

Human Resources, Partners – Kathryn Neuschafer

Recruitment

The following roles have been filled since the last report;

- Five Operating Department Practitioner panel members
- One Prosthetist and Orthotist panel member
- Four Arts Therapist visitors (2 x arts, 1 x drama and 1 x music therapist).
- Practitioner Psychologist visitors (1 x educational and 1 x occupational psychologist).
- Four registration assessor practitioner psychologists (1 x health, 1 x counselling, 1 x forensic and 1 x educational).

Unfilled roles from recent recruitment include registration assessor practitioner psychologist (counselling and health modalities) and five prosthetist and orthotist panel members.

Interviews are scheduled for the week commencing 13 June for visitor roles across multiple professions and a P&O panel member following a mail out of the vacancies to all registrants.

We are currently recruiting for the unfilled practitioner psychologist roles from previous campaigns and for the vacancies that have been created through the practitioner psychologist agreement renewals.

Training

Six new registration assessors attended training on 8 April. Eighteen new panel members attended induction training on 12 May 2011. Sixteen panel chairs attended refresher training on 7 June. There is a registration assessor refresher training session scheduled for psychologists on 16 June 2011.

Partner Appraisal and Assessment

Six panel chairs and thirty-seven panel members recently underwent a self assessment in line with their agreement renewals. All panel chairs were successful in this process. Four panel members profiles failed to demonstrate an adequate understanding and application of the competencies resulting in non renewal of their agreement.

Partner Resignations

There was one registration assessor resignation during April. In addition to the above non agreement renewals, there was one lay panel member resignation and one registration assessor termination in May.

Team Information

Kathryn Neuschafer will be commencing maternity leave on 21 June for twelve months. Hayley Graham has been appointed as the Acting Partner Manager and will commence in the post on July 11.

esignations & Training Report April 2010 - March 2012

	2010												2011												2012												10/11	11/12	12/13
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD	YTD	YTD
Panel members																																							
PM new appointments	9	0	1	1	0	11	1	0	19	0	0	10	6	0	52	6																							
Resignations/Terminations	21	1	1	7	0	0	0	0	1	0	0	1	0	5	32	5																							
Total Number Trained	204	204	204	198	198	204	205	210	225	225	225	224	224	237	224	237																							
Awaiting training	0	0	0	0	0	5	5	0	3	3	3	13	19	1	13	1																							
Visitors																																							
VI new appointments	4	0	0	0	0	5	5	0	1	0	0	0	9	0	15	9																							
Resignations/Terminations	3	0	3	8	0	0	0	1	1	1	1	0	0	0	18	0																							
Total Number Trained	172	172	169	161	161	161	161	160	159	164	163	163	163	163	163	163																							
Awaiting training	3	3	3	3	3	8	8	8	9	3	3	3	12	12	3	12																							
Registration assessors																																							
RA new appointments	5	0	1	2	0	3	1	2	1	0	0	0	4	0	15	4																							
Resignations/Terminations	4	2	5	7	1	0	0	0	2	0	0	0	1	1	21	2																							
Total Number Trained	170	168	164	161	160	163	164	166	164	164	164	164	164	167	164	167																							
Awaiting training	2	2	2	0	0	0	0	0	1	1	1	1	4	0	1	0																							
CPD assessors																																							
CPD new appointments	5	1	0	0	0	0	0	0	0	0	0	0	0	0	6	0																							
Resignations/Terminations	0	0	0	1	0	0	0	0	0	1	1	0	0	1	3	1																							
Total Number Trained	81	82	82	81	81	82	82	82	82	81	81	81	81	80	81	80																							
Awaiting training	1	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0																							
Legal Assessors																																							
LA new appointments	0	11	0	0	0	0	0	0	0	0	0	0	0	0	11	0																							
Resignations/Terminations	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2	0																							
Total Number Trained	10	21	21	21	21	21	21	21	20	20	20	20	20	20	20	20																							
Awaiting training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																							
Panel Chairs																																							
Panel Chair new appointments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																							
Resignations/Terminations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																							
Total Number Trained	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19																							
Awaiting training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																							

