	4	4	4	4										4	4	4	4	4						
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10										10	10	10	10	10						
Operating Dept Practitioner	4	4	4	4	4	4	4	4	4	4	4	4	4	4										5	4	4	4	4						
Orthoptists	5	5	5	5	5	5	5	5	5	5	5	5	5	5										5	5	5	5	5						
Paramedics	11	11	11	11	11	11	10	10	9	9	9	9	9	9										11	11	9	9	9						
Physiotherapists	20	20	20	20	20	20	20	20	19	20	20	20	20	20										21	20	20	20	20						
Practitioner psychologists	30	30	30	30	30	30	30	30	29	30	30	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	20	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	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						
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	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	5	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 required								8	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	Not required												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	82	82	92										81	79	89	92	92						
Legal Assessors	20	20	20	20	42	42	42	42	42	42	42	42	42	42										20	20	42	42	42						
Panel Chair	19	19	19	19	31	30	30	30	30	30	30	30	29	29										19	19	29	29	29						
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