

Recruitment and retention group (PPAs)

Agenda Tuesday 2nd August 2022

1. Previous minutes 2. Personnel changes 3. complaint 4. CSAS update 5. PPA rota management 6. Observations 7. Reappointments 8. Support for Panel Members 9. AOB 10. Next meeting

1. Minutes of meeting

Recruitment and retention group (PPAs)

Tuesday 2nd August 2022 Wallneuk Church

Present: J Melrose, D Brama, A M Currie, R Macleod, P Wilson, J Hay, C Manson, Anne Tucker

Apologies: C Campbell

1. Previous minutes Item 10 – aide memoire still to be completed Action J Melrose
Item 12 – Review of RAG system to be completed Action J Melrose / D Brama

2. Personnel changes Anne Tucker welcomed as a new PPA. Anne Marie Currie indicated that she would be resigning on completion of the current months observations and any interviewing scheduled before Xmas. Attendance at PPA Forum and RRRG was organised. Action P Wilson

3. Complaints Complaint received from Social work. This was investigated by J Melrose and R MacLeod. Findings of the complaint have been sent to social work. A number of issues have arisen from this complaint – buddying system, panel member understanding of child development and contact. Suggested that buddies be changed after three months to widen experience. Suggested that social work be asked to present to panel members on child development and contact.

4. CSAS update No issues reported

5. PPA rota management This will continue to be managed by J Melrose.

6. Observations No issues reported

7. Reappointments Reappointments have been concluded. The two remaining panel members who had not completed training requirements have not been recommended for reappointment.

8. Support for Panel Members Discussion regarding suggestion from previous meeting on how to support panel members. It was recognised that LPRs make contact with chairs after each hearing and that informally issues impacting on panel members are dealt with. It was agreed that a systematic approach to maintaining contact with panel members would be of value.

A strategy for this would be developed over the next few months with an implementation date of January 2023.

A likely approach would be that PPAs would make contact with a group of PMs on a regular basis – every three months. Contact would be by telephone in the first instance. PPAs would keep their own record of these contacts. The conversation would be focussed on how well the panel member with their role and could include: Personal issues eg. health, changes in availability Practical issues eg. IT Training eg. access to training at local or national level. This would require coordination with panel rep (training)

Issues that arise would be noted by the PPA and where appropriate passed to the relevant panel rep - training, IT, rota

It was noted that different approaches would be required for panel members at different stages: New PMS PMs approaching MOH training PMs approaching reappointment.

9. AOB D Bamma outlined possible male panel member requirements for recruitment in the next round this year.

10. Next meeting 11th October 2022 Wallneuk Church 7.00pm