

## Human Resources, Partners – Kathryn Neuschafer

### **Recruitment**

Recruitment is currently underway to fill two Prosthetist and Orthotist Registration Assessors and nine Radiographer CPD Assessors.

The remaining professions to recruit CPD Assessors for are Physiotherapists, Speech and Language Therapists and Dieticians as their registration falls due.

A second round of recruitment is underway to fill partner roles in readiness for the Hearing Aid Dispensers being regulated by HPC in April 2010. There are vacancies for two Registration Assessors and three panel members which were not filled from the first round of advertising undertaken in early 2009.

### **Training**

The annual Legal Assessor refresher training has been completed this month. Scheduling is currently underway for Visitor refresher training later in the year. There is also one final training session being scheduled for the outstanding Registration Assessors and Panel Members who have not attended training over the past two years.

### **Appraisals**

Panel member appraisals continue to be rolled out with approximately 20 appraisals completed per month. Feedback

has been distributed to Panel Chairs upon collation of evaluations. The feedback has been positive.

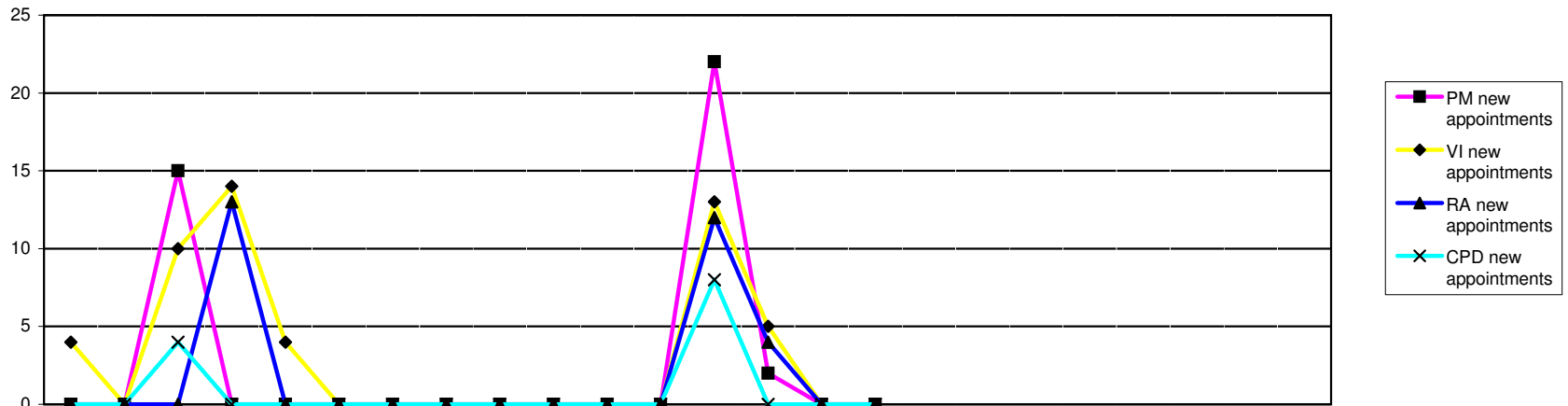
NB the volumes for panel members, visitors, registration assessors and CPD assessors include some partners performing several roles

