

EDUCATION COMMITTEE
22 SEPTEMBER 2011
RSAG MATTERS – REVALIDATION ASSESSORS

<u>Classification</u>	Public
<u>Purpose</u>	For decision
<u>Issue</u>	This paper seeks to clarify aspects of the arrangements for the recruitment and payments of the Revalidation Pilot Assessors.
<u>Recommendations</u>	<p>A. To agree that all members of the recruitment panel for revalidation assessors should be paid the normal daily rate of £306.</p> <p>B. To agree that payment to the assessors should be fixed at £50 per portfolio.</p>
<u>Financial and resourcing implications</u>	The budget for the recruitment of assessors is £7,000 from the DH funding grant awarded for 2010/2011. The budget for pilot workshops for both pilot assessors and pilot participants is £30,000 from the DH funding grant awarded for 2010/11.
<u>Equality and diversity implications</u>	None arising from this paper.
<u>Communications implications</u>	None arising from this paper.
<u>Annexes</u>	None
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Background

1. At its meeting on 12 April 2011 Council agreed the recruitment and selection strategy for the Revalidation Pilot Assessors as well as their job description and person specification.
2. It was agreed that the recruitment panel should comprise: two members of Council (one lay and one osteopath); a nominee of the BOA; and a nominee of the Council of Osteopathic Education Institutions. The recruitment panel is now in place.
3. It was anticipated that around 35 assessors would be needed for a pilot participant cohort of approximately 350 osteopaths.
4. It was agreed that the assessors would be paid for their work at the rate of £350 per day.

Discussion

Payments to recruitment panel members

5. Since the April meeting of Council considerable progress has been made with the revalidation Pilot. Nearly 500 participants have been recruited and trained and are commencing the Pilot.
6. We intend to advertise for Revalidation Pilot Assessors very shortly and to commence the interviewing of applicants.
7. Given the higher than anticipated number of participants we anticipate the need to recruit a slightly higher number of assessors, perhaps up to 40. Shortlisting and interviewing applicants is now anticipated to take up to six days of time for the whole panel.
8. Given the work involved we feel it is right that all panel members – including members of Council – should be paid for this work which falls outside the level of duties normally expected of them.

Recommendation A: To agree that all members of the recruitment panel for revalidation assessors should be paid the normal daily rate of £306.

Payments to Revalidation Pilot Assessors

9. Since the April Meeting of Council we have given further consideration to the way in which we evaluate the costs of the revalidation assessment process.
10. Our original proposal was for a day rate to be paid to assessors of £350 per day. However, we have realised, that in evaluating the pilot, at this stage it is more

important for us to understand how long it takes to perform an assessment than the actual cost per assessment.

11. Using a day rate incentivises the assessors to extend the time taken on each portfolio and is less likely to provide the information we require to evaluate the pilot. Therefore, we would wish to seek to recruit assessors with a view to paying a fee per assessment rather than a day rate.

Recommendation B: To agree that payment to the assessors should be fixed at £50 per portfolio.