

Council, 26 March 2014

Human Resources Report

Executive summary and recommendations

Introduction

This report sets out the main activities of the Human Resources Department since the last meeting of Council. It includes statistical information and highlights key work undertaken.

Decision

The Council is requested to discuss the document.

Background information

None

Resource implications

The resources for the Department are set out in the annual workplan and budget 2013–14.

Financial implications

None

Appendices

Human Resources Report

Date of paper

17 March 2014

Human Resources Department **(including Partners)**

Management Information Pack

Teresa Haskins, Director of Human Resources

March 2014

1 Key points

1.1 Operational work

Recruitment, training, management development and managing the annual pay review and appraisal processes have been the main areas of activity in the HR team in the period under review, in addition to the major IT project referred below. Work on analysing the results of the all employee attitude survey has also progressed and some headline results are provided below.

1.2 Project work

The HR and Partners Systems and Process review project is progressing well, although the procurement stage is taking longer and is more resource intensive than was originally planned. Twelve responses to the PQQ (Pre-Qualification Questionnaire) have been received and work is in progress to complete the main tender document, the ITT (Invitation to Tender). As a reminder, the aim of this project is to carry out a review of current business processes and to select and develop new IT systems to support them. We have completed the process to document detailed requirements across the employees and partners functions and are now in the process of procuring new systems. The procurement is being run under the OJEU (Official Journal of the European Union) tender process and will therefore take around 6 months.

1.3 Employee data (page 10)

Maternity/paternity leave: the level of employees on maternity or paternity leave has increased to 13 in the past month which is 6.3% of all employees.

Employee turnover has shown signs of slowing down during the first quarter of 2014.

Sickness absence: at 2% the percentage of work days lost to sickness is slightly below national average rates across all employment sectors.

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2 Strategic Objective 1

“Recruit and retain high quality people to meet business needs”

2.1 Employee recruitment activity February – March 2014

The employee recruitment function remains busy. Most recent vacancies have arisen as a result of existing employees leaving the organisation or moving to new roles within the organisation.

Vacancies filled:

| Vacancy | Department | New or replacement role | Appointee(s) | Starts in | Internal transfer/ promotion/external appointee |
|----------------------------|-------------------|--------------------------------|---|-------------------------|--|
| Stakeholder Manager | Comms | Replacement | Jonathan Jones | March | Internal |
| Policy Manager | Policy | Replacement | Nicole Cassidy | April | External |
| Case Support Officer | FTP | Replacement | Andrew John | April | Internal |
| Case Team Manager | FTP | Replacement | Catherine Beevis | March | Internal |
| Case Manager (3) | FTP | Replacement | Sharon Hosten Jeremy Tilling Nathalie Nys | April April April | External External External |
| Hearings Officer | FTP | Replacement | Jennifer Pittam | Feb | External |
| Partner Administrator | HR | Replacement | Zahira Salami | March | Internal |
| Team Leader (Registration) | Registration | Replacement | Jenni Thomson | Feb | Internal |

Employee Vacancies in progress

| Post | Department | New/replacement role | Interviews scheduled for |
|----------------------------|------------|----------------------|--------------------------|
| Media & PR Manager | Comms | Replacement | March |
| Management Accountant | Finance | Replacement | April |
| FTP Team Administrator | FTP | Replacement | April |
| Quality Compliance Auditor | BPI | New post | March |
| Senior Project Manager | Projects | New Post | March |
| Registration Advisor (2) | Reg | Replacement | March |

2.2 Partner recruitment activity February – March 2014

We are currently recruiting for the following panel members:

| Dates | Profession | Number required | Number of applications |
|--|-----------------------------------|-----------------|------------------------|
| Campaign 1 Closing date: 3 March 2014 Interview: w/c 14 April | Arts therapists | 3 | 14 |
| | Prosthetist / orthotist | 3 | 4 |
| | Clinical scientists | 7 | 18 |
| | Speech and language therapists | 8 | 26 |
| Campaign 2 Closing date: 30 March Interview: w/c 28 April | Chiropodist & podiatrist | 4 | n/a |
| | Dietician | 3 | |
| | Operating department practitioner | 8 | |
| | Paramedic | 11 | |
| | Hearing aid dispenser | 3 | |

The recruitment of lay panel members, chairs and visitors will commence in April 2014.

