

**Health Professions Council
Registration Committee – 28th November 2005.**

Registration Assessor Performance Appraisal

Introduction

Performance Appraisal for all HPC Partners will commence in 2006, subject to Council approval. A number of considerations such as number of Partners, cost of implementation and status of Partners (i.e. not Employees) have been considered during the drafting phase.

The proposed draft appraisal system contains an element of self assessment, peer assessment and, in addition, the HPC will also assess the performance of each Partner. It is hoped that the system has been designed to be straightforward and easy to complete. It is anticipated that all Partners and HPC Employees involved in the performance appraisal process will be given the attached guidance notes and offered support where necessary.

In designing the Performance Appraisal system for Partners, research into the activity of other Regulators has been undertaken. In addition, meetings have been held with the relevant HPC departments and Directors to help determine the criteria, against which the Partner will be appraised. Employee appraisal systems have also been researched with The Work Foundation, to explore how they could be adapted to accommodate the needs of the Partner Programme. This appraisal system has been approved internally by the Executive, HPC's Public Affairs Lawyer and Human Resource Lawyers.

Decision

No decision required. The Committee is asked to provide any comments or suggestions before the Registration Assessors' appraisal system is submitted to Council for approval in March 2006.

Background Information

The Visitor performance appraisal system will be presented for comments to the Education and Training Committee on the 15th December. The Panel Member and Panel Chair appraisal system has been drafted and is currently being assessed for approval by Kelly Johnson, Director of Fitness to Practise. This draft and its proposed method of implementation will be presented to the Health, Investigating and Conduct & Competence Committees in January for comments.

Resource Implications

Incorporated in the 2005/6 budget

Financial Implications

Incorporated in the 2005/6 budget

Background Papers

None

Appendices

- Appendix 1 Performance Appraisal Support Notes
- Appendix 2 Performance Appraisal Form