

**Health Professions Council
Finance and Resources Committee 28th July 2006**

Reappointments Process Update

Executive Summary and Recommendations

Introduction

A large number of Partner contracts across the 13 regulated professions including lay partners are due for renewal this year. There are approximately 321 partner agreements due to expire in 2006 and another 172 partner agreements are due to expire in 2007. Some others are also due to expire at varying dates throughout each year.

Following a further review of the partner numbers and meetings with department heads, it has become clear that the HPC need to gradually consolidate renewal dates. All partners, with agreements that are due to expire this year have been written to and given an opportunity to reapply for their role. To date 36 partners have indicated that they do and wish to be reappointed.

It is vitally important that the HPC retain a number of partners to meet the business needs of the organisation and to provide experienced guidance for new Partners or those who have not been used very often. At first, it was anticipated that a high number of partner agreements which were due to expire in July 2006 would not be renewed. However, these anticipated numbers have required adjusting in order for the HPC to retain experienced partners.

Therefore, in order to retain enough experienced Partners to continue work in the Fitness to Practice, International Registrations and Education – Approvals and Monitoring Departments the Departmental Managers and Directors have proposed some minor amendments to the reappointments process. Approximately 33% of partner agreements will not be renewed, instead of the higher number of 40% to 50% which was initially anticipated. Further, a number (yet to be calculated) of Partners will be reappointed for one year only, to coincide with partner agreements ending in 2007.

This will also allow us to deal with Partners whose appointments expire at varying times throughout the year in an equitable process all at once in July 2007. The services of Michael Schofield a representative from the Office of the Commissioner for Public Appointments will then be required for bulk reappointments and for not individual Partner agreement expirations. This will save the HPC money and reduce the risk of claims for unfair procedure.

Those Partners that are successfully reappointed in July 2007 will be placed on partner agreements for either one or two years. In order to decide which partners are renewed on either a one or two year partner agreement we are seeking the advice of Michael Schofield and we are examining which professions have been over recruited, and assessing work load needs of the relevant Departments.

This will ensure that the HPC will meet the operational business needs.

In summary, next year most partner agreements will expire together and another reappointments process will take place.

Decision

The Finance and Resources Committee is requested to note this document. No decision is required.

Background information

None.

Resource implications

None.

Financial implications

None.

Appendices

Appendix One - Number of partner agreements due to expire in 2006, 2007, and 2008.

Date of paper

17th July 2006

Appendix 1 - Number of partner agreements due to expire in 2006, 2007, and 2008

Profession	Contract end 2006	Contract end 2007	Contract End 2008	
Arts Therapy	17	2	0	
Biomedical Scientist	18	14	3	
Chiropody	22	12	0	
Clinical Scientist	21	25	0	
Dietician	17	0	0	
Lay	74	3	2	
Lay- legal Assessors	14	0	0	
ODP	0	20	1	
Orthoptist	5	7	0	
Occupational Therapy	22	8	0	
Paramedics	13	21	0	
Physiotherapist	34	29	4	
Pros	4	0	3	
Radiographers	33	14	0	
S&LT	27	5	0	
Panel Chair	0	12	0	
Total	321	172	13	506