3 Strategic objective 2

“Train and develop people.”

3.1 Employee training activity February – March 2014

This has been a busy period for training activity organised by the Human Resources team. In line with the organisational training plan, one and two day courses for groups of employees at all levels have been run in February and March covering the following areas:

Business Writing Skills
Facilitation Skills
Presentation Skills
Project Management

3.2 Partner training activity February – March 2014

Induction training for all new partners recruited from the three current recruitment campaigns detailed in 2.2 above has been arranged to take place on:

| Role | Date |
|--------------|-----------------------|
| Panel member | 22-23 May, 26-27 June |
| Panel chair | 29 June |
| Visitor | 8-9 July |

Refresher training

Two partner refresher training courses were scheduled in February but these have now been rearranged for May to enable more partners to attend. Once these courses have run, it will be possible to produce a report for the 2013/14 financial year comparing numbers of partners who were invited to training with numbers who actually attended. As at mid-March 2014 92% of all partners were up to date with their training requirements.

4 Strategic objective 3

“Encourage and maintain a high performance culture.”

4.1 Management development programme

The new modular Management Development course was launched in January and includes two programmes, one for experienced managers and one for team leaders and aspiring managers. Modules for both programmes ran in February and March. modules 2 and 3 ran in February and March and were attended by around 20 managers.

4.2 Employee appraisals

The deadline for completion of Annual Performance Development Reviews (APDRs) for all employees was 10 March. The HR team is in the process of collating returns and beginning analysis of training and development needs arising from the APDRs.

4.3 Partner appraisals/ Performance Assessment

The following numbers of partners have been assessed to date in the current financial year:

| Role | Appraisals scheduled | Appraisals completed/in progress |
|-----------------------|-----------------------------|---|
| Panel Chair | 15 | 15 |
| Visitor | 14 | 14 |
| Panel Member | 52 | 35 |
| Registration Assessor | 25 | 25 |

Work is in progress to improve appraisal scheduling arrangements for panel members.

5 Strategic objective 4

“Provide a supportive working environment”

5.1 Employee survey

The third HCPC bi annual all employee survey was run in December 2013 with the assistance of an external consultant. All employees were invited to participate and response rates were high at over 80% of employees. Initial analysis of the data has been carried out, a report is being produced and the Executive Management Team will meet in early April to consider the results and agree priorities for next steps.

The initial high-level results are positive. The areas that HCPC employees both value and rate highly include:

- Working relationships with colleagues
- Working relationships and communications with line managers
- Work life balance at the HCPC
- Information sharing, particularly on the intranet
- Annual leave
- Job security

The areas that the EMT would like to look at in more detail to consider what employees are saying include:

