

HUMAN RESOURCES – Larissa Foster

Employee Resourcing

A permanent Finance Manager has been appointed to the Finance Department following interviews on 23rd August 2005. Simon Leicester was successful in gaining the permanent position.

As a consequence of the internal appointment of Catherine Dawson to the position of Communications Officer, a new Events Manager has been appointed to the Communications Department. Philippa Richardson will commence with HPC on Monday 5th September 2005.

A new Education Officer (Joanna Kemp) has been appointed and is due to start in the Education and Policy Department on Monday 5th September 2005.

Following the secondment of Simon Thompson (International Registration Officer) to the Fitness to Practise Department, Sarah Giles has been given a six month contract to fill Simon's substantive position.

Emma Pearce, (former) Team Administrator, Fitness to Practise Department, has been promoted to the position of Case Officer in the same Department. A replacement for the Team Administrator position has been sourced and Emma Bowman will start with HPC in early October.

Zoe Macquire is a new appointment to the newly created position of Hearings Officer, Fitness to Practise Department, and has been with HPC now for two months.

Larissa Foster (formerly employed on a contract basis to the role of Human Resources Manager) was successful in being appointed to the permanent role of Human Resources Manager, Human Resources Department, in July 2005.

A temporary Helpdesk Manager has been contracted to the UK Registrations Department for a period of three months in order to introduce an increased level of performance management and monitoring of work, in the Registrations Departments.

New Employment Contracts

The standard HPC employment contracts have been updated and improved in conjunction with advice provided by the employment lawyers from Kingsley Napley. These will be presented to the Finance and Resources Committee for approval in the September meeting of the Committee.

Management of Sickness and Absence Levels at HPC

Return to work meetings for persistent sick takers have been introduced in August, in order to identify instances of genuine illness that HPC should be aware of and also to address persistent short term sick leave absences. The effectiveness of this is being monitored by HR. All Managers are now being provided with monthly sick leave statistics and monitoring sick leave issues. This is largely through the increased use of "Homer" the Human Resources Information System.

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