Panel members and visitors

Panel Members	2008			2009									2010						2005/6	2006/7	2007/8	2008/9	09/10						
	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
Arts therapists	5	5	5	5	5	5	2	2	2	0	0	0	0	0	0	9									7	7	5	0	9
Biomedical scientists	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	14									25	24	18	18	14
Chirops & podiatrists	9	9	9	9	9	9	9	9	9	9	8	8	8	8	8	8								11	11	9	8	8	
Clinical scientists	30	30	30	30	30	30	30	30	30	29	29	29	29	29	29	27								46	44	30	29	27	
Dietitians	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6								13	13	6	6	6	
Occupational therapists	8	8	8	11	11	11	11	11	11	11	11	11	11	11	11	10								12	12	8	11	10	
ODPs	10	10	10	12	12	12	12	12	12	12	12	12	12	12	12	11								10	10	10	12	11	
Orthoptists	6	6	6	6	6	6	5	5	5	5	5	5	5	5	5	6								4	5	6	5	6	
Paramedics	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14								16	16	14	14	14	
Physiotherapists	32	32	32	32	32	32	31	31	31	29	28	28	28	28	28	29								37	37	32	28	29	
Practitioner psychologists													23	23	23	24												25	
Prosthetists & orthotists	3	3	3	5	5	5	4	4	4	3	2	2	2	2	2	6								3	3	3	2	6	
Radiographers	19	19	19	20	20	20	20	20	20	20	20	20	20	20	20	18								20	20	19	20	18	
SLTs	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12								13	13	12	12	12	
Lay members	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	31								79	78	39	39	31	
<b>Total</b>	<b>211</b>	<b>211</b>	<b>211</b>	<b>219</b>	<b>219</b>	<b>219</b>	<b>213</b>	<b>213</b>	<b>213</b>	<b>207</b>	<b>204</b>	<b>204</b>	<b>227</b>	<b>227</b>	<b>227</b>	<b>225</b>								<b>296</b>	<b>293</b>	<b>211</b>	<b>204</b>	<b>226</b>	
<b>Visitors</b>																								<b>FYE</b>	<b>FYE</b>	<b>FYE</b>	<b>FYE</b>	<b>YTD</b>	
Arts therapists	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15								21	22	13	15	15	
Biomedical scientists	11	11	11	11	11	11	12	12	12	12	12	12	12	12	12	12								11	13	11	12	15	
Chirops & podiatrists	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	10								19	20	10	11	10	
Clinical scientists	6	6	6	6	6	6	5	5	5	5	5	5	5	5	5	9								12	13	6	5	9	
Dietitians	6	6	6	6	6	6	5	5	5	5	5	5	5	5	5	8								8	9	6	5	8	
Occupational therapists	10	10	10	10	10	10	14	14	14	14	14	14	14	14	14	15								18	21	10	14	15	
ODPs	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10								11	11	10	10	11	
Orthoptists	5	5	5	5	5	5	6	6	6	6	6	6	6	6	6	5								6	7	5	6	5	
Paramedics	14	14	14	14	14	14	17	17	17	17	17	17	17	17	17	16								20	20	14	17	16	
Physiotherapists	17	17	17	17	17	17	16	16	16	16	16	16	16	16	16	14								17	20	17	16	14	
Practitioner psychologists													19	19	19	15												24	
Prosthetists & orthotists	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4								2	1	3	4	4	
Radiographers	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	16								29	20	17	17	16	
SLTs	10	10	10	10	10	10	11	11	11	11	11	11	11	11	11	10								16	16	10	11	10	
Lay members	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4								12	18	4	4	4	
<b>Total</b>	<b>140</b>	<b>140</b>	<b>140</b>	<b>140</b>	<b>140</b>	<b>140</b>	<b>147</b>	<b>147</b>	<b>147</b>	<b>147</b>	<b>147</b>	<b>147</b>	<b>166</b>	<b>166</b>	<b>166</b>	<b>163</b>								<b>123</b>	<b>211</b>	<b>136</b>	<b>147</b>	<b>176</b>	

