

## Human Resources, Partners – Hayley Graham

### Recruitment

23 Legal Assessors have now been appointed and agreements issued.

3 applications were received for the role of Registration Assessors, Clinical Scientist (Audiology). Interviews will take place on 24 July.

### Training

**Event:** 15 June, New Registration Assessor Training

**Attendees:** 20

**Event:** 20 June, New Legal Assessor Training

**Attendees:** 23

**Event:** 28-29 June, New Panel Member Training

**Attendees:** 18 Lay, 11 Social Worker Registrants

**Event:** 4 July, Legal Assessor Refresher Training

**Attendees:** 15

**Event:** 12 July, Panel Chair Refresher Training

**Attendees:** 13

New and refresher training is now complete until October.

### Partner Appraisal

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

Panel Members – 20

Registration Assessors – 10

Panel Chairs – 13

Visitors – 7

### Appraisal Evaluation

Due to work pressures, the partner appraisal evaluation report is not yet complete. The report will now be presented to the September Finance and Resources Committee.

### Partner Resignations

Since the last report, 0 partners have resigned. 2 partners had their agreements terminated for failure to attend new partner training on 3 occasions without reasonable explanation.

### Partner Complaints

Fitness to Practise has submitted two complaints around partner competence and conduct. Both are currently being investigated.

### Partner Agreement Renewals

Lay renewals were still in progress as at the last report. The full results are below.

Profession	Submissions	4 years/ Service End	2 years	Expire
CH	9	2	7	0
CS	16	3	10	3
OR	2	1	0	1
PYL	2	1	0	1
Lay	21	9	12	0
<b>Totals</b>	50	16	29	5

2 panel members appealed the decision to end their agreement. After consideration of the circumstances, they have been allowed to resubmit their evidence. The appeal process is ongoing.

### **Social Worker Project**

Recruitment and training associated with the Social Worker project is now complete. A minority were unable to attend scheduled training. Non attendees are booked onto a future course.

Role	Recruited	Trained	Unable to attend training
Registrant Panel Member	33	33	0
Lay Panel Member	18	18	0
Visitor	26	24	2
Registration Assessor	21	20	1
Panel Chair	13	13	0
Legal Assessor	24	24	0

Resignations & Training Report April 2010 - March 2012																										11/12	12/13	13/14											
	2011												2012												2013												11/12	12/13	13/14
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun*	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD	YTD	YTD												
<b>Panel members</b>																																							
PM new appointments	6	0	1	4	1	0	8	0	33	0	0	0	0	18	0										53	18													
Resignations/Terminations	0	5	0	1	0	2	1	0	0	1	0	2	1	2	0										12	3													
Total NumberTrained	224	237	238	237	237	235	234	238	238	243	243	241	240	241	291										241	291													
Awaiting training	19	1	1	4	5	5	13	9	42	36	36	34	52	28	0										13	0													
<b>Visitors</b>																																							
VI new appointments	9	0	7	0	0	0	2	0	18	0	0	8	0	0	0									44	0														
Resignations/Terminations	0	0	1	2	2	0	0	0	0	1	2	1	3	3	0									9	6														
Total NumberTrained	163	163	163	176	178	178	178	178	178	177	174	173	178	176	200										173	200													
Awaiting training	12	12	19	4	0	0	2	2	20	20	20	28	28	28	2										3	2													
<b>Registration assessors</b>																																							
RA new appointments	4	0	0	8	0	0	2	6	0	21	0	0	0	0	0									41	0														
Resignations/Terminations	1	1	4	2	0	1	0	0	0	1	1	0	1	2	0									11	3														
Total NumberTrained	164	167	162	160	160	167	167	169	169	169	167	172	170	171	190										164	190													
Awaiting training	4	0	0	8	8	0	2	6	6	27	27	27	21	21	1										1	1													
<b>CPD assessors</b>																																							
CPD new appointments	0	0	0	0	0	0	2	0	0	0	0	2	0	0	0									4	0														
Resignations/Terminations	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0									2	0														
Total NumberTrained	81	80	80	80	80	80	80	80	80	80	79	79	79	83	83										79	83													
Awaiting training	0	0	0	0	0	0	2	2	2	2	2	4	4	0	0										4	0													
<b>Legal Assessors</b>																																							
LA new appointments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									0	0														
Resignations/Terminations	0	0	0	0	0	0	0	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	44										20	44													
Awaiting training	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	13	0									0	13														
Resignations/Terminations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0									0	0														
Total NumberTrained	19	19	19	19	19	19	19	19	19	19	19	19	19	19	32										19	32													
Awaiting training	0	0	0	0	0	0	0	0	0	0	0	0	0	13	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	
<b>Panel members</b>																									
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	
Appraisals scheduled	6	8	6																						20
<b>Visitors</b>																									
Target	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	
Appraisals scheduled	4	0	3																						7
*eligible visitors in line with Visit Schedule and Annual Monitoring Days																									
<b>Registration assessors</b>																									
Target	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10		
Appraisals scheduled	2	5	3																						10
<b>Panel Chairs</b>																									
Target	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**		
Appraisals scheduled	6	5	2																						13

