

Integration Joint Board
22 October 2020

Subject:	Integration Joint Board Chief Officer Recruitment Arrangements
Purpose:	To seek agreement to the recruitment process relating to the posts of Chief Officer of the Integration Joint Board, the Deputy Chief Officer, the Interim Chief Officer and the Head of Service (Health & Community Care)
Recommendation:	<p>To agree (1) to the appointment of the Director of the Health and Social Care Partnership as the Chief Officer of the Integration Joint Board (IJB);</p> <p>(2) that the Director of the Health and Social Care Partnership/Chief Officer of the IJB 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, as set out in paragraph 2.4;</p> <p>(3) to proposals for the appointment of a Deputy Chief Officer of the IJB detailed in paragraph 2.9;</p> <p>(4) to proposals for the appointment of an Interim Chief Officer of the IJB detailed in paragraph 2.7; and</p> <p>(5) to note proposals for the appointment of the Head of Service (Health & Community Care) as set out in paragraph 2.4</p>

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

1.	EXECUTIVE SUMMARY
1.1	The IJB requires to appoint a Chief Officer to provide a single point of accountability for integrated health and social care services. While in governance terms this is distinct from the post of Director of the Health and Social Care Partnership, in practice the posts have been held by the same person. Following the departure of the previous postholder, arrangements now require to be made to make appointment to these posts.
1.2	As regards the appointment of the permanent posts of Director of the Health and Social Care Partnership and Chief Officer of the IJB, this report proposes that these are recruited together, following the same process as previously agreed. It is recommended the appointment of the Head of Service (Health & Community Care) follows the same process.
1.3	Given the inevitable delay in a new postholder being recruited and taking up post, it is proposed that an Interim Chief Officer of the IJB is appointed. Guidance also recommends that a Deputy Chief Officer is appointed. This report seeks agreement to arrangements to appoint these posts.

2.	CURRENT POSITION
2.1	The IJB requires to appoint a Chief Officer to provide a single point of accountability for integrated health and social care services. As well as being the single point of accountability, along with the IJB's Section 95 Chief Finance Officer, they are the primary source of professional advice to the IJB. The Chief Officer also serves as one of the members of the IJB.
2.2	Operational delivery of health and social care services in North Ayrshire is undertaken by NAC and NHS through an integrated Health and Social Care Partnership ('HSCP'). HSCP services are managed by the Director of the Health and Social Care Partnership. As committee or Board decisions relating to HSCP services are delegated by NAC and NHS to the IJB, it makes sense that the Director of the Health and Social Care Partnership also holds the post of Chief Officer of the IJB. This achieves greater integration, which is the primary aim of health and social care integration. It also avoids any potential confusion over accountability.
2.3	Following the departure of the previous postholder, arrangements now require to be made to fill the vacant posts of Director of the Health and Social Care Partnership and Chief Officer of the IJB. In strict governance terms it is for NAC and NHS to appoint the Director of the Health and Social Care Partnership, and for the IJB to appoint the Chief Officer of the IJB. However, as it is proposed that the same postholder holds both posts, arrangements need to be put in place to involve NAC, NHS and IJB in the appointments.
2.4	As in previous appointments it is proposed that the recruitment process is carried out by NAC. 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. It is also proposed to appoint the vacant Head of Service (Health & Community Care) through the same process.
2.5	<p>The timetable for the recruitment of the Director/Chief Officer and the Head of Service is currently being finalised to secure the exact dates, however high-level timescales are as follows:</p> <ul style="list-style-type: none"> • Posts will be advertised between 23 October and 11th November 2020 • Shortleat will take place by 27 November 2020 • Psychometric testing by 7th December 2020 • Interviews by 18th December 2020 (Director/Chief Officer) and by beginning of February 2021 (Head of Service)
2.6	Pending the successful candidate taking up their post, management responsibilities for the HSCP will be split amongst the four current Heads of Service, being the Head of Service (Children and Families), the Interim Head of Service (Health & Community Care), the Head of Service (Mental Health), and the Head of Service (Finance & Transformation).
2.7	Considering the recruitment timescales set out in 2.5, and that the post of Chief Officer of the IJB provides a single point of accountability and is a member of the IJB, it is good practice to appoint an Interim Chief Officer of the IJB. This would cover the period up to the successful postholder taking up post. It is proposed this is appointed by an internal recruitment exercise; ring fenced to the 4 Heads of Service. The appointment panel would comprise the Chair and Depute Chair of the IJB along with the Chief Executives of NAC and NHS or their nominees.
2.8	The timetable for the appointment of the Interim Chief Officer of the IJB would be as follows:

	<ul style="list-style-type: none"> • By 23 October - Request expressions of interest from the ring-fenced pool (4 Heads of Service within the HSCP) • Return of Personal statements by 30th October 2020 • Interviews by the 6th November 2020 (diaries permitting)
2.9	Government Guidance also suggests that it may be helpful to appoint a Depute Chief Officer of the IJB. This enables there to be an accountable officer post in place should the post of Chief Officer be vacant for any reason. In future this would also avoid the need to appoint an Interim Chief Officer of the IJB .It is proposed that this is recruited through the same process as set out in 2.7, once the new Director/Chief Officer is in place.
3.	PROPOSALS
3.1	<p>It is recommended the IJB agree;</p> <p>(1) to the appointment of the Director of the Health and Social Care Partnership as the Chief Officer of the Integration Joint Board (IJB); (2) that the Director of the Health and Social Care Partnership/Chief Officer of the IJB 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, as set out in paragraph 2.4;</p> <p>(3) to proposals for the appointment of a Depute Chief Officer of the IJB detailed in paragraph 2.9;</p> <p>(4) to proposals for the appointment of an Interim Chief Officer of the IJB detailed in paragraph 2.7 and</p> <p>(5) to note proposals for the appointment of the Head of Service (Health & Community Care) as set out in paragraph 2.4</p>
3.2	<u>Anticipated Outcomes</u>
	Appointment of a Chief Officer of the IJB is a statutory requirement, which helps 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	<u>Measuring Impact</u>
	The impact of this post is in terms of accountability, as well as effective leadership and delivery of services.
4.	IMPLICATIONS

Financial:	These posts are currently budgeted
Human Resources:	Any implications are set out in the report
Legal:	Appointment of a Chief Officer of the IJB is a statutory requirement.
Equality:	There are no significant implications
Children and Young People	There are no significant implications
Environmental & Sustainability:	There are no significant implications
Key Priorities:	The appointment of the Director of the HSCP and Chief Officer of the IJB is essential to enable a strategic and integrated approach to be taken to the development and implementation of all the key priorities.

Risk Implications:	There are risks in terms of the HSCP and IJB operating without these posts, but the processes set out in this report are aimed at minimising these risks in the shortest achievable timescale.
Community Benefits:	There are no community benefits.

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

5.	CONSULTATION
5.1	There has been consultation with the Chief Executives of NAC and NHS, and the report was prepared in liaison with NAC's Head of Service (People & ICT).
6.	CONCLUSION
6.1	With the departure of the previous Director of the HSCP and Chief Officer of the IJB, a process needs to be put in place to fill these posts. This report deals with this, and the processes to appoint an Interim Chief Officer of the IJB, a Depute Chief Officer of the IJB and the vacant Head of Service (Health & Community Care).

For more information please contact Andrew Fraser, IJB Monitoring Officer on 01294 324125 or andrewfraser@north-ayrshire.gov.uk