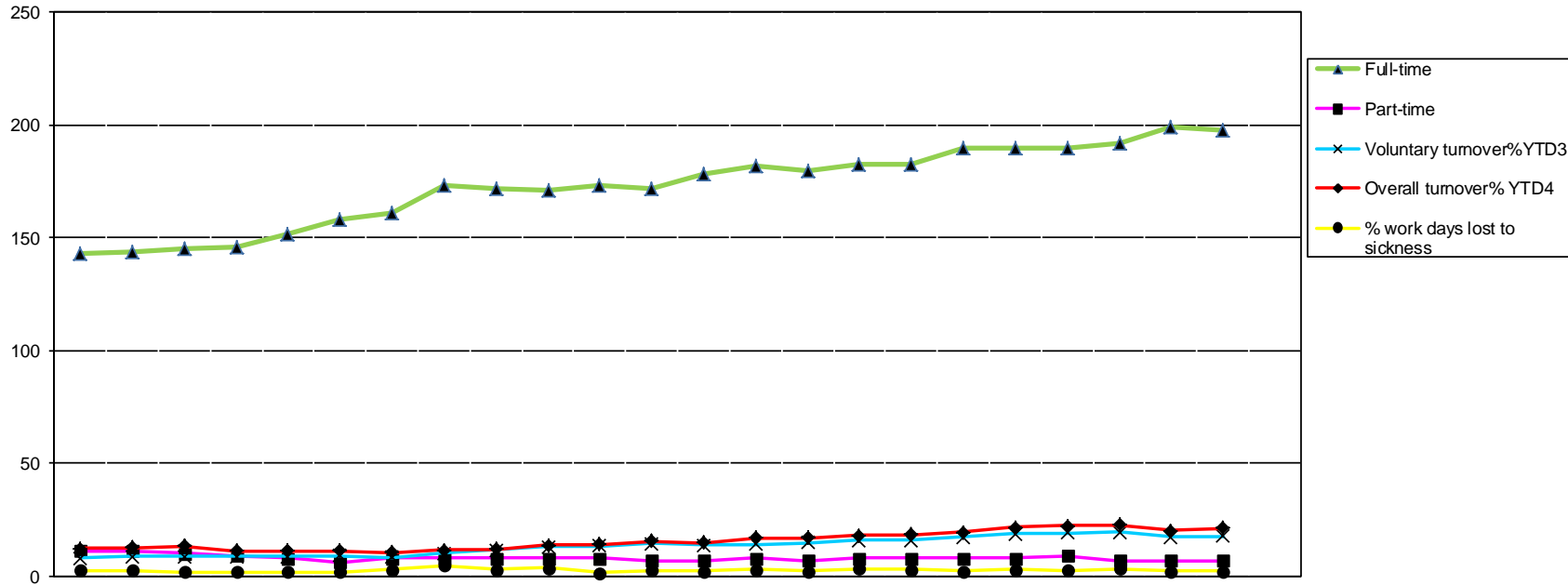
- Pay and benefits
- Career progression
- Workloads and resourcing

6 Strategic objective 6

“Reward people according to their contribution”

6.1 Annual pay review

Work relating to management of the annual pay review took place over February and March. This included analysis of the results of the annual market benchmarking report and provision of information to managers and to the Remuneration Committee. The HR team will be administering any changes to individuals’ pay and issuing letters to all employees following consideration of the 2014-2015 budget by Council.



