

Human Resources, Partners – Kathryn Neuschafer

Recruitment

All Partner posts for Hearing Aid Dispensers have now been filled. The total number of Hearing Aid Dispenser partners recruited is five Registration Assessors, ten Panel Members and four Visitors.

Recruitment for the twelve Continuing Professional Development Assessors from Physiotherapy has been completed with all roles filled.

A further six Practitioner Psychologists were recruited across three modalities to accommodate the additional workload and partner availability.

Two Prosthetist and Orthotist Registration Assessors were recruited due to a shortage of partners in this area. Advertising was undertaken in HPC In Focus and the British Association of Prosthetists and Orthotists.

Recruitment is underway to recruit additional Legal Assessors. Advertising for the vacancies is in The Lawyer.

Recruitment is also in progress for Clinical Scientists (Clinical Physiology) Registration Assessors due to a shortage of assessors in these roles. A mail out was circulated to registered Clinical Scientists to ensure that only registered Clinical Scientists applied.

Recruitment is also being undertaken for Continuing Professional Development Assessors for Arts Therapists and Dieticians.

Partner Resignations

There were two resignations in both November and December 2009.

Training

Thirteen Registration Assessors attended a one day Refresher training in November.

Thirteen new Continuing Professional Development Assessors from Radiography attended a full day training in November.

Visitor Refresher training was undertaken in December. Twenty-five partners attended the two day training session.

Partner Department

The Partner Department attended a full day refresher training session on their Partner Database in December to enable them to more fully utilise aspects of the system.

