



Item No. 1

Meeting Date Wednesday 24th September 2025

Glasgow City Integration Joint Board

Report By: Pat Togher, Chief Officer

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

Phone: 0141 287 6724

Glasgow City Integration Joint Board Membership

Purpose of Report:

To inform and seek approval of appointment of Depute Chief Officers and note membership changes to the Integration Joint Board (IJB).

Background/Engagement:

The Glasgow City HSCP Executive Team restructure was approved by the IJB on [25th June 2025](#) and the associated recruitment process for Depute Chief Officer posts was ratified by IJB Finance, Audit and Scrutiny Committee on [10th September 2025](#).

Previously stakeholder representatives have been nominated from within existing IJB / HSCP engagement networks, however a new approach to recruitment was approved by the IJB on [14th May 2025](#).

Governance Route:

The matters contained within this paper have been previously considered by the following group(s) as part of its development.

- HSCP Senior Management Team ☐
- Council Corporate Management Team ☐
- Health Board Corporate Management Team ☐
- Council Committee ☐
- Update requested by IJB ☐
- Other ☐
- Not Applicable ☒

Recommendations:

The Integration Joint Board is asked to:

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	<ul style="list-style-type: none">a) Approve the appointments of the Depute Chief Officers set out in section 3;b) Note the membership changes detailed in section 4; andc) Note the update on the process for Carer and Service User Stakeholder Recruitment in section 5.
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Relevance to Integration Joint Board Strategic Plan:

This paper relates to matters of governance.

Implications for Health and Social Care Partnership:

Reference to National Health & Wellbeing Outcome:	None- relates to matters of governance
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Personnel:	The recruitment process for the Depute Chief Officer posts was ratified by IJB Finance, Audit and Scrutiny Committee on 10th September 2025 .
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Carers:	None- relates to matters of governance
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Provider Organisations:	None- relates to matters of governance
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Equalities:	None- relates to matters of governance
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Fairer Scotland Compliance:	None- relates to matters of governance
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Financial:	None- relates to matters of governance
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Legal:	<p>The Public Bodies (Joint Working) (Scotland) Act 2014 (section 10) requires an integration joint board to appoint professional advisors and a Chief Social Work Officer.</p> <p>All stakeholder members of the IJB serve a three-year term and may be re-nominated for further terms. There is no limit to the number of terms a member may serve.</p>
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Economic Impact:	None- relates to matters of governance
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Sustainability:	None- relates to matters of governance
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Sustainable Procurement and Article 19:	None- relates to matters of governance
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Risk Implications:	Failure to ensure appropriate Member representation on the IJB would place the IJB in breach of its statutory duties and Standing Orders and risk the IJB not being able to conduct its business.
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Implications for Glasgow City Council:	None
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Implications for NHS Greater Glasgow & Clyde:	None
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1. Purpose

- 1.1. The purpose of this report is to inform and seek approval of the appointment of Depute Chief Officers and note membership changes to the Integration Joint Board (IJB).

2. Background

- 2.1. The Glasgow City HSCP Executive Team restructure was approved by the IJB on [25th June 2025](#) and the associated recruitment process for Depute Chief Officer posts was ratified by IJB Finance, Audit and Scrutiny Committee on [10th September 2025](#).
- 2.2. The IJB's [Schemes of Delegation to Officers and Committees](#), at 1.6, states that *The IJB will delegate to the Finance, Audit and Scrutiny Committee, the responsibility for convening an Appointments Panel to organise and oversee the recruitment to the posts of Chief Officer, Chief Officer – Finance and Resources, Chief Officer – Strategy and Operations and any other executive level posts that may in future be established. This panel must include the Chair and Vice Chair of the IJB. Recommendations for appointment will be provided by the Panel to the full IJB for appointments to be made.*
- 2.3. Previously stakeholder representatives have been nominated from within existing IJB / HSCP engagement networks, however a new approach to recruitment of service user and carer representatives was proposed to and approved by the IJB on [14th May 2025](#).

