

Education Committee**14 May 2013****Registration Assessor and Return to Practice Reviewer Recruitment**

Classification	Public
Purpose	For noting
Issue	An update on the recruitment exercise to increase the pools of registration assessors and return to practise reviewers.
Recommendation	To note the update on the recruitment exercise to increase the pools of registration assessors and return to practice reviewers.
Financial and resourcing implications	The costs of the recruitment process are not expected to exceed £2000 including fees for the time of external panel members.
Equality and diversity implications	Equality legislation and good practice is incorporated into our recruitment process.
Communications implications	This paper will be published on our website to ensure transparency.
Annexes	None
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Background

1. The General Osteopathic Council currently undertakes registration assessment processes comprising up to three stages to allow applicants without a UK 'Recognised Qualification' to demonstrate eligibility for registration as well as a return to practice process for those who have not practised for two years or more.
2. A need to increase both the size and the diversity of the assessor and reviewer pools participating in these processes was identified and in September 2012, the Education Committee agreed:
 - To undertake a recruitment exercise for the registration assessors and the return to practice reviewers
 - To review the person specification
 - To the constitution of the panel comprising three Education Committee members.
3. The recruitment process has been postponed following receipt of applications and this paper outlines the reasons for this and the planned next steps.

Discussion

4. It is worth reiterating at the outset that the GOsC is committed to fair and transparent recruitment and selection processes and to ensuring the rich diversity of osteopathy is reflected in our own assessor and reviewer pools.
5. The person specification was amended in line with the Committee's feedback.
6. The posts were advertised from Friday 1 March 2013 to Friday 5 April 2013 on the public website and they were highlighted to all registrants through our February and March e-bulletins and also to all osteopathic educational institutions and to existing assessor pools. At that time, it was expected that shortlisting would take place during the week commencing 8 April 2013 and that interviews would take place during the week commencing 22 and 29 April 2013.
7. Regrettably, an oversight was made in the proposed constitution of the shortlisting and interview panel in that it did not meet the requirements agreed by the Committee in September 2012. It also became clear that the selection process would benefit from additional input to ensure that the selection process was sufficiently robust and also to enhance the perception of fairness.
8. Consequently, in discussion with the Chief Executive, it was agreed that
 - A panel comprising three Education Committee members, as previously agreed by the Committee, should be convened.
 - The panel should have access to an independent advisor nominated by the Council of Osteopathic Educational Institutions.

- Consideration of the applications should be postponed pending the convening of the panel.
 - The newly convened panel should consider the applications afresh including both shortlisting and interviewing.
 - That all applicants should be notified of the delay in the process and the reasons for this.
9. The executive have notified all applicants of the postponement to the process as indicated above. The executive are currently taking steps to convene a new selection panel as identified above to strengthen the perception of fairness of the process. A revised timescale will be notified to candidates, once the panel has been convened.

Recommendation: To note the update on the recruitment exercise to increase the pools of registration assessors and return to practice reviewers.