

The City of Edinburgh Council

10.00am, Thursday, 25 November 2021

Edinburgh Health & Social Care Partnership – Appointment of Service Director - Operations

Executive/routine
Wards
Council Commitments

1. Recommendations

- 1.1 To note the arrangements for the appointment of the Service Director – Operations, Health & Social Care.
- 1.2 To agree the arrangements for the recruitment and appointment of the Service Director – Operations, including the establishment of an IJB recruitment panel to make the appointments.
- 1.3 To delegate authority to the Chief Executive to authorise the appointment (if necessary) of the Service Director – Operations following the selection of appropriate candidates by the IJB.

Andrew Kerr

Chief Executive

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Edinburgh Health & Social Care Partnership – Appointment of Service Director - Operations

2. Executive Summary

- 2.1 This report details the recruitment process which will be followed to appoint the Service Director Operations within the Edinburgh Health and Social Care Partnership.
- 2.2 The successful candidate will be employed by either the Council or NHS Lothian.
- 2.3 Normally, Service Directors employed by the Council would be appointed by a Recruitment Committee comprising seven elected members. In the current circumstances, it is proposed that the Council waive its right, and agree that responsibility for the selection of these posts be given to an IJB recruitment panel.
- 2.4 In doing so the report requests that delegated authority be given to the Chief Executive of The City of Edinburgh Council to approve the appointment made by the IJB.

3. Background

- 3.1 Upon the confirmation that Tom Cowan, will be retiring as Service Director – Operations (Health & Social Care,) it has been agreed to commence the external recruitment for a replacement.
- 3.2 Following a selection exercise, Judith Proctor, Chief Officer has appointed Mike Massaro-Mallinson on an interim Acting Up basis into the post whilst the recruitment process takes place.
- 3.3 Recruitment arrangements for the permanent appointment of the Service Director have been agreed by the IJB. These include a joint recruitment panel comprising the Council and NHS Lothian Chief Executives and the Chief Officer, Council Leader (Adam McVey), IJB Chair (Councillor Henderson) plus one other NHS IJB representative as well as a stakeholder panel, whose members are yet to be finalised, but comprising of its vice-chair (Angus McCann), and two nonvoting IJB members, to be determined by the Chief Officer in consultation with the chair and vice-chair.

4. Main report

- 4.1 Service Directors permanently employed by the Council normally require to be selected by the Council's Recruitment Committee, comprising seven elected members and chaired by the Council Leader and then subsequently appointed by the Council.
- 4.2 The IJB has established a joint recruitment panel to oversee the appointment of the Service Director post. The process will be comprised of psychometric testing, scenario exercise and competency-based interview, overseen by HR colleagues from both CEC and NHS Lothian.
- 4.3 These arrangements will ensure a consistent approach, and timely appointment of the successful candidate. They will underpin the key partnership approach between the two constituent parties, while also promoting engagement and support from the wider stakeholders.
- 4.4 Council approval for this proposal for the recruitment selection process is required. If the successful candidate is to be employed by the Council, then it would be usual for the Council to approve these appointments. Due to the requirement for the IJB to also agree the appointments and the subsequent delay these approvals could result in for the successful candidate, it is proposed that the Chief Executive is delegated authority to approve, on behalf of the Council, any necessary appointment made by the IJB.
- 4.5 If the successful candidate is to be employed by NHS Lothian the correct recruitment process will be followed and the necessary approvals sought from an NHS perspective.

5. Next Steps

- 5.1 If approval for delegated authority is given necessary recruitment to this post will proceed in line with tentatively agreed timescales.

6. Financial impact

- 6.1 The costs of recruiting to this post are contained within existing approved budgets.

7. Stakeholder/Community Impact

- 7.1 N/A

8. Background reading/external references

- 8.1 [Organisational Change Policy and Guidance](#)

8.2 [Chief Officer Recruitment and Selection Policy](#)

9. Appendices

9.1 None