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

Panel members and visitors

Panel Members	2010			2011										2012										2008/9	09/10	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	FYE	FYE	YTD
Arts therapists	9	9	9	9	9	8	8	8	8	8	8	8	8	8	8									8	8	9	8	8	8
Biomedical scientists	12	12	12	11	11	11	11	10	10	10	10	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	12									12	12	12	12	12	12
Clinical scientists	18	18	18	18	18	18	18	18	18	18	18	17	17	16	16									17	16	18	17	16	16
Dietitians	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
Occupational therapists	10	10	10	10	10	10	9	9	9	9	9	9	9	9	9									9	9	10	9	9	9
ODPs	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13									13	13	13	13	13	13
Orthoptists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6									6	6	6	6	6	6
Paramedics	15	15	15	15	15	15	15	15	15	19	18	18	18	20	20									18	20	15	18	20	20
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	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	28	29	29	29
Prosthetists & orthotists	4	4	4	4	4	4	4	4	4	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	15	15	15	15
Social workers													0	0	0									0	0	0	0	0	33
SLTs	9	9	10	10	10	10	10	10	10	10	10	10	10	10	10									10	10	9	10	10	10
Lay members	50	49	49	49	49	48	48	48	48	48	48	48	48	47	47									48	47	50	48	47	47
<b>Total</b>	<b>243</b>	<b>237</b>	<b>238</b>	<b>237</b>	<b>237</b>	<b>235</b>	<b>234</b>	<b>238</b>	<b>238</b>	<b>244</b>	<b>243</b>	<b>241</b>	<b>240</b>	<b>240</b>	<b>240</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>204</b>	<b>216</b>	<b>237</b>	<b>241</b>	<b>240</b>	<b>274</b>
<b>Visitors</b>																								<b>FYE</b>	<b>FYE</b>	<b>FYE</b>	<b>FYE</b>	<b>YTD</b>	<b>Forecast</b>
Arts therapists	18	18	17	16	14	14	14	14	14	14	13	12	12	12	12									15	14	13	12	12	12
Biomedical scientists	12	12	12	11	11	11	11	11	11	11	11	11	10	10	10									12	12	12	11	10	12
Chirops & podiatrists	9	9	9	11	11	11	11	11	11	11	11	11	11	11	11									11	9	9	11	11	11
Clinical scientists	6	6	6	6	6	6	6	6	6	6	6	6	13	12	12									5	9	6	6	12	6
Dietitians	9	9	9	9	9	9	9	9	9	9	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	3	4	4	4
Occupational therapists	14	14	15	15	15	15	15	15	15	15	13	13	13	13	12									14	15	12	13	12	13
ODPs	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									6	5	4	4	4	5
Paramedics	15	15	15	16	16	16	16	16	16	16	16	16	16	16	16									17	16	15	16	16	16
Physiotherapists	13	13	13	15	15	15	15	15	15	15	15	15	14	14	14									16	13	13	15	14	15
Practitioner psychologists	31	31	31	31	31	31	31	31	31	31	31	31	31	30	29									31	29	30	31	29	31
Prosthetists & orthotists	2	2	2	2	2	2	2	2	2	2	2	2	2	2	4									4	4	2	2	4	4
Radiographers	15	15	15	16	16	16	16	16	16	16	16	16	16	16	16									17	16	15	16	16	16
Social workers													0	0	0									0	0	0	0	0	30
SLTs	9	9	9	10	10	10	10	10	10	10	10	10	10	10	10									11	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
<b>Total</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>178</b>	<b>174</b>	<b>173</b>	<b>178</b>	<b>176</b>	<b>176</b>	<b></b>	<b></b>	<b></b>	<b></b>	<b></b>	<b></b>	<b></b>	<b></b>	<b>147</b>	<b>174</b>	<b>166</b>	<b>173</b>	<b>176</b>	<b>207</b>

