

Human Resources, Partners – Hayley Graham

Recruitment

Recruitment is currently underway for the following roles:

Panel members: x 2 orthoptists (9 applications), x 4 speech and language therapists (11 applications), x 4 occupational therapists (12 applications)

Registration assessor: x 2 clinical scientist (0 applications)

Visitors: x 2 arts therapists (6 applications), x 2 clinical scientists (8 applications), x 1 occupational therapist (6 applications), x 3 radiographers (1 application)

x 8-10 Approved Mental Health Professionals. We were able to recruit 6 from the current pool of social worker visitors and invited applications from appropriately trained mental health & learning disabilities nurses and social workers. 10 applications have been submitted.

We are also currently recruiting visitors for independent prescribing. For this role we invited applications from appropriately trained pharmacists and nurses. 11 applications have been submitted.

For all roles, applications closed on 2 November and shortlisting is underway. Interviews will be held from 3-13 December 2012.

FTP self-assessment agreement renewal

An evaluation is currently underway. It is expected that the findings will be communicated to the Finance and Resources Committee in January 2013.

Training

The following training has recently taken place/ is scheduled:

Type	Role	Date	Attendees
Refresher	Visitor	10 October	19
Refresher	Panel Member	19 October	22
Refresher	Visitor	9 November	25

A further 7 new or refresher training courses are scheduled November 2012 – February 2013.

Partner Appraisal

The following appraisals have taken place in the current financial year (To end October 2012)

Panel members – 58

Registration assessors – 12

Panel chairs – 18

Visitors – 9

Appraisal numbers for registration assessors are low as the majority of registration assessors have now been appraised. A second phase will commence once the updated appraisal process is rolled out in early 2013.

Partner Resignations

Since the last report, 1 panel member, 3 visitors, 3 registration assessors, 1 panel chair and 1 legal assessor have resigned.

Partner Activity 2011-13																								11/12	12/13	13/14													
	2011												2012												2013												YTD	YTD	YTD
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun*	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar															
Panel members																																							
PM new appointments	6	0	1	4	1	0	8	0	33	0	0	0	0	18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	53	71			
Resignations/Terminations	0	5	0	1	0	2	1	0	0	1	0	2	1	2	0	11	0	0	0	2	1	2	0	11	0	0	2	3	3	1	0	0	0	2	12	28			
Total NumberTrained	224	237	238	237	237	235	234	238	238	243	243	241	240	241	291	280	280	280	278	240	241	291	280	280	278	240	241	291	280	280	278	240	241	291	280	280	278		
Awaiting training	19	1	1	4	5	5	13	9	42	36	36	34	52	28	1	1	1	1	1	52	28	1	1	1	1	1	52	28	1	1	1	1	1	13	1				
Visitors																																							
VI new appointments	9	0	7	0	0	0	2	0	18	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	44	35				
Resignations/Terminations	0	0	1	2	2	0	0	0	0	1	2	1	3	3	1	0	0	0	2	3	3	1	0	0	2	3	3	1	0	0	2	9	18						
Total NumberTrained	163	163	163	176	178	178	178	178	178	177	174	173	178	176	200	199	199	197	178	176	200	199	199	197	178	176	200	199	199	197	178	176	200	199	199	173	199		
Awaiting training	12	12	19	4	0	0	2	2	20	20	20	28	28	28	1	1	1	1	28	28	1	1	1	1	1	28	28	1	1	1	1	1	3	1					
Registration assessors																																							
RA new appointments	4	0	0	8	0	0	2	6	0	21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	41	41					
Resignations/Terminations	1	1	4	2	0	1	0	0	0	1	1	0	1	2	0	1	1	0	2	1	2	0	1	1	0	2	1	2	0	1	1	0	11	18					
Total NumberTrained	164	167	162	160	160	167	167	169	169	169	167	172	170	171	190	188	188	188	186	170	171	190	188	188	186	170	171	190	188	188	186	164	188						
Awaiting training	4	0	0	8	8	0	2	6	6	27	27	27	21	21	1	1	1	1	21	21	1	1	1	1	1	21	21	1	1	1	1	1	1	1	1				
CPD assessors																																							
CPD new appointments	0	0	0	0	0	0	2	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	4					
Resignations/Terminations	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	2	2	0	0	0	0	0	2	2	0	0	0	0	0	0	0	2	2	6					
Total NumberTrained	81	80	80	80	80	80	80	80	80	80	79	79	79	83	83	82	82	82	82	79	83	83	82	82	82	79	83	83	82	82	82	79	82						
Awaiting training	0	0	0	0	0	0	2	2	2	2	2	4	4	1	1	0	0	0	4	1	1	0	0	0	4	1	1	0	0	0	4	1	4	1					
Legal Assessors																																							
LA new appointments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1					
Resignations/Terminations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0					
Total NumberTrained	20	20	20	20	20	20	20	20	20	20	20	20	20	20	43	43	43	43	20	20	43	43	43	43	20	20	43	43	43	43	20	43							
Awaiting training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Panel Chairs																																							
Panel Chair new appointments	0	0	0	0	0	0	0	0	0	0	0	0	0	13	0	0	0	0	0	0	13	0	0	0	0	0	13	0	0	0	0	0	0	0	13				
Resignations/Terminations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	2					
Total NumberTrained	19	19	19	19	19	19	19	19	19	19	19	19	19	19	32	31	31	30	19	19	32	31	31	30	19	19	32	31	31	30	19	31							
Awaiting training	0	0	0	0	0	0	0	0	0	0	0	0	0	13	0	0	0	0	0	13	0	0	0	0	0	13	0	0	0	0	0	0	0						

