

Tribunal Advisory Committee, 5 September 2018

Recruitment Survey

Executive summary and recommendations

**Introduction**

The TAC has asked the Partner Team to conduct a recruitment survey with successful Fitness to Practice (FTP) candidates. The last FTP panel member recruitment campaign ran in April 2018 and we appointed 17 successful candidates to the panel member role. The below recruitment survey (Annex A) was sent to successful candidates after the campaign finished and eight partners returned the completed survey. A breakdown of their scores and comments can be found below.

**Decision**

The Committee is asked to note the below survey.

**Background information**

Returned surveys: 8

Application via email: 3

Application via Portal: 5

Please note that some participants did not answer all questions on the survey.

	Application process	Ease of use Portal	Documentation/ Information	Interview Process
Very easy/good	7	4	5	2
Easy/good		1	2	2
Hard/limited	1			2
Very hard/limited				

Comments:

- Found interview questions hard
- Well organized and thorough process. Succinct and apt questions asked.
- The interview questions were challenging and really allowed me to think about what skills I have that I can bring to the role, but the process of arranging and attending the interview was easy, and staff on the day were helpful and put me at ease.

- Application form was very time consuming and then at interview I was asked the same questions. Felt repetitive.
- Interview process labelled as hard – meaning appropriately challenging questions for the nature of the role. The process of coming along and how well I was looked after was easy
- Q1 Found the recruitment process easy, but have to separate that from the process of filling in the application which was hard and time consuming! However I accept this as part of having a robust process to recruit panel members. I had expected the interview to be longer and more challenging, but guess this was offset by the detail in the written application.

## **Appendices**

### **Annex A – Recruitment Survey**

## **Recruitment Survey**

## **Annex A**

1. How did you find the application process?

Very easy

- Easy
- Hard
- Very hard

2. Did you submit your application via email or via the new recruitment portal?

- Email
- Recruitment Portal

If you used the new recruitment portal, please let us know how you found the process?

- Very easy
- Easy
- Hard
- Very hard

3. Please rate the documentation and information provided to you as part of the application process?

- Very good
- Good
- Limited
- Very limited

4. How did you find the interview process?

- Very easy
- Easy
- Hard
- Very hard

5. Any further comments

