

Employee resourcing

Communications

Steve Nicol, formerly a Registration Team Leader, has been appointed to the new post of Communications Officer (Digital) following interviews in May.

Recruitment is currently in progress for the new post of Events Administrator.

Education

Following interviews in May, Hollie Latham was appointed to the replacement post of Education Officer.

Finance

Wangari Farrelly started work in the new post of Procurement Manager in late April, following interviews in March.

Fitness to Practise

Following interviews in April, Alan Shillabeer, formerly a Case Team Manager, was appointed to the replacement post of Investigations Manager. Recruitment will commence shortly for the Case Team Manager post vacated by Alan.

Cara Donald and Jodie Godden, formerly Case Managers, were appointed to one new and one replacement Case Team Manager role following interviews in April.

Tamara Etmuss-Noble, formerly a Hearings Officer, was appointed to a new post of Lead Hearings Officer following interviews in April.

Amaka Rapu, Rory Byrne and Amanda Johnson were appointed to one replacement and two new Hearings Officer posts following interviews in May.

Interviews for one new and two replacement posts of Scheduling Officer were held in April. Amanda Viiri, Ray Penamante and Taryn Tran started work in May.

Interviews for four replacement Case Manager posts and two maternity cover Case Manager posts were held in April. Fulden Boyraz, formerly a Hearings Officer, Dawn Ebanks Katia Vandenbroucke, Enda Heslin, Laura Quartermain and Benjamin Anafi started work in May.

IT

Recruitment is in progress for the new posts of IT Infrastructure Support Engineer and IT Service Support Analyst.

Registration

Dushyan Ashton, formerly a Registration Team Leader, was appointed to the new post of Customer Services Manager following interviews in May.

Recruitment is in progress for one new and two replacement Team Leader posts.

Jesse Udoh, Sarah Falade, Caroline Esan were appointed to replacement roles of Registration Advisor following interviews in May.

Secretariat

Ruth Cooper, formerly PA to the Director of Operations, was appointed to the new post of Service and Complaints Manager following interviews in May.

Other HR activities**HR and Partners process and systems review project**

Other than recruitment, the main focus of the HR team's work in April, May and June has been carrying out a review of current processes and devising and documenting revised business processes in line with the project plan.

Policy work

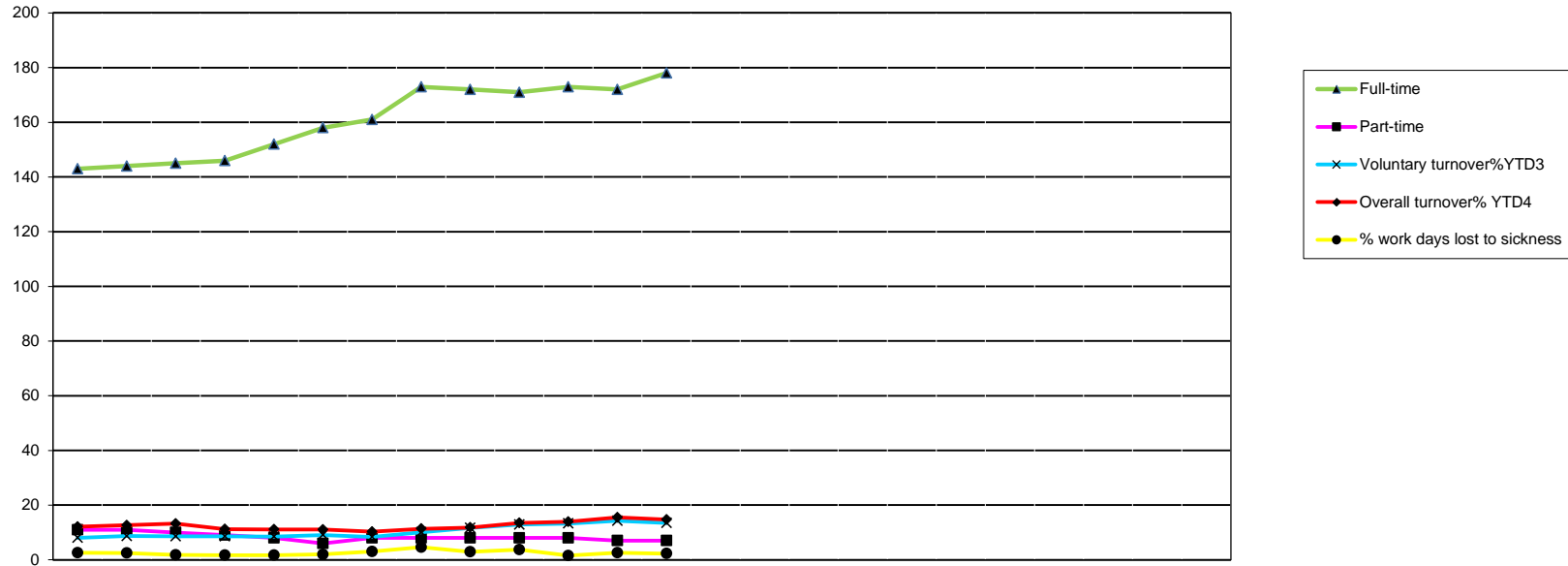
The HR team is in the process of reviewing the HCPC's Sickness Absence policy and the policy on Bribery, Gifts and Hospitality.

