

### **Recruitment**

A total of 36 candidates have been appointed to the role of Visitor. These candidates were interviewed in June and July and were submitted to Council for VSO during August. The successful candidates comprise 8 Arts Therapists, 7 Biomedical Scientists, 14 Paramedics and 7 Operating Department Practitioners. All will be invited to attend the next Visitor training on 27<sup>th</sup> October. No further Partner recruitment is needed, other than for new modalities/professions to the Register.

### **Partner Performance Review**

Further to meeting with International Registration and Education and Policy Departments, draft performance reviews for Visitors and Registration Assessors have now been completed. These will be fed back to the teams and checked by the HR lawyers at Kingsley Napley before any further steps are taken. A review system for Panel Members and Chairs will also be developed for the Fitness to Practise Department. These will be piloted to a small group within each Partner role, the results of which will be fed back to Council.

### **Complaints and Appeals Procedure**

Partner Complaints and Appeals procedures are now in place. This allows the HPC to handle complaints of misconduct, sub-standard performance and unprofessional behaviour in a consistent manner and also allows the Partner in question to respond to the complaint before any decision is reached. The Appeals Procedure allows the Partner to appeal any decision reached or to voice their concern if they feel they have been dealt with unfairly. (Both have been vetted by HPC's HR Lawyer).

To date, there have been 2 complaints. One concerns 2 Visitors and is currently still being investigated, the other resulted in a Panel

Member being terminated after 3 complaints were received regarding his behaviour at the training day.

### **Conflict of Interest forms**

In order to avoid conflict of interest in relation to the work they undertake, all Partners will now be asked to complete a form (specifically designed for each role) before any work is allocated to them. This is a simple process and can be done by email.

### **Review of Partners**

Of the 563 Partners currently working with the HPC, 286 contracts will expire in Spring/Summer 2006. The intention is to review the optimum number of Partners required by each department to operate effectively. It is anticipated that the Performance Reviews will form part of the process. The process will be drafted and agreed with the Directors of each Department and implemented in early 2006.

### **Partner Conference**

The next Partner Conference has been booked for 28<sup>th</sup> and 29<sup>th</sup> November 2006, at the Moathouse hotel in Glasgow.

### **Other Partner projects currently underway include:**

- Developing Partner training objectives and feedback forms.
- Partner Code of Conduct.
- Updating and expanding on the Partner Manual.
- Co-ordinating Partner Information held on HPC Depts.
- Ethnicity report (preparing paperwork).
- Preparing for recruitment of Applied Psychologists.



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