



Council
9 February 2022
Chairs Report: appointments and reappointments

Classification Public

Purpose For decision

Issue To provide an update on the appointment activity which has occurred since the November 2021 Council meeting, specifically the recruitment for a Council member, Northern Ireland.

To seek approval of the selection panel recommendations for the positions of Council Associate, registrant member of the Investigating Committee and independent member of the Audit Committee.

To seek approval for the appointment of new Chairs of the Audit Committee and Remuneration and Appointments Committee.

- Recommendation(s)**
1. To appoint to the position of Council Associates, Harriet Lambert for a two-year period from 1 April 2022 and Shireen Ismail for a one-year period from 1 April 2022.
 2. To appoint Vince Cullen to the position of registrant member of the Investigating Committee from 1 April 2022 for a four-year period.
 3. To receive a verbal update on the recommendation for the appointment of an independent member of the Audit Committee to take effect from 1 April 2022.
 4. To note the updates concerning the appointment processes for the positions of Council member, Northern Ireland, and lay member of the Professional Conduct Committee.
 5. To appoint Denis Shaughnessy as the Chair of the Audit Committee from 1 April 2022.
 6. To appoint Sarah Botterill as the Chair of the Remuneration and Appointments Committee from 1 April 2022.



7. To note that the Remuneration and Appointments Committee will be seeking changes to its Terms of Reference post its March 2022 meeting.
8. To record the appointment of Dr Tim Garvey, medical assessor, who was appointed by electronic decision of Council in December 2021.

**Financial and
resourcing
implications**

Costs associated with appointments and reappointments were included in the budget approved by Council in February 2021.

**Equality and diversity
implications**

Matters related to equality and diversity are considered by the Remuneration and Appointments Committee at all stages of the appointments and reappointments process.

**Communications
implications**

None arising from this paper.

Annex(es)

None

Author

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Key messages from paper:

- We have not been able to make an appointment to the position of Council member, Northern Ireland. We are restarting that recruitment campaign and have been in communication with the Department of Health and Social Care as we will be running with a vacancy on Council from 1 April 2022.
- Recruitment campaigns have concluded for the positions of Council Associate and registrant member of the Investigating Committee.
 - Harriet Lambert and Shireen Ismail are recommended for appointment as the first ever Council Associates from 1 April 2022.
 - Vince Cullen is recommended for appointment as registrant member of the Investigating Committee from 1 April 2022.
- The recruitment campaign for the new independent member of the Audit Committee concludes after the dispatch of the papers for Council. A verbal recommendation will be presented to the Council for approval.
- The recruitment campaign for a lay member of the Professional Conduct Committee concludes in February 2022. An out of Council electronic decision will be required to appoint the successful candidate from 1 April 2022.
- The current Chair of the Audit Committee demits office as at 31 March 2022. It is recommended that a Council member takes the position so there is a greater connection between Council and the Audit Committee.
- Denis Shaughnessy is recommended as the new Chair of the Audit Committee from 1 April 2022.
- There has been ongoing discussion as to whether the Chair of the Remuneration and Appointments Committee should be the Chair of Council or if the Chair of Council should stand down from that committee to avoid any potential governance challenges arising.
- It is recommended that the Chair of Council stand down from the Remuneration and Appointments Committee and that Sarah Botterill be appointed as the new Chair effective from 1 April 2022.

Background

1. During 2021-22 we have been running a number of recruitment campaigns for non-executive appointments. This paper provides an update on the campaigns and, where appropriate, seeks Council's approval for the appointment of candidates to the positions of Council Associate; registrant member of the Investigating Committee and independent member of the Audit Committee.

Discussion

Council member, Northern Ireland

2. Following an extended recruitment campaign, it is with regret that the interview panel were not able to make a recommendation to the Privy Council for appointment of a lay Council member, Northern Ireland.
3. A new recruitment campaign will be launched. The Executive are in contact with the Department of Health Northern Ireland who are providing support to try and raise awareness of this position. We would welcome all Council members taking steps to raise this opportunity through their own professional networks.
4. The result of the unsuccessful recruitment campaign means that we will be running with a vacancy on Council for a period of time until an appointment is made. We have communicated this to the Department of Health and Social Care (DHSC) as our legislation requires us to have a member of Council from each of the devolved administrations.
5. This is the last meeting for our current Council member for Northern Ireland, Joan Martin. We acknowledge the huge contribution Joan has made to discussions at Council and on the statutory Education Committee over her 8 year term of office and we wish her the very best for the future.

Council Associates

6. The recruitment campaign for the new Council Associate position concluded in January 2022. We received 8 applications and invited 4 candidates for interview.
7. The interview panel met candidates on 6 January and concluded that both Harriet Lambert and Shireen Ismail should be recommended for appointment, effective from 1 April 2022.
8. In order to ensure that the opportunity for appointment as Council Associate was available each year, the initial appointments are to be staggered. Harriet Lambert is recommended for appointment for two years to 31 March 2024 and Shireen Ismail for one year to 31 March 2023.

