

Employee Resourcing

Director Vacancies

Following second round interviews on 24 April and a question and answer session with EMT on 27 April 2009, Gary Butler was appointed as Director of Finance. Gary joined the HPC on 25 May 2009 and is currently receiving a handover from the outgoing Director of Finance Simon Leicester, who leaves on 30 June 2009.

Following the resignation of Rachel Tripp, the post of Director of Policy and Standards has been advertised with a closing date of 19 June 2009, and a proposed first interview date of 13 July 2009.

Fitness to Practice

Interviews for the new post of Administration Co-ordinator were held on 5 May 2009. Jameel Anwar, FTP Team Administrator, was appointed with effect from 1st June 2009. Gary Rope, Registration Adviser, was also a strong candidate, and was offered and has accepted the post of Team Administrator vacated by Jameel. Gary starts his new role on 15th June.

Anaru Smiler, Hearings Officer, was appointed with effect from 1st June to the new post of Lead Hearings Officer following internal interviews held on 5 May 2009.

Interviews were held for two Case Manager vacancies on 29 May 2009. One post was a new six-month fixed term vacancy

to deal with the on-boarding of practitioner psychologists. The other was a permanent replacement due to a resignation. Emily Palmer will take up the fixed term post from 1 July, and Cara Donald will start in the permanent post on 6 July.

Policy

Following Charlotte Urwin's internal promotion to the post of Policy Manager, interviews were held for the resultant Policy Officer vacancy on 7 May 2009. Megan Scott was appointed and started in the role on 8 June 2009.

Registrations

Following interviews on 16th April for Registration Adviser vacancies arising from internal promotions, Emily Cattle and Jennifer Oramah joined the HPC in May.

Interviews for further Registration Adviser vacancies arising from internal promotions and turnover were held on 9th June 2009. At the time of writing 3 offers of employment have been made and have been accepted verbally.

Communications

Interviews for the newly approved post of Communications Officer were held on 5 May 2009. Unfortunately the successful candidate declined, due to being offered a more senior post elsewhere. The post is currently being re-advertised.

Other HR Activities

Training

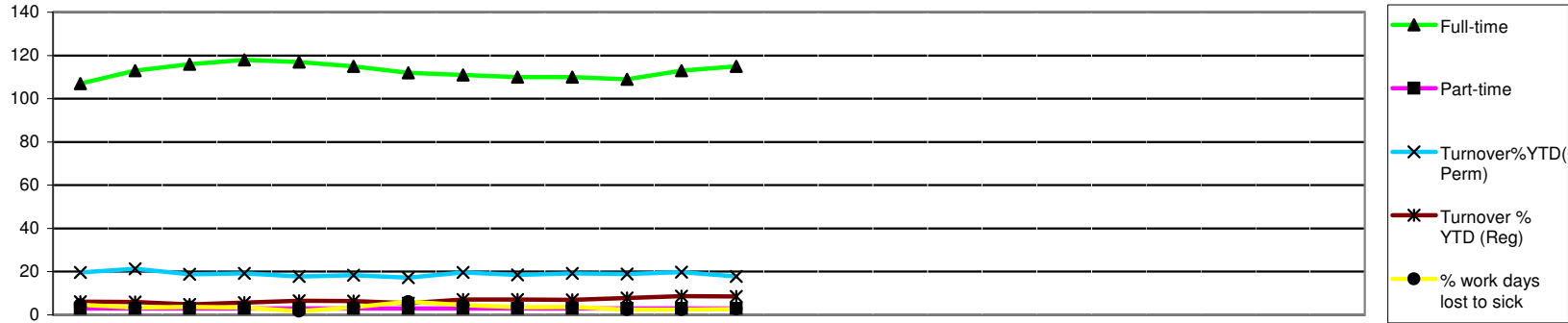
Equality and Diversity Training has been arranged for 11 managers on 18th June, and around 13 employees on 26th June and 3rd August.

