



Council
18 November 2020
Chairs Report: Appointments and reappointments

Classification	Public
Purpose	For noting
Issue	This paper provides an update on the appointment and reappointment activity which will be undertaken in 2020-21.
Recommendation(s)	To note the appointment and reappointment activity for 2020-21.
Financial and resourcing implications	The cost of appointments and reappointments has been factored in the budget previously approved by Council.
Equality and diversity implications	<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 at the conclusion of the appointment process.</p>
Communications implications	Information related to the appointments process has been published on the GOsC website and through our social media channels.
Annex(es)	None
Author	Dr Bill Gunnyeon

Key messages from paper:

- Each year there are non-executive appointment and reappointments which need to be managed. This year there are two Council reappointments, five fitness to practise panel member appointments and 18 other non-executive reappointments.
- There has been an unprecedented level of interest in the fitness to practise vacancies with over 250 applications received. The appointment timetable has been rearranged to accommodate the assessment of the applications.
- All the appointments and reappointments are on track for completion by 31 March 2021.

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 2020-21.

Discussion

Council reappointments

2. We are pleased to report that the Privy Council have confirmed the reappointment of Elizabeth Elander and Simeon London as registrant Council members for a second term of office which will cover the period from 1 April 2021 to 31 March 2025.

Fitness to Practise appointments

3. This year there are five positions to which we will 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.
4. 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

5. The response to the recruitment campaign is unprecedented and represents the most applications GOsC has ever received for non-executive vacancies. Due to the volume of applications, we have needed to rearrange the shortlisting and interview dates to ensure the process is robust and the applications given appropriate scrutiny.

6. Shortlisting will now be held on 16 and 17 November 2020 and we are seeking new interview dates. We continue to plan for the appointment decisions being made to Council at the February 2021 meeting.
7. 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

8. There are 18 other positions where members of the governance structure are eligible for reappointment. These include the four co-opted members of the Policy and Education Committee and 14 fitness to practise panellists.
9. The reappointment process is underway with the Remuneration and Appointments Committee overseeing the reappointment recommendations made by the Chair of Council.
10. Reappointment decisions will be made to Council at the February 2021 meeting.

Recommendation:

To note the appointment and reappointment activity for 2020-21.