

## Human Resources, Partners – Hayley Graham

### Recruitment

The following Partners have been recruited since the last report.

Role	Profession	Number
Registration Assessor	Clinical Scientist	3
Panel Member	Occupational Therapist	2
Panel Member	Orthoptist	2
Panel Member	Speech and Language Therapist	4
Visitor	Independent Prescribing	9
Visitor	Approved Mental Health Professional (AMHP)	4
Visitor	Clinical Scientist	3
Visitor	Registration Assessor	1
Visitor	Occupational Therapist	1

6 existing Social Worker visitors will also undertake an AMHP role. Therefore the total number of visitors for AMHP programmes is 10.

At the last meeting, the Committee asked whether appropriately trained Occupational Therapists had been invited to apply for AMHP visitor roles.

All professions entitled to undertake AMHP training (social workers, mental health and learning disabilities nurses, occupational therapists and practitioner psychologists) were invited to apply.

Adverts appeared in InFocus, RCN Bulletin, Social Work Matters, and Linked In as well as on the HCPC website.

We are currently recruiting Psychologist and Paramedic CPD assessors. Interviews will take place w/c 25 February 2012.

### FTP self-assessment agreement renewal

The evaluation is now complete. As with the appraisal evaluation, the self-assessment process was found to be effective and fit for purpose but a review of the assessed competences and documentation is underway.

### Training

The following training has recently taken place/ is scheduled:

Type	Role	Date	Attendees
Refresher	Visitor	23 November	19
Refresher	Panel Member	13 November	20
Refresher	Visitor	9 November	24
Refresher	Panel Member	19 October	22
New	Registration Assessor	23 January	4
New	Panel Member	31 January- 1 February	7
New	Visitor	12-13	21

		February	
New	CPD Assessor	22 March	TBC

A further 7 new or refresher training courses are scheduled November 2012 – February 2013.

### **Partner Appraisal**

The following appraisals have taken place in the current financial year (To end January 2013)

Panel members – 114

Registration assessors – 15

Panel chairs – 22

Visitors – 35

Appraisal numbers for registration assessors are low as the majority of eligible registration assessors have now been appraised. A second phase will commence once the updated appraisal process is rolled out at the beginning of the next financial year.

### **Partner Resignations**

Since the last report, 2 panel members 4 visitors, 3 registration assessors have resigned.

Panel members and visitors

Panel Members	2011			2012									2013									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	YTD	Forecast
Arts therapists	9	9	9	9	9	8	8	8	8	8	8	8	8	8	8	6	6	6	6	6	6	6	6	6	9	8	6	6
Biomedical scientists	12	12	12	11	11	11	11	10	10	10	10	10	9	9	9	9	9	9	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	11	11	11	11	11	11	11	11	12	12	11	11	
Clinical scientists	18	18	18	18	18	18	18	18	18	18	18	17	17	16	16	15	12	12	12	12	12	12	12	17	18	17	12	12
Dietitians	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	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	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	9	9	9	9	9	9	10	9	9	9	13
Operating Dept Practitioner	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	13	8	13	13	13	13
Orthoptists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	4	4	4	4	4	4	4	4	6	6	6	4	4
Paramedics	15	15	15	15	15	15	15	15	15	15	19	18	18	20	20	20	20	20	20	20	20	20	20	15	18	20	20	20
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	24	24	24	24	24	24	24	24	23	23	23	25	25	23	23	25
Practitioner psychologists	28	23	23	23	23	23	23	28	28	29	29	29	29	29	29	29	29	29	29	28	28	28	28	28	29	29	28	28
Prosthetists & Orthotists	4	4	4	4	4	4	4	4	4	5	5	5	5	5	5	5	5	5	5	5	5	5	3	5	5	5	5	5
Radiographers	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	14	14	14	14	14	14	15	15	14	14	14	
Social workers													0	0	0	0	34	34	34	34	34	34	34	0	0	34	34	34
Speech/ Language Ther	9	9	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	9	10	10	10	14
Lay members	50	49	49	49	49	48	48	48	48	48	48	48	48	47	47	47	62	62	60	60	59	59	50	48	59	59	61	
<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>240</b>	<b>280</b>	<b>280</b>	<b>277</b>	<b>277</b>	<b>274</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>237</b>	<b>241</b>	<b>274</b>	<b>286</b>
Visitors																									FYE	FYE	YTD	Forecast
Arts therapists	18	18	17	16	14	14	14	14	14	14	13	12	12	12	12	12	12	12	12	11	11	11	11	13	13	12	11	13
Biomedical scientists	12	12	12	11	11	11	11	11	11	11	11	11	10	10	10	10	10	9	9	8	8	8	8	12	11	8	8	12
Chirops & podiatrists	9	9	9	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	9	11	11	11	11	
Clinical scientists	6	6	6	6	6	6	6	6	6	6	6	6	13	12	12	12	12	12	12	12	12	12	6	6	12	12	14	
Dietitians	9	9	9	9	9	9	9	9	9	9	8	8	8	8	8	8	8	8	8	8	8	8	9	8	8	8	8	
Hearing aid dispensers	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	
Occupational therapists	14	14	15	15	15	15	15	15	15	15	13	13	13	13	12	12	12	12	12	12	12	12	12	12	13	12	14	14
Operating Dept Practitioner	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	5
Paramedics	15	15	15	16	16	16	16	16	16	16	16	16	16	16	16	16	16	15	14	14	14	14	15	16	14	14	16	
Physiotherapists	13	13	13	15	15	15	15	15	15	15	15	15	14	14	14	14	14	14	14	14	13	13	13	15	15	13	13	15
Practitioner psychologists	31	31	31	31	31	31	31	31	31	31	31	31	31	30	29	29	28	28	27	26	26	26	30	31	26	26	31	
Prosthetists & orthotists	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	4	4	4	4	4	4	4	2	2	2	2	4	4
Radiographers	15	15	15	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	16	15	16	16	16	19	
Social workers													0	0	0	0	23	24	24	24	24	24	24			24	24	24
Speech/ Language Ther	9	9	9	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	9	10	10	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	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>176</b>	<b>198</b>	<b>199</b>	<b>196</b>	<b>194</b>	<b>191</b>	<b>166</b>	<b>173</b>	<b>191</b>	<b>191</b>	<b>198</b>	<b>198</b>	