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

Panel members and visitors

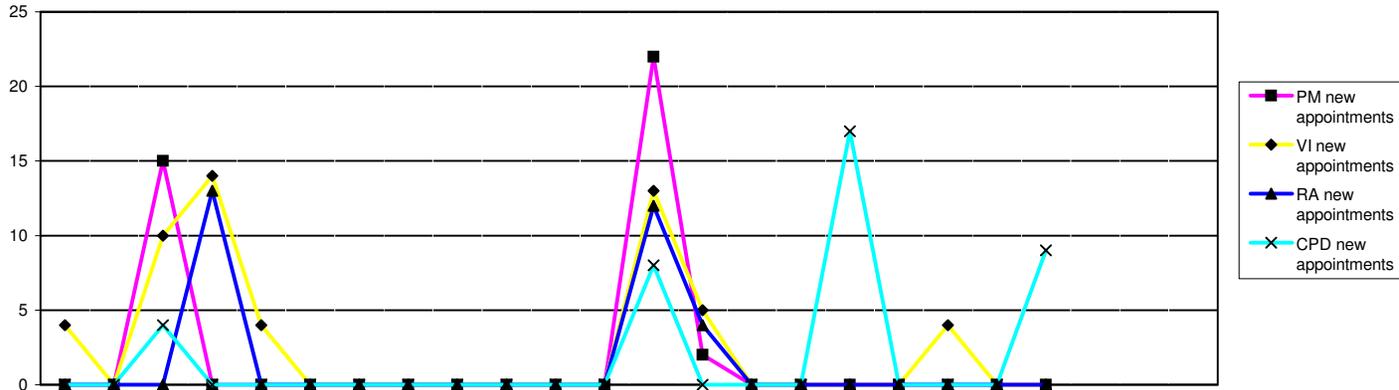
Panel Members	2008												2009												2010												2008/9	09/10	10/11
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD	Forecast
Arts therapists	5	5	5	5	5	5	2	2	2	0	0	0	0	0	0	9	9	9	9	9	9			0	0	0	9	9	9	9	9	9			0	9	9		
Biomedical scientists	18	18	18	18	18	18	18	18	18	18	18	18	18	18	18	14	14	14	14	14	14			18	18	18	14	14	14	14	14	14			18	14	14		
Chirops & podiatrists	9	9	9	9	9	9	9	9	9	9	8	8	8	8	8	8	8	8	8	8	8			8	8	8	8	8	8	8	8	8			8	8	13		
Clinical scientists	30	30	30	30	30	30	30	30	30	29	29	29	29	29	29	27	27	26	26	26	26			29	29	29	27	27	26	26	26	26			29	26	26		
Dietitians	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	6	6	6	6			6	6	6		
Hearing aid dispensers+	Not previously required												Not previously required														10												
Occupational therapists	8	8	8	11	11	11	11	11	11	11	11	11	11	11	11	10	10	10	10	10	10			11	11	11	10	10	10	10	10	10			11	10	10		
ODPs	10	10	10	12	12	12	12	12	12	12	12	12	12	12	12	11	10	10	10	10	10			12	12	12	11	10	10	10	10	10			12	10	15		
Orthoptists	6	6	6	6	6	6	5	5	5	5	5	5	5	5	5	6	6	6	6	6	6			5	5	5	6	6	6	6	6	6			5	6	6		
Paramedics	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	14	16	16	16	16	16			14	14	14	14	16	16	16	16	16			14	16	16		
Physiotherapists	32	32	32	32	32	32	31	31	31	29	28	28	28	28	28	29	29	27	27	27	27			28	28	28	29	29	27	27	27	27			28	27	27		
Practitioner psychologists	Not previously required												23	23	23	24	25	25	25	25	25			23	23	23	24	25	25	25	25				25	25			
Prosthetists & orthotists	3	3	3	5	5	5	4	4	4	3	2	2	2	2	2	6	6	6	6	6	6			2	2	2	6	6	6	6	6	6			2	6	6		
Radiographers	19	19	19	20	20	20	20	20	20	20	20	20	20	20	20	18	18	18	17	17	17			20	20	20	18	18	18	17	17	17			20	17	17		
SLTs	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	11	11	11	11	11			12	12	12	12	11	11	11	11	11			12	11	11		
Lay members	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	31	30	30	30	30	30			39	39	39	31	30	30	30	30	30			39	30	40		
Total	211	211	211	219	219	219	213	213	213	207	204	204	227	227	227	225	225	222	221	221			204	204	204	227	227	227	225	225	222	221	221	204	221	251			
Visitors																									FYE	YTD	Forecast												
Arts therapists	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	14	14	14	14	14			15	15	15	15	14	14	14	14	14			15	14	22		
Biomedical scientists	11	11	11	11	11	11	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	12	11		
Chirops & podiatrists	11	11	11	11	11	11	11	11	11	11	11	11	11	11	11	10	9	9	9	9	9			11	11	11	10	9	9	9	9	9			11	9	10		
Clinical scientists	6	6	6	6	6	6	5	5	5	5	5	5	5	5	5	9	9	9	9	9	9			5	5	5	9	9	9	9	9	9			5	9	5		
Dietitians	6	6	6	6	6	6	5	5	5	5	5	5	5	5	5	8	8	8	8	8	8			5	5	5	8	8	8	8	8	8			5	8	9		
Hearing aid dispensers+	Not previously required												Not previously required														4												
Occupational therapists	10	10	10	10	10	10	14	14	14	14	14	14	14	14	14	15	15	15	15	15	15			14	14	14	15	15	15	15	15	15			14	15	16		
ODPs	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	11	11	11	11	10			10	10	10	10	11	11	11	11	10			10	10	10		
Orthoptists	5	5	5	5	5	5	6	6	6	6	6	6	6	6	6	5	5	5	5	5	5			6	6	6	5	5	5	5	5	5			6	5	2		
Paramedics	14	14	14	14	14	14	17	17	17	17	17	17	17	17	17	16	16	16	16	16	16			17	17	17	16	16	16	16	16	16			17	16	16		
Physiotherapists	17	17	17	17	17	17	16	16	16	16	16	16	16	16	16	14	13	13	13	13	13			16	16	16	14	13	13	13	13	13			16	13	15		
Practitioner psychologists	Not previously required												19	19	19	15	24	22	26	26	26			19	19	19	15	24	22	26	26	26				26	32		
Prosthetists & orthotists	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	4	4			4	4	3		
Radiographers	17	17	17	17	17	17	17	17	17	17	17	17	17	17	17	16	16	16	16	16	16			17	17	17	16	16	16	16	16	16			17	16	13		
SLTs	10	10	10	10	10	10	11	11	11	11	11	11	11	11	11	10	10	10	10	10	10			11	11	11	10	10	10	10	10	10			11	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	4	4			4	4	4		
Total	140	140	140	140	140	140	147	147	147	147	147	147	166	166	166	163	170	168	172	172	171			147	147	147	166	163	170	168	172	172	171	147	171	182			

