

## Human Resources, Partners – Kathryn Neuschafer

### **Recruitment**

Three hundred and fifty applications were received for the role of Lay Panel Member. Sixteen appointments were made from thirty-six shortlisted candidates. Three Orthoptist Panel Members were appointed from five shortlisted candidates.

### **Training**

Three sessions of Visitor refresher training were held in October. Forty-eight Visitors were trained across the three sessions. Seventeen Legal Assessors attended refresher training on 8 October. Forty-three panel members attended refresher training over two days in October.

New Panel Member training was held on 4 and 5 November. Twenty-one panel members attended from the recent lay campaign and remaining Dietitians and Chiropodists untrained from the previous campaign.

There are a further two days of Panel Member refresher training scheduled for November and one day of Visitor refresher training in December.

### **Partner Resignations**

There were no resignations for September and October. Following a review of forecasted partner numbers, the number of Clinical Scientist Panel Members required has been reduced from twenty-six to eighteen.

### **Partner Appraisals**

Ten Physiotherapist Registration Assessors have completed a self and peer appraisal. The Visitor appraisals are continuing

in line with the scheduling of approval visits and annual monitoring days. There were no panel members appraised during this period whilst a review of the appraisal tool was completed.

### **Department Information**

Mita Patel has joined the Partner team on a six month fixed-term appointment until March 2011.

### **Partner Audit**

Partners underwent an internal audit by the Business Process Improvement Department in preparation for the audit by British Standards Institute on 15 November 2010.