Partner Appraisals Record														12/13																					
Role	2012												2013												YTD										
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar											
Panel members																																			
Target	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	58
Appraisals scheduled	6	8	6	3	3	18	14																												9
Visitors																																			
Target	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*
Appraisals scheduled	4	0	3	0	0	0	2																												12
*eligible visitors in line with Visit Schedule and Annual Monitoring Days																																			
Registration assessors																																			
Target	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	18
Appraisals scheduled	2	5	3	0	1	1	0																												
Panel Chairs																																			
Target	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**
Appraisals scheduled	6	5	2	0	4	1	0																												

* June figures include new partners recruited as part of SW project.

Panel members and visitors

Panel Members	2011			2012									2013						10/11	11/12	12/13	12/13						
	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	YTD	Forecast
Arts therapists	9	9	9	9	9	8	8	8	8	8	8	8	8	8	8	6	6	6	6						9	8	6	6
Biomedical scientists	12	12	12	11	11	11	11	10	10	10	10	9	9	9	9	9	9	9	9						12	9	9	9
Chirops & podiatrists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11						12	12	11	11	
Clinical scientists	18	18	18	18	18	18	18	18	18	18	18	17	17	16	16	15	12	12	12						18	17	12	12
Dietitians	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8						8	8	8	8
Hearing aid dispensers	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9						9	9	9	9
Occupational therapists	10	10	10	10	10	10	10	9	9	9	9	9	9	9	9	9	9	9	9						10	9	9	13
Operating Dept Practitioner	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13						8	13	13	13
Orthoptists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	4	4	4	4						6	6	4	4
Paramedics	15	15	15	15	15	15	15	15	15	19	18	18	18	20	20	20	20	20	20						15	18	20	20
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	24	24	24	24	24	24	24						25	25	24	25
Practitioner psychologists	28	23	23	23	23	23	23	28	28	29	29	29	29	29	29	29	29	29	29						28	29	29	29
Prosthetists & Orthotists	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5						3	5	5	5
Radiographers	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	14						15	15	15	15	
Social workers													0	0	0	0	34	34	34							0	34	34
Speech/ Language Ther	9	9	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10						9	10	10	14	
Lay members	50	49	49	49	49	48	48	48	48	48	48	48	48	47	47	47	62	62	61						50	48	61	61
Total	243	237	238	237	237	235	234	238	238	244	243	241	240	240	240	240	280	280	278	0	0	0	0	0	237	241	278	288
Visitors																			FYE	FYE	YTD	Forecast						
Arts therapists	18	18	17	16	14	14	14	14	14	14	13	12	12	12	12	12	12	12						13	12	12	13	
Biomedical scientists	12	12	12	11	11	11	11	11	11	11	11	11	10	10	10	10	10	10	9						12	11	10	12
Chirops & podiatrists	9	9	9	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11						9	11	11	11	
Clinical scientists	6	6	6	6	6	6	6	6	6	6	6	6	13	12	12	12	12	12	12						6	6	12	14
Dietitians	9	9	9	9	9	9	9	9	9	9	8	8	8	8	8	8	8	8	8						9	8	8	8
Hearing aid dispensers	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4						3	4	4	4
Occupational therapists	14	14	15	15	15	15	15	15	15	15	13	13	13	13	12	12	12	12	12						12	13	12	14
Operating Dept Practitioner	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10						10	10	10	10
Orthoptists	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4						4	4	4	5
Paramedics	15	15	15	16	16	16	16	16	16	16	16	16	16	16	16	16	16	15						15	16	16	16	
Physiotherapists	13	13	13	15	15	15	15	15	15	15	15	15	14	14	14	14	14	14	14						13	15	14	15
Practitioner psychologists	31	31	31	31	31	31	31	31	31	31	31	31	31	30	29	29	28	28	27						30	31	28	31
Prosthetists & orthotists	2	2	2	2	2	2	2	2	2	2	2	2	2	2	4	4	4	4	4						2	2	4	4
Radiographers	15	15	15	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16						15	16	16	19	
Social workers													0	0	0	0	23	24	24								24	30
Speech/ Language Ther	9	9	9	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10						9	10	10	10	
Lay members	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4						4	4	4	4
Total	175	175	175	180	178	178	178	178	178	178	174	173	178	176	176	176	198	199	196						166	173	196	198

