

**APPOINTMENTS PANEL ARGYLL AND BUTE HEALTH AND SOCIAL CARE
PARTNERSHIP CHIEF OFFICER**

1.0 EXECUTIVE SUMMARY

This report asks Council to:

- Note the requirement to appoint to the Chief Officer of the HSCP on a permanent basis.
- Agree to adopt, as a permanent arrangement, the panels for Chief Officer and Heads of Service as agreed for the previous recruitment process in November 2021 and amend the Constitution accordingly.
- Agree nomination of substitute members to the panels to be delegated to the Chief Executive and the Executive Director with Responsibility for Legal and Regulatory Support in consultation with the Council Leader and amend the Constitution accordingly as a permanent arrangement.

APPOINTMENTS PANEL ARGYLL AND BUTE HEALTH AND SOCIAL CARE PARTNERSHIP CHIEF OFFICER

2.0 INTRODUCTION

- 2.1 The Chief Officer post for the Argyll and Bute Health and Social Care Partnership is currently filled on a temporary basis following the advancement of the previous Chief Officer to the role of Chief Executive of NHS Highland. We are now in a position to recruit to this role on a permanent basis.
- 2.2 As this is an integrated role in terms of the Public Sector Joint Working Act i.e. it can be held by an employee of either the NHS or Argyll and Bute Council, the Recruitment Panel is made up of representatives from NHS Highland and Argyll and Bute Council.
- 2.2 This paper requests approval from Council to agree nominations to the panels for Chief Officer and Heads of Service as agreed for the previous recruitment processes in November 2021 and amend the Constitution accordingly.

3.0 RECOMMENDATIONS

Members are asked to:

- 3.1 Note the requirement to appoint to the Chief Officer of the HSCP on a permanent basis.
- 3.2 Agree to adopt, as a permanent arrangement, the panels for Chief Officer and Heads of Service as agreed for the previous recruitment processes in November 2021 and amend the Constitution accordingly.
- 3.3 Agree nomination of substitute members to the panels be delegated to the Chief Executive and the Executive Director with Responsibility for Legal and Regulatory Support in consultation with the Council Leader and amend the Constitution accordingly as a permanent arrangement.

4.0 DETAIL

- 4.1 Recruitment to Chief Officer posts in the Health and Social Care Partnership are carried out by a joint recruitment panel with members from both employer organisations, NHS Highland and Argyll and Bute Council. These are integrated posts and can be filled by prospective employees of either NHS Highland or Argyll and Bute Council.
- 4.2 In September 2021, prior to the last recruitment process, the IJB agreed a paper that proposed a permanent change to the recruitment panel composition for both the HSCP Chief Officer and HSCP Heads of Service.
- 4.3 The panels have been established by the IJB as:

Chief Officer

- 4.4 Interview Panel of 6 – IJB Chair, Vice Chair, Council Leader and Chair of NHS Highland (or their nominated substitutes), Chief executive of NHS Highland, Chief Executive of Argyll and Bute Council. Nominated substitutes for the Council will be politically balanced.

Heads of Service

- 4.5 Panel of 5 – 4 IJB Members (2 Council and 2 NHS Highland – Chair and Vice Chair, Council Leader and NHS Board Chair (or nominated substitutes) plus the Chief Officer as a voting member.

The Council is invited to agree this approach on a permanent basis for all future appointments and make all necessary arrangements to this effect.

5.0 CONCLUSION

- 5.1 The Council is invited to agree a permanent approach to the nomination process for panel members of the recruitment panels to senior HSCP integrated posts.

6.0 IMPLICATIONS

- 6.1 Policy - None
- 6.2 Financial - None
- 6.3 Legal – The appointments process for Chief Officers is a constitutional responsibility of the Council.
- 6.4 HR – The panel composition determines the recruitment process.
- 6.5 Fairer Scotland Duty:
- 6.5.1 Equalities - protected characteristics – Guidelines will be followed in the recruitment process
- 6.5.2 Socio-economic Duty - None from this report

- 6.5.3 Islands – None from this report.
- 6.6 Climate Change - None
- 6.7 Risk – This decision will mitigate any risk arising from a delay in appointing senior officers to the HSCP.
- 6.8 Customer Service - None
- 6.9 The Rights of the Child (UNCRC) - None

Douglas Hendry – Executive Director

Policy Lead Councillor Jim Lynch, Leader of the Council.

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For further information contact: David Logan, Head of Legal and Regulatory Services; Jane Fowler Head of Customer Support Services.