+ Hearing aid dispensers section of register will open 1st April 2010

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Registration Assessors	2008												2009												2010												2008/9	09/10	10/11
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	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	Forecast
Arts therapists	8	8	8	8	8	8	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	6	6	6	6	6	6	
Biomedical scientists	19	19	19	19	19	19	18	18	18	18	18	18	18	18	18	17	17	16	16	16	16	16	16	18	18	18	17	17	16	16	16	16	16	16	16	18	16	16	
Chirops & podiatrists	15	15	15	15	15	15	17	17	17	17	17	17	17	17	17	6	5	5	5	5	5	5	5	17	17	17	6	5	5	5	5	5	5	5	5	17	5	5	
Clinical scientists	43	43	43	43	43	43	25	25	25	25	25	25	25	25	25	23	24	23	23	23	23	23	23	25	25	25	23	24	23	23	23	23	23	23	25	23	25		
Dietitians	11	11	11	11	11	11	9	9	9	9	9	9	9	9	9	9	8	8	8	8	8	8	8	9	9	9	9	8	8	8	8	8	8	8	9	8	8		
Hearing aid dispensers+	Not previously required												Not previously required														5												
Occupational therapists	13	13	13	13	13	13	12	12	12	12	12	12	12	12	12	11	11	11	11	11	11	11	11	12	12	12	11	11	11	11	11	11	11	11	12	11	11		
ODPs	5	5	5	5	5	5	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	4	4	4		
Orthoptists	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	5	5	5	5	6	6	6	6	6	6	5	5	5	5	5	6	5	5		
Paramedics	15	15	15	15	15	15	15	15	15	15	15	15	15	15	15	13	13	13	13	13	13	13	13	15	15	15	12	12	12	12	12	12	12	12	15	13	13		
Physiotherapists	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	22	22	22	22	22	22	22	22	25	25	25	22	22	22	22	22	22	22	22	25	22	22		
Practitioner psychologists	Not previously required												18	18	18	25	25	25	25	25	25	18	18	18	25	25	25	25	25	25		25	25						
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	3	3	3	3	3	3	3	3		
Radiographers	20	20	20	20	20	20	17	17	17	17	17	17	17	17	17	17	17	17	17	17	16	16	16	17	17	17	17	17	17	17	17	16	16	16	17	16	16		
SLTs	14	14	14	14	14	14	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	12	12	12	12	12	12		
Total	197	197	197	197	197	197	169	169	169	169	169	169	187	187	187	174	173	171	171	170	169	169	169	187	187	187	174	173	171	171	170	169	169	176	169	169	176		
CPD Assessors	Not previously required												Not previously required												FYE	YTD	Forecast												
Arts therapists	Not previously required												0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	2			
Biomedical scientists	Not previously required												0	0	0	1	8	8	8	8	8	8	8	8	0	0	0	1	8	8	8	8	8		8	8			
Chirops & Podiatrists	0	14	14	14	14	14	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	13	13	13	13	13	13		
Clinical scientists	Not previously required												0	0	0	0	2	2	2	2	2	2	2	2	0	0	0	0	2	2	2	2	2		2	2			
Dietitians	Not previously required												0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	3			
Hearing aid dispensers+	Not previously required												Not previously required																										
Occupational therapists	Not previously required												0	0	0	5	10	10	10	10	10	10	10	10	0	0	0	5	10	10	10	10	10		10	10			
ODPs	0	0	7	7	7	7	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	10	10	10		
Orthoptists	Not previously required												1	1	1	2	2	2	2	2	2	2	2	2	1	1	1	2	2	2	2	2	2		2	2			
Paramedics	Not previously required												6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6	6		6	6			
Physiotherapists	Not previously required												0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	12			
Practitioner psychologists	Not previously required												0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	0			
Prosthetists & orthotists	Not previously required												0	0	0	0	2	2	2	2	2	2	2	2	0	0	0	0	2	2	2	2	2		2	2			
Radiographers	Not previously required												0	0	0	0	0	0	0	0	0	0	0	9	0	0	0	0	0	0	0	9	9		9	9			
SLTs	Not previously required												0	0	0	0	3	3	3	3	3	3	3	3	0	0	0	0	3	3	3	3	3		3	3			
Total	14	21	21	21	21	21	23	23	23	23	23	23	30	30	30	37	56	56	56	56	65	65	65	30	30	30	37	56	56	56	56	65	65	82	23	65	82		
Legal Assessors	Not previously reported												Not previously reported												FYE	YTD	Forecast												
	Not previously reported												Not previously reported													11	19												
Panel Chair	Not previously reported												Not previously reported												FYE	YTD	Forecast												
	Not previously reported												Not previously reported													19	19												