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

**Panel members and visitors**

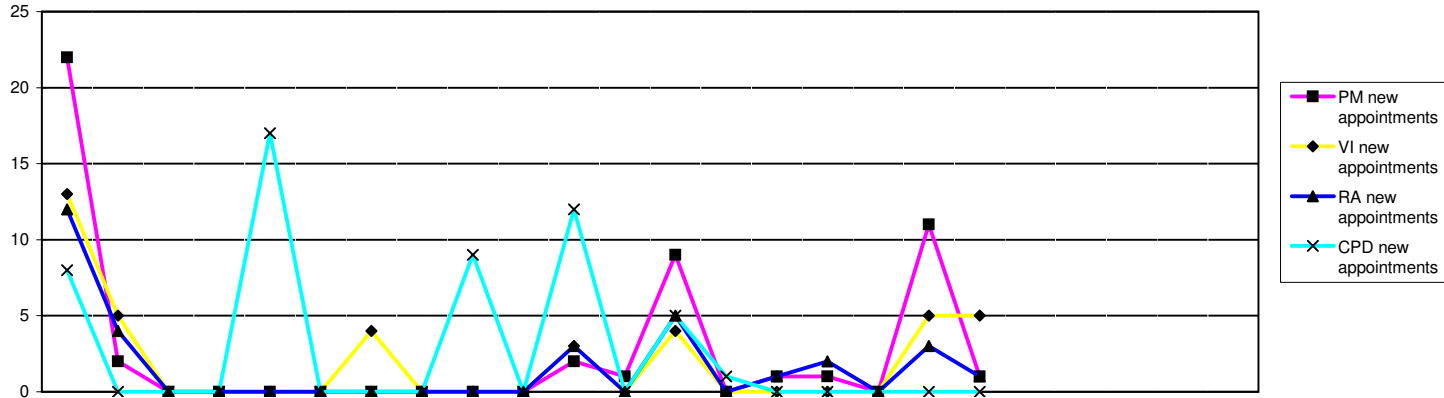
Panel Members	2009			2010									2011									2008/9	09/10	10/11	10/11													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	FYE	YTD	Forecast										
Arts therapists	0	0	0	9	9	9	9	9	9	9	8	8	8	8	9	9	9	9							0	8	9	9										
Biomedical scientists	18	18	18	14	14	14	14	14	14	14	14	14	13	13	13	12	12	12	12						18	14	12	14										
Chirops & podiatrists	8	8	8	8	8	8	8	8	8	8	8	8	6	6	6	6	6	12	12						8	8	12	13										
Clinical scientists	29	29	29	27	27	26	26	26	26	26	26	25	21	20	20	18	18	18	18						29	25	18	26										
Dietitians	6	6	6	6	6	6	6	6	6	6	6	5	4	4	4	3	3	8	8						6	5	8	6										
Hearing aid dispensers+	Not previously required												10	10	9	9	9	9																		9	10	
Occupational therapists	11	11	11	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10						11	10	10	10										
ODPs	12	12	12	11	10	10	10	10	10	10	10	10	9	9	9	8	8	8	8						12	10	8	15										
Orthoptists	5	5	5	6	6	6	6	6	6	6	6	6	3	3	3	3	3	3	3						5	6	3	6										
Paramedics	14	14	14	14	16	16	16	16	16	16	16	15	14	14	15	15	15	16							14	15	16	16										
Physiotherapists	28	28	28	29	29	27	27	27	27	27	27	27	25	25	25	25	25	25	25						28	27	25	27										
Practitioner psychologists	23	23	23	24	25	25	25	25	25	25	27	28	28	28	28	28	28	28	28								28	28	25									
Prosthetists & orthotists	2	2	2	6	6	6	6	6	6	6	6	6	4	4	4	3	3	3	3						2	6	3	6										
Radiographers	20	20	20	18	18	18	17	17	17	17	17	17	15	15	15	15	15	15							20	17	15	17										
SLTs	12	12	12	12	11	11	11	11	11	11	11	10	9	9	9	9	9	9	9						12	10	9	11										
Lay members	39	39	39	31	30	30	30	30	30	30	30	27	26	26	26	25	25	25	25						39	27	25	40										
<b>Total</b>	<b>227</b>	<b>227</b>	<b>227</b>	<b>225</b>	<b>225</b>	<b>222</b>	<b>221</b>	<b>221</b>	<b>221</b>	<b>221</b>	<b>222</b>	<b>216</b>	<b>204</b>	<b>204</b>	<b>204</b>	<b>198</b>	<b>198</b>	<b>209</b>	<b>210</b>						<b>204</b>	<b>216</b>	<b>210</b>	<b>251</b>										
Visitors	2009			2010									2011									FYE	FYE	YTD	Forecast													
Arts therapists	15	15	15	15	14	14	14	14	14	14	14	14	14	14	14	13	13	13	13						15	14	13	15										
Biomedical scientists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12						12	12	12	11										
Chirops & podiatrists	11	11	11	10	9	9	9	9	9	9	9	9	9	9	9	9	11	11							11	9	11	10										
Clinical scientists	5	5	5	9	9	9	9	9	9	9	9	9	8	8	7	6	6	6	6						5	9	6	5										
Dietitians	5	5	5	8	8	8	8	8	8	8	8	8	8	8	7	6	6	9	9						5	8	9	9										
Hearing aid dispensers+	Not previously required												4	4	3	3	3	3	3																		3	4
Occupational therapists	14	14	14	15	15	15	15	15	15	15	15	15	14	14	14	12	12	12	12						14	15	12	16										
ODPs	10	10	10	10	11	11	11	11	10	10	10	10	10	10	10	10	10	10	10						10	10	10	10										
Orthoptists	6	6	6	5	5	5	5	5	5	5	5	5	4	4	4	4	4	4	4						6	5	4	2										
Paramedics	17	17	17	16	16	16	16	16	16	16	16	16	16	16	16	15	15	15	15						17	16	15	16										
Physiotherapists	16	16	16	14	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13						16	13	13	15										
Practitioner psychologists	19	19	19	15	24	22	26	26	26	26	26	29	29	29	29	29	29	29	29								29	29	32									
Prosthetists & orthotists	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4						4	4	4	3										
Radiographers	17	17	17	16	16	16	16	16	16	16	16	16	16	16	16	15	15	15	15						17	16	15	13										
SLTs	11	11	11	10	10	10	10	10	10	10	10	10	10	10	10	9	9	9	9						11	10	9	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										
<b>Total</b>	<b>166</b>	<b>166</b>	<b>166</b>	<b>163</b>	<b>170</b>	<b>168</b>	<b>172</b>	<b>172</b>	<b>171</b>	<b>171</b>	<b>174</b>	<b>174</b>	<b>175</b>	<b>175</b>	<b>172</b>	<b>164</b>	<b>164</b>	<b>169</b>	<b>169</b>						<b>147</b>	<b>174</b>	<b>169</b>	<b>175</b>										