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Registration Assessors	2008			2009									2010						2005/6	2006/7	2007/8	2008/9	09/10									
	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	YTD	YTD			
Arts therapists	8	8	8	8	8	8	6	6	6	6	6	6	6	6	6	6									8	8	8	6	6			
Biomedical scientists	19	19	19	19	19	19	18	18	18	18	18	18	18	18	17	17	17	17	17	17	17	17	17	17	17	19	19	19	18	17		
Chirops & podiatrists	15	15	15	15	15	15	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	15	15	15	17	6			
Clinical scientists	43	43	43	43	43	43	25	25	25	25	25	25	25	25	25	23									44	43	43	25	23			
Dietitians	11	11	11	11	11	11	9	9	9	9	9	9	9	9	9	9									11	11	11	9	9			
Occupational therapists	13	13	13	13	13	13	12	12	12	12	12	12	12	12	12	11									13	13	13	12	11			
ODPs	5	5	5	5	5	5	4	4	4	4	4	4	4	4	4	4									5	5	5	4	4			
Orthoptists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6									5	6	6	6	6			
Paramedics	15	15	15	15	15	15	15	15	15	15	15	15	15	15	13										15	15	15	15	13			
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	25	25	22										24	25	25	25	22			
Practitioner psychologists																	18	18	18	25									25			
Prosthetists & orthotists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3									3	3	3	3	3			
Radiographers	20	20	20	20	20	20	17	17	17	17	17	17	17	17	17	17									20	20	20	17	17			
SLTs	14	14	14	14	14	14	12	12	12	12	12	12	12	12	12	12									14	14	14	12	12			
<b>Total</b>	<b>197</b>	<b>197</b>	<b>197</b>	<b>197</b>	<b>197</b>	<b>197</b>	<b>169</b>	<b>169</b>	<b>169</b>	<b>169</b>	<b>169</b>	<b>169</b>	<b>169</b>	<b>187</b>	<b>187</b>	<b>187</b>	<b>174</b>								<b>196</b>	<b>197</b>	<b>197</b>	<b>169</b>	<b>174</b>			
<b>CPD Assessors</b>																										<b>FYE</b>	<b>FYE</b>	<b>FYE</b>	<b>FYE</b>	<b>YTD</b>		
Arts therapists							Not previously required						0	0	0	0															0	
Biomedical scientists														0	0	0	1													1		
Chirops & Podiatrists	0	14	14	14	14	14	13	13	13	13	13	13	13	13	13	13											0	13	13			
Clinical scientists														0	0	0	0													0		
Dietitians							Not previously required						0	0	0	0															0	
Occupational therapists														0	0	0	5													5		
ODPs	0	0	7	7	7	7	10	10	10	10	10	10	10	10	10	10											0	10	10			
Orthoptists														1	1	1	2													2		
Paramedics														6	6	6	6													6		
Physiotherapists														0	0	0	0													0		
Practitioner psychologists							Not previously required						0	0	0	0															0	
Prosthetists & orthotists														0	0	0	0													0		
Radiographers														0	0	0	0													0		
SLTs														0	0	0	0													0		
<b>Total</b>		14	21	21	21	21	23	23	23	23	23	23	30	30	30	37														37		
<b>Legal Assessors</b>							Not previously reported												12													12
<b>Panel Chair</b>							Not previously reported													19												19



	2008												2009												2010												2005/6	2006/7	2007/8	2008/9	09/10			
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	FYE	FYE	YTD			
<b>Panel members</b>																																												
<b>PM new appointments</b>	0	0	15	0	0	0	0	0	0	0	0	22	2	0	0									0	0	7	15	24																
Trained	211	211	211	219	219	219	219	219	219	219	219	242	242	242	225									296	293	211	219	225																
Awaiting training	16	16	31	21	21	21	21	21	21	21	21	20	22	22	1									15	23	16	21	1																
<b>Visitors</b>																																												
<b>VI new appointments</b>	4	0	10	14	4	0	0	0	0	0	0	13	5	0	0									0	0	13	32	18																
Trained	123	123	123	123	138	138	138	138	138	138	138	157	157	157	163									202	223	123	138	163																
Awaiting training	9	9	19	37	26	26	26	26	26	26	26	20	25	25	10									88	80	13	26	10																
<b>Registration assessors</b>																																												
<b>RA new appointments</b>	0	0	0	13	0	0	0	0	0	0	0	12	4	0	0									0	0	1	13	16																
Trained	193	193	193	193	193	193	193	193	193	193	193	211	211	211	174									196	197	193	193	174																
Awaiting training	1	1	1	14	14	14	14	14	14	14	14	7	11	11	0									24	23	1	14	0																
<b>CPD assessors</b>																																												
<b>CPD new appointments</b>	0	0	4	0	0	0	0	0	0	0	0	8	0	0	0											22	4	8																
Trained	0	0	21	21	21	21	25	25	25	25	25	31	37	37	37											0	25	37																
Awaiting training	22	22	5	5	5	5	1	1	1	1	1	2	2	2	2											23	1	2																
<b>Legal Assessors</b>																																												
<b>LA new appointments</b>	Not previously reported																																											
Trained																																												
Awaiting training																																												
<b>Panel Chairs</b>																																												
<b>Panel Chair new appointments</b>	Not previously reported																																											
Trained																																												
Awaiting training																																												