3. Appointment of Depute Chief Officers

- 3.1. Following a rigorous recruitment process Kelda Gaffney, the current Interim Assistant Chief Officer for Adult Services and Chief Social Work Officer, has been appointed to the new role of Depute Chief Officer, Operations and Governance and Chief Social Work Officer.
- 3.2. Stephen Fitzpatrick, the current Assistant Chief Officer for Older People's Services and Primary Care and South Operations, has been appointed to the new role of Depute Chief Officer, Strategy, Innovation and Best Value.
- 3.3. Both officers will join the IJB as professional advisors and Kelda Gaffney will remain in the role of the Chief Social Work Officer.

4. Membership Changes

- 4.1. David Reilly, Stakeholder Representative for the Independent Sector is due to end his current term on 1st November 2025, but in discussion with the Independent Sector network and following a letter (Appendix 1) from Scottish Care on 21st August 2025 it has been confirmed that David will serve a consecutive second term on the IJB with Gillian Currie as his substitute.

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- 4.2 Gary Dover, Assistant Chief Officer (ACO), has moved to a new post and will no longer perform the role of professional advisor to the IJB. This also leaves a vacancy for lead ACO on the IJB Public Engagement Committee which Gary also fulfilled.

5. Update on Stakeholder Recruitment

- 5.1. Previously stakeholder representatives have been nominated from within existing IJB / HSCP engagement networks, however a new approach was proposed and approved by the IJB on [14th May 2025](#).
- 5.2. The new approach acknowledges the level of commitment required by offering a more flexible arrangement for service user and carer representatives. The aim is to recruit 4 service user reps and 2 carer reps thus creating a 'pool' of 6 people with a maximum of 3 attending formal GCIJB meetings as per current arrangements. The aim of recruiting of additional members is to support these representatives to balance their role on the Glasgow City IJB and their personal commitments.
- 5.3. Following approval of this approach, officers advertised the positions and shared this with a range of internal and external networks to ensure the reach was as wide as possible. HSCP social media channels were also used to advertise the positions and application process.
- 5.4. Applications closed on 18th July 2025 and officers received around 20 applications for the available positions. Following a short-listing process, eight applicants have been invited to meet with the Chief Officer and IJB Chair (with support from officers) in September 2025, following which appointments will be confirmed and presented for approval of the IJB.

6. Recommendations

- 6.1. The Integration Joint Board is asked to:
- a) Approve the appointments of the Depute Chief Officers set out in section 3;
 - b) Note the membership changes detailed in section 4; and
 - c) Note the update on the process for Carer and Service User Stakeholder Recruitment in section 5.



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21st August 2025

Glasgow City Health & Social Care Partnership
Head of Business Development
Commonwealth House
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Glasgow
G1 1LH

FAO Craig Cowan

RE: David Reilly - Continuation as Independent Sector Representative

I am writing to confirm Scottish Care's support for David Reilly, CEO, Baillieston Community Care to continue in his role as Independent Sector Representative on the IJB for another term. Scottish Care have also consulted with our Glasgow members who are equally happy for him to carry on in this role.

It was encouraging to hear that GGC HSCP saw no barriers to David continuing on the IJB, other than seeking agreement from the sector locally. Over the past 3 years, he has worked hard to build strong relationships both within the Board and across the wider sector. His ability to communicate clearly, keep the sector informed, and genuinely listen to providers has helped ensure their views are well represented at IJB level.

David has handled the many challenges facing the sector with professionalism, care, and a clear commitment to doing what is best for everyone involved. He is well respected by colleagues and stakeholders alike, and it is clear that his contribution brings real value. We trust that his calm, thoughtful approach and deep understanding of the sector have had a positive impact on the work of the IJB and beyond. David has built a strong and effective partnership with Gillian Currie the local ISL and his deputy on the IJB, and we are in full agreement of Gillian carrying on in this role.

Scottish Care, along with our members, are fully supportive of him continuing for another three-year term and are confident he will continue to represent the sector with the same dedication and integrity.

Kind regards

Joint National Lead
Partners for Integration