Summary bios:

Harriet Lambert: Harriet graduated from the University College of Osteopathy in 2020. Harriet is currently working as an associate in two clinics in South West London with interests in pain assessment and management, pregnancy and post-natal care, and the care of older adults. Harriet hopes to develop her practice by training in cranial osteopathy and further research surrounding pain assessment within Osteopathy and the management of both acute and chronic pain.

Shireen Ismail: Graduating in 1997 from the British College of Osteopathic Medicine (BCOM) as a qualified osteopath and naturopath, Shireen subsequently studied pain relief acupuncture in Sri Lanka, followed by an MSc at BCOM. Volunteering at the West Hampstead Women's Centre in London to promote musculoskeletal health amongst disadvantaged and minority women, she also manages a private practice in north London. Shireen had been involved in creating the first accredited postgraduate specialism in the management of older adults within osteopathic education, leading and teaching a part-time postgraduate course at the University College of Osteopathy (UCO) and she has recently taken on the role of head of clinic at BCOM.

Registrant member of the Investigating Committee

9. The recruitment campaign for a registrant member of the Investigating Committee concluded in January 2022. This was a re-run of the campaign from 2020-21 which did not identify any suitable candidates.
10. We received 9 applications and invited 3 candidates for interview. The interview panel met shortlisted candidates on 17 January and concluded that Vince Cullen should be recommended for appointment, effective from 1 April 2022.

Summary bio:

Vince Cullen: Vince qualified at the British College of Osteopathic Medicine (BCOM) in 1988 and has worked as an osteopath in Hertfordshire, Essex and Central London. He has worked extensively in osteopathic education and regulation - as a lecturer, clinic tutor, assessor and senior manager at BCOM and the European School of Osteopathy, and is an education visitor and registration assessor at the General Osteopathic Council. He is also an education visitor for the General Chiropractic Council. He was previously Head of Development and then Director of Professional Standards at GOsC, and was an osteopathic member of its Council and Education Committee. Vince is also a magistrate in London.

Independent member of the Audit Committee

11. The recruitment campaign for an independent member of the Audit Committee concluded in January 2022 but after the dispatch of the February Council papers.
12. We received ten applications and invited 6 candidates for interview. While this was a higher number to interview than we would have wanted, the high-quality of the applications meant that separating them on paper was challenging.
13. A verbal update will be provided at the February 2022 meeting which will set out the recommendation from the interview panel.
14. Council notes the considerable contribution by Chris Shapcott who demits on 31 March 2022, following 8 years as a member of the Audit Committee, of which 7

have been as Chair. We thank Chris for his commitment, hard work and robust leadership of the Audit Committee.

Lay member of the Professional Conduct Committee

15. The recruitment campaign for a lay member of the Professional Conduct Committee continues and will conclude in February 2022. We have received 57 applications and have invited 4 to interview.
16. After the interviews have concluded, Council will be asked to approve the recommendation of the panel electronically so that the successful candidate is able to commence activity from 1 April 2022.

Chair of the Audit Committee

17. With the departure of Chris Shapcott as Chair of the Audit Committee, there is a vacancy for Chair of Audit Committee. Council has in the past recognised that while Audit Committee must retain its independence, there on occasions needed to be closer links between the work of the committee and Council. It is therefore proposed that a member of Council, who could be lay or registrant, be appointed as the new Chair.
18. Denis Shaughnessy, already a member of the Audit Committee, is recommended to be the new Chair of the Audit Committee. This will provide continuity for the committee at the time when the current chair is demitting.

Chair of the Remuneration and Appointments Committee

19. The Remuneration and Appointments Committee is currently chaired by the Chair of Council. From a governance perspective, this is an arrangement which the Chair and Chief Executive felt should be reviewed and that was supported by the then new independent member of the committee; however, the impact of the pandemic meant other more pressing matters took effect.
20. As we now return to more 'business as usual' activity, this matter has been revisited. It is not felt appropriate that the Chair of Council be the chair of a committee which is making recommendations to the Council, which they indeed Chair. For this reason, the Chair of Council will step down from the Remuneration and Appointments Committee.
21. It is proposed that the new Chair of the Remuneration and Appointments Committee should continue to be a member of Council (lay or registrant) to ensure there is a link between the work of the committee and of Council.
22. Sarah Botterill is recommended to be the new Chair of the Remuneration and Appointments Committee effective from 1 April 2022. Sarah has a strong human resources and people background and will be able to bring these skills to bear at the committee.

23. Finally, the change in chairing arrangements will require the Remuneration and Appointments Committee to amend its terms of reference. It will consider these at its next meeting in March 2022 and a paper will be circulated electronically to Council post-meeting in order that any amendments can be approved before 1 April 2022.

Appointment of medical assessor

24. In December 2021, Council appointed Dr Tim Garvey as a medical assessor by email outside of the normal meeting cycle. This was to allow an interim suspension order hearing to proceed as our existing medical assessors were all unavailable. Council will be asked to record that decision into the minutes of the February 2022 meeting.

Recommendations:

1. To appoint to the position of Council Associates, Harriet Lambert for a two-year period from 1 April 2022 and Shireen Ismail for a one-year period from 1 April 2022.
2. To appoint Vince Cullen to the position of registrant member of the Investigating Committee from 1 April 2022 for a four-year period.
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