Partner Appraisals Record

Role	2011												2012												11/12 YTD	
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar		
Panel members																										
Target	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8		
Appraisals scheduled	8	8	8																						24	
Visitors																										
Target	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*		
Appraisals scheduled	5	12																						17		
*eligible visitors in line with Visit Schedule and Annual Monitoring Days																										
Registration assessors																										
Target	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10			
Appraisals scheduled	8	12																						20		
Panel Chairs																										
Target	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**			
Appraisals scheduled		3	2	3																						8
**19 Panel Chairs from Apr 2011-March 2012																										

Health Professions Council

Partner Breakdown Report April 2010 - March 2012

Human Resources Department

NB the volumes for panel members, visitors, registration assessors and CPD assessors include some partners performing several roles

Panel members and visitors

Panel Members	2010			2011												2012						09/10	10/11	11/12	11/12			
	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	YTD	YTD	Forecast
Arts therapists	8	8	8	9	9	9	9	9	9	9	9	9	9	9											8	9	9	9
Biomedical scientists	13	13	13	12	12	12	12	12	12	12	12	12	12	12											14	12	12	14
Chirops & podiatrists	6	6	6	6	6	12	12	12	12	12	12	12	12	12											8	12	12	13
Clinical scientists	21	20	20	18	18	18	18	18	18	18	18	18	18	18											25	18	18	18
Dietitians	4	4	4	3	3	8	8	8	8	8	8	8	8	8											5	8	8	6
Hearing aid dispensers+	10	10	9	9	9	9	9	9	9	9	9	9	9	9												9	9	10
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10											10	10	10	10
ODPs	9	9	9	8	8	8	8	8	8	8	8	8	8	8											10	8	13	15
Orthoptists	3	3	3	3	3	3	3	3	3	6	6	6	6	6											6	6	6	6
Paramedics	14	14	15	15	15	15	16	16	16	16	16	15	15	15											15	15	15	16
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	25	25											27	25	25	27
Practitioner psychologists	28	28	28	28	28	28	28	28	28	28	28	28	28	23											28	28	23	25
Prosthetists & orthotists	4	4	4	3	3	3	3	3	3	3	3	3	4	4											6	3	4	6
Radiographers	15	15	15	15	15	15	15	15	15	15	15	15	15	15											17	15	15	17
SLTs	9	9	9	9	9	9	9	9	9	9	9	9	9	9											10	9	9	11
Lay members	26	26	26	25	25	25	25	25	40	40	40	50	50	49											27	50	49	40
Total	205	204	204	198	198	209	210	210	228	228	228	237	243	237	0	0	0	0	0	0	0	0	0	0	216	237	237	243
Visitors	2010			2011												2012						FYE	FYE	YTD	Forecast			
Arts therapists	14	14	14	13	13	13	13	13	13	13	13	13	18	18											14	13	18	15
Biomedical scientists	12	12	12	12	12	12	12	12	12	12	12	12	12	12											12	12	12	11
Chirops & podiatrists	9	9	9	9	9	11	11	11	10	9	9	9	9	9											9	9	9	10
Clinical scientists	8	8	7	6	6	6	6	6	6	6	6	6	6	6											9	6	6	5
Dietitians	8	8	7	6	6	9	9	9	9	9	9	9	9	9											8	9	9	9
Hearing aid dispensers+	4	4	3	3	3	3	3	3	3	3	3	3	4	4												3	4	4
Occupational therapists	14	14	14	12	12	12	12	12	12	12	12	12	14	14											15	12	14	16
ODPs	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											5	4	4	2
Paramedics	16	16	16	15	15	15	15	15	15	15	15	15	15	15											16	15	15	16
Physiotherapists	13	13	13	13	13	13	13	13	13	13	13	13	13	13											13	13	13	15
Practitioner psychologists	29	29	29	29	29	29	29	29	29	30	30	30	31	31											29	30	31	32
Prosthetists & orthotists	4	4	4	4	4	4	4	3	3	3	2	2	2	2											4	2	2	3
Radiographers	16	16	16	15	15	15	15	15	15	15	15	15	15	15											16	15	15	13
SLTs	10	10	10	9	9	9	9	9	9	9	9	9	9	9											10	9	9	10
Lay members	4	4	4	4	4	4	4	4	4	4	4	4	4	4											4	4	4	4
Total	175	175	172	164	164	169	169	168	168	167	166	166	175	175	0	0	0	0	0	0	0	0	0	0	174	166	175	175

