

Tribunal Advisory Committee, 30 May 2018

Partner Team operational report

Executive summary

### **Introduction**

The purpose of this paper is to inform the Committee of the Partner team and its activity, provide statistics on panelist numbers and turnover (overall numbers including Panel Members, Panel Chairs and Legal Assessors), and provide information on upcoming recruitment and training activity.

### **Information system project update**

The Partner Portal went live in January 2018. The Partner Team has now started to use the Partner Portal for recruitment purposes and piloted two smaller campaign which where run successfully through the portal. Another new functionality, where successful candidates will be able to book their own interview slots, has been tested and will be introduced shortly.

Refresher training sessions can now be booked through the Partner Portal.

### **Partner Numbers and Turnover**

Appendix A (table 1) shows the numbers of current HCPC partners per month and compares it to the total number of roles. We currently have 700 partners in 849 roles as some partners hold dual or multiple roles.

Appendix A (table 2) shows the correlation of voluntary resignations and compulsory leavers in relation to total number of partners. We have seen 17 voluntary resignations in the last three months. Therefore the overall turnover is slightly higher in comparison to the previous three months. The main reasons for resignations have been other work commitments, ill health and retirement.

### **Panelist Recruitment and Training Activity**

The tables below detail the activity for the latest recruitment campaigns and upcoming recruitment campaigns for panel members, chairs and legal assessors.

A full report for the Legal Assessor campaign can be viewed as a separate paper. The recent panel member campaign ran successfully but we encountered difficulties with recruiting HADs. After only one applicant being successful shortlisted, we ran a second campaign straight afterwards contacting all HAD registrant members directly

(approximately 2000). This increased the number of applicants and we were able to invite five candidates to interview.

## Recent and planned panelist Recruitment Activity

### Q4 (January - March)

Role	Number Required	Appointed
LAs	10-15	17

### Q1 (April – June)

Role	Number Required	Appointed
Panel Member CH	2	2
Panel Member OR	2	2
Panel Member RA	2	4
Panel Member AS	4	4
Panel Member HAD	4-5	3
Panel Member PYL	3	2

## Training

The new FTP training has received overall very positive feedback from delegates. Its focus is on learning from the recent PSA audit and internal audits including decision making at the ICP and final hearing stage, short reviewable sanctions and exploring reasons and impact for these.

Role	Dates
Panel Member (Refresher)	17 January 2018
Panel Member (Refresher)	29 January 2018
Panel Member (Refresher)	14 February 2018
Panel Member (New)	22 and 23 February 2018
Legal Assessor (New)	17 April 2018
Panel Chair (Refresher)	10 April 2018
Panel Chair (Refresher)	2 May 2018
Legal Assessor (Refresher)	17 May 2018
Panel Member (New)	21 and 22 May 2018
Panel Member (Refresher)	6 June 2018

## **Self-Assessment**

The new self-assessment form has been successfully implemented and a pilot is underway to test the function via the Partner Portal. Five panel member have been selected to complete their self-assessment through the portal and provide feedback.

54 panel members and 18 panel chairs are due to undergo a self-assessment process by 31 July 2018.

## **Decision**

The Committee is asked to note the information provided.

## **Resource Implications**

None

## **Financial Implications**

None

## **Appendices**

Appendix 1 – Partner Numbers and turnover 2017 – 2018

## **Date of Paper**

12 February 2018

APPENDIX A

Partner turnover

	2017												2018							
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sept	Oct	Nov
Voluntary Resignations*	2	1	0	7	5	1	0	4	2	6	4	2	3							
Compulsory Leavers*	2	1	0	24	0	0	0	0	0	0	3	5	0							
Total Leavers (Vol & Comp)	4	2	0	31	5	1	0	4	2	6	7	7	3							
<b>Total Number of Partners</b>	660	670	676	666	670	685	702	698	696	690	689	689	700							
<b>Voluntary Turnover%</b>	3.3%	3.3%	2.9%	3.8%	4.5%	4.5%	4.0%	4.3%	4.6%	5.2%	5.3%	5.0%	5.1%							
<b>Overall Turnover%</b>	7.6%	7.3%	6.5%	8.6%	9.2%	9.2%	8.7%	8.9%	9.2%	9.7%	9.7%	10.1%	9.9%							

\*Compulsory Leavers includes agreement not renewed (failed renewal assessment or changed resource requirements, 8 year rule, voluntary de-registration)

\*\* Voluntary Turnover of Partners: for 2016/17 this is calculated by month, for 2017/18 this is a rolling % calculated over the preceding 12 months

Turnover information does not capture those Partners who move from one role to another or those who leave one role and remain in another

YTD = Year to date