

Employee Resourcing

With the 2008/2009 budget approved, we have been advertising newly approved posts which are part of the budget and contained within the workplan for the Human Resources Department.

We have advertised three newly created posts in the Fitness to Practise Department. One Case Officer has been appointed with Grant Edgeworth receiving a promotion from his post of Fitness to Practise Team Administrator. The Team Administrator post that was vacated by Grant was advertised and filled internally by Corrado Palmas, previously a Registration Advisor. We have also advertised two new posts for Scheduling Officers. An external candidate, Rachel Bull was successful for one of the posts and the remaining post is being interviewed for on 14 April. Due to the internal promotion of Victoria Adams, previously a Hearings Officer, to the post of Case Manager (a vacancy created due to another internal promotion), we will now need to advertise the post of Hearings Officer. The third Lead Case Manager vacancy was re-advertised and an external candidate, Paul Robson, was successful and will start in May. Gemma Lee, a Case Officer has resigned and this post will also be advertised within the next fortnight.

All remaining Registration Advisor vacancies have now been filled following several days of interviewing. This includes six newly approved posts as part of the new budget year, two contract maternity cover posts and replacements for Jameel Anwar and Corrado Palmas, who were recently promoted to the Fitness to Practise Department. All successful appointees start

during April 2008. As Mark Potter, Customer Services Manager has been seconded to the Communications Department as CPD Manager for one year, a twelve month contract vacancy for his substantive post was advertised. Tyrone Reid, an external candidate, was successful in being appointed to this post and will commence on 22 April.

Newly approved posts in the Education – Approvals and Monitoring Department will not be advertised until later in the year as the workload in this area will increase only at the point when the Applied Psychologists come on to the HPC Register.

Philippa Richardson, Publications Manager from the Communications Department has resigned. Her post has been advertised and Jacqueline Ladds will be coming in for a day from her maternity leave to interview for a replacement person on 29 April.

Information and Consultation of Employees Regulations 2004

The department has spent time over the past month researching these regulations in order to ascertain whether they apply to the HPC. HPC's external human resources advisors have advised that they believe the regulations do not apply to the HPC because the regulations are intended to apply to organisations that undertake an economic activity, even when that economic activity is not for gain. Our advisors do not believe that the HPC's function as a health regulator fits with this definition.

We have however written to the Department for Business Enterprise and Regulatory Reform to confirm whether or not the

regulations do apply to the HPC, as previous correspondence from them indicates that they believe the regulations may apply. We will provide a further update to the Committee at the next meeting.

Planning for 2008/2009

The Department spent a day in March planning the workload over the year ahead so that all recruitment, training and project needs could be met in a timely fashion and in accordance with the workplan.

It was agreed that in April and May we would commence work on the exit interview report (findings of which will be given at the next Finance and Resources Committee meeting), complete CRB checks for any newly employed Fitness to Practise employees, collate training needs as a result of the performance reviews, set up disciplinary training for new managers in May, and work on the report on Equality and Diversity matters for the Finance and Resources Committee to consider in July.

