

Council, 15 October 2015

Update on Council member recruitment

Executive summary and recommendations

Introduction

The Secretariat function is responsible for managing the process of appointing new Council members including the Chair; reappointing members; suspending or removing a Council member; and making emergency appointments. This has to be in line with the requirements of relevant legislation including the Health and Social Work Professions Order 2001 and the Health and Care Professions Council (Constitution) Order 2009.

The HCPC makes recommendations to the Privy Council for appointment. The appointment is made by the Privy Council. The process is overseen by the Professional Standards Authority (PSA) which advises the Privy Council as to whether it is satisfied about the process the regulatory body has followed.

At the Council meeting in June 2015, approval was given to the composition of the assessment and selection panel who would be tasked with making a recommendation to the Privy Council on behalf of the Council. Following submission of the 'Advance notice of intent to recommend appointment' in July, the PSA confirmed that they had no outstanding queries and so we proceeded to advertise for the post of one registrant member for a term starting on 1 January 2016.

The closing date for applications was 21 September 2015 and 37 eligible applications were received. The breakdown of these applications is as follows:-

Gender:

Male	22
Female	15

Professions:

Arts therapists	3
Biomedical scientists	2
Chiropodists/podiatrists	1
Clinical Scientists	0
Dietitians	2
Hearing aid dispensers	1
Occupational therapists	3
Operating department practitioners	0

Orthoptists	1
Paramedics	3
Physiotherapists	6
Practitioner psychologists	4
Prosthetists and orthotists	0
Radiographers	5
Social workers in England	4
Speech and language therapists	2

Country of origin:

England	30
Northern Ireland	4
Scotland	3
Wales	0

37 applications for one registrant position is a positive outcome and compares favourably with previous campaigns undertaken:-

Year	No. of vacancies	Type	Total Applications received
2014	11	6 Lay & 5 Registrants	269
2015	4	2 Lay & 2 Registrants	104
2016	1	Registrant	37

This year, the decision was taken not to advertise on the Guardian website because of the high costs and given we were looking to recruit a registrant member, we decided other channels would be more effective. Further more detailed analysis will be carried out at the conclusion of the recruitment campaign which will inform future advertising strategies.

In terms of the timeframe going forward, interviews are due to be held on 19-21 October and a recommendation will be submitted to the Privy Council on 9 November 2015. This will allow sufficient time for them to confirm the appointment for a start date of 1 January 2016.

Decision

The Council is invited to discuss the paper; no decision is required.

Background information

None

Financial implications

All costs for appointments have been incorporated into the Council and Committee budget for 2015-2016.

Appendices

None

Date of paper

6 October 2015