

# PERTH AND KINROSS INTEGRATION JOINT BOARD

Minute of Special Meeting of the Perth and Kinross Integration Joint Board (IJB) held virtually via Microsoft Teams on Friday 4 March 2022 at 10.00am.

**Present:**     **Voting Members:**

Councillor J Duff, Perth and Kinross Council  
Councillor X McDade, Perth and Kinross Council  
Councillor C Purves, Perth and Kinross Council  
Mr B Benson, Tayside NHS Board (Chair)  
Ms B Hamilton, Tayside NHS Board  
Mr D McPherson, Tayside NHS Board (substituting for Ms P Kilpatrick)

**Non-Voting Members**

Ms J Smith, Head of Finance and Corporate Services, Perth and Kinross Health and Social Care Partnership

**Stakeholder Members**

Ms S Auld, Service User Public Partner  
Ms B Campbell, Carer Public Partner  
Mr S Hope, Staff Representative, Perth and Kinross Council  
Ms L Glover, Staff Representative, NHS Tayside

**In Attendance:**

L Simpson, P Johnstone, S Hendry, A Brown, M Pasternak (all Perth and Kinross Council).

**Apologies**     Councillor E Drysdale, Perth and Kinross Council (Vice-Chair)  
Ms P Kilpatrick, Tayside NHS Board  
Ms J Pepper, Interim Chief Officer – Health & Social Care Partnership /  
Chief Social Work Officer, Perth & Kinross Council  
Ms S Dickie, NHS Tayside  
Dr S Peterson, NHS Tayside  
Dr L Robertson  
Ms L Blair, Scottish Care  
Mr I McCartney, Service User Public Partner  
Ms M Summers, Carer Public Partner  
Ms S Watts, Third Sector Representative

## **1.     WELCOME AND APOLOGIES**

B Benson welcomed all those present to the meeting and apologies were noted as above.

## **2.     DECLARATIONS OF INTEREST**

There were no Declarations of Interest made in terms of the Perth and Kinross Integration Joint Board Code of Conduct.

### **3. HEALTH AND SOCIAL CARE – CHIEF OFFICER**

There was submitted a joint report by the Corporate Human Resources Manager, Perth and Kinross Council and HR Lead – Recruitment and Medical Staffing, NHS Tayside (G/22/47) (1) confirming the process to be followed for the recruitment and appointment for the post of Chief Officer for the Perth and Kinross Health and Social Care Partnership; and (2) seeking confirmation of the four voting members of the IJB who will form part of the Appointment Sub-Committee.

Councillor Purves queried the lack of public partner representation on the interview panel and stated that he did not feel the paper gave a clear answer as to why this isn't possible and sought clarity on the situation. In response, P Johnstone advised that the panel was suggested as per the report as this is the normal custom and practice and other partners are given the opportunity to be involved during stakeholder events.

D McPherson sought clarification on the salary differential as to whether the role is taken up as a Perth and Kinross Council employee or an NHS Tayside employee and whether anything would be done to try to bring this into balance. In response, P Johnstone advised that as Perth and Kinross Council and NHS Tayside are two separate employers, they each have different mechanisms for determining the salary level for each post. She further advised the post had been graded using a fair, robust evaluation process in both employer organisations and that had led to the determination of the posts.

D McPherson also sought clarification around the role of the Chief Executives of Perth and Kinross Council and NHS Tayside on the recruitment panel bearing in mind this is an appointment for the Board rather than the Council or NHS Tayside querying whether they are there solely in an advisory role. In response, L Simpson advised that as the Board does not have any powers to recruit or employ, although they are required to appoint a Chief Officer who is employed by one of the constituent parties, the recruitment process is therefore carried out as a senior position in one of the constituent parties with members of the recruitment panel being from the Board in order that the person employed is the person who is then appointed as Chief Officer. She further advised the successful candidate would then be employed under either Perth and Kinross Council's or NHS Tayside's terms and conditions.

B Benson enquired if this process precluded having a public partner included in the recruitment process. In response, L Simpson confirmed that as this is the recruitment of a senior position within either Perth and Kinross Council or NHS Tayside the process would be by way of Elected Member and Board Members representation and the involvement of the Chief Executives. There would be stakeholder panels and events where other parties can be brought in as part of the assessment process. The stakeholder panel can be drawn from the non-voting members and stakeholder members of the Board.

Councillor McDade suggested that national guidance suggests a wider range of panel members and that people such as GPs or public partners should be part of the panel. In response, L Simpson advised that although this gives guidance the

process must be in line with the recruitment processes of the constituent parties and we must look at the joint appointments process and where there are differences must come to an agreement that both parties are happy to sign up to.

Councillor McDade enquired as to why the Chief Executives were voting members of the recruitment panel when they are not voting members of the Board. In response, L Simpson confirmed that they are full members of the panel as it is a recruitment process for a senior position in one of the constituent parties. Councillor McDade further sought clarity on the ability of the Board to include public partner representation on the recruitment panel. In response, L Simpson advised that it was not for the Board to dictate the recruitment process for the constituent parties who are employing the person. She further advised that the stakeholder panel is a standard model for senior appointments and this is one way the non-voting members can take part in the appointment process of the Chief Officer.

Councillor Duff sought clarification of his interpretation that it was not competent for the Board to change the make-up of the recruitment panel without going back to the partners for approval. In response, L Simpson advised that this would depend on what was being proposed and how it would fit in and would need to be by agreement of both partners.

B Benson enquired when the Appointment Sub-Committee will be aware of any changes to the extant job description and when must the advert go out to meet the timescales to recruit. In response, P Johnstone advised that the Chief Executives have consulted on the job description in respect of the role profile and this has been updated to fit with the current environment and changes in mental health responsibilities and has not fundamentally changed from the extant role. She further advised that the post is required to be advertised within the next week to meet all timescales indicated.

B Benson asked for further information on what the process looks like for stakeholders and how is that advice passed to the appointment panel. In response, P Johnstone advised that a consultant will conduct the assessment centre, with feedback being sought from the stakeholders and feedback is then given by the consultancy company to the recruitment panel.

#### Motion (B Benson and D McPherson)

To agree the recommendations, as set out within the report, with B Benson, B Hamilton, Councillor McDade and Councillor Duff appointed to the Sub-Committee along with the Chief Executives of both Perth and Kinross Council and NHS Tayside.

#### Amendment (Councillor Purves and Councillor McDade)

In accordance with the Motion, but in addition, one of the public partners on the IJB to also be appointed to the Sub-Committee subject to the agreement of both Chief Executives of the partner bodies.

3 members voted for the Motion as follows:  
B Benson, B Hamilton and D McPherson.

3 members voted for the Amendment as follows:  
Councillors Duff, McDade and Purves.

**Resolved:**

In terms of Standing Order 15.4, there being no consensus reached, a further special meeting of the IJB to take place as soon as possible to further consider this particular item of business. Board members agreed that a further meeting should take place on 7 March 2022 at 9.00am to permit further discussion/resolution.