+ Hearing aid dispensers section of register opened 1st April 2010

**Page 32 contd - Registration assessors and CPD assessors**

Registration Assessors	2009			2010									2011									2008/9	09/10	10/11	10/11			
	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
<b>Arts therapists</b>	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6						6	6	6	6
<b>Biomedical scientists</b>	18	18	18	17	17	16	16	16	16	16	16	16	16	16	16	15	15	15	15						18	16	15	16
<b>Chirops &amp; podiatrists</b>	17	17	17	6	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5						17	5	5	5
<b>Clinical scientists</b>	25	25	25	23	24	23	23	23	23	23	23	23	22	22	20	21	21	22	22						25	23	22	18
<b>Dietitians</b>	9	9	9	9	8	8	8	8	8	8	8	7	7	7	7	5	5	7	7						9	7	7	8
<b>Hearing aid dispensers+</b>	<b>Not previously required</b>												5	5	4	4	4	4	4								4	5
<b>Occupational therapists</b>	12	12	12	11	11	11	11	11	11	11	11	11	10	10	10	10	10	10	10						12	11	10	11
<b>ODPs</b>	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5						4	4	5	4
<b>Orthoptists</b>	6	6	6	6	6	6	6	5	5	5	5	5	5	5	5	5	5	5	5						6	5	5	5
<b>Paramedics</b>	15	15	15	13	13	13	13	13	13	13	13	13	12	12	11	10	10	10	10						15	13	10	13
<b>Physiotherapists</b>	25	25	25	22	22	22	22	22	22	22	22	22	21	21	21	21	21	21	21						25	22	21	22
<b>Practitioner psychologists</b>	18	18	18	25	25	25	25	25	25	25	26	26	26	24	24	24	23	23	23							26	23	25
<b>Prosthetists &amp; orthotists</b>	3	3	3	3	3	3	3	3	3	3	5	5	5	5	5	4	4	4	4						3	5	4	3
<b>Radiographers</b>	17	17	17	17	17	17	17	17	16	16	16	16	16	16	16	16	16	16	16						17	16	16	16
<b>SLTs</b>	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11						12	12	11	12
<b>Total</b>	187	187	187	174	173	171	171	170	169	169	172	171	172	170	166	161	160	163	164						169	171	164	169
<b>CPD Assessors</b>																						<b>FYE</b>	<b>FYE</b>	<b>YTD</b>	<b>Forecast</b>			
<b>Arts therapists</b>	0	0	0	0	0	0	0	0	0	0	0	0	2	3	3	3	3	3	3							0	3	2
<b>Biomedical scientists</b>	0	0	0	1	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8						13	8	8	8
<b>Chirops &amp; Podiatrists</b>	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13							13	13	13
<b>Clinical scientists</b>	0	0	0	0	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2							2	2	2
<b>Dietitians</b>	0	0	0	0	0	0	0	0	0	0	0	0	3	3	3	3	3	3	3							0	3	3
<b>Hearing aid dispensers+</b>	<b>Not previously required</b>												<b>Not required</b>															
<b>Occupational therapists</b>	0	0	0	5	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10						10	10	10	10
<b>ODPs</b>	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10							10	10	10
<b>Orthoptists</b>	1	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2							2	2	2
<b>Paramedics</b>	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6							6	6	6
<b>Physiotherapists</b>	0	0	0	0	0	0	0	0	0	0	12	12	12	12	12	12	12	12	12							12	12	12
<b>Practitioner psychologists</b>	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0							0	0	0
<b>Prosthetists &amp; orthotists</b>	0	0	0	0	2	2	2	2	2	2	2	2	2	2	2	1	1	1	1							2	1	2
<b>Radiographers</b>	0	0	0	0	0	0	0	0	9	9	9	9	9	9	9	9	9	9	9							9	9	9
<b>SLTs</b>	0	0	0	0	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3							3	3	3
<b>Total</b>	30	30	30	37	56	56	56	56	65	65	77	77	82	83	83	82	82	82	82						23	77	82	82
<b>Legal Assessors</b>													10	21	21	21	21	21	21							10	21	19
<b>Panel Chair</b>													19	19	19	19	19	19	19							19	19	19
<b>Total Partner Numbers</b>																								<b>Total YTD</b>	<b>Total Forecast</b>			
																						543	667	665	715			

