

Employee Resourcing

Policy

Interviews took place on 4th August for the new two-year fixed term post of Senior Policy Manager, but unfortunately no appointment was made. Work requirements were reassessed and the post has been re-advertised at the more junior level of Policy Manager. Interviews will take place on 11th September.

Education

Ruth Wood, currently Education Administrator, was appointed to the post of Education Officer following interviews on 12th August. Ruth will start her new role from 28th September.

Recruitment for the resulting Education Administrator vacancy is currently in progress, with interviews due to take place on 24th September.

Fitness to Practice

Two vacancies for the post of Case Manager arose as a result of the resignations of Nick Grassby and Emily Palmer.

Delwyn King and Joanna Power were appointed following interviews on 20th August, and are due to start work at the HPC in September.

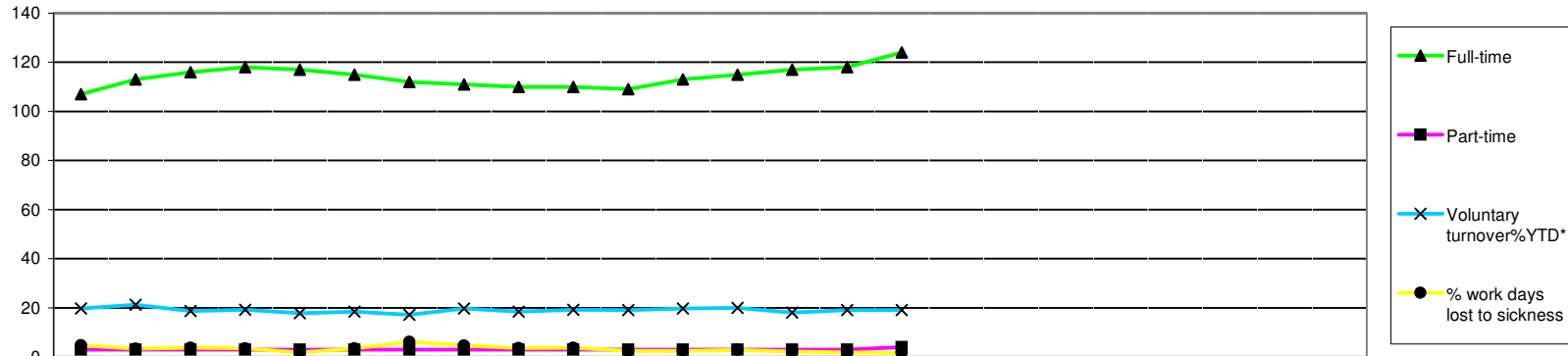
Registration

Recruitment is currently in progress for two Registration Adviser vacancies. One vacancy is due to a resignation and the other results from the approval of part-time working arrangements for two other Registration employees.

Other HR Activities

Employee Consultation Arrangements

Elections were held in late July, and six employee representatives have now been appointed to the new employee consultation group. Training of employee and management representatives will take place on 17th and 25th September, and the first meeting of the group is likely to take place in October.



	2008			2009									2010									2005/6	2006/7	2007/8	2008/9	09/10			
	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	FYE	YTD
EMPLOYEES																													
Budgeted employees	124	124	124	124	124	124	124	124	124	124	124	124	132	132	132	132	132	132	132	132	132	132	132					124	132
Total employees	110	116	119	121	120	118	115	114	113	113	112	116	118	120	121	128									78	79	107	116	128
Full-time	107	113	116	118	117	115	112	111	110	110	109	113	115	117	118	124									73	75	104	113	124
Part-time	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4								5	4	3	3	4	
FTE	109	115	118	120	119	117	114	113	112	112	111	112	117	119	120	126									76	77	106	115	126
Permanent	106	110	113	116	116	114	111	111	110	110	109	113	115	116	117	122								74	78	101	113	122	
Starters (permanent)	6	7	4	3	0	0	1	0	4	1	5	5	4	5	1	5								6	46	42	36	15	
Leavers (permanent)	3	3	1	1	2	2	1	6	0	1	1	1	1	1	2	0								3	20	17	22	4	
Voluntary turnover%YTD*	20	21	19	19	18	18	17	20	18	19	19	20	20	18	19	19								*	30	26	19	19	
Overall turnover% YTD*	19	20	18	20	18	19	18	21	21	21	21	22	20	18	19	19												20	19
Fixed-Term Contracts	4	6	8	5	4	4	4	4	3	3	3	4	4	4	4	6								4	1	5	4	6	
Starters (fixed-term)	0	3	2	0	0	0	0	0	0	0	1	1	0	0	0	3													3
Leavers (fixed-term)	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	1												1	
Agency days	199	253	69	27	44	58	59	66	75	75	112	112	77	33	34	30								95	2590	2742	1149	174	
% work days lost to sickness	5	3	4	3	2	3	6	5	4	4	2	2	3	2	2	1								*	4	3	4	2	
Average sick-days YTD	8.5	8.3	8.1	7.7	7.1	7.2	7.5	7.5	7.8	7.7	7.3	7.3	7.1	6.9	6.7	6.4												8	7
Sick-days	88	67	76	71	36	70	119	88	68	71	46	48	65	50	46	44								846	795	777	847	205	
O.H. Refs	2	1	2	1	4	3	2	3	1	3	4	1	1	0	0	1								0	18	19	27	2	

* **Voluntary Turnover:** This figure records voluntary resignations only and excludes leavers due to expiries of fixed term contracts, redundancies, dismissals, & compulsory retirements. Prior to April 2009 only expiries of fixed term contracts were excluded

* **Overall Turnover:** this figure records turnover for all leavers, collected from April 2008 onwards

FTE: Full-time equivalent **O.H.Refs:** Occupational health referrals