| | 2013 | | | | | | | | | | | | 2014 | | | | | | | | | | | |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----|
| | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar | Apr | May | Jun | Jul | Aug | Sep | Oct | Nov | Dec | Jan | Feb | Mar |
| EMPLOYEES | | | | | | | | | | | | | | | | | | | | | | | | |
| Budgeted employees | 165 | 165 | 165 | 165 | 186 | 186 | 186 | 186 | 186 | 186 | 186 | 186 | 204 | 204 | 204 | 204 | 204 | 204 | 204 | 204 | 204 | 204 | 204 | 204 |
| Total employees | 154 | 155 | 155 | 155 | 160 | 164 | 169 | 180 | 180 | 179 | 182 | 179 | 185 | 190 | 187 | 191 | 191 | 198 | 198 | 199 | 199 | 206 | 205 | |
| Full-time | 143 | 144 | 145 | 146 | 152 | 158 | 161 | 173 | 172 | 171 | 173 | 172 | 178 | 182 | 180 | 183 | 183 | 190 | 190 | 190 | 192 | 199 | 198 | |
| Part-time | 11 | 11 | 10 | 9 | 8 | 6 | 8 | 8 | 8 | 8 | 8 | 7 | 7 | 8 | 7 | 8 | 8 | 8 | 8 | 9 | 7 | 7 | 7 | |
| FTE | 152 | 153 | 153 | 153 | 159 | 163 | 168 | 180 | 179 | 178 | 180 | 178 | 184 | 189 | 186 | 189 | 189 | 196 | 196 | 197 | 197 | 204 | 203 | |
| Permanent | 146 | 147 | 148 | 148 | 154 | 159 | 166 | 177 | 175 | 173 | 176 | 174 | 180 | 185 | 182 | 185 | 186 | 190 | 190 | 190 | 189 | 195 | 191 | |
| Maternity/paternity leave | 3 | 3 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 6 | 6 | 5 | 5 | 5 | 4 | 9 | 8 | 9 | 10 | 12 | 13 | |
| Fixed-Term Contracts | 8 | 8 | 7 | 7 | 6 | 5 | 3 | 3 | 5 | 6 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | 8 | 8 | 9 | 10 | 9 | 12 | |
| Starters (permanent) | 0 | 2 | 2 | 1 | 7 | 4 | 4 | 11 | 1 | 2 | 4 | 1 | 6 | 7 | 1 | 4 | 2 | 8 | 2 | 3 | 2 | 8 | 2 | |
| Starters (fixed-term) | 2 | 1 | 0 | 0 | 0 | 1 | 1 | 3 | 2 | 1 | 0 | 0 | 1 | 1 | 3 | 2 | 1 | 3 | 2 | 2 | 2 | 0 | 1 | |
| Voluntary resignations¹ | 1 | 2 | 1 | 1 | 2 | 1 | 1 | 3 | 3 | 4 | 2 | 3 | 0 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 0 | 3 | |
| Compulsory leavers ² | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | |
| Total leavers (vol. & comp.) | 1 | 2 | 2 | 1 | 2 | 1 | 1 | 3 | 3 | 4 | 2 | 4 | 0 | 6 | 3 | 3 | 3 | 4 | 5 | 5 | 4 | 0 | 4 | |
| Voluntary turnover%YTD³ | 8 | 9 | 9 | 9 | 9 | 9 | 8 | 10 | 12 | 13 | 13 | 14 | 14 | 14 | 15 | 16 | 16 | 17 | 19 | 19 | 19 | 17 | 18 | |
| Overall turnover% YTD ⁴ | 12 | 13 | 13 | 11 | 11 | 11 | 10 | 11 | 12 | 13 | 14 | 16 | 15 | 17 | 17 | 18 | 18 | 20 | 21 | 22 | 23 | 20 | 21 | |
| Agency days | 60 | 124 | 204 | 434 | 573 | 501 | 588 | 847 | 468 | 122 | 100 | 104 | 126 | 142 | 156 | 155 | 147 | 140 | 222 | 178 | 195 | 211 | 204 | |
| % work days lost to sickness | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 5 | 3 | 4 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | |
| Average sick-days YTD | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 12 | 12 | 12 | 12 | 7 | 7 | 7 | 7 | 8 | 8 | 8 | 8 | 7 | 7 | 7 | 7 | |
| Sick-days | 84 | 88 | 60 | 58 | 59 | 71 | 112 | 183 | 114 | 146 | 63 | 102 | 84 | 111 | 84 | 139 | 117 | 96 | 125 | 105 | 112 | 96 | 98 | |
| Occ. Health Referrals | 3 | 4 | 1 | 4 | 1 | 2 | 1 | 4 | 4 | 4 | 3 | 4 | 1 | 1 | 2 | 1 | 1 | 3 | 2 | 0 | 0 | 1 | 0 | |

| | 09/10 FYE | 10/11 FYE | 11/12 FYE | 12/13 FYE | 13/14 YTD |
|---|--------------|--------------|--------------|--------------|--------------|
| Budgeted employees | 132 | 144 | 148 | 186 | 204 |
| Total employees | 136 | 142 | 153 | 179 | 205 |
| Full-time | 124 | 131 | 143 | 173 | 198 |
| Part-time | 5 | 11 | 10 | 7 | 7 |
| FTE | 127 | 140 | 151 | 178 | 203 |
| Permanent | 126 | 134 | 142 | 174 | 189 |
| Maternity/paternity leave | 3 | 1 | 3 | 6 | 13 |
| Fixed-Term Contracts | 3 | 8 | 11 | 5 | 12 |
| Starters (permanent) | 37 | 15 | 4 | 86 | 45 |
| Starters (fixed-term) | 8 | 10 | 24 | 30 | 18 |
| Voluntary resignations¹ | 22 | 10 | 13 | 24 | 31 |
| Compulsory leavers ² | 3 | 5 | 6 | 2 | 6 |
| Total leavers (vol. & comp.) | 25 | 15 | 19 | 26 | 37 |
| Voluntary turnover%YTD³ | 16 | 7 | 9 | 14 | 18 |
| Overall turnover% YTD ⁴ | 20 | 11 | 13 | 16 | 21 |
| Agency days | 1385 | 360 | 568 | 6053 | 1874 |
| % work days lost to sickness | 3 | 2 | 2 | 2 | 3 |
| Average sick-days YTD | 7 | 7 | 6 | 9 | 7 |
| Sick-days | 943 | 843 | 819 | 2370 | 1169 |
| Occ. Health Referrals | 10 | 13 | 15 | 47 | 12 |

