



**Item No. 13**

**Meeting Date**

**Wednesday 12<sup>th</sup> June 2024**

**Glasgow City  
Integration Joint Board  
Finance, Audit and Scrutiny Committee**

**Report By:** Sharon Wearing, Chief Officer, Finance and Resources

**Contact:** Tracy Keenan, Assistant Chief Officer, HR

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**Recruitment to Chief Officer, Glasgow City HSCP**

**Purpose of Report:**

To seek approval to proceed with a recruitment process to the role of Chief Officer, Glasgow City HSCP.

**Background/Engagement:**

This recruitment proposal has been discussed with the Chief Executive of Glasgow City Council and the Chief Executive of NHS Greater Glasgow & Clyde. In addition, the proposal has been discussed with the Head of HR of Glasgow City Council and the HR Director of NHS Greater Glasgow & Clyde.

**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 IJB Finance, Audit and Scrutiny Committee is asked to:

- a) Approve the membership of the Appointments Panel; and
- b) Approve commencement of the recruitment process for the role of Chief Officer, Glasgow City HSCP.

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**Relevance to Integration Joint Board Strategic Plan:**

The Chief Officer is responsible for operational delivery of the IJB's Strategic Plan.

**Implications for Health and Social Care Partnership:****Reference to National Health & Wellbeing Outcome:**

None- relates to matters of governance

**Personnel:**

Non filling of the Chief Officer post would directly impact upon the proper functioning of the HSCP.

A fair recruitment process will be followed in accordance with the Recruitment & Selection policies of both Glasgow City Council and NHS Greater Glasgow & Clyde and in compliance with the relevant employment legislation.

**Carers:**

None- relates to matters of governance

**Provider Organisations:**

None- relates to matters of governance

**Equalities:**

None- relates to matters of governance

**Fairer Scotland Compliance:**

None- relates to matters of governance

**Financial:**

None- relates to matters of governance

**Legal:**

The Public Bodies (Joint Working) (Scotland) Act 2014 (section 10) requires an integration joint board to appoint, as a member of staff, a chief officer.

**Economic Impact:**

None- relates to matters of governance

**Sustainability:**

None- relates to matters of governance

**Sustainable Procurement and Article 19:**

None- relates to matters of governance

**Risk Implications:**

Failure to appoint a Chief Officer would risk breaching then requirements of the Public Bodies (Joint Working) (Scotland) Act and risk impacting on the IJB's ability to implement its Strategic Plan.

**Implications for Glasgow City Council:**

The IJB Integration Scheme states that 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 is jointly accountable to the Chief Executive of Glasgow City Council

**Implications for NHS Greater Glasgow & Clyde:**

The IJB Integration Scheme states that the Chief Officer will be appointed by the Integration Joint Board, employed by one of the Parties and seconded by that Party to the

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	Integration Joint Board. The Chief Officer is jointly accountable to the Chief Executive of NHS Greater Glasgow and Clyde
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### 1. Purpose

- 1.1. The purpose of this report is to seek approval from the IJB Finance, Audit and Scrutiny Committee to proceed with a recruitment process to the role of Chief Officer, Glasgow City HSCP

### 2. Background

- 2.1. The role of Chief Officer was vacated on 5 May 2024, following the resignation of Susanne Millar.
- 2.2. Interim arrangements have been enacted to ensure continuity of provision in relation to the role, with Jacqueline Kerr undertaking the role on an interim basis pending permanent recruitment to the role.
- 2.3. 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.*
- 2.4. The IJB Integration Scheme, at 8.1, states that *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.*

### 3. Current position

- 3.1 The substantive post of Chief Officer, Glasgow City HSCP is currently vacant due to the resignation of the previous postholder, with interim arrangements in place to ensure continuity. We are now required to commence a recruitment exercise for the substantive post.
- 3.2. In accordance with the Scheme of Delegation to Officers and Committees, the IJB Finance, Audit and Scrutiny Committee is required to identify and convene an Appointments Panel to oversee the recruitment and selection process. In line with precedent, it is proposed that the following are invited to join the Appointments Panel:
- IJB Chair
  - IJB Vice Chair
  - Chief Executive – Glasgow City Council
  - Chief Executive – NHS Greater Glasgow & Clyde
  - Head of HR – Glasgow City Council
  - HR Director – NHS Greater Glasgow & Clyde

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- 3.3 An exercise to identify a suitable recruitment agency to undertake the executive search and to facilitate the selection process has been undertaken and a suitable agency to conduct this campaign has been identified. The agency in question has been extensively used for executive search and as a recruitment agency for a number of senior roles in Scotland across NHS, Local Authority and HSCPs and has most recently supported the recruitment to executive level roles within Glasgow City HSCP.

## **4. Recommendations**

- 4.1. The IJB Finance, Audit and Scrutiny is asked to:
- a) Approve the membership of the Appointments Panel; and
  - b) Approve commencement of the recruitment process for the role of Chief Officer.