

CPD Assessors

For Stage One of CPD recruitment, it is anticipated that the HPC will require an approximate figure of fifteen Chiropodist CPD Assessors and an approximate figure of twelve Operating Department Practitioner CPD Assessors in order to fulfil the CPD Assessor roles.

As we were unsure if our existing pool would be able to fulfil all of the above vacancies, prior to undertaking the formal advertising and recruitment process, I sought expressions of interest from our existing Partners to ascertain if they would be interested in taking on this additional role. All existing Operating Department Practitioners and Chiropodists partners were asked if they would be interested in becoming a CPD Assessor. As this is a new partner role, it was felt that using our existing pool of partners would be useful in order to gain their feedback on the processes around CPD assessments, and also so that they could bring their valuable experience to this new role in its early stages.

I have received a large response back from existing partners that they wish to be considered for the CPD Assessor role. We can now progress with the recruitment process. The CPD role brief has now

been completed and was written in conjunction with the Customer Service Manager.

It is anticipated that the initial recruitment for these roles will be carried out in late November 2007. Although the volume of expressions of interest received indicated that we will be able to recruit initially from our existing pool of partners, if there are not enough partners who successful are appointed following the selection process then any remaining roles will need to be advertised externally, in the relevant professional journal and on the HPC website. The training for the CPD Assessors has already been organised and will take place on the 24th and 25th June 2007.

Partner Role Briefs

I am working with the Director of Fitness to Practise to design and develop the Legal Assessors role brief. It is anticipated that this will be completed by December 2007. This will ensure that the HPC are able to recruit for new Legal Assessors roles when the applied psychologists are to come onto the register.

Partner Audit

The Human Resources department recently underwent a BSI Audit. This involved the BSI auditor coming to audit the partner files and partner processes. This audit was successful with no observations or further recommendations given to the management of the partner area.

Partner Performance Appraisal

The Visitor performance appraisal system has now been rolled out to all visitors that are eligible for appraisal.

I have also started to implement the Registration Assessors performance appraisal process and am sending paperwork to all of the partners who are eligible to be appraised. In the coming months, I will also be implementing the performance appraisal process for the panel members and panel chairs.

Partner handbook

All of the outstanding partner policies that were approved at the Finance and Resources Committee meeting in September 2007 have now all been uploaded onto the partner handbook section of the HPC website.

I have sent an e-mail to all partners, informing them of the new added policies on the partners section of

the HPC website. The feedback received so far in relation to the handbook has been very positive.

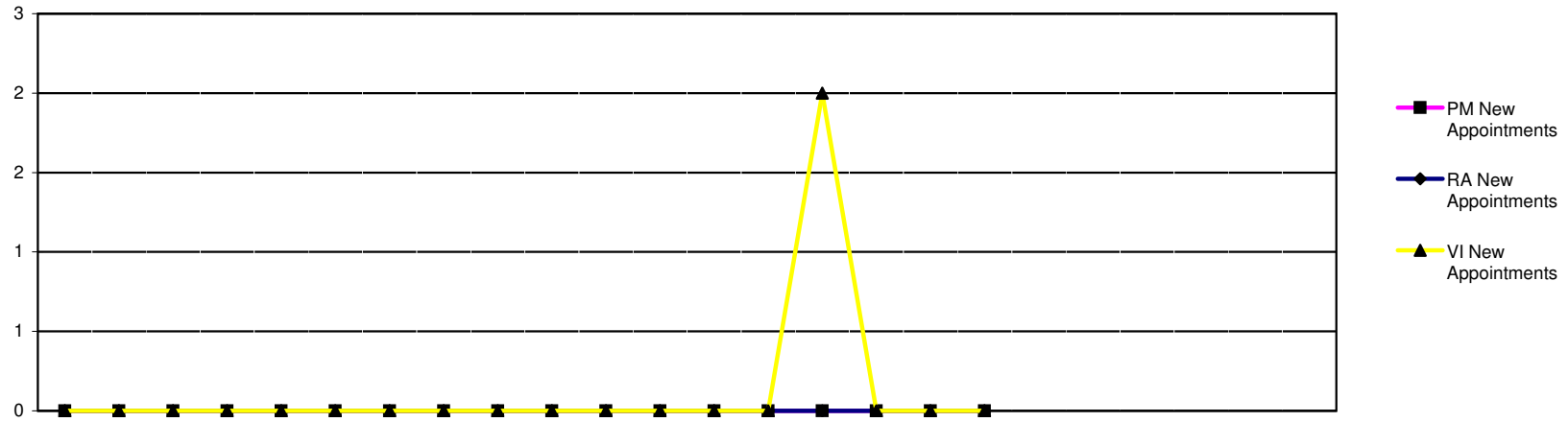
Applied Psychologists

I am in the process of working with the department heads that utilise partners to try and ascertain how many partners the HPC will require in order to carry out the effective on-boarding of the applied psychologists.

Once the predicted numbers have been finalised, the recruitment will then commence for the applied psychologists. It is anticipated that this will take place in early to mid December 2007.

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

Panel Members	2006			2007									2008						2004/5	2005/6	2006/7	2007/8							
	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	
Arts Therapists	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	
Biomedical Scientists	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	23	25	24	24
Chirops & Podiatrists	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	10	11	11	11
Clinical Scientists	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	37	46	44	44
Dietitians	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	14	13	13	13
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	4	10	10	10
Occupational Therapists	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	9	12	12	12
Orthoptists	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	4	4	5	5
Paramedics	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16
Prosthetists & Orthotists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
Physiotherapists	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	34	37	37	37
Radiographers	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	23	20	20	20
SLTs	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	11	13	13	13
Lay Members	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	78	81	79	78	78
Total	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	277	296	293	293	
Registration Assessors																										FYE	FYE	FYE	YTD
Arts Therapists	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	8	9	8	8	8
Biomedical Scientists	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	19	20	19	19	19
Chirops & Podiatrists	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	16	15	15	15
Clinical Scientists	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	42	44	43	43
Dietitians	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11
ODPs	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	6	5	5	5	
Occupational Therapists	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	12	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	6	6	6	6	6	5	6	6
Paramedics	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	16	15	15	15	
Prosthetists & Orthotists	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3
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	24	25	25
Radiographers	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	21	20	20	20
SLTs	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	15	14	14	14
Total	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	197	202	196	197	197	
Visitors																										FYE	FYE	FYE	YTD
Arts Therapists	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	22	10	21	22	22
Biomedical Scientists	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	1	11	13	13
Chirops & Podiatrists	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	18	19	20	20
Clinical Scientists	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	5	12	13	13
Dietitians	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	8	9	9	
ODPs	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	0	11	11	11	
Occupational Therapists	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	20	18	21	21	
Orthoptists	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	7	1	6	7	7	
Paramedics	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	6	20	20	20	
Prosthetists & Orthotists	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	3	2	1	1	
Physiotherapists	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	12	17	20	20	
Radiographers	29	29	29	29	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	20	25	29	20	20	
SLTs	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	12	16	16	16	
Lay Members	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	0	12	18	18	
Total	220	220	220	220	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	211	123	202	211	211	



	2006			2007									2008									2004/5 FYE	2005/6 FYE	2006/7 FYE	2007/8 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																		
Panel Members																																														
PM New Appointments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Trained	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293	293			
Awaiting Training	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23		
Registration Assessors																																														
RA New Appointments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
Trained	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	198	
Awaiting Training	24	24	24	24	24	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23		
Visitors																																														
VI New Appointments	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Trained	223	223	223	223	223	223	223	223	223	223	223	223	223	223	223	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	224	
Awaiting Training	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80	80