¹ **Voluntary Resignations:** Includes resignations of permanent employees, or resignations of fixed term employees prior to the end of their contract
² **Compulsory Leavers:** Records leavers except for resignations. Includes expiries of fixed term contracts, redundancies, dismissals,
³ **Voluntary Turnover YTD:** Shows the year to date turnover percentage (last twelve months) for resignations only
⁴ **Overall Turnover:** Shows the year to date turnover (last twelve months) for all leavers - voluntary and compulsory

FTE Full-time equivalent
YTD Year to Date
FYE Final Year End

| Health and Care Professions Council | | | Partner Statistics Report April 2012 - March 2014 | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------------------|------------|------------|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-----|------------|------------|------------|------------|------------|
| 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 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 6 | 8 | | 9 | 6 | 6 | 8 | 10 |
| Biomedical scientists | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 8 | 10 | 10 | 9 | 9 | 9 | 9 | 9 | 12 | | 12 | 9 | 9 | 12 | 9 |
| Chirops & podiatrists | 12 | 12 | 12 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 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 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 13 | | 18 | 12 | 12 | 13 | 12 |
| Dietitians | 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 | 8 |
| Hearing aid dispensers | 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 | 9 |
| Occupational therapists | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 11 | 11 | 10 | 10 | 10 | 10 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | | 10 | 10 | 10 | 12 | 10 |
| Operating Dept Practitioner | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | | 8 | 13 | 13 | 12 | 13 |
| Orthoptists | 6 | 6 | 6 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 6 | 5 | | 6 | 5 | 5 | 5 | 5 |
| Paramedics | 18 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 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 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | 16 | | 25 | 24 | 24 | 16 | 18 |
| Practitioner psychologists | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 28 | 28 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | 26 | | 28 | 29 | 29 | 26 | 28 |
| Prosthetists & Orthotists | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 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 | 14 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 16 | | 15 | 14 | 14 | 16 | 14 |
| Social workers | 0 | 0 | 0 | 0 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 34 | 33 | 31 | 31 | 31 | 31 | 31 | 31 | 31 | | | 34 | 34 | 31 | 34 |
| Speech/ Language Ther | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 15 | 15 | 15 | 15 | 15 | 15 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | | 9 | 15 | 15 | 13 | 15 |
| Lay members | 48 | 47 | 47 | 47 | 62 | 62 | 60 | 60 | 59 | 58 | 58 | 57 | 57 | 57 | 56 | 56 | 56 | 55 | 55 | 55 | 55 | 55 | 55 | | 50 | 57 | 57 | 55 | 57 |
| Total | 240 | 240 | 240 | 234 | 280 | 280 | 277 | 277 | 276 | 283 | 283 | 281 | 280 | 280 | 278 | 267 | 266 | 266 | 264 | 264 | 264 | 265 | 272 | | 237 | 281 | 281 | 272 | 278 |
| Visitors | | | | | | | | | | | | | | | | | | | | | | | FYE | FYE | FYE | YTD | Forecast | | |
| Arts therapists | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 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 | 9 | 7 | 7 | 7 | 7 | 7 | 7 | 9 | | 12 | 11 | 8 | 9 | 9 | |
| Chirops & podiatrists | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 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 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 8 | | 6 | 6 | 14 | 8 | 7 | |
| Dietitians | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 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 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | | 3 | 4 | 4 | 5 | 5 | |
| Independent Prescribers | | | | | | | | | | | | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | | | | 9 | 9 | 9 |
| Occupational therapists | 13 | 13 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 12 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 12 | | 12 | 13 | 13 | 12 | 13 | |
| Operating Dept Practitioner | 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 | 4 | 4 | 4 | |
| Paramedics | 16 | 16 | 16 | 16 | 16 | 15 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 14 | | 15 | 16 | 14 | 14 | 14 | |
| Physiotherapists | 14 | 14 | 14 | 14 | 14 | 14 | 14 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 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 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 27 | 27 | | 30 | 31 | 27 | 27 | 27 |
| Prosthetists & orthotists | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 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 | 17 | 17 | 17 | 17 | 17 | 15 | 15 | 15 | 18 | | 15 | 16 | 17 | 18 | 19 |
| Social workers/ AMHP | 0 | 0 | 0 | 0 | 23 | 24 | 24 | 24 | 24 | 24 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 28 | 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 | 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 | 3 | 3 | 3 | 3 | | 4 | 4 | 4 | 3 | 4 |
| Total | 178 | 176 | 176 | 176 | 198 | 199 | 196 | 195 | 192 | 192 | 209 | 209 | 202 | 203 | 204 | 202 | 202 | 202 | 202 | 199 | 198 | 198 | 204 | | 166 | 173 | 209 | 204 | 210 |