+ Hearing aid dispensers section of register will open 1st April 2010



	2008			2009												2010			2008/9 FYE	09/10 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	15	0	0	0	0	0	0	0	0	0	0	22	2	0	0	0	0	0	0	0	0	0	15	24		
Resignations/Terminations	Not previously reported																				3	1	0	0		4		
Total NumberTrained	211	211	211	219	219	219	219	219	219	219	219	219	242	242	242	225	224	221	220	220	220				219	220		
Awaiting training	16	16	31	21	21	21	21	21	21	21	21	21	20	22	22	1	1	1	1	1	1				21	1		
Visitors																												
VI new appointments	4	0	10	14	4	0	0	0	0	0	0	0	13	5	0	0	0	0	4	0	0				32	22		
Resignations/Terminations	Not previously reported																				2	0	0	1		3		
Total NumberTrained	123	123	123	123	138	138	138	138	138	138	138	157	157	157	163	160	158	158	158	157				138	157			
Awaiting training	9	9	19	37	26	26	26	26	26	26	26	26	20	25	25	10	10	10	14	14	14				26	14		
Registration assessors																												
RA new appointments	0	0	0	13	0	0	0	0	0	0	0	0	12	4	0	0	0	0	0	0	0				13	16		
Resignations/Terminations	Not previously reported																				2	0	1	1		4		
Total NumberTrained	193	193	193	193	193	193	193	193	193	193	193	211	211	211	174	173	171	171	170	169				193	169			
Awaiting training	1	1	1	14	14	14	14	14	14	14	14	7	11	11	0	1	1	1	1	1				14	1			
CPD assessors																												
CPD new appointments	0	0	4	0	0	0	0	0	0	0	0	8	0	0	0	17	0	0	0	9				4	34			
Resignations/Terminations	Not previously reported																				0	0	0	0		0		
Total NumberTrained	0	0	21	21	21	21	25	25	25	25	25	31	37	37	37	37	52	52	52	52				25	52			
Awaiting training	22	22	5	5	5	5	1	1	1	1	1	2	2	2	2	4	4	4	4	13				1	13			
Legal Assessors																												
LA new appointments	Not previously reported																				0	0	0	0	0	0		0
Resignations/Terminations	Not previously reported																						1	0	0	0		1
Total NumberTrained	Not previously reported																				12	12	11	11	11	11		11
Awaiting training	Not previously reported																				0	0	0	0	0	0		0
Panel Chairs																												
Panel Chair new appointments	Not previously reported																				0	0	0	0	0	0		0
Resignations/Terminations	Not previously reported																						0	0	1	0		1
Total NumberTrained	Not previously reported																				19	19	20	19	19			19
Awaiting training	Not previously reported																				0	0	0	0	0	0		0