

**Integration Joint Board**  
**11 February 2021**

<b>Subject:</b>	<b>Integration Joint Board – Appointments and Recruitment</b>
<b>Purpose:</b>	To note the appointment of the Director of North Ayrshire Health and Social Care Partnership/Chief Officer of the Integration Joint Board and the Head of Service (Health & Community Care), and to make arrangements for the appointment of the post of Chief Finance and Transformation Officer and Section 95 Finance Officer.
<b>Recommendation:</b>	To note the appointments of (1) Caroline Cameron as Director of North Ayrshire Health and Social Care Partnership/Chief Officer of the IJB; (2) David Thomson as the Head of Service (Health & Community Care) and to agree (3) that the vacant post of Chief Finance and Transformation Officer will be recruited by North Ayrshire Council's (NAC) Staffing and Recruitment Committee with membership comprising representatives from NAC, NHS Ayrshire and Arran (NHS) and IJB and (4) to the appointment of the Senior Manager (HSCP Finance and Transform) as the interim Section 95 or Finance Officer of the Integration Joint Board pending the successful appointee taking up post.

<b>Glossary of Terms</b>	
IJB	Integration Joint Board
NAC	North Ayrshire Council
NHS	NHS Ayrshire and Arran
HSCP	Health and Social Care Partnership

<b>1.</b>	<b>EXECUTIVE SUMMARY</b>
1.1	On 22 October the IJB agreed a process for the recruitment of the Director of North Ayrshire Health and Social Care Partnership/Chief Officer of the Integration Joint Board, and the Head of Service (Health & Community Care). Appointments have now been made to these posts, as noted in the report
1.2	The IJB also requires to appoint a proper officer to have responsibility for the administration of its financial affairs, also known as the Section 95 Finance Officer. This post is now vacant. The report makes proposals regarding the recruitment process for the post of Chief Finance and Transformation Officer/Section 95 Finance Officer, and in relation to the appointment of an interim Section 95 Office.
<b>2.</b>	<b>CURRENT POSITION</b>
2.1	On 22 October 2020 the IJB agreed that the same person would be appointed as Director of the Health and Social Care Partnership and as Chief Officer of the Integration Joint Board. It also agreed that this post, along with the vacant post of the Head of Service (Health & Community Care) would be recruited by North Ayrshire Council's Staffing and Recruitment Committee with membership comprising

	representatives from NAC, NHS Ayrshire and Arran (NHS) and the IJB. In addition, the IJB agreed that following the appointment of the Chief Officer, a Depute Chief Officer be appointed through an internal recruitment exercise; ring fenced to the Heads of Service. The appointment panel for that post would comprise the Chair and Depute Chair of the IJB along with the Chief Executives of NAC and NHS or their nominees.
2.2	Pending the appointment of the Chief Officer, on 22 October the IJB also agreed to the appointment of an Interim Chief Officer through the internal recruitment exercise detailed in 2.1. Alison Sutherland was appointed as Interim Chief Officer and acted in this role until 21 December when the new appointee took over.
2.3	On 18 December 2020 the Staffing and Recruitment Committee agreed to appoint Caroline Cameron as Director of North Ayrshire Health and Social Care Partnership/Chief Officer of the Integration Joint Board. Caroline took up post on 21 December 2020.
2.4	On 3 February 2021 the Staffing and Recruitment Committee agreed to appoint David Thomson as Head of Service (Health & Community Care), his appointment to take effect immediately
2.5	The internal recruitment process for the post of Depute Chief Officer of the IJB is likely to be concluded in March and will be reported to the IJB at a later date.
2.6	The IJB is bound by Part VII of the Local Government (Scotland) Act 1973 which deals with Finance. Section 95 of that Act requires the IJB to make arrangements for the proper administration of its financial affairs and to secure that a proper officer of the authority has responsibility for the administration of those affairs. This post is known as the Section 95 Finance Officer. Following the appointment of the Chief Finance and Transformation Officer to the post of HSCP Director and Chief Officer, this post is now vacant.
2.7	As with the Chief Officer, it is proposed that the same person would be appointed as Chief Finance and Transformation Officer and as Section 95 Finance Officer of the Integration Joint Board. It is proposed that the same recruitment process as that used for the Director and Head of Service (Health & Community Care) is again followed. In other words, the appointment will be made by NAC's Staffing and Recruitment Committee, comprising representatives from NAC, NHS and IJB. The members would be the Leader and the Deputy Leader, the Leader of the Opposition, and the Chief Executive from NAC; the Chair and Vice Chair of the IJB, a Director of NHS Ayrshire and Arran Health Board and the Chief Executive or their nominee from the NHS.
2.8	Pending the appointment of a permanent Section 95 Officer, given that this post is a single point of accountability on financial matters, it is good practice to appoint an Interim Section 95 Officer of the IJB. This would cover the period up to the successful candidate taking up post. Given the imminent process of setting a budget against the background of unforeseen pandemic costs, Eleanor Currie, the Senior Manager (HSCP Finance and Transform) has been operating in this role on an interim basis from 21 December 2021. It is recommended that the IJB agree to continue this interim appointment until the successful appointee takes up post.
<b>3.</b>	<b>PROPOSALS</b>
3.1	It is recommended the IJB agree to note the appointments of (1) Caroline Cameron as Director of North Ayrshire Health and Social Care Partnership/Chief Officer of the IJB; (2) David Thomson as the Head of Service (Health & Community Care) and to agree (3) that the vacant post of Chief Finance and Transformation Officer will be recruited by North Ayrshire Council's (NAC) Staffing and Recruitment Committee with membership comprising representatives from NAC, NHS Ayrshire and Arran (NHS) and IJB and (4) to the appointment of the Senior Manager (HSCP Finance and Transform) as the interim Section 95 Finance Officer of the Integration Joint Board pending the successful appointee taking up post.

