Item No. 15

Date: **Wednesday 16th April 2025**

Glasgow City
Integration Joint Board
Finance, Audit and Scrutiny Committee

Report By: **Tracy Keenan, Assistant Chief Officer, Human Resources**

Contact: **Tracy Keenan**

Phone: **07557 801419**

Recruitment to Chief Officer, Finance & Resources, Glasgow City HSCP

Purpose of Report:	To note the approval from the Chair of the IJB Finance, Audit and Scrutiny Committee, on the grounds or urgency, to proceed with a recruitment process to the role of Chief Officer, Finance & Resources, 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) Note the approval of the Chair of IJB FASC, on the grounds of urgency, of the membership of the Appointments Panel; and commencement of the

	recruitment process for the role of Chief Officer, Finance & Resources, Glasgow City HSCP.

Relevance to Integration Joint Board Strategic Plan:
The Chief Officer, Finance & Resources is responsible for the management of the IJB budge and is the Section 95 Officer.

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, Finance and Resources 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 for finance.
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, Finance & Resources 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, Finance and Resources (CFO) will be appointed by the Integration Joint Board, employed by one of the Parties and seconded by that Party to the Integration Joint Board.

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 Integration Joint Board.

1. Purpose

1.1. The purpose of this report is to note the approval from the Chair of the IJB Finance, Audit and Scrutiny Committee, on the grounds or urgency, to proceed with a recruitment process to the role of Chief Officer, Finance & Resources, Glasgow City HSCP.

2. Background

2.1. The role of Chief Officer, Finance & Resources was vacated on 26 January 2025, following the resignation of Sharon Wearing.

2.2. Interim arrangements have been enacted to ensure continuity of provision in relation to the role, with Margaret Hogg undertaking the role on an interim basis pending permanent recruitment to the role, as confirmed at the IJB on 29th January 2025.

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, outlines the process for the appointment of the Chief Officer as per section 10 of the Public Bodies Act, and the structural arrangements outlined in the Integration Scheme for Glasgow City IJB requires that the same process applies to the post of Chief Officer, Finance and Resources.

3. Current position

3.1 The substantive post of Chief Officer, Finance & Resources 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:

- Chief Officer, Glasgow City HSCP
- IJB Chair

- IJB Vice Chair
- Executive Director of Finance – Glasgow City Council (delegation by Chief Executive – Glasgow City Council)
- Director of Finance – NHS Greater Glasgow & Clyde (delegation by Chief Executive – NHS Greater Glasgow & Clyde)
- Assistant Chief Officer – Human Resources (Adviser to panel only)

3.3 An exercise to identify a suitable recruitment agency to undertake the executive search and to conduct the selection process on behalf of the Appointments Panel 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 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.

3.4 In view of the requirement to commence the recruitment process as quickly as possible, and the timing of IJB FASC meetings, approval was sought from the Chair of the IJB Finance, Audit and Scrutiny Committee on the grounds of urgency. Approval was provided on 17th March 2025, and the report is attached at Appendix 1.

3.5 Interviews for the post are scheduled for Tuesday 15 April 2025 and the committee will be updated thereafter upon successful appointment to the post.

4. Recommendations

4.1. The IJB Finance, Audit and Scrutiny is asked to:

a) Note the approval of the Chair of IJB FASC, on the grounds of urgency, of the membership of the Appointments Panel; and commencement of the recruitment process for the role of Chief Officer, Finance & Resources, Glasgow City HSCP.

Date: **17th March 2025**

Glasgow City
Integration Joint Board
Finance, Audit and Scrutiny Committee

Report By: **Tracy Keenan, Assistant Chief Officer, Human Resources**

Contact: **Tracy Keenan**

Phone: **07557 801419**

Recruitment to Chief Officer, Finance & Resources, Glasgow City HSCP

Purpose of Report:	To seek approval to proceed with a recruitment process to the role of Chief Officer, Finance & Resources, 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, Finance & Resources Glasgow City HSCP.

Relevance to Integration Joint Board Strategic Plan:
The Chief Officer, Finance & Resources is responsible for the management of the IJB budge and is the Section 95 Officer.

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, Finance and Resources 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 for finance.
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, Finance & Resources 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, Finance and Resources (CFO) will be appointed by the Integration Joint Board, employed by one of the Parties and seconded by that Party to the Integration Joint Board.
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 Integration Joint Board.

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, Finance & Resources Glasgow City HSCP.

2. Background

2.1. The role of Chief Officer, Finance & Resources was vacated on 26 January 2025, following the resignation of Sharon Wearing.

2.2. Interim arrangements have been enacted to ensure continuity of provision in relation to the role, with Margaret Hogg 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.*

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- IJB Chair
- IJB Vice Chair
- Executive Director of Finance – Glasgow City Council (delegation by Chief Executive – Glasgow City Council)

- Director of Finance – NHS Greater Glasgow & Clyde (delegation by Chief Executive – NHS Greater Glasgow & Clyde)
- Assistant Chief Officer – Human Resources (Adviser to panel only)

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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, Finance & Resources, Glasgow City HSCP.