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Registration Assessors	2011				2012								2013								10/11	11/12	12/13	12/13					
	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	YTD	Forecast	
Arts therapists	6	6	6	5	5	5	5	5	6	6	6	6	6	6	6	6	6	6							6	6	6	6	
Biomedical scientists	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	14	14	14							15	15	14	15
Chirops & podiatrists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5	5	5	5							6	6	5	6
Clinical scientists	21	21	21	21	21	20	20	20	20	20	20	25	23	23	23	23	23	23	23							21	25	23	25
Dietitians	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7							7	7	7	7
Hearing aid dispensers	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4							4	4	4	4
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10							10	10	10	10
Operating Dept Practitioner	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4							5	4	4	4
Orthoptists	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5							5	5	5	5
Paramedics	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	10							11	11	11	11
Physiotherapists	21	21	21	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20							21	20	20	20
Practitioner psychologists	27	25	25	22	22	30	30	30	31	31	30	30	30	30	30	30	30	30	30							24	30	30	30
Prosthetists & orthotists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3							3	3	3	3
Radiographers	16	16	16	16	16	16	16	16	16	16	15	15	15	15	15	15	15	15	15							16	15	15	15
Social workers													0	0	0	0	20	20	20									20	21
Speech/ Language Ther	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	10								11	11	11	12
Total	168	166	166	160	160	167	167	167	169	169	167	172	170	170	170	169	188	188	186							165	172	186	188
CPD Assessors																										FYE	FYE	YTD	Forecast
Arts therapists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4							3	3	4	3
Biomedical scientists	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8							8	8	8	8
Chirops & Podiatrists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11							12	12	11	12
Clinical scientists	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2							2	2	2	2
Dietitians	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3							3	3	3	3
Hearing aid dispensers	Not required																											2	2
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10							10	10	10	10
Operating Dept Practitioner	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10							10	10	10	10
Orthoptists	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2							2	2	2	2
Paramedics	6	5	4	4	5	5	5	5	5	5	5	5	6	6	5	5	5	5	5							6	5	5	6
Physiotherapists	12	12	12	12	12	12	12	12	12	12	11	11	11	11	11	11	11	11	11							12	11	11	12
Practitioner psychologists	Not required												Not required																
Prosthetists & orthotists	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	2	2	2	2							1	1	2	2
Radiographers	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9							9	9	9	9
Social workers	Not required												Not required								Not required								
Speech/ Language Ther	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3							3	3	3	3
Total	81	80	79	79	80	80	80	80	80	80	79	79	80	80	81	83	82	82	82							81	79	82	82
Legal Assessors	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	43	43	42							20	20	43	43
Panel Chair	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	31	31	30							19	19	31	31
																													Total Forecast
Total Number of Roles									704	710	702	704	707	705	706	707	822	823	814							688	704	814	830