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Meeting Date: Wednesday 25th September 2024

Glasgow City Integration Joint Board

Report By: Chair and Vice Chair, Glasgow City IJB

Contact: Craig Cowan, Head of Business Development / Standards Officer

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Appointment of Chief Officer

Purpose of Report:	The purpose of this report is to confirm the appointment of the Chief Officer to the Glasgow City Integration Joint Board (IJB).
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Background/Engagement:	Pat Togher has been appointed into the post of Chief Officer following a recruitment process. The start date has been agreed as Monday 16 December 2024. This is following the appointment of Susanne Millar to the position of Chief Executive of Glasgow City Council.
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Recommendations:	The Integration Joint Board is asked to: a) Confirm the appointment of Pat Togher, as the Chief Officer to the Glasgow City Integration Joint Board, effective from 16 December 2024.
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Relevance to Integration Joint Board Strategic Plan:

The IJB is required by statute to appoint a Chief Officer to carry out the duties defined in Section 8 of the Integration Scheme
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Implications for Health and Social Care Partnership:

Reference to National Health & Wellbeing Outcome:	N/A
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Personnel:	N/A
Carers:	N/A
Provider Organisations:	N/A
Equalities:	N/A
Fairer Scotland Compliance:	N/A
Financial:	The cost of the appointment is shared between the Partners via the financial planning arrangement.
Legal:	Under Section 10 of the Public Bodies (Joint Working) (Scotland) Act 2014 the Integration Joint board is required to appoint a Chief Officer following consultation with the Council and Health Board
Economic Impact:	N/A
Sustainability:	N/A
Sustainable Procurement and Article 19:	N/A
Risk Implications:	N/A
Implications for Glasgow City Council:	Joint appointment with NHS GG&C.
Implications for NHS Greater Glasgow & Clyde:	Joint appointment with Glasgow City Council
Direction Required to Council, Health Board or Both	
Direction to:	
1. No Direction Required	☒
2. Glasgow City Council	☐
3. NHS Greater Glasgow & Clyde	☐
4. Glasgow City Council and NHS Greater Glasgow & Clyde	☐

1. Purpose

- 1.1 The purpose of this report is to confirm the appointment of the Chief Officer to the Glasgow City Integration Joint Board (IJB).

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2. Background

- 2.1. Members are aware that former Chief Officer, Susanne Millar, was appointed to the role of Chief Executive of Glasgow City Council and commenced her role on 6 May 2024, thus creating a substantive vacancy.
- 2.2. Thereafter, a recruitment exercise was undertaken, and an Interim Chief Officer was appointed. This interim appointment was to allow a recruitment process to be conducted to appoint to the substantive post of Chief Officer, Glasgow City HSCP.
- 2.3. The recruitment exercise was conducted by the Appointments Panel, as approved by the Finance, Audit and Scrutiny Committee on 12 June 2024.

3. Appointment of Chief Officer

- 3.1. The Appointments Panel consisted of the IJB Chair, IJB Vice Chair and the Chief Executives of Glasgow City Council and NHS Greater Glasgow and Clyde, with HR support from both organisations.
- 3.2. Following an extensive selection process, Pat Togher was identified as the preferred candidate and an offer of employment was made and accepted on Monday 16 September 2024, subject to the requisite pre-employment checks.
- 3.3. The onboarding process has now commenced, and a start date of Monday 16 December 2024 has been agreed.
- 3.4. The arrangements in relation to the Chief Officer agreed by the parties within the Integration Scheme are that:
 - The Chief Officer is a member of the senior management team of both the Health Board and the Council
 - The Chief Officer will be appointed by the Integration Joint Board, employed by one of the parties and seconded by that Party to the Integration Joint Board.
 - The Chief Officer will attend senior management team meetings of the Health Board and the Council and will work with the senior management teams of both parties as required to carry out functions in accordance with the Strategic Plan.
 - The Chief Officer is line managed jointly by the Chief Executives of the Council and the Health Board and is accountable to both.
 - The Chief Officer will have delegated operational responsibility for delivery of integrated services except as they are exercised for acute hospital services. The Health Board Chief Executive is responsible for the operational management and performance of acute services and will provide regular updates to the Chief Officer on this.

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4. Recommendation

4.1 The Integration Joint Board is asked to:

- a) Confirm the appointment of Pat Togher, as the Chief Officer to the Glasgow City Integration Joint Board, effective from 16 December 2024.

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