

Employee resourcing

Communications

Following interviews in June, Danielle Heath was appointed to the post of Events Administrator.

Human Resources

Kim Wilcox, currently HR Officer, has been appointed to the post of HR Advisor (maternity cover) to cover Sam Ha's maternity leave.

Recruitment is in progress for the fixed term role of HR Officer.

IT

Recruitment is in progress for the new posts of IT Infrastructure Support Engineer and IT Service Support Analyst.

Fitness to Practise

Recruitment is in progress for the replacement post of Case Team Manager, for the new post of Lead Scheduling Officer, and for the maternity cover post of Head of FTP Service Improvement which will cover Eve Seall's maternity leave.

Interviews for two replacement posts of Case Support Officer were held in June. Sneha Shah and Nana Owusu-Akyem will start their new roles in July.

Interviews for two new fixed-term Case Manager posts were held in June and early July. Orla McHugh and Patience

Akintobi, currently a Hearings Officer, start their new roles in July.

Registration

Sammuel Yemane, currently a Registration Advisor, and Hafiza Koroma, currently a Scheduling Officer, were appointed to new and replacement posts of Team Leader following interviews in July.

Mark Arnuevo, currently a Registration Advisor, was appointed to the post of Acting Team Leader.

Other HR activities

HR and Partners process and systems review project

Other than recruitment, the main focus of the HR team's work in June and July has been carrying out a review of current processes and devising and documenting revised business processes in line with the project plan.

Policy work

The HR team is in the process of reviewing the HCPC's overtime policy.

APDRs Training and development

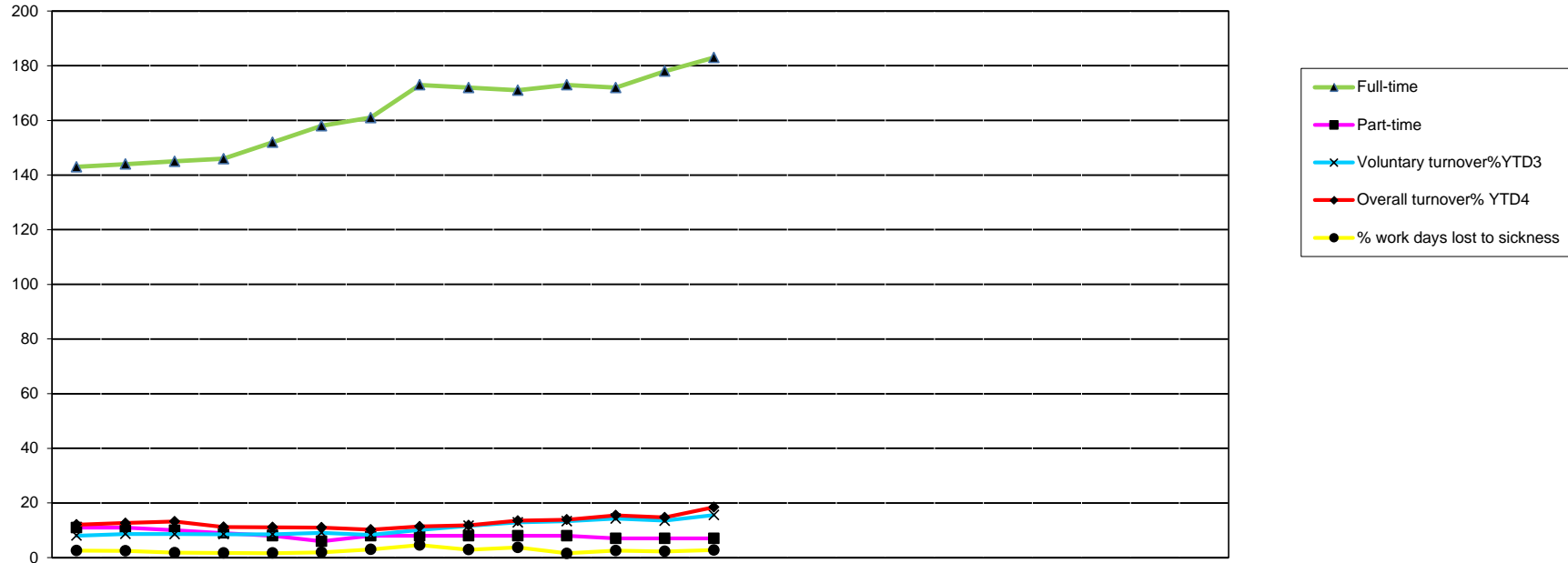
Following analysis of training needs identified during the APDRs (Annual Performance Development Reviews), the HR team is in the process of devising an organisational training plan.