Operational Work

There was an unusually high volume of HR operational work and cases in April and May. This work has now levelled and the HR team have begun to address other work such as analysis of training needs following annual appraisals, and analysis of exit interview and diversity data.

Employee Consultation Arrangements

Following approval by the Finance and Resources Committee and work done by HR last year around the Information and Consultation of Employees (ICE) Regulations, the HR Director has drafted an agreement which has been considered by EMT. The next steps are for employee representatives to be elected and trained before the agreement is finalised and a consultation group set up.



	2008			2009									2010						2005/6	2006/7	2007/8	2008/9	2009/10								
	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																															
Total Employees	110	116	119	121	120	118	115	114	113	113	112	116	118	120												78	79	107	116	118	
Full-time	107	113	116	118	117	115	112	111	110	110	109	113	115													73	75	104	113	115	
Part-time	3	3	3	3	3	3	3	3	3	3	3	3	3													5	4	3	3	3	
FTE	108.5	114.5	117.5	119.5	118.5	116.5	113.5	112.5	112.0	111.5	110.5	111.5	116.5													76	77	105.5	114.5	116.5	
Permanent	106	110	113	116	116	114	111	111	110	110	109	113	115													74	78	101	113	115	
Starters (Permanent)	6	7	4	3	0	0	1	0	4	1	5	5	4													6	46	42	36	4	
Leavers (Permanent)	3	3	1	1	2	2	1	6	0	1	1	1	1													3	20	17	22	1	
Turnover%YTD(Perm)	19.65	21.28	18.72	19.14	17.75	18.37	17.16	19.69	18.46	19.18	18.99	19.72	17.8													*	30	26	19	18	
Fixed-Term Contracts	4	6	8	5	4	4	4	4	3	3	3	4	4													4	1	5	4	4	
Starters (Fixed-Term)	0	3	2	0	0	0	0	0	0	0	1	1	0														1	13	7	0	0
Leavers (Fixed-Term)	1	0	0	1	0	0	0	0	1	0	0	0	0														1	8	3	0	0
Leavers (Reg)	0	1	0	1	1	1	1	3	0	0	1	1	0													11	7	7	10	0	
Turnover % YTD (Reg)	6.175	6.02	4.886	5.719	6.537	6.417	5.426	7.132	7.054	6.997	7.837	8.652	8.602													*	13	12	7	8.6	
Agency Days	199	253	69	27	44	58	59	65.5	75	75	112	112														95	2,590	2,742	1149	0	
% work days lost to sick	5	3	4	3	2	3	6	5	4	4	2	2	2.8													*	3.6	3.0	3.6	2.8	
Sick days	88	67	76	71	36	70	119	88.4	68.36	71.18	45.56	48.49	65													846	795	777	848	65	
O.H. Refs	2	1	2	1	4	3	2	3	1	3	4	1	1													0	18	19	27		
CONTRACTORS																															
TOTAL	2	2	2	2	1	1	1	1	1	1	1	1	1	1												2	2	2	1	1	
Full-time	2	2	2	2	1	1	1	1	1	1	1	1	1													2	2	2	1	1	
Part-time	0	0	0	0	0	0	0	0	0	0	0	0	0													0	0	0	0	0	
FTE	2	2	2	2	1	1	1	1	1	1	1	1	1													2	2	2	1	1	
Starters	0	0	0	0	0	0	0	0	0	0	0	0	0													0	0	0	0	0	
Leavers	0	0	0	0	0	0	0	0	0	0	0	0	0													0	0	0	0	0	
TOTAL C & E	112	118	121	123	121	119	116	115	114	114	113	117	119	120													80	81	109	117	119

FTE: Full-time equivalent O.H.Refs: Occupational health referrals NOTE: Contractors are NOT included in the

For "FYE" and "YTD" sick-days total is for whole year or year to date

Fixed-Term Contract employees are not included in the overall turnover figure so it accurately reflects the number of permanent employees leaving