

## Human Resources, Partners – Hayley Graham

### **Recruitment**

Following interviews in November and December, we have appointed the following Social Worker partners:

Registrant Panel Members – 33

Visitors – 18

No recruitment in other professions has taken place.

### **Training**

The following training has taken place since the last report:

#### **New:**

CPD Assessor: 1

#### **Refresher:**

Panel Members: 21

Visitors: 19

### **Partner Appraisal**

The following appraisals have taken place in the current financial year:

Panel Members – 59

Registration Assessors – 112

Panel Chairs – 14

Visitors – 34

In order to ensure that all Panel Members are appraised within acceptable timeframes, appraisals will now be conducted at all types of public hearings instead of only at final hearings.

### **Partner Resignations**

Since the last report 1 panel member, 1 registration assessor, 1 visitor and 1 CPD Assessor has resigned. There is an on-going fitness to practise case for one panel member.

### **Team Information**

Amy McAuliffe has been appointed as a part time Team Administrator for 3 days per week until September 2012.

Kathryn Neuschafer, who has been on maternity leave since July 2011, has resigned from her post of Partner Manager to move back to Australia with her family. Hayley Graham, who was covering Kathryn's maternity leave, has agreed to stay on as Partner Manager on a permanent basis.

### **Social Worker Project**

The first round of recruitment is almost complete and has proved successful so far.

The only role that we are expected to require a second round for is Visitor. The application window for this opened on 16<sup>th</sup> January for 4 weeks.

Panel Chair recruitment commences on 6 February.

All training dates are now confirmed.



Panel members and visitors

Panel Members	2010			2011									2012			2008/9	09/10	10/11	11/12	11/12									
	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	FYE	YTD	Forecast
Arts therapists	8	8	8	9	9	9	9	9	9	9	9	9	9	9	9	9	8	8	8	9	0	8	9	9	9	9	9	9	
Biomedical scientists	13	13	13	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11	11	11	12	12	12	12	12	12	14	
Chirops & podiatrists	6	6	6	6	6	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	13	
Clinical scientists	21	20	20	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	
Dietitians	4	4	4	3	3	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	6	
Hearing aid dispensers	10	10	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	10	
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	9	9	9	9	11	10	10	10	10	10	10	
ODPs	9	9	9	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	13	13	13	13	13	13	15	
Orthoptists	3	3	3	3	3	3	3	3	3	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	
Paramedics	14	14	15	15	15	15	16	16	16	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	16	
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	27	
Practitioner psychologists	28	28	28	28	28	28	28	28	28	28	28	28	28	28	23	23	23	23	23	23	23	28	28	28	28	28	28	25	
Prosthetists & orthotists	4	4	4	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	6	
Radiographers	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	17	
SLTs	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	10	10	10	10	10	10	10	10	10	10	10	10	11	
Lay members	26	26	26	25	25	25	25	25	40	40	40	50	50	49	49	49	48	48	48	48	48	48	48	48	48	48	48	40	
<b>Total</b>	<b>205</b>	<b>204</b>	<b>204</b>	<b>198</b>	<b>198</b>	<b>209</b>	<b>210</b>	<b>210</b>	<b>228</b>	<b>228</b>	<b>228</b>	<b>237</b>	<b>243</b>	<b>237</b>	<b>238</b>	<b>237</b>	<b>237</b>	<b>235</b>	<b>234</b>	<b>234</b>	<b>235</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>204</b>	<b>216</b>	<b>237</b>	<b>238</b>	<b>243</b>
Visitors	2010			2011									2012			FYE	FYE	FYE	YTD	Forecast									
Arts therapists	14	14	14	13	13	13	13	13	13	13	13	13	18	18	17	16	14	14	14	14	14	15	14	13	18	15	15		
Biomedical scientists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11	11	11	12	12	12	12	12	12	11	
Chirops & podiatrists	9	9	9	9	9	11	11	11	10	9	9	9	9	9	9	11	11	11	11	11	11	11	11	11	11	9	9	10	
Clinical scientists	8	8	7	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5	
Dietitians	8	8	7	6	6	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	
Hearing aid dispensers	4	4	3	3	3	3	3	3	3	3	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
Occupational therapists	14	14	14	12	12	12	12	12	12	12	12	12	14	14	15	15	15	15	15	15	15	14	14	12	14	14	14	16	
ODPs	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	
Orthoptists	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	2	
Paramedics	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	16	16	16	15	15	15	17	16	15	15	15	15	16	
Physiotherapists	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	15	15	15	16	16	16	16	16	13	13	13	13	15	
Practitioner psychologists	29	29	29	29	29	29	29	29	30	30	30	30	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	32	
Prosthetists & orthotists	4	4	4	4	4	4	4	3	3	3	2	2	2	2	2	2	2	2	2	2	2	4	4	2	2	2	2	3	
Radiographers	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	16	16	16	16	16	16	17	16	15	15	15	15	13	
SLTs	10	10	10	9	9	9	9	9	9	9	9	9	9	9	9	10	10	10	10	10	10	11	10	9	9	9	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	4	4	4	4	4	
<b>Total</b>	<b>175</b>	<b>175</b>	<b>172</b>	<b>164</b>	<b>164</b>	<b>169</b>	<b>169</b>	<b>168</b>	<b>168</b>	<b>167</b>	<b>166</b>	<b>166</b>	<b>175</b>	<b>175</b>	<b>175</b>	<b>180</b>	<b>178</b>	<b>178</b>	<b>178</b>	<b>178</b>	<b>178</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>147</b>	<b>174</b>	<b>166</b>	<b>175</b>	<b>175</b>

