

EAST RENFREWSHIRE COUNCIL

11 December 2024

Report by Director of Business Operations & Partnerships

HEALTH AND SOCIAL CARE PARTNERSHIP CHIEF OFFICER RECRUITMENT

**PURPOSE OF REPORT**

1. The purpose of this report is to inform Council of arrangements in place to ensure continuity and stability within the Health and Social Care Partnership (HSCP) and share information on the recruitment process for the HSCP Chief Officer post.

**RECOMMENDATION**

2. It is recommended that the Council:
- notes the retirement of the HSCP Chief Officer from mid-May 2025; and
  - notes that the Integration Joint Board (IJB) is responsible for the recruitment of the HSCP Chief Officer post;

**BACKGROUND**

3. The Chief Officer HSCP has intimated that she will retire from mid-May 2025.
4. Over the coming months there will be many opportunities to thank the Chief Officer for their commitment to East Renfrewshire. The purpose of this paper is to share the process for recruitment.

**RECRUITMENT**

5. The Chief Officer post for the East Renfrewshire HSCP is an integrated role in terms of the Public Bodies (Joint Working) (Scotland) Act 2014. The Chief Officer will be appointed by the IJB and is employed by either NHS Greater Glasgow and Clyde or East Renfrewshire Council on behalf of both partners, therefore it is a fully joint appointment. The Chief Officer will have an honorary contract with the non-employing party. The Chief Officer will be seconded by the employing party to the IJB and will be the accountable officer to the IJB.
6. This post is different to other Chief Officer recruitments as the process is agreed by the IJB and a joint recruitment process is followed. Recent recruitment exercises to Chief Officer positions have taken place within other HSCP partnerships across the Greater Glasgow and Clyde area and it is proposed that the same recruitment process is followed.
7. In line with these recent recruitment exercises, the IJB has agreed to establish an Appointments Panel, comprising of IJB Chair, IJB Vice Chair, Chief Executive of East Renfrewshire Council and Chief Executive of NHS Greater Glasgow & Clyde, or nominated

substitutes. The Chief Executives are the accountable officers for the post as they are not the employers. This Appointments Panel will shortlist and interview candidates and make an appointment to the post.

8. The Appointments Panel will agree a recruitment timetable between the Council and NHS.

9. The interview process will focus on ensuring the candidates have the correct skills mix to be considered for appointment.

10. If for any reason a successor is not in place by May 2025 the Chief Executives of the NHS Greater Glasgow & Clyde and the Council will, in consultation with the Chair/Vice Chair of the Integration Joint Board, jointly appoint a suitable interim replacement to ensure stability and continuity within the HSCP until such time as a suitable replacement can be recruited.

### **FINANCIAL IMPLICATIONS**

11. There are no additional financial implications as the Chief Officer is retiring. All costs associated with the recruitment processes will be found from within existing budgets.

### **CONSULTATION AND PARTNERSHIP WORKING**

12. The Trade Unions have been made aware of this proposed recruitment process.

### **RECOMMENDATION**

13. It is recommended that the Council:

- a) notes the retirement of the HSCP Chief Officer from mid-May 2025; and
- b) notes that the Integration Joint Board (IJB) is responsible for the recruitment of the HSCP Chief Officer post.

**LOUISE PRINGLE**  
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