

Tribunal Advisory Committee, 12 November 2019

Partner team operational report

Executive summary

Introduction

The purpose of this paper is to inform the Committee of the Partner team and its activity, provide statistics on panelist numbers and turnover (overall numbers including Panel Members, Panel Chairs and Legal Assessors), and provide information on upcoming recruitment and training activity.

Information system project update

The Partner Portal upgrade major project has started and we have completed the release phase and are currently in the validation phase of the project. The planned live date is the weekend 7/8 December 2019. There have been a number of issues already identified with some of the sections of the customized functionality, and the system analyst responsible for the project has recently resigned. The risk to the project will be mitigated by appointing a new analyst to support the delivery of the project and increase the involvement of the Partner Manager.

eLearning

Information Security eLearning training has been launched and rolled out and the completion rate till date is 90% across all partners. It is important that partners complete the training as part of ISO 27001 and to meet the Information Commissioner's Office requirement that only appropriately trained individuals have access to our data.

Performance Review Project

The contract with the Kallidus 360 degree system (after sign off from IT Board and Procurement has been secured) has been delayed due to the Privacy Impact Assessment which needs to be completed by the Chief Information and Security Risk Officer.

Partner numbers and turnover

Appendix A shows the numbers of HCPC partners per month and the correlation of voluntary resignations, eight-year rule and terminations in relation to the total number of partners. We received ten resignations in July and August due to retirement or work commitments.

Panelist recruitment and training activity

The table below details the activity for the latest recruitment campaign for panel members.

Recent and planned panelist recruitment activity

Role	Number Required	Applicants	Appointed
Panel Member PA	5	27	6
Panel Member RA	3	16	3
Panel Member HAD	2	7	1
Panel Member ODP	3	18	3
Panel Member PYL	4	11	4
Panel Member PH	3-4	13	6

Training

Please see below for training activities.

Role	Dates
Panel Member (Refresher)	15 October 2019
Panel Member (Refresher)	8 November 2019
Panel Chair (Refresher)	20 November 2019
Panel Member (Induction)	25 & 26 November 2019
Panel Member (Refresher)	16 January 2020

Contract extension, self-assessments and 8-year rule

A total of 24 contract extensions have been completed since April and 6 panel member/chairs contracts will come to an end in December 2019. We will also lose 34 panel member and one panel chair due to the transfer of social workers to Social Work England in December 2019.

Decision

The Committee is asked to note the information provided.

Resource implications

None

Financial implications

None

Appendices

Appendix A – Partner Numbers and turnover 2018 – 2019

Date of paper

4 November 2019



Partner turnover

	2018												2019												18/19	19/20
	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	FYE	YTD
Voluntary Resignations	3	8	0	13	1	3	4	7	5	6	1	3	3	4	1	8	2	7	4					54	29	
8-year rule*	0	0	0	0	0	3	0	10	0	0	0	9	0	6	0	0	0	0	0					22	6	
Terminations**	1	0	0	0	0	0	0	0	0	1	0	0	0	0	1	1	2	6	0					2	10	
Total Leavers (Vol & Comp)	4	8	0	13	1	6	4	17	5	7	1	12	3	10	2	9	4	13	4					78	45	
Partners	700	692	707	708	694	696	723	706	701	700	707	708	707	699	708	699	695	682	678					704	695	
Voluntary Turnover%**	3%	5%	4%	6%	6%	6%	6%	7%	8%	8%	8%	8%	8%	7%	7%	7%	7%	7%	7%					8%	4%	
Overall Turnover%	8%	8%	7%	7%	7%	7%	7%	10%	10%	11%	10%	11%	11%	11%	11%	11%	11%	12%	12%					11%	6%	

*Including failed renewal assessment

** Termination incl. temp contract

Turnover information does not capture those Partners who move from one role to another or those who leave one role and remain in another

YTD = Year to date