

Meeting: NHS Highland Board
Meeting date: 26 November 2024
Title: Appointment of Board Vice Chair
Responsible Executive/Non-Executive: Sarah Compton Bishop, Board Chair
Report Author: Ruth Daly, Board Secretary

1 Purpose

This is presented to the Board for:

- Decision

This report relates to a:

- Local policy

This aligns to the following NHSScotland quality ambition(s):

- Effective

This report relates to the following Strategic Outcome(s)

Start Well		Thrive Well		Stay Well		Anchor Well	
Grow Well		Listen Well		Nurture Well		Plan Well	X
Care Well		Live Well		Respond Well	X	Treat Well	
Journey Well		Age Well		End Well		Value Well	
Perform well	X	Progress well	X				

2 Report summary

2.1 Situation

This report sets out the rationale for appointing a new Vice Chair to the Board from 1 April 2025, outlines the process undertaken to recruit to the position, and invites the Board to agree to appoint to the position.

2.2 Background

Ann Clark was appointed to the position of Vice Chair on 3 September 2019. Since Ann will leave the Board on 31 March 2025, the Board Chair initiated an early process to recruit to fill the Vice Chair position to allow time for a full handover before Ann’s Board membership term concludes.

2.3 Assessment

The Blueprint for Good Governance and Board Standing Orders set out the process to be followed to recruit and appoint to the position of Board Vice Chair.

To ensure robustness and transparency, all publicly appointed Non-Executive Board Members were invited to put themselves forward for the imminent vacancy. This excluded the Whistleblowing Champion, as per the Blueprint for Good Governance, to avoid potential conflict should they have to deputise for the Chair.

Following an open selection process, two expressions of interest were received, and interviews held. Confirmation has now been received from the Cabinet Secretary to appoint Gerry O’Brien to the position, based on evidence of effective performance, skills, knowledge and experience needed for the position.

The Board is now invited to appoint Gerry O’Brien as Vice-Chair with a start date of 1 April 2025 and agree that his term of office will until the end of his Board membership tenure – 31 December 2028.

The issue of additional remuneration is a matter for each Board. NHS Highland Board has previously agreed to remunerate the Board Vice Chair with four additional days per month.

2.4 Proposed level of Assurance

This report proposes the following level of assurance:

Substantial	x	Moderate	
Limited		None	

3 Impact Analysis

3.1 Quality/ Patient Care

3.2 Workforce

3.3 Financial

The provision of robust governance arrangements is key to NHS Highland delivering on its key objectives and to improving workforce, clinical and financial governance.

3.4 Risk Assessment/Management

A risk assessment has not been carried out for this paper.

3.5 Data Protection

N/A

3.6 Equality and Diversity, including health inequalities

There are no equality or diversity implications arising from this paper. However, it is hoped that the proposals will enable a diverse range of skills and experience are directed to our Board governance.

3.7 Other impacts

No other impacts

3.8 Communication, involvement, engagement and consultation

The proposals in the recommendation have been discussed and agreed with all the Non-Executive Board members involved.

3.9 Route to the Meeting

The subject of this report has been shared with the relevant Non-Executive Board members.

4 Recommendation

The Board is asked to **agree** to appoint Gerry O’Brien to the position of Board Vice Chair, with effect from 1 April 2025 until 31 December 2028.

4.1 List of appendices

There are no appendices to this report.