



Council
20 July 2023

Chairs Report: appointments and reappointments

Classification	Public
Purpose	For noting
Issue	To provide an update on the appointment activity which has occurred since the May 2023 meeting.
Recommendation(s)	<ol style="list-style-type: none">1. To note the update on the current Non-Executive recruitment campaigns.2. To approve the appointment of Professor Patricia McClure as Chair of the PEC for a 2-year period from 1 April 2024.3. To approve the reappointment of Jay Ruddock, registrant member of the Investigating Committee, from 1 August 2023 to 31 March 2027.4. To agree an increase in the Council member honorarium to £7,800 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 the current recruitment campaigns for the next Chair of Council and for lay and registrant members of the Professional Conduct Committee.
- 21 applications for the Chair of Council role were received.
- Longlisting for the Professional Conduct Committee positions has been completed with shortlisting happening in July 2023.
- Recruitment campaigns for lay and registrant members of Council and the Investigating Committee commence in September. A campaign to identify our next registrant Council Associate also commences in September.
- Three members of Council are eligible for reappointment. Caroline Guy and Dr Daniel Bailey have applied for a further term and following my recommendation, their applications are currently with Privy Council for approval. Professor Deborah Bowman has, after very careful consideration, decided not to seek a further term on Council.
- Following from the above, the Chair of the Policy and Education Committee role will fall vacant from 1 April 2024 and, subject to Council's agreement, I am proposing that Professor Patricia McClure be appointed as Chair of the PEC effective 1 April 2024.
- One member of the Investigating Committee is due for reappointment. I have considered their reapplication paperwork and my proposal to recommend reappointment has been scrutinised and supported by the People Committee. Council approval is now sought.
- The People Committee have benchmarked the fees paid to Council members. They propose an increase to £7,800 per annum from 1 April 2024.

Background

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

Discussion

Current recruitment campaigns

2. The recruitment campaigns for the Chair of Council and Professional Conduct Committee/Health Committee (PCC/HC) member positions launched on 3 April 2023.
3. It was reported to Council in May that the PCC/HC campaign had received a significant response rate. An independent expert reviewed applications against the agreed competencies and a longlist has been prepared for the recruitment

panel. The selection panel will be shortlisting candidates in July 2023 with interviews scheduled for later in the year.

4. The recruitment campaign for the Chair of Council has generated 21 applications for the position. The applications have been submitted to the panel for their consideration against the agreed competencies and shortlisting takes place in July 2023 with interviews scheduled for later in the year.
5. Council will be kept up to date with how these recruitment campaigns are progressing.
6. We have preparations well in hand for the recruitment campaigns for lay and registrant members of Council and the Investigating Committee, as well as for our next registrant Council Associate. These campaigns launch in September and I would encourage members of Council to use their own professional networks to raise awareness of future roles among lay and osteopath communities so that we attract a wide and diverse range of applicants.

Reappointment of Council Members

7. Three Council members are eligible for reappointment from 1 April 2024 for a further term. Caroline Guy and Dr Daniel Bailey have both applied for a further term and following my recommendation, their applications have been scrutinised by the Professional Standards Authority and are now with the Privy Council for approval. Council will be kept updated on progress.
8. After very careful consideration, Professor Deborah Bowman has decided not to seek reappointment for a further term. Deborah has been a huge asset to Council and will be greatly missed when she steps down at the end of March 2024. We will now be seeking to replace five members of Council including the Chair through our recruitment campaigns this year.

Chair of the Policy and Education Committee (PEC)

9. In light of the information above, this means the role of Chair of the PEC, currently held by Deborah Bowman, will fall vacant from the 1 April 2024. Subject to Council's agreement, I am proposing the Professor Patricia McClure be appointed Chair of the PEC for a period of 2 years from 1 April 2024. The reason for seeking to make this appointment so far in advance is to allow plenty of time for a proper transition from Deborah to Patricia.

Reappointment, registrant member of the Investigating Committee

10. Since the May 2023 Council meeting I have considered a reapplication form for a registrant member of the Investigating Committee - Jay Ruddock.
11. In accordance with our usual process I have considered the reapplication form, feedback from the Chair of the Investigating Committee and reviewed the most recent appraisal form. I concluded that Jay Ruddock should be reappointed. My decision was overseen and scrutinised by the People Committee who supported

the decision. As such, People Committee now recommend to Council the reappointment of Jay Ruddock for a period of 3.8 years from 31 August 2023 to 31 March 2027.

Council member honorarium

12. At its June 2023 meeting, the People Committee considered benchmarking data from across the regulatory sector comparing the fees paid to members of Council. The data also examined the number of days members of Council were required to commit per annum.
13. People Committee concluded that in order to remain competitive, there should be a small increase of £300 effective from 1 April 2024. This will take the annual honorarium to £7,800 for members of Council.

Recommendation

1. To note the update on the current Non-Executive recruitment campaigns.
2. To approve the appointment of Professor Patricia McClure as Chair of the PEC for a 2 year period from 1 April 2024.
3. To approve the reappointment of Jay Ruddock, registrant member of the Investigating Committee, from 1 August 2023 to 31 March 2027.
4. To agree an increase in the Council member honorarium to £7,800 from 1 April 2024.