

Employee Resourcing

Whilst April was dominated by recruitment for newly approved posts within the 2008/09 budget, May has seen a mixture of recruitment for newly approved posts and existing posts due to resignation or promotion.

Adam Mawson, a Team Leader within the Registration Department, requested to transfer to a vacant Registration Advisor post, a role which he had held in the past and this request was approved. The vacant Team Leader post was advertised internally and filled by David Waddle, a previous Registration Advisor.

The vacancy created by David Waddle's promotion is currently advertised. Another Registration Advisor vacancy due to a resignation was advertised and successfully filled by an external candidate, Michael Demissie who will start on 23 June.

Interviews were held on 27 May 2008 for a twelve month fixed-term contract Team Administrator within the Secretariat Department to replace Alison Roberts who left in early May. The post has been advertised as contract position as the Secretary to Council wanted to keep options open to revisit the duties of the role if required after twelve months.

Three posts within the Fitness to Practise Department have been advertised and filled. Following Gemma Lee's resignation from the Case Officer post, interviews were successful and an external candidate, Rodney Dennis, will start in June. A newly approved Scheduling Officer role was interviewed for on 14 April

and Ola Odusanya commenced on 6 May. Finally, the Hearings Officer vacancy created by Vicki Adams' promotion to Case Manager was advertised and filled by Salma Begum who commenced on 12 May.

The Communications Department saw two resignations in March and April, Philippa Richardson, Publications Manager and Thomas Heiser, Events Manager. Both roles were advertised externally and successful appointments were made to both posts; Jonathan Jones as Publications Manager and Susan Carini as Events Manager. Both start in early June.

Rachel Tripp, Director of Policy and Standards commenced her maternity leave on 22 May and a twelve month Acting-Up position to cover her role was advertised. Two internal candidates Michael Guthrie, Policy Manager, and Greg Ross-Sampson, Director of Operations were offered the post on a slightly restructured basis to fit best with their skills and operational needs. Michael Guthrie will be Head of Policy for the duration of the Acting-Up period and the two Policy Officers within the team will report to him. Greg Ross-Sampson will be Acting Director of Policy and Standards and Michael will report to him. This arrangement will be reviewed after three and six month periods to ensure that it is working.

The Director of Operations post is being advertised on 11 June in the Guardian Newspaper. This is currently filled by Greg Ross-Sampson on a contractor basis and is now being advertised to fill the post on a permanent basis. The interview panel will consist of Anna van der Gaag, Barbara Stuart, Marc Seale and Larissa Foster, and interviews are scheduled to take place on 17 July.

Mark Potter is currently Acting-Up as Director of Communications for a short period to fill the gap between Rachel Tripp taking her maternity leave early, and Jacqueline Ladds returning to the post from her maternity leave in late June.

Human Resources Department (Partners)

After two years as Partner Manager, Yasmin Hussain resigned to take up a post as a Human Resources Manager with a charity. Her post has since been advertised and interviews were held on 30 April. Kathryn Neuschafer was appointed to the post and commences on 9 June. Her background was managing the HR Department of a large hospital.

The Partner Administrator vacancy which was previously filled by a contract employee was advertised permanently in April and Marche Wilson commenced with the department on 20 May. Marche has a local government HR background.

I am currently having fortnightly meetings with the department heads who manage partners to ensure that all the recruitment and training for partners continues to progress as it should be until the new Partner Manager learns the role.

Information and Consultation of Employees Regulations 2004

We have now had an answer from the Department for Business Enterprise and Regulatory Reform as to whether or not the

regulations do apply to the HPC. This is detailed in later, separate paper on this issue to the Committee.

Training

One day of disciplinary training, and another day of interview techniques training, was held for new managers at the HPC during May.

