



Council
8 February 2024

Chairs Report: appointments and reappointments

Classification	Public
Purpose	For noting
Issue	To provide an update on the appointment activity which has occurred since the November 2023 meeting.
Recommendation(s)	<ol style="list-style-type: none">1. To note the update on the current Non-Executive recruitment campaigns.2. To agree the appointment of Gabrielle Anderson as the next Council Associate for a period of two years from 1 April 2024.
Financial and resourcing implications	Costs associated with appointments and reappointments were included in the budget approved by Council in February 2023.
Equality and diversity implications	Matters related to equality and diversity are considered by the People Committee at all stages of the appointments and reappointments process.
Communications implications	None arising from this report.
Annex(es)	None.
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Key messages from paper:

- Since the previous meeting of Council, work has continued on a number of recruitment campaigns being:
 - lay and registrant members of the Investigating Committee
 - lay and registrant members of Council
 - registrant Council Associate.
- We received confirmation from Privy Council in December 2023 that Jo Clift had been confirmed as the Chair Designate, taking office from 1 April 2024.
- The Council member selection panel has met and is recommending the appointment of two lay members of Council and one osteopath member of Council. Paperwork has been sent to the PSA and to the Privy Council.
- It was not possible for the Council member selection panel to identify a candidate from Wales. This post will be readvertised.
- Gabrielle Anderson is recommended for appointment as our next Council Associate, from 1 April 2024. We thank Harriet Lambert for her contribution to Council as her term of office concludes.

Background

1. This paper provides an update on the GOsC non-executive appointment and reappointment processes.

Discussion

Current recruitment campaigns

2. Since the November 2023 meeting of Council, there has continued to be a significant amount of work undertaken across all of the non-executive recruitment campaigns. The paper will take each in turn.

Chair of Council

3. At the November 2023 meeting we had not yet received confirmation from the Privy Council that Jo Clift was to be the next Chair of Council, taking office from 1 April 2024.
4. The confirmation from Privy Council was received in December 2023 and we published a news article to that effect. I congratulate Jo on her appointment and wish her well for the future.
5. The Executive team have been liaising with Jo to ensure a smooth transition and to ensure that appropriate induction plans are in place.

Council members

6. An external Human Resources professional undertook a longlisting exercise of the lay applicants ahead of shortlisting which was completed in December 2023. Lay and registrant candidates were shortlisted and invited for interviews which took place in January 2023.
7. Interviews were held on 16 and 17 January 2024. Preferred candidates have been identified and we are now in the process of liaising with the Professional Standards Authority and Privy Council over the appointment of those individuals to Council, to take office from 1 April 2024.
8. The selection panel was able to recommend the appointment of two lay members of Council and one osteopath member of Council. Unfortunately, it was not possible to identify a suitable candidate from Wales and we will be re-advertising for that position. This means that Council will run with a temporary vacancy from 1 April 2024.
9. Council will be notified of the names of the successful candidates when we have received confirmation of appointment from Privy Council.

Investigating Committee

10. An external Human Resources professional undertook a longlisting exercise ahead of shortlisting which was also completed in December 2023. Lay and registrant candidates were shortlisted and invited for interviews which took place in January 2023.
11. Due to the timing of the interviews, Council members will be asked to agree the appointment of new lay and registrant Investigating Committee members electronically out of Committee.

Council Associate

12. Interviews for the next Council Associate were held in January 2024. Gabrielle Anderson was the preferred candidate and is recommended for appointment by Council to take office from 1 April 2024.
13. We would like to thank Harriet Lambert, one of our first two Council Associates who completes her term of office on 31 March 2024.

Equality monitoring data

14. The People Committee will receive a full report on the equality monitoring data collected across all of the campaigns; however, it was felt important to highlight for Council that an initial review of the data would suggest that these campaigns have generated the greatest ever diversity of candidates achieved by the GOsC for its non-executive campaigns, across the protected characteristics.

Recommendation

1. To note the update on the current Non-Executive recruitment campaigns.
2. To agree the appointment of Gabrielle Anderson as the next Council Associate for a period of two years from 1 April 2024.