



PERTH & KINROSS HEALTH AND SOCIAL CARE INTEGRATION JOINT BOARD

Special Meeting - 4 March 2022

HEALTH & SOCIAL CARE - CHIEF OFFICER

**Joint Report by Corporate Human Resources Manager, Perth & Kinross Council
and HR Lead - Recruitment and Medical Staffing, NHS Tayside
(Report No. G/22/47)**

PURPOSE OF REPORT

This report confirms the process to be followed for the recruitment and appointment for the post of Chief Officer for the Perth & Kinross Health & Social Care Partnership, and seeks confirmation of the four voting members of the IJB who will form part of the Appointment Sub-Committee.

1. BACKGROUND / MAIN ISSUES

- 1.1 Following the resignation of Gordon Paterson, a recruitment and selection process is required for the joint appointment of a Chief Officer who will be accountable to the Integration Joint Board and the Chief Executives of Perth & Kinross Council and NHS Tayside. As Gordon Paterson has now left the Council, interim arrangements have been put in place, pending recruitment to the permanent position.
- 1.2 A report was submitted to the IJB on 16 February 2022 (**Report No. G/22/7** refers) providing an overview of the recruitment and selection process and seeking confirmation of the four voting members of the Integrated Joint Board (IJB) who, together with the Chief Executives of Perth & Kinross Council and NHS Tayside will take forward the joint recruitment and appointment process.
- 1.3 It was agreed that a further paper would be submitted to a special IJB clarifying how the proposed recruitment and selection process outlined in the paper submitted to the IJB on 16 February 2022 was consistent with the appointments provision in Section 10 of the Public Bodies (Joint Working) (S) Act 2014 ("the 2014 Act").

2. PROPOSALS

- 2.1 Section 10 of the 2014 Act states that the IJB must appoint, as member of staff, a Chief Officer. As legislation presently stands, the Integration Joint Board has no legal powers to employ staff and the person fulfilling such a role must be employed either by the Council or the NHS. Given that the Chief Officer also undertakes a senior management role within both the Council and NHST, recruitment and selection is done by way of a joint appointment process, taking into account the selection processes of the parties and the Scottish Government guidance on joint appointments.
- 2.2 Given the seniority of the role within the Council and NHST, recruitment and selection is done by way of a panel comprising members of both the Council and NHST and the two Chief Executives ("the Appointment Sub-Committee). Given the requirement under S 10 of the Act, the Council and NHST draw their panel membership from those members who are also members of the Integration Joint Board, allowing the Board to nominate which Council and NHST members sit on the panel. This allows the processes for recruitment and employment of the individual and the process required under Section 10 of the 2014 Act to be combined, with the nominated IJB members having delegated authority from the IJB to appoint the successful applicant to the particular role of Chief Officer.
- 2.3 The recruitment and selection process reflects the employment processes of the parties (the Council and NHST) for senior appointments. Accordingly, the IJB is asked to nominate 2 of its voting Council members and 2 voting NHST members to form the Appointment Sub-Committee alongside the Chief Executives. They must be available to participate in the entire process, with shortlisting on **Tuesday 29 March 10-1.30pm** and the interviews will be held on **Friday 29 April** (all day).
- 2.4 As part of the recruitment and selection process there will also be stakeholder events which non-voting IJB members will be invited to participate in. These will be run by the consultants appointed by NHS Tayside to undertake the assessment centre, which is likely to be held **week commencing 4 April 2022**.
- 2.3 A fuller description of the recruitment process is attached at Appendix 1.

3. CONCLUSION & RECOMMENDATION

- 3.1 The role of the Chief Officer is key to effecting the cultural change and transformative service redesign required to deliver effective integrated health and social care services which better meet the needs of the people of Perth and Kinross and the wider Tayside area.
- 3.2 The IJB is asked to nominate its 2 Council and 2 NHST members from its voting cohort to form the Appointment Sub-Committee.

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	Yes
Resource Implications	
Financial	None
Workforce	Yes
Asset Management (land, property, IST)	None
Assessments	
Equality Impact Assessment	Yes
Strategic Environmental Assessment	None
Sustainability (community, economic, environmental)	None
Legal and Governance	None
Risk	Yes
Consultation	
Internal	Yes
External	Yes
Communication	
Communications Plan	Yes

2. Strategic Implications

Community Plan / Single Outcome Agreement

- 2.1 The report supports the overall delivery of the Perth and Kinross Community Plan / Single Outcome Agreement in terms of the contribution made by the Partnership to Supporting people to lead independent, healthy and active lives.

3. Resource Implications

Financial

- 3.1 There are no financial implications arising directly from this report.

Workforce

- 3.2 This report relates to the recruitment and selection process for the most senior leadership post within the Perth & Kinross Health and Social Care Partnership. The post also has wider strategic and corporate responsibilities within each of the partner organisations.

Asset Management (land, property, IT)

- 3.3 There are no land, IT or property implications arising from this report.

4. Assessments

Equality Impact Assessment

- 4.1 Under the Equality Act 2010, public bodies are required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. The recruitment and selection process will be carried out on the basis of fair recruitment policies and practices of the respective partner organisations.

Strategic Environmental Assessment

- 4.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals. No further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

Legal and Governance

- 4.3 There are no legal issues arising directly from this report.

Risk

- 4.4 The Appointment Committee will have professional HR advice from each partner organisation. This is a joint appointment which reflects the employment policies and responsibilities of the respective partner organisations.

5. Consultation

Internal

- 5.1 The Chief Executives of each partner organisation have been consulted in the preparation of this report.

External

- 5.2 N/A

6. Communication

- 6.1 The vacancy will be advertised internally and externally in order to attract the best available candidates for the post.

7. BACKGROUND PAPERS

N/A

8. APPENDICES

Appendix 1 : Joint Recruitment Process for post of Chief Officer