

## **HPC PARTNERS: UPDATE ON RECRUITMENT EXERCISE**

The response to advertisements placed in national, regional and professional journals during December and January was overall, a positive one. Traditionally this time of the year is often avoided by recruiters. Despite this the HPC advertisement campaign received a 40% response rate.

Figure 1 provides data on the level and pattern of applications received. In summary 2029 requests for information were received and from these 849 individuals chose to apply. Many of these were multiple applications hence the 1216 applications received.

It should be noted that these figures are as at 22 May. Applications are still being received from potential partners.

To date 61% of applications received have been from Lay people. Anecdotal evidence suggests that some registrants who may have been eligible to be considered as a partner felt unable to commit to the stated time commitment i.e. up to 30 days each year.

In February the second stage of the selection process began. Key activities have included identifying assessment/shortlisting teams, interview dates and finalising shortlists.

The rolling programme of selection interviews began in March. Figures 9 and 10 provide details on the outcome of the Legal and Medical assessor's interviews. Panel interviews for Registrant partners are almost complete - 90% of these have taken place. To date 146 partners have completed the clearance process. It is anticipated that registrant partners' interviews will be complete by the end of June.

In terms of lay applications, the final shortlist for this group will be complete by 3 June. Interviews for this group are scheduled to take place during June.

Dates have yet to be identified for partners' induction training; it is anticipated that these will take place after the summer.

## HPC PARTNERS: Recruitment & Selection Exercise as at May 22nd

**Figure 1: Applications**

<b>Packs sent*</b>	<b>2029</b>
<b>Individuals who applied to date**</b>	<b>849</b>
<b>Total no of applications to date**</b>	<b>1216</b>
<b>Response Rate</b>	<b>41.84%</b>
<b>Average no of roles applied for by an individual</b>	<b>1.43</b>
<b>No of registered applications received</b>	<b>568</b>
<b>No. of registered applicants</b>	<b>331</b>
* Excluding information downloaded from HPC Web-site	
** The closing date for applications was as Jan 17th, however it is now on going with applications still being received	

**Figure 2: All Applications by Role**

<b>Role</b>	<b>No. of Applications</b>	<b>No. appointable as at May 22nd</b>	<b>Est. No. Required</b>
<b>Visitor</b>	<b>304</b>	<b>71</b>	<b>155</b>
<b>Registration Assessor</b>	<b>133</b>	<b>57</b>	<b>150</b>
<b>Members of Health Committee Panels*</b>	<b>116</b>	<b>19</b>	<b>36* + Lay</b>
<b>Members of Investigating Committee Panels*</b>	<b>230</b>	<b>46</b>	<b>36* +Lay</b>
<b>Members of Conduct and Competence Committee Panels*</b>	<b>296</b>	<b>42</b>	<b>36* + Lay</b>
<b>Legal Assessors</b>	<b>91</b>	<b>14</b>	<b>6</b>
<b>Medical Assessors</b>	<b>46</b>	<b>12</b>	<b>10</b>
<b>TOTAL</b>	<b>1216</b>	<b>261</b>	<b>321 +Lay</b>
* Note: Estimated required number of Registrant Partners for each Panel has been estimated at 3 per Profession			

## BREAK DOWN OF PROFESSIONS BY ROLE

**Figure 3: VISITORS**

Profession	Number of HPC Registrants	No. of Applications received	Ratio of Registrants to Applicants	No. short-listed/invited to interview	No. appointable as at May 22nd	Estimated No. Required
CHIROPODY	8967	28	320	25	15	10
DIETETICS	5731	18	318	18	3	20
MEDICAL LABORATORY SCIENCES	21593	33	654	(15*)	0*	0*
OCCUPATIONAL THERAPY	24358	15	1624	14	11	18
ORTHOPTICS	1325	5	265	5	0	10
PHYSIOTHERAPY	35414	21	1686	21	5	20
RADIOGRAPHY	22020	26	847	25	22	15
ARTS THERAPY	1950	16	122	16	3	15
PROSTHETICS & ORTHOTISTS	783	8	98	8	1	4
CLINICAL SCIENCE	3347	26	129	16	5	10
PARAMEDICS	9058	11	823	8	3	13
SPEECH & LANGUAGE THERAPY	8706	31	281	26	3	20
<b>TOTAL (REGISTERED)</b>	<b>143252</b>	<b>238</b>	<b>N/A</b>	<b>182</b>	<b>71</b>	<b>155</b>
<b>NON REGISTERED**</b>	<b>N/A</b>	<b>66</b>	<b>N/A</b>	<b>6</b>	<b>0</b>	
<b>TOTAL</b>	<b>143252</b>	<b>304</b>	<b>N/A</b>	<b>188</b>	<b>71</b>	<b>155 + LAY</b>