+ Hearing aid dispensers section of register opened 1st April 2010

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Registration Assessors	2010			2011									2012									09/10	10/11	11/12	11/12			
	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	YTD	YTD	Forecast
Arts therapists	6	6	6	6	6	6	6	6	6	6	6	6	6	6											6	6	6	6
Biomedical scientists	16	16	16	15	15	15	15	15	15	15	15	15	15	15											16	15	15	16
Chirops & podiatrists	5	5	5	5	5	5	5	6	6	6	6	6	6	6											5	6	6	5
Clinical scientists	22	22	20	21	21	22	22	22	21	21	21	21	21	21											23	21	21	18
Dietitians	7	7	7	5	5	7	7	7	7	7	7	7	7	7											7	7	7	8
Hearing aid dispensers	5	5	4	4	4	4	4	4	4	4	4	4	4	4												4	4	5
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10											11	10	10	11
ODPs	4	4	4	4	4	4	5	5	5	5	5	5	5	5											4	5	5	4
Orthoptists	5	5	5	5	5	5	5	5	5	5	5	5	5	5											5	5	5	5
Paramedics	12	12	11	10	10	10	10	11	11	11	11	11	11	11											13	11	11	13
Physiotherapists	21	21	21	21	21	21	21	21	21	21	21	21	21	21											22	21	21	22
Practitioner psychologists	26	24	24	24	23	23	23	23	24	24	24	24	27	25											26	24	25	25
Prosthetists & orthotists	5	5	5	4	4	4	4	4	3	3	3	3	3	3											5	3	3	3
Radiographers	16	16	16	16	16	16	16	16	16	16	16	16	16	16											16	16	16	16
SLTs	12	12	12	11	11	11	11	11	11	11	11	11	11	11											12	11	11	12
Total	172	170	166	161	160	163	164	166	165	165	165	165	168	166	0	0	0	0	0	0	0	0	0	0	171	165	166	169
CPD Assessors																									FYE	FYE	YTD	Forecast
Arts therapists	2	3	3	3	3	3	3	3	3	3	3	3	3	3											0	3	3	2
Biomedical scientists	8	8	8	8	8	8	8	8	8	8	8	8	8	8											8	8	8	8
Chirops & Podiatrists	13	13	13	13	13	13	13	13	13	12	12	12	12	12											13	12	12	13
Clinical scientists	2	2	2	2	2	2	2	2	2	2	2	2	2	2											2	2	2	2
Dietitians	3	3	3	3	3	3	3	3	3	3	3	3	3	3											0	3	3	3
Hearing aid dispensers+	Not required												Not required															
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10											10	10	10	10
ODPs	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
Paramedics	6	6	6	6	6	6	6	6	6	6	6	6	6	5											6	6	5	6
Physiotherapists	12	12	12	12	12	12	12	12	12	12	12	12	12	12											12	12	12	12
Practitioner psychologists	Not required												Not required															
Prosthetists & orthotists	2	2	2	1	1	1	1	1	1	1	1	1	1	1											2	1	1	2
Radiographers	9	9	9	9	9	9	9	9	9	9	9	9	9	9											9	9	9	9
SLTs	3	3	3	3	3	3	3	3	3	3	3	3	3	3											3	3	3	3
Total	82	83	83	82	82	82	82	82	82	81	81	81	81	80										77	81	80	82	
Legal Assessors	10	21	21	21	21	21	21	21	20	20	20	20	20	20										10	20	20	19	
Panel Chair	19	19	19	19	19	19	19	19	19	19	19	19	19	19										19	19	19	19	
Total Number of Roles																									667	688	697	707

+ Hearing aid dispensers section of register opened 1st April 2010