Employee Consultation Group (ECG)

The four-year terms of several employee representatives expire in August 2013. Elections and training activities for new employee representatives are being arranged.

Diversity report

Due to the pressure of other work, the annual report on employee diversity for the financial year 12/13 has not yet been prepared. It is anticipated that these will be completed for the Committee's meeting in September.



	2013												2014											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
EMPLOYEES																								
Budgeted employees	165	165	165	165	186	186	186	186	186	186	186	186	204	204	204	204	204	204	204	204	204	204	204	204
Total employees	154	155	155	155	160	164	169	180	180	179	182	179	185	190										
Full-time	143	144	145	146	152	158	161	173	172	171	173	172	178	183										
Part-time	11	11	10	9	8	6	8	8	8	8	8	7	7	7										
FTE	152	153	153	153	159	163	168	180	179	178	180	178	184	189										
Permanent	146	147	148	148	154	159	166	177	175	173	176	174	180	185										
Fixed-Term Contracts	8	8	7	7	6	5	3	3	5	6	5	5	5	5										
Starters (permanent)	0	2	2	1	7	4	4	11	1	2	4	1	6	7										
Starters (fixed-term)	2	1	0	0	0	1	1	3	2	1	0	0	1	1										
Voluntary resignations¹	1	2	1	1	2	1	1	3	3	4	2	3	0	6										
Compulsory leavers ²	0	0	1	0	0	0	0	0	0	0	0	1	0	3										
Total leavers (vol. & comp.)	1	2	2	1	2	1	1	3	3	4	2	4	0	9										
Voluntary turnover%YTD³	8	9	9	9	9	9	8	10	12	13	13	14	14	16										
Overall turnover% YTD⁴	12	13	13	11	11	11	10	11	12	13	14	16	15	18										
Agency days	60	124	204	434	573	501	588	847	468	122	100	104	126	142										
% work days lost to sickness	3	2	2	2	2	2	3	5	3	4	2	3	2	3										
Average sick-days YTD	11	11	11	11	11	11	11	12	12	12	12	7	7	7										
Sick-days	84	88	60	58	59	71	112	183	114	146	63	102	84	111										
O.H. Refs	3	4	1	4	1	2	1	4	4	4	3	4	1	1										

2007/8	2008/9	09/10	10/11	11/12	12/13	13/14
FYE	FYE	FYE	FYE	FYE	FYE	YTD
	124	132	144	148	186	
107	116	136	142	153	179	190
104	113	124	131	143	173	183
3	3	5	11	10	7	7
106	115	127	140	151	178	189
101	113	126	134	142	174	185
5	4	3	8	11	5	5
42	36	37	15	4	54	13
13	7	8	10	24	14	2
17	22	22	10	13	31	6
8	3	3	5	6	5	3
25	25	25	15	19	36	9
26	19	16	7	9	14	16
-	20	20	11	13	16	18
2742	1,149	1385	360	568	4446	268
3	4	3	2	2	3	3
	8	7	7	6	10	7
777	847	943	843	819	1397	195
19	27	10	13	15	37	2

¹ Voluntary Resignations:

² Compulsory Leavers:

³ Voluntary Turnover YTD:

⁴ Overall Turnover:

FTE