| Registration assessors and CPD assessors | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------------|------------|------------|-----------------|------------|------------|
| 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 | 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 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 13 | 14 | |
| Chirops & podiatrists | 6 | 6 | 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 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 | 26 | 25 | 24 | 23 | 23 | 23 | 23 | 23 | 22 | 21 | 25 | 25 | 22 | 26 | |
| Dietitians | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 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 | 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 | 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 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | |
| Orthoptists | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | |
| Paramedics | 11 | 11 | 11 | 11 | 11 | 11 | 10 | 10 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | |
| Physiotherapists | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 19 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 20 | 19 | 19 | 18 | 21 | 20 | 20 | 18 | 20 | | |
| Practitioner psychologists | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 29 | 30 | 30 | 30 | 30 | 30 | 32 | 32 | 32 | 31 | 31 | 30 | 30 | 27 | 24 | 30 | 30 | 27 | 31 | | |
| Prosthetists & orthotists | 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 | 3 | |
| Radiographers | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 15 | 16 | 15 | 15 | 15 | 15 | | |
| Social workers | 0 | 0 | 0 | 0 | 20 | 20 | 20 | 20 | 20 | 21 | 21 | 21 | 21 | 21 | 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 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 9 | 10 | |
| Total | 170 | 170 | 170 | 169 | 188 | 188 | 186 | 186 | 182 | 188 | 188 | 188 | 188 | 188 | 187 | 186 | 184 | 184 | 182 | 182 | 177 | 165 | 172 | 188 | 177 | 190 | | | |
| CPD Assessors | | | | | | | | | | | | | | | | | | | | | | | FYE | FYE | FYE | FYE | Forecast | | |
| Arts therapists | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 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 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | | |
| Chirops & Podiatrists | 12 | 12 | 12 | 12 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 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 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 2 | 2 | 2 | 0 | 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 | 3 | 3 | 3 | 3 | | |
| Hearing aid dispensers | | | | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 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 | 10 | 10 | 9 | 9 | 9 | 10 | 10 | 10 | 9 | 10 | |
| Operating Dept Practitioner | 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 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 7 | 6 | 5 | 5 | 7 | 7 | 7 | | |
| Physiotherapists | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 11 | 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 | 8 | 8 | 8 | 8 | 8 | 8 | 8 | | | 7 | 8 | 8 | | |
| Prosthetists & orthotists | 1 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 1 | 1 | 2 | 2 | 2 | 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 | | |
| 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 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | | |
| Total | 80 | 80 | 81 | 83 | 82 | 82 | 82 | 82 | 82 | 82 | 82 | 92 | 92 | 92 | 92 | 91 | 91 | 91 | 91 | 90 | 90 | 89 | 0 | 81 | 79 | 89 | 89 | | |
| Legal Assessors | | | | | | | | | | | | | | | | | | | | | | | FYE | FYE | FYE | FYE | Forecast | | |
| Legal Assessors | 20 | 20 | 20 | 20 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 42 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 40 | 20 | 20 | 42 | 40 | 42 | | |
| Panel Chair | 19 | 19 | 19 | 19 | 31 | 30 | 30 | 30 | 30 | 30 | 30 | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 29 | 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 | 833 | 818 | 815 | 814 | 810 | 807 | 803 | 804 | 811 | #N/A | 688 | 744 | 838 | 811 | 841 |