

Human Resources, Partners – Hayley Graham

Recruitment

The following roles have been filled since the last report;

- Seven visitors (physiotherapists x 2; speech/language therapist x 1; paramedic x 1; chiroprodists/podiatrists x 2; radiographer x 1)
- Six panel members (prosthetist/orthotist x 1; psychologists x 5 from various divisions)
- Eight registration assessors (all psychologists from various divisions)

Four panel member positions and one visitor position remain unfilled from the prosthetist/orthotist profession.

Advertising will shortly commence for paramedic panel members, hearing aid dispensers and prosthetists/orthotists CPD assessors, and art therapists (drama) registration assessors and CPD assessors.

Advertising also commences for approximately 90 social worker partners in September. A number of Council/Committee members have made themselves available to assist with the task of short-listing and interviews which will be taking place throughout October 2011 until January 2012 in the first instance.

Training

Eighteen new visitors attended induction training on 20 July 2011. Twenty-one psychologist registration assessors attended a refresher training session held on 16 June 2011. Induction training has been scheduled for the eight newly recruited psychology assessors to take place on 22 September 2011.

Others partners who have attended refresher training sessions include 19 panel members, 14 legal assessors and 24 registration assessors.

Refresher training sessions will be taking place between September and December this calendar year.

Partner Appraisal

The following numbers of partners have been scheduled to undertake appraisals this year to date:

- Panel Chairs – 14
- Panel members – 35
- Visitor – 26
- Registration Assessors – 48

Partner Resignations

Since the last report we have received resignations from two visitors and four registration assessors. One registration assessor was terminated and one panel member has a fitness to practice allegation being investigated.

Team Information

Hayley Graham commenced her role as Partner Manager in July. The Partners function underwent an external audit by Mazars in August 2011, and we are currently awaiting the formal results.

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	1	4																									52	11				
Resignations/Terminations	21	1	1	7	0	0	0	0	1	0	0	1	0	5	0	1																											32	6		
Total Number Trained	204	204	204	198	198	204	205	210	225	225	225	224	224	237	238	237																											224	237		
Awaiting training	0	0	0	0	0	5	5	0	3	3	3	13	19	1	1	4																												13	1	
Visitors																																														
VI new appointments	4	0	0	0	0	5	5	0	1	0	0	0	9	0	7	0																										15	16			
Resignations/Terminations	3	0	3	8	0	0	0	1	1	1	1	0	0	0	1	2																												18	3	
Total Number Trained	172	172	169	161	161	161	161	160	159	164	163	163	163	163	163	176																											163	163		
Awaiting training	3	3	3	3	3	8	8	8	9	3	3	3	12	12	19	4																												3	12	
Registration assessors																																														
RA new appointments	5	0	1	2	0	3	1	2	1	0	0	0	4	0	0	8																											15	12		
Resignations/Terminations	4	2	5	7	1	0	0	0	2	0	0	0	1	1	4	1																											21	7		
Total Number Trained	170	168	164	161	160	163	164	166	164	164	164	164	164	167	162	160																											164	167		
Awaiting training	2	2	2	0	0	0	0	0	1	1	1	1	4	0	0	8																												1	0	
CPD assessors																																														
CPD new appointments	5	1	0	0	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	0	0																											3	1		
Total Number Trained	81	82	82	81	81	82	82	82	82	81	81	81	81	80	80	80																											81	80		
Awaiting training	1	1	1	1	1	0	0	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	0	0																										11	0			
Resignations/Terminations	1	0	0	0	0	0	0	0	1	0	0	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																											20	20		
Awaiting training	0	0	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																											0	0		
Resignations/Terminations	0	0	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																											19	19		
Awaiting training	0	0	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					
Panel members																				
Target	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				
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 Partners

