

Report To: Inverclyde Integration Joint Board **Date:** 8 November 2016

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Partnership (HSCP) **Report No:**
IJB/62/2016/BM

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Subject: **COMPOSITION OF RECRUITMENT PANELS FOR SENIOR
HSCP MANAGEMENT APPOINTMENTS**

1.0 PURPOSE

- 1.1 The purpose of this report is to seek approval from the Integration Joint Board members for interview panel composition for senior managers of the Health and Social Care Partnership.

2.0 SUMMARY

- 2.1 The former CHCP Sub Committee, Scheme of Establishment set out arrangements and interview panel composition for senior managers within the former Community Health and Care Partnership (CHCP).
- 2.2 Given the establishment of Integration Joint Boards it is necessary to review these arrangements and seek IJB approval of revised recruitment panel arrangements for senior appointments to the Health and Social Care Partnership.

3.0 RECOMMENDATIONS

- 3.1 It is recommended that the IJB approve the revised membership of recruitment panel for senior management position within the Health and Social Care Partnership.
- 3.2 It is recommended that the IJB agree that, where possible, a gender mix in the recruitment panel is achieved for all senior appointments.

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4.0 Recruitment of Senior Management Staff to HSCP Joint Posts

4.1 Under previous governance arrangements for senior appointments a process was established and agreed under the former CHCP Scheme of Establishment. With the creation of the HSCP and the Integration Joint Board (IJB), the composition of recruitment panels for joint appointments now requires to be refreshed.

4.2 It is recommended that the composition of the recruitment panel for the appointment to the position of Chief Officer HSCP/IJB is as follows:

- Two Councillor representatives from the IJB,
- Two non-executive members of Greater Glasgow & Clyde Health Board, the Chair and one other,
- The Council Chief Executive,
- The Chief Executive of the Greater Glasgow & Clyde Health Board.

The chairperson of the appointment panel would normally be the Chairperson of the IJB.

4.3 It is recommended that the composition of the recruitment panel for the appointment to the position of HSCP Head of Service is as follows:

- Two Councillor representatives from the IJB,
- Two non-executive members of Greater Glasgow & Clyde Health Board,
- The Council Chief Executive or their representative,
- The Chief Executive of the Greater Glasgow & Clyde Health Board or their representative,
- Chief Officer HSCP/IJB.

4.4 The chairperson of the appointment panel would normally be either the Council Chief Executive or Health Board Chief Executive.

4.5 A report recommending the above panel composition was approved by Inverclyde Council's Policy and Resources Committee on 9th August 2016.

5.0 IMPLICATIONS

FINANCE

5.1 Financial Implications:

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments

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LEGAL

5.2 There are no legal issues within this report.

HUMAN RESOURCES

5.3 There are no human resources issues within this report.

EQUALITIES

5.4 There are no equality issues within this report.

Has an Equality Impact Assessment been carried out?

	YES (see attached appendix)
	NO – This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy. Therefore, no Equality Impact Assessment is required.

5.4.1 How does this report address our Equality Outcomes.

- 5.4.1.1 People, including individuals from the above protected characteristic groups, can access HSCP services.
- 5.4.1.2 Discrimination faced by people covered by the protected characteristics across HSCP services is reduced if not eliminated.
- 5.4.1.3 People with protected characteristics feel safe within their communities.
- 5.4.1.4 People with protected characteristics feel included in the planning and developing of services.
- 5.4.1.5 HSCP staff understand the needs of people with different protected characteristic and promote diversity in the work that they do.
- 5.4.1.6 Opportunities to support Learning Disability service users experiencing gender based violence are maximised.
- 5.4.1.7 Positive attitudes towards the resettled refugee community in Inverclyde are promoted.

CLINICAL OR CARE GOVERNANCE IMPLICATIONS

5.5 There are no governance issues within this report.

5.6 NATIONAL WELLBEING OUTCOMES

How does this report support delivery of the National Wellbeing Outcomes.

- 5.6.1 People are able to look after and improve their own health and wellbeing and live in good health for longer.
- 5.6.2 People, including those with disabilities or long term conditions or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a

homely setting in their community.

- 5.6.3 People who use health and social care services have positive experiences of those services, and have their dignity respected.
- 5.6.4 Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.
- 5.6.5 Health and social care services contribute to reducing health inequalities.
- 5.6.6 People who provide unpaid care are supported to look after their own health and wellbeing, including reducing any negative impact of their caring role on their own health and wellbeing.
- 5.6.7 People using health and social care services are safe from harm.
- 5.6.8 People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide.

6.0 CONSULTATION

- 6.1 This report has been prepared by the Chief Officer, Inverclyde Health and Social Care Partnership (HSCP) after due consultation with Inverclyde Council and Greater Glasgow and Clyde Health Board

7.0 LIST OF BACKGROUND PAPERS

- 7.1 None.