\* 15 MLSO Visitor applications interviewed for other roles.

\*\* Non registered (Lay) application short lists to be completed on June 3rd

**Figure 4: REGISTRATION ASSESSORS**

Profession	Number of HPC Registrants	No. of Applications received	Ratio of Registrants to Applicants	No. short-listed/invited to interview	No. appointable as at May 22nd	Estimated No. Required
CHIROPODY	8967	13	690	11	12	24
DIETETICS	5731	11	521	11	3	6
MEDICAL LABORATORY SCIENCES	21593	11	1963	11	6	18
OCCUPATIONAL THERAPY	24358	15	1624	15	6	18
ORTHOPTICS	1325	3	442	3	0	2
PHYSIOTHERAPY	35414	12	2951	12	4	20
RADIOGRAPHY	22020	14	1573	12	11	16
ARTS THERAPY	1950	7	279	7	2	4
PROSTHETICS & ORTHOTISTS	783	3	261	3	0	2
CLINICAL SCIENCE	3347	17	197	16	6	18
PARAMEDICS	9058	13	697	12	4	16
SPEECH & LANGUAGE THERAPY	8706	14	622	13	3	6
<b>TOTAL (REGISTERED)</b>	<b>143252</b>	<b>133</b>	<b>N/A</b>	<b>126</b>	<b>57</b>	<b>150</b>

**Figure 5: MEMBER OF HEALTH COMMITTEE PANELS (MHCP) APPLICATIONS**

PROFESSION	Number of HPC Registrants	No. of Applications	Ratio of Registrants to Applicants	No. short-listed/invited for interview	No. appointable as at May 22nd*	Est. No. required
CHIROPODY	8967	2	4483	1	0	3
DIETETICS	5731	0	5731	0	3	3
MEDICAL LABORATORY SCIENCES	21593	2	10796	2	1	3
OCCUPATIONAL THERAPY	24358	4	6089	2	1	3
ORTHOPTICS	1325	1	1325	1	0	3
PHYSIOTHERAPY	35414	4	8853	4	1	3
RADIOGRAPHY	22020	1	22020	1	0	3
ARTS THERAPY	1950	2	975	2	1	3
PROSTHETICS & ORTHOTISTS	783	0	783	0	0	3
CLINICAL SCIENCE	3347	5	669	4	4	3
PARAMEDICS	9058	3	3019	3	2	3
SPEECH & LANGUAGE THERAPY	8706	1	8706	1	0	3
<b>TOTAL (REGISTERED)</b>	<b>143252</b>	<b>25</b>		<b>21</b>	<b>13</b>	<b>36</b>
<b>NON-REGISTERED**</b>	<b>N/A</b>	<b>91</b>		<b>2</b>	<b>0</b>	
<b>TOTAL</b>		<b>116</b>		<b>23</b>	<b>13</b>	<b>36 + Lay</b>