+ Hearing aid dispensers section of register opened 1st April 2010



	2009												2010												2011												2008/9 FYE	09/10 FYE	10/11 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	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar			
<b>Panel members</b>																																							
PM new appointments	22	2	0	0	0	0	0	0	0	0	2	1	9	0	1	1	0	11	1	15	27	23																	
Resignations/Terminations							3	1	0	0	1	7	21	1	1	7	0	0	0	42	30																		
Total NumberTrained	242	242	242	225	224	221	220	220	220	221	222	216	204	204	204	198	198	204	204	219	216	204																	
Awaiting training	20	22	22	1	1	1	1	1	1	0	0	0	0	0	0	0	0	5	5	21	0	5																	
<b>Visitors</b>																																							
VI new appointments	13	5	0	0	0	0	4	0	0	0	3	0	4	0	0	0	0	5	5	32	25	14																	
Resignations/Terminations							2	0	0	1	0	0	3	0	3	8	0	0	0	3	14																		
Total NumberTrained	157	157	157	163	160	158	158	158	157	168	171	171	172	172	169	161	161	161	161	138	171	161																	
Awaiting training	20	25	25	10	10	10	14	14	14	3	3	3	3	3	3	3	3	8	8	26	3	8																	
<b>Registration assessors</b>																																							
RA new appointments	12	4	0	0	0	0	0	0	0	0	3	0	5	0	1	2	0	3	1	19	19	12																	
Resignations/Terminations							2	0	1	1	0	1	4	2	5	7	1	0	0	5	19																		
Total NumberTrained	211	211	211	174	173	171	171	170	169	168	170	169	170	168	164	161	160	163	163	193	169	160																	
Awaiting training	7	11	11	0	1	1	1	1	1	1	2	2	2	2	2	0	0	0	0	14	2	0																	
<b>CPD assessors</b>																																							
CPD new appointments	8	0	0	0	17	0	0	0	9	0	12	0	5	1	0	0	0	0	0	4	46	6																	
Resignations/Terminations							0	0	0	0	0	0	0	0	0	1	0	0	0	0	1																		
Total NumberTrained	31	37	37	37	37	52	52	52	52	65	77	77	81	82	82	81	81	82	82	25	77	81																	
Awaiting training	2	2	2	2	4	4	4	4	13	0	0	0	1	1	1	1	1	0	0	1	0	1																	
<b>Legal Assessors</b>																																							
LA new appointments				0	0	0	0	0	0	0	0	0	0	11	0	0	0	0	0	0	11																		
Resignations/Terminations							1	0	0	0	0	0	1	0	0	0	0	0	0	1	1																		
Total NumberTrained				12	12	11	11	11	11	11	11	10	10	21	21	21	21	21	21	10	21																		
Awaiting training				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																		
<b>Panel Chairs</b>																																							
Panel Chair new appointments				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																		
Resignations/Terminations							0	0	1	0	0	0	0	0	0	0	0	0	0	0	0																		
Total NumberTrained				19	19	19	20	19	19	19	19	19	19	19	19	19	19	19	19	19	19																		
Awaiting training				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0																		