APDRs Training and development

The HR team is now in the process of analysing training needs identified during the APDRs (Annual Performance Development Reviews) with a view to devising an organisational training plan.

Diversity and exit interview reports

Due to the pressure of other work, the annual reports on employee diversity and exit interviews for financial year 2012/13 have not yet been prepared. It is anticipated that these will be completed for the Committee's meeting in July.



	2013												2014											
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
EMPLOYEES																								
Budgeted employees	165	165	165	165	186	186	186	186	186	186	186	186												
Total employees	154	155	155	155	160	164	169	180	180	179	182	179	185											
Full-time	143	144	145	146	152	158	161	173	172	171	173	172	178											
Part-time	11	11	10	9	8	6	8	8	8	8	8	7	7											
FTE	152	153	153	153	159	163	168	180	179	178	180	178	184											
Permanent	146	147	148	148	154	159	166	177	175	173	176	174	180											
Fixed-Term Contracts	8	8	7	7	6	5	3	3	5	6	5	5	5											
Starters (permanent)	0	2	2	1	7	4	4	11	1	2	4	1	6											
Starters (fixed-term)	2	1	0	0	0	1	1	3	2	1	0	0	1											
Voluntary resignations¹	1	2	1	1	2	1	1	3	3	4	2	3	0											
Compulsory leavers ²	0	0	1	0	0	0	0	0	0	0	0	1	0											
Total leavers (vol. & comp.)	1	2	2	1	2	1	1	3	3	4	2	4	0											
Voluntary turnover%YTD³	8	9	9	9	9	9	8	10	12	13	13	14	14											
Overall turnover% YTD ⁴	12	13	13	11	11	11	10	11	12	13	14	16	15											
Agency days	60	124	204	434	573	501	588	847	468	122	100	104	126											
% work days lost to sickness	3	2	2	2	2	2	3	5	3	4	2	3	2											
Average sick-days YTD	11	11	11	11	11	11	11	12	12	12	12	7	7											
Sick-days	84	88	60	58	59	71	112	183	114	146	63	102	84											
O.H. Refs	3	4	1	4	1	2	1	4	4	4	3	4	1											

2007/8	2008/9	09/10	10/11	11/12	12/13	13/14
FYE	FYE	FYE	FYE	FYE	FYE	YTD
	124	132	144	148	186	
107	116	136	142	153	179	185
104	113	124	131	143	173	178
3	3	5	11	10	7	7
106	115	127	140	151	178	184
101	113	126	134	142	174	180
5	4	3	8	11	5	5
42	36	37	15	4	47	6
13	7	8	10	24	13	1
17	22	22	10	13	25	0
8	3	3	5	6	2	0
25	25	25	15	19	27	0
26	19	16	7	9	14	14
-	20	20	11	13	16	15
2742	1,149	1385	360	568	4304	126
3	4	3	2	2	3	3
	8	7	7	6	10	7
777	847	943	843	819	1285	84
19	27	10	13	15	36	1

¹ Voluntary Resignations:
² Compulsory Leavers:
³ Voluntary Turnover YTD:
⁴ Overall Turnover:
 FTE