**Figure 6: MEMBER OF INVESTIGATING COMMITTEE PANELS (MICP) APPLICATIONS**

PROFESSION	Number of HPC Registrants	No. of Applications	Ratio of Registrants to Applicants	No. short-listed/invited for interview	No. appointable as at May 22nd*	Est. No. required
CHIROPODY	8967	8	1121	6	4	3
DIETETICS	5731	4	1433	3	3	3
MEDICAL LABORATORY SCIENCES***	21593	12	1799	7	9	3
OCCUPATIONAL THERAPY	24358	2	12179	2	2	3
ORTHOPTICS	1325	1	1325	1	0	3
PHYSIOTHERAPY	35414	15	2361	15	6	3
RADIOGRAPHY	22020	10	2202	9	5	3
ARTS THERAPY	1950	5	390	5	2	3
PROSTHETICS & ORTHOTISTS	783	4	196	4	1	3
CLINICAL SCIENCE	3347	16	209	12	4	3
PARAMEDICS	9058	6	1510	6	3	3
SPEECH & LANGUAGE THERAPY	8706	1	8706	1	0	3
<b>TOTAL (REGISTERED)</b>	<b>143252</b>	<b>84</b>		<b>71</b>	<b>39</b>	<b>36</b>
<b>NON-REGISTERED**</b>	<b>N/A</b>	<b>146</b>		<b>6</b>	<b>0</b>	
<b>TOTAL</b>		<b>230</b>		<b>77</b>	<b>39</b>	<b>36 + Lay</b>

\* Numbers appointable do not always correlate to the numbers applied and short listed, this is because applicants have taken on more roles than they had originally applied for after having been interviewed

\*\* Non registered (Lay) application short lists to be completed on June 3rd

\*\*\*A further 6 invited to interview under MLSSO MICP from Visitor category

**Figure 7: MEMBER OF CONDUCT & COMPETENCE COMMITTEE PANELS (MCCCP) APPLICATIONS**

PROFESSION	Number of HPC Registrants	No. of Applications	Ratio of Registrants to Applicants	No. short-listed/invited for interview	No.appointable as at May 22nd*	Est. No. required
CHIROPODY	8967	9	996	6	1	3
DIETETICS	5731	2	286	2	3	3
MEDICAL LABORATORY SCIENCES*	21593	11	1963	9*	5	3
OCCUPATIONAL THERAPY	24358	7	3479	6	4	3
ORTHOPTICS	1325	1	1325	1	0	3
PHYSIOTHERAPY	35414	16	2213	16	4	3
RADIOGRAPHY	22020	9	2447	9	7	3
ARTS THERAPY	1950	4	487	4	3	3
PROSTHETICS & ORTHOTISTS	783	4	196	4	1	3
CLINICAL SCIENCE	3347	15	223	10	7	3
PARAMEDICS	9058	9	1006	7	4	3
SPEECH & LANGUAGE THERAPY	8706	1	8706	1	3	3
<b>TOTAL (REGISTERED)</b>	<b>143252</b>	<b>88</b>		<b>75</b>	<b>42</b>	<b>36</b>
<b>NON REGISTERED**</b>	<b>N/A</b>	<b>208</b>	<b>N/A</b>	<b>5</b>	<b>0</b>	
<b>TOTAL</b>		<b>296</b>		<b>80</b>	<b>42</b>	<b>36+LAY</b>

\* Numbers appointable do not always correlate to the numbers applied and short listed, this is because applicants have taken on more roles than they had originally applied for after having been interviewed

\*\* Non registered (Lay) application short lists to be completed on June 3rd

\*\*\*A further 4 invited to interview under MLSO MCCCP from Visitor category

**Figure 8: LEGAL ASSESSORS**

Geographical breakdown	No. of Applications	No. short-listed/invited for interview	No.appointable as at May 22nd	Est. No. required
SOUTH ENGLAND	N/A	N/A	7	
NORTH ENGLAND	N/A	N/A	3	
WALES	N/A	N/A	0	
SCOTLAND	N/A	N/A	2	
NORTHERN IRELAND	N/A	N/A	2	
<b>TOTAL</b>	<b>91</b>	<b>14</b>	<b>14</b>	<b>6</b>

**Figure 9: MEDICAL ASSESSORS**

Specialist breakdown	No. of Applications	No. short-listed/invited for interview	No.appointable as at May 22nd	Est. No. required
GENERAL PRACTITIONER	N/A	8	8	
OCCUPATIONAL MEDICINE	N/A	1	1	
ORTHOPAEDIC	N/A	1	1	
OBSTETRICS AND GYNAECOLOGY	N/A	1	0	
OPHTHALMOLOGY	N/A	1	1	
PSYCHIATRY	N/A	1	1	