

Integration Joint Board

Agenda item:

Date of Meeting: 16 June 2021

Title of Report: Update on Head of Service Appointments and Arrangements for Section 95 Officer

Presented by: Jane Fowler, Head of Customer Support Services (ABC)

The Integrated Joint Board is asked to:

- Note the updated position on Head of Service Appointments;
- Agree the proposed interim arrangements for the IJB Chief Financial Officer (Section 95) from 30th June to 9th August 2021;

1. EXECUTIVE SUMMARY

- 1.1 This report updates the IJB on Head of Service recruitment and asks for approval of the interim arrangements for the Section 95 Officer.

2. INTRODUCTION

- 2.1 Due to the retirement of a number of some senior staff, there have been a greater than usual number of Head of Service appointments to the IJB. We have recently appointed successfully to:

- Head of Finance and Transformation (S.95)
- Head of Children and Families
- Head of Primary Care

- 2.2 In addition to this, the council has appointed to the Head of Education, Early Years and Lifelong Learning, a post that is jointly responsible with the Head of Children and Families for delivering Getting it Right for Every Child in Argyll and Bute.

- 2.3 Interim arrangements for the Head of Children and Families will continue until the new appointee takes up post at the beginning of September.

3 CHIEF FINANCIAL OFFICER (SECTION 95) ARRANGEMENTS

- 3.1 The newly appointed Head of Finance and Transformation (S.95 officer) will join the HSCP on 9th August and the current incumbent retires on 30th June. This leaves a period of five weeks that a temporary arrangement for the Chief Financial Officer is required. As this is a statutory post for the IJB, formal arrangements must be put in place that are compliant with the

Scottish Government IRAG (Integrated Resource Advisory Group)
guidance relating to financial aspects of integration under the 2014 Act.

- 3.2** The IRAG guidance states that in appointing the IJB Chief Financial Officer, the IJB should have regard to guidance issued by the Chartered Institute of Public Finance & Accountancy (CIPFA). The key relevant CIPFA guide is its document entitled 'The Role of the Chief Financial Officer in Local Government'.
- 3.3** Having reviewed this guidance and received confirmation from Audit Scotland that this course of action is acceptable, the proposal is that George Morrison, Deputy Chief Officer to the IJB, will cover the position of Chief Financial Officer (section 95) from 1 July to 9 August 2021.
- 3.4** In this interim period, there will also be additional support as required from the NHS Highland's Director of Finance, Argyll and Bute Council's Section 95 officer.

4 CONTRIBUTION TO STRATEGIC PRIORITIES

- 4.1** Successful appointments to Head of Service posts ensures good progress and leadership on the IJB's strategic priorities.

5 GOVERNANCE IMPLICATIONS

5.1 Financial Impact

None

5.2 Staff Governance

Staffside were involved in the recruitment process at appropriate stages. All recruitment has been undertaken in accordance with the agreed process for Head of Service appointments to the IJB

5.3 Clinical Governance

None

6 EQUALITY & DIVERSITY IMPLICATIONS

The appointments process is compliant with the Council and NHS public sector equalities duties under the Equalities Act.

7 RISK ASSESSMENT

Risks are considered low. The appointment of new Heads of Service mitigates the risk of lack of leadership capacity.

8 PUBLIC & USER INVOLVEMENT & ENGAGEMENT

None

9 CONCLUSIONS

It is recommended that the Integration Joint Board:

- 4.1** Note that good progress has been made in recruiting to important senior management posts of the IJB.

4.2 Approve interim arrangements for the Chief Financial Officer (Section 95).

3. DIRECTIONS

Directions required to Council, NHS Board or both.	Directions to:	tick
	No Directions required	✓
	Argyll & Bute Council	
	NHS Highland Health Board	
	Argyll & Bute Council and NHS Highland Health Board	

REPORT AUTHOR AND CONTACT

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