3.2	<b><u>Anticipated Outcomes</u></b>
	The appointment of a Chief Officer and Section 95 Finance Officer of the IJB are statutory requirements, which help to ensure accountability. In operational terms the appointment of a Director of the HSCP is also necessary for accountability reasons and to effectively lead the service.
3.3	<b><u>Measuring Impact</u></b>
	The impact of these post are in terms of accountability, as well as effective leadership and delivery of services.
4.	<b>IMPLICATIONS</b>

<b>Financial:</b>	These posts are currently budgeted
<b>Human Resources:</b>	Any implications are set out in the report
<b>Legal:</b>	Appointment of a Chief Officer of the IJB and a Section 95 Finance Officer are statutory requirements. In governance terms, as both posts have distinct roles it is better they are not combined.
<b>Equality:</b>	There are no significant implications
<b>Children and Young People</b>	There are no significant implications
<b>Environmental &amp; Sustainability:</b>	There are no significant implications
<b>Key Priorities:</b>	The appointments are essential to enable a strategic and integrated approach to be taken to the development and implementation of all the key priorities.
<b>Risk Implications:</b>	There are risks in terms of the HSCP and IJB operating without the Section 95 Finance Officer post, but the processes set out in this report are aimed at minimising these risks in the shortest achievable timescale.
<b>Community Benefits:</b>	There are no community benefits.

<b>Direction Required to Council, Health Board or Both</b>	Direction to :-	
	1. No Direction Required	
	2. North Ayrshire Council	x
	3. NHS Ayrshire & Arran	
	4. North Ayrshire Council and NHS Ayrshire & Arran	

5.	<b>CONSULTATION</b>
5.1	There has been consultation with the Chief Executives of NAC and NHS, and the report was prepared in liaison with the Chief Officer of the IJB and NAC's Head of Service (People & ICT).
6.	<b>CONCLUSION</b>
6.1	This report advises the IJB on the appointment of the Interim Chief Officer, the Director of North Ayrshire Health and Social Care Partnership/Chief Officer of the Integration Joint Board and the Head of Service (Health & Community Care). It also

	makes proposals to appoint the vacant post of Chief Finance and Transformation Officer/Section 95 Finance Officer, and an interim Section 95 Officer.
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**For more information please contact Andrew Fraser, IJB Monitoring Officer on 01294 324125 or [andrewfraser@north-ayrshire.gov.uk](mailto:andrewfraser@north-ayrshire.gov.uk)**