

Tribunal Advisory Committee, 29 May 2019

Partner team operational report

Executive summary

1. Introduction

The purpose of this paper is to inform the Committee of the Partner team and its activity, provide statistics on panelist numbers and turnover (overall numbers including Panel Members, Panel Chairs and Legal Assessors), and provide information on upcoming recruitment and training activity.

2. Information system project update

The Partner Portal upgrade will start in August/September 2019 as the decision was made to wait until the newest version will become available (which will be released on 1 October 2019). The Partner team manager is working closely with the Head of Projects to establish a timeline and identify resources.

3. Partner Numbers and Turnover

Appendix A shows the numbers of HCPC partners per month and the correlation of voluntary resignations, eight-year rule and terminations in relation to the total number of partners. We received six resignations in March and April due to retirement or work commitments, and lost nine panel members due to the eight-year rule at the end of March 2019

4. Panelist Recruitment and Training Activity

The table below details the activity for the latest recruitment campaign for panel members.

In February we recruited for FtP registrant panel member including operating department practitioners (ODP), Physiotherapists (PH) and psychologists (PYL) in multiple modalities. Due to insufficient successful candidate for PYLs, we re-ran the successfully campaign and interviewed a further six candidates and appointed two more new partners. These will trained during the same event as the successful candidates recruited in February/March.

5. Recent and planned panelist Recruitment Activity

Role	Number Required	Applicants	Appointed
Panel Member ODP	3	18	3
Panel Member PYL	4	11 (3+8)	4 total (2+2)
Panel Member PH	3-4	13	6

6. Training

Please see below for training activities.

Role	Dates
Legal Assessor (Refresher)	2 May 2019
Panel Member (Refresher)	9 May 2019
Panel Member (Induction)	11 and 12 June 2019
Panel Member (Refresher)	21 June 2019
Panel Chair (Refresher)	26 September 2019
Panel Member (Refresher)	15 October 2019
Panel Member (Refresher)	8 November 2019
Panel Chair (Refresher)	20 November 2019

7. Contract extension, self-assessments and 8-year rule

A total of 78 contract extensions have been completed this year (66 self-assessments and 12 legal assessor extensions) and 27 panel member/chairs contracts came to an end during the financial year 2018/19 (until May 2019).

8. FtP Working Group

The FtP Working Group has met for the 2nd time on 17 May 2019. As part of the meeting, we reviewed a presentation of a 360 online tool and discussed the questions for the performance review.

Please see Annex B for the summary of the meeting and its recommendations to the TAC.

9. Decision

The Committee is asked to note the information provided.

10. Resource Implications

None

11. Financial Implications

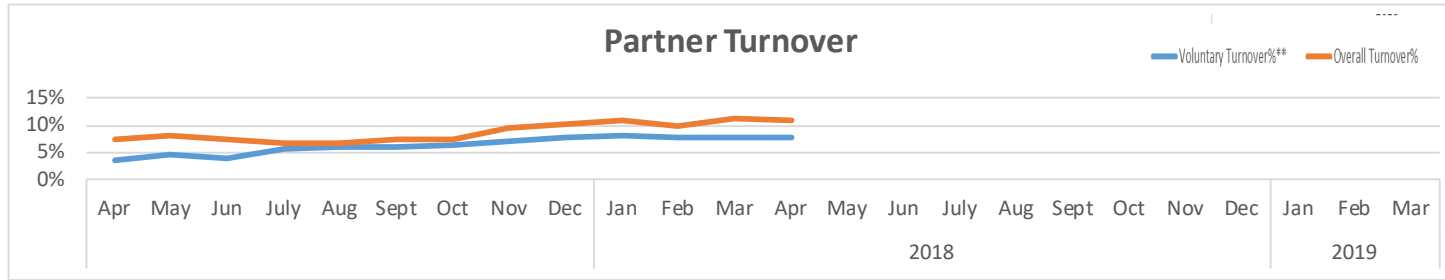
None

12. Appendices

Appendix A – Partner Numbers and turnover 2018 – 2019

13. Date of Paper

21 May 2019



Partner turnover

	2018												2019						18/19	19/20						
	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD
Voluntary Resignations	3	8	0	13	1	3	4	7	5	6	1	3	3												54	3
8-year rule*	0	0	0	0	0	3	0	10	0	0	0	9	0												22	0
Terminations	1	0	0	0	0	0	0	0	0	1	0	0	0												2	0
Total Leavers (Vol & Comp)	4	8	0	13	1	6	4	17	5	7	1	12	3												78	3
Partners	700	692	707	708	694	696	723	706	701	700	707	708	707												704	707
Voluntary Turnover%**	3%	5%	4%	6%	6%	6%	6%	7%	8%	8%	8%	8%	8%												8%	0%
Overall Turnover%	8%	8%	7%	7%	7%	7%	7%	10%	10%	11%	10%	11%	11%												11%	0%

*Including failed renewal assessment

Turnover information does not capture those Partners who move from one role to another or those who leave one role and remain in another

YTD = Year to date