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Registration Assessors	2010			2011									2012										
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb
Arts therapists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5	5	5	5	5	6			
Biomedical scientists	16	16	16	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15		
Chirops & podiatrists	5	5	5	5	5	5	5	6	6	6	6	6	6	6	6	6	6	6	6	6			
Clinical scientists	22	22	20	21	21	22	22	22	21	21	21	21	21	21	21	20	20	20	20	20			
Dietitians	7	7	7	5	5	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7			
Hearing aid dispensers	5	5	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			
ODPs	4	4	4	4	4	4	5	5	5	5	5	5	5	5	4	4	4	4	4	4			
Orthoptists	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5			
Paramedics	12	12	11	10	10	10	10	11	11	11	11	11	11	11	11	11	11	11	11	11			
Physiotherapists	21	21	21	21	21	21	21	21	21	21	21	21	21	21	20	20	20	20	20	20			
Practitioner psychologists	26	24	24	24	23	23	23	23	24	24	24	24	24	27	25	25	22	30	30	30	30		
Prosthetists & orthotists	5	5	5	4	4	4	4	4	3	3	3	3	3	3	3	3	3	3	3	3			
Radiographers	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16			
SLTs	12	12	12	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11			
<b>Total</b>	<b>172</b>	<b>170</b>	<b>166</b>	<b>161</b>	<b>160</b>	<b>163</b>	<b>164</b>	<b>166</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>165</b>	<b>168</b>	<b>166</b>	<b>166</b>	<b>160</b>	<b>160</b>	<b>167</b>	<b>167</b>	<b>168</b>			

  

CPD Assessors	2010			2011									2012											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Arts therapists	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3				
Biomedical scientists	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8				
Chirops & Podiatrists	13	13	13	13	13	13	13	13	13	12	12	12	12	12	12	12	12	12	12	12				
Clinical scientists	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				
Hearing aid dispensers	<b>Not required</b>												<b>Not required</b>											
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10				
ODPs	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				
Paramedics	6	6	6	6	6	6	6	6	6	6	6	6	6	5	4	4	5	5	5	5	5			
Physiotherapists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12				
Practitioner psychologists	<b>Not required</b>												<b>Not required</b>											
Prosthetists & orthotists	2	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1				
Radiographers	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9				
SLTs	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3				
<b>Total</b>	<b>82</b>	<b>83</b>	<b>83</b>	<b>82</b>	<b>82</b>	<b>82</b>	<b>82</b>	<b>82</b>	<b>82</b>	<b>81</b>	<b>81</b>	<b>81</b>	<b>81</b>	<b>80</b>	<b>79</b>	<b>79</b>	<b>80</b>	<b>80</b>	<b>80</b>	<b>80</b>				

  

Legal Assessors	2010	2011	2012																				
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
Legal Assessors	10	21	21	21	21	21	21	21	20	20	20	20	20	20	20	20	20	20	20	20	20		
Panel Chair	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19		

2008/9	09/10	10/11	11/12	11/12
FYE	FYE	FYE	YTD	Forecast
6	6	6	5	6
18	16	15	15	16
17	5	6	6	5
25	23	21	20	18
9	7	7	7	8
		4	4	5
12	11	10	10	11
4	4	5	4	4
6	5	5	5	5
15	13	11	11	13
25	22	21	20	22
	26	24	30	25
3	5	3	3	3
17	16	16	16	16
12	12	11	11	12
169	171	165	167	169
FYE	FYE	FYE	YTD	Forecast
	0	3	3	2
	8	8	8	8
13	13	12	12	13
	2	2	2	2
	0	3	3	3
	10	10	10	10
10	10	10	10	10
	2	2	2	2
	6	6	5	6
	12	12	12	12
	2	1	1	2
	9	9	9	9
	3	3	3	3
23	77	81	80	82
FYE	FYE	FYE	YTD	Forecast
	10	20	20	19
	19	19	19	19
			<b>Total YTD</b>	<b>Total Forecast</b>
543	667	688	699	707