



**Council**  
**2 February 2021**  
**Chairs Report: Appointments and reappointments**

<b>Classification</b>	Public
<b>Purpose</b>	For decision
<b>Issue</b>	This paper provides an update on the appointment and reappointment activity which will be undertaken in the business year 2020-21.
<b>Recommendation(s)</b>	<ol style="list-style-type: none"><li>1. To note the appointment activity for 2020-21.</li><li>2. To agree the reappointments as detailed in the paper.</li></ol>
<b>Financial and resourcing implications</b>	The cost of appointments and reappointments has been factored in the budget previously approved by Council.
<b>Equality and diversity implications</b>	<p>Matters related to equality and diversity were considered by the Remuneration and Appointments Committee including how to ensure the opportunity to apply was open to the most diverse range of applicants possible.</p> <p>Data on the appointment of fitness to practise panellists will be presented to the RaAC in March 2021 at the conclusion of the appointment process.</p>
<b>Communications implications</b>	The reappointment decisions will be communicated to those members involved.
<b>Annex(es)</b>	None
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### Key messages from paper:

- Each year there are non-executive appointments and reappointments which need to be managed.
- Interviews for the two appointments to the Investigating Committee and the three appointments to the Professional Conduct Committee are in progress and will be completed in February 2021.
- Council will be asked to approve the panel decisions out of committee, so that the appointments can be made from 1 April 2021.
- There are 18 members of the governance structure eligible for reappointment and those reappointment decisions are contained in this paper.

### Background

1. Members of Council and other non-executive positions have set terms of office. Each year we are required to undertake appointment and reappointment activity and this paper sets out the work required in the business year 2020-21.

### Discussion

#### *Fitness to Practise appointments*

2. This year there are five positions to which we need to recruit – two members of the Investigating Committee and three members of the Professional Conduct Committee (PCC), one of which is for the position of PCC Chair.
3. The application process opened in September and closed in October with 253 applications received across the following positions:

Position	Number of applications
Investigating Committee (lay) x1 post	96
Investigating Committee (registrant) x1 post	8
Professional Conduct Committee (Chair) x1 post	35
Professional Conduct Committee (lay) x2 posts	114

4. Shortlisting was held in November 2020 and we are interviewing in January and February 2021. Council will be asked to approve the decisions of the appointment panels by email, outside of committee, in order that the appointments can take effect from 1 April 2021.
5. Diversity monitoring data has been collected and will be reported to the Remuneration and Appointments Committee (RaAC) in March 2021. We have also collected data on how the candidates became aware of the vacancies so that we can identify which channels of communication were most effective.

### *Non-Executive reappointments*

6. There are 18 other positions where members of the governance structure are eligible for reappointment. These include four co-opted members of the Policy and Education Committee and 14 fitness to practise panellists.
7. The reappointment process was completed in November 2020 with the Remuneration and Appointments Committee (RaAC) overseeing the reappointment recommendations made by the Chair of Council. In undertaking their scrutiny role, the members of the RaAC were provided with copies of the personal statements, CVs, recent appraisals and the Chairs recommendations in respect of each individual who was eligible for reappointment.
8. The reappointment decisions, which need Council approval, are as follows:

#### **Investigating Committee:**

*Four years to 31 March 2025*

- Sue Gallon
- Catherine Hamilton-Plant
- Linda Hawkins
- Debbie Watt
- Tamsyn Webb

*Three years to 31 March 2024*

- Eleanor Harding

#### **Professional Conduct Committee:**

*Four years to 31 March 2025*

- Tom Bedford
- Alastair Cannon
- Colin Childs
- Helena Greenwood
- Kenneth McLean
- Nora Nanayyakara
- David Probert
- Laksmhi Ramakrishnan

#### **Policy and Education Committee:**

*Four years to 31 March 2025*

- Dr Marvelle Brown
- Bob Davies
- Professor Raymond Playford
- Nick Woodhead

#### **Recommendation:**

1. To note the appointment activity for 2020-21.
2. To agree the reappointments as detailed in the paper.