**Page 49 contd - Registration assessors and CPD assessors**

Registration Assessors	2010			2011									2012									2008/9	09/10	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	FYE	FYE	YTD	Forecast									
Arts therapists	6	6	6	5	5	5	5	5	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												18	16	15	15	15	15							
Chirops & podiatrists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6												17	5	6	6	6	6							
Clinical scientists	21	21	21	21	21	20	20	20	20	20	20	25	23	23	23													25	23	21	25	23	25						
Dietitians	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7												9	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						
Occupational therapists	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10																								
ODPs	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4																								
Orthoptists	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																								
Physiotherapists	21	21	21	20	20	20	20	20	20	20	20	20	20	20	20																								
Practitioner psychologists	27	25	25	22	22	30	30	30	31	31	30	30	30	30	30																								
Prosthetists & orthotists	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																								
Social workers																																							
SLTs	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11																								
<b>Total</b>	<b>168</b>	<b>166</b>	<b>166</b>	<b>160</b>	<b>160</b>	<b>167</b>	<b>167</b>	<b>167</b>	<b>169</b>	<b>169</b>	<b>167</b>	<b>172</b>	<b>170</b>	<b>170</b>	<b>170</b>												<b>169</b>	<b>171</b>	<b>165</b>	<b>172</b>	<b>170</b>	<b>194</b>							
<b>CPD Assessors</b>																											<b>FYE</b>	<b>FYE</b>	<b>FYE</b>	<b>FYE</b>	<b>YTD</b>	<b>Forecast</b>							
Arts therapists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4																								
Biomedical scientists	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																								
Clinical scientists	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																								
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																								
ODPs	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																								
Paramedics	6	5	4	4	5	5	5	5	5	5	5	5	5	6	6	5																							
Physiotherapists	12	12	12	12	12	12	12	12	12	12	11	11	11	11	11																								
Practitioner psychologists	<b>Not required</b>												<b>Not required</b>																										
Prosthetists & orthotists	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2																								
Radiographers	9	9	9	9	9	9	9	9	9	9	9	9	9	9	9																								
Social workers																																							
SLTs	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3																								
<b>Total</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>	<b>80</b>	<b>80</b>	<b>80</b>	<b>79</b>	<b>79</b>	<b>80</b>	<b>80</b>	<b>81</b>											<b>23</b>	<b>77</b>	<b>81</b>	<b>79</b>	<b>81</b>	<b>82</b>							
<b>Legal Assessors</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>	<b>20</b>																								
Panel Chair	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19																								
<b>Total Number of Roles</b>													<b>704</b>			<b>710</b>			<b>702</b>			<b>704</b>			<b>707</b>			<b>705</b>			<b>706</b>			<b>543</b>	<b>667</b>	<b>688</b>	<b>704</b>	<b>706</b>	<b>757</b>