

Tribunal Advisory Committee, 15 September 2020

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.

Return to the office survey

A survey has been developed to enquire about FTP partners preferences around returning to the office. This will provide an insight into the possibility of re-opening 405 at some point in the future.

Internal Panel Chair campaign

For the first time we will be recruiting for new panel chairs from our internal panel member pool only. The new panel chairs will be in place for an initial twelve months before an internal review will be conducted.

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 only five resignations since January due to 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 | Required | Applicants | Interviewed | Appointed |
|------------------|-----------------|-------------------|--------------------|------------------|
| Panel Member PYL | 6 | 10 | 8 | 5 |
| Panel Member AS | 3 | 9 | 6 | 1 |
| Panel Member HAD | 3 | 10 | 8 | 3 |
| Panel Member BS | 3-5 | 69 | 17 | 5 |
| Panel Member DT | 3-5 | 39 | 10 | 3 |

Training

The first virtual refresher and induction training sessions will be held in September 2020. A lot of work has gone into the development and adjustment of the training and new partners must complete a number of eLearning modules prior to the training.

Contract extension, self-assessments and 8-year rule

A total of 38 contract extensions have been completed since July. Seventeen panel member/chairs contracts came to an end in July 2020.

Decision

The Committee is asked to note the information provided.

Resource implications

None

Financial implications

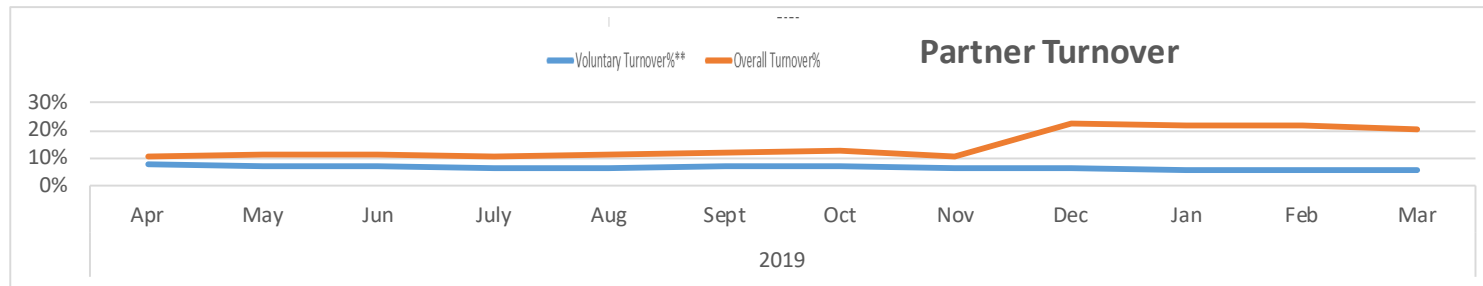
None

Appendices

Appendix A – Partner Numbers and turnover 2019 – 2020

Date of paper

7 September 2020



Partner turnover

| | 2019 | | | | | | | | | | | | 2020 | | | | | | | | | | | | 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 | YTD |
| Voluntary Resignations | 3 | 4 | 1 | 8 | 2 | 7 | 4 | 2 | 4 | 2 | 1 | 1 | 0 | 1 | 1 | 3 | 0 | | | | | | | 33 | |
| 8-year rule* | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 13 | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 0 | | | | | | | 13 | |
| Terminations** | 0 | 0 | 1 | 1 | 2 | 6 | 0 | 0 | 70 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | | | | | | | 80 | |
| Total Leavers (Vol & Comp) | 3 | 10 | 2 | 9 | 4 | 13 | 4 | 2 | 87 | 2 | 1 | 1 | 0 | 1 | 1 | 20 | 1 | | | | | | | 126 | |
| Partners | 707 | 699 | 708 | 699 | 695 | 682 | 678 | 688 | 642 | 640 | 639 | 642 | 642 | 641 | 640 | 620 | 619 | | | | | | | 666 | |
| Voluntary Turnover%** | 8% | 7% | 7% | 7% | 7% | 7% | 7% | 7% | 6% | 6% | 6% | 6% | 5% | 5% | 5% | 4% | 4% | | | | | | | 5% | |
| Overall Turnover% | 11% | 11% | 11% | 11% | 11% | 12% | 12% | 10% | 22% | 22% | 22% | 20% | 20% | 19% | 19% | 21% | 21% | | | | | | | 19% | |

*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