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												2008/9	09/10	10/11	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	FYE	FYE	YTD			
Arts therapists	8	8	8	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	0	8	9	9		
Biomedical scientists	13	13	13	12	12	12	12	12	12	12	12	12	12	12	12	11										18	14	12	12		
Chirops & podiatrists	6	6	6	6	6	12	12	12	12	12	12	12	12	12	12	12										8	8	12	12		
Clinical scientists	21	20	20	18	18	18	18	18	18	18	18	18	18	18	18	18										29	25	18	18		
Dietitians	4	4	4	3	3	8	8	8	8	8	8	8	8	8	8	8										6	5	8	8		
Hearing aid dispensers	10	10	9	9	9	9	9	9	9	9	9	9	9	9	9	9												9	9		
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10										11	10	10	10		
ODPs	9	9	9	8	8	8	8	8	8	8	8	8	8	8	8	13	13	13	13							12	10	8	13		
Orthoptists	3	3	3	3	3	3	3	3	3	6	6	6	6	6	6	6	6	6	6							5	6	6	6		
Paramedics	14	14	15	15	15	15	16	16	16	16	16	15														14	15	15	15		
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25										28	27	25	25		
Practitioner psychologists	28	28	28	28	28	28	28	28	28	28	28	28	28	28	23	23	23											28	28	23	
Prosthetists & orthotists	4	4	4	3	3	3	3	3	3	3	3	3	4	4	4	4										2	6	3	4		
Radiographers	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15										20	17	15	15		
SLTs	9	9	9	9	9	9	9	9	9	9	9	9	9	9	10	10										12	10	9	10		
Lay members	26	26	26	25	25	25	25	25	40	40	40	50	50	49	49	49										39	27	50	49		
Total	205	204	204	198	198	209	210	210	228	228	228	237	243	237	238	237	0	0	0	0	0	0	0	0	0	204	216	237	238		
Visitors																												FYE	FYE	FYE	YTD
Arts therapists	14	14	14	13	13	13	13	13	13	13	13	13	18	18	17	16											15	14	13	18	
Biomedical scientists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11											12	12	12	12	
Chirops & podiatrists	9	9	9	9	9	11	11	11	10	9	9	9	9	9	9	11											11	9	9	9	
Clinical scientists	8	8	7	6	6	6	6	6	6	6	6	6	6	6	6	6										5	9	6	6		
Dietitians	8	8	7	6	6	9	9	9	9	9	9	9	9	9	9	9										5	8	9	9		
Hearing aid dispensers	4	4	3	3	3	3	3	3	3	3	3	3	4	4	4	4												3	4		
Occupational therapists	14	14	14	12	12	12	12	12	12	12	12	12	14	14	15	15											14	15	12	14	
ODPs	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										6	5	4	4		
Paramedics	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	16											17	16	15	15	
Physiotherapists	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	15											16	13	13	13	
Practitioner psychologists	29	29	29	29	29	29	29	29	30	30	30	30	31	31	31	31												29	30	31	
Prosthetists & orthotists	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2										4	4	2	2		
Radiographers	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	16											17	16	15	15	
SLTs	10	10	10	9	9	9	9	9	9	9	9	9	9	9	9	10											11	10	9	9	
Lay members	4	4	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	175	180	0	0	0	0	0	0	0	0	0	147	174	166	175		

Page 50 contd - Registration assessors and CPD assessors

Registration Assessors	2010			2011									2012						2008/9	09/10	10/11	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	FYE	FYE	YTD		
Arts therapists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5									6	6	6	6		
Biomedical scientists	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	15									18	16	15	15		
Chirops & podiatrists	5	5	5	5	5	5	5	6	6	6	6	6	6	6	6	6									17	5	6	6		
Clinical scientists	22	22	20	21	21	22	22	22	21	21	21	21	21	21	21	21									25	23	21	21		
Dietitians	7	7	7	5	5	7	7	7	7	7	7	7	7	7	7	7									9	7	7	7		
Hearing aid dispensers	5	5	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									12	11	10	10		
ODPs	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	4									4	4	5	5		
Orthoptists	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5									6	5	5	5		
Paramedics	12	12	11	10	10	10	10	11	11	11	11	11	11	11	11	11									15	13	11	11		
Physiotherapists	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	20									25	22	21	21		
Practitioner psychologists	26	24	24	24	23	23	23	23	24	24	24	24	24	24	24	22										26	24	25	25	
Prosthetists & orthotists	5	5	5	4	4	4	4	4	3	3	3	3	3	3	3	3									3	5	3	3		
Radiographers	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16									17	16	16	16		
SLTs	12	12	12	11	11	11	11	11	11	11	11	11	11	11	11	11									12	12	11	11		
Total	172	170	166	161	160	163	164	166	165	165	165	165	168	166	166	160									169	171	165	166		
CPD Assessors																									FYE	FYE	FYE	YTD		
Arts therapists	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3											0	3	3	
Biomedical scientists	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8									13	8	8	8		
Chirops & Podiatrists	13	13	13	13	13	13	13	13	13	12	12	12	12	12	12	12										13	13	12	12	
Clinical scientists	2	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	3	3											0	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	10	10	
ODPs	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	
Paramedics	6	6	6	6	6	6	6	6	6	6	6	6	6	5	4	4											6	6	4	
Physiotherapists	12	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	1	1											2	1	1	
Radiographers	9	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	3	
Total	82	83	83	82	82	82	82	82	82	81	81	81	81	80	79	79									23	77	81	79		
Legal Assessors	10	21	21	21	21	21	21	21	20	20	20	20	20	20	20	20											10	20	20	
Panel Chair	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19											19	19	19	
Total Number of Roles																										543	667	688	697	

11/12
Forecast
9
14
13
18
6
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6
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27
25
6
17
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40
243
Forecast
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175

11/12
Forecast
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3
16
12
169
Forecast
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8
13
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3
10
10
2
6
12
2
9
3
82
Forecast
19
19
Total
Forecast
707