

Employee resourcing

Education

Following an external recruitment campaign, interviews were held on 27 July for the post of Head of Educational Development to replace Osama Amar who leaves the HPC at the end of August. David Christopher was appointed and starts work on 5 September.

Victoria Adenugba, formerly an Education Administrator, was appointed to the post of Acting Education Officer in early August.

Finance

Recruitment is currently in progress for the new fixed term post of Finance Administrator.

Fitness to Practise

Following external and internal advertising campaigns in June and July:

- Yinka Alade and Melanie Harel were appointed to two Hearings Officer positions which arose as a result of internal promotions
- Clare Baker and Kelly Folar were appointed to Scheduling Officer positions which arose as a result of internal promotions

Recruitment is currently in progress for the fixed term replacement post of Hearings Officer.

Registration

Following internal advertising campaigns in July and August :

- Anna Lubasinska and James Wilson were promoted to Customer Service Manger posts (one replacement post and one new post arising from a small departmental reorganisation)
- Natalie Berrie, Elisa Dominguez- Nunez and Jamie Hunt were promoted to Team Leader posts (two replacement posts and one new post)
- Felix Katahena, Hafiza Koroma and Amber Millichamp were appointed to four replacement Registration Advisor posts arising from the internal promotions detailed above

Recruitment is currently in progress for a further three Registration Advisor vacancies created as a result of further internal transfers and a resignation

Other HR activities

Employee attitude survey

Employees were invited to participate in an employee attitude survey in July. The HR team is in the process of analysing the results of the survey, which will be considered by the Executive Management Team and then fed back to all employees in late September.

Representatives for the employee consultation group

Three new employee representatives have been appointed following a nominations process run by the HR team in July. The new recruits will join three existing representatives who were re-nominated to serve for a further two year term.

Training and development

Training courses have run in July and August covering IT, plain English, finance and presentation skills in line with the HPC organisational training and development plan. Further courses are scheduled to take place later in the year.

Policy work

Following the introduction of the new pay system in April 2011, the HR department has reviewed pay-related HR policies, including the Acting Up and Overtime/Time Off in Lieu policy, to ensure that they are consistent with the new pay band structure.