



Council
22 November 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 July 2023 meeting.
Recommendation(s)	<ol style="list-style-type: none">1. To note the update on the current Non-Executive recruitment campaigns.2. To note the electronic, out of committee, decision of Council to approve the appointments of:<ul style="list-style-type: none">• Manjit Darby (lay)• Sarah Cant (lay)• Nathalie Harvier (lay)• Oluyinka Fabusuyi (registrant)• Jim Hurden (registrant)• Caroline Easter (registrant)as members of the Professional Conduct Committee and Health Committee from 1 April 2024 to 31 March 2028.3. To agree that Andrew Harvey continue to act as Chair of the Health Committee until 31 March 2025: a one-year extension.
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:
 - the next Chair of Council
 - lay and registrant members of the Professional Conduct Committee
 - lay and registrant members of the Investigating Committee
 - lay and registrant members of Council
 - registrant Council Associate.
- 21 applications for the Chair of Council role were received and six candidates were interviewed. A preferred candidate has been selected and the paperwork is with the Professional Standards Authority and the Privy Council.
- The recruitment for lay and registrant members of the Professional Conduct Committee has been completed. Council approved electronically, out of committee, six new appointments effective from 1 April 2024.
- Recruitment campaigns for lay and registrant members of Council and the Investigating Committee commenced in September. The deadline for applications from registrant members of the Investigating Committee was extended and we are now very pleased with the number of applications received.
- For the Council positions we received 71 lay and 6 registrant applications. For the Investigating Committee we have received 110 lay applications and 20 registrant applications.
- A campaign to identify our next registrant Council Associate commenced in September and we received 10 applications.
- An initial review of the equality monitoring data would suggest that these campaigns have generated the most diverse set of applicants GOsC has seen across its previous non-executive recruitment campaigns.
- Andrew Harvey was appointed as Chair of the Health Committee until 31 March 2024. A one-year extension is proposed to 31 March 2025. This will allow the new Council time to bed in before determining the approach it wishes to take.

Background

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

Discussion

Current recruitment campaigns

2. Since the July 2023 meeting of Council, there has been 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. 21 applications for the Chair of Council role were received and six candidates were interviewed. A preferred candidate has been selected and the paperwork is with the Professional Standards Authority and the Privy Council.
4. The equality monitoring data, which will be presented in full to the People Committee at its March 2024 meeting, demonstrates that we received a significant increase in the diversity of candidates across practically every protected characteristic for the Chair of Council role.

Council members

5. We have received 71 lay (x3 roles) and 6 registrant applications (x1 role). This represents a 133% increase in applications on a previous campaign for lay Council members (33 applications received). We are delighted with this response rate, which reflects work undertaken by the Communications and Human Resources teams.
6. The next steps are for an external Human Resources professional to undertake a longlisting exercise of the lay applicants ahead of shortlisting which is scheduled for 6 December 2023.

Professional Conduct Committee and Health Committee

7. I previously reported to Council that we had received 177 applications from lay members (x3 roles) and 11 from registrants (x3 roles). The selection panel shortlisted 16 candidates for interview, this included 10 lay and six osteopaths.
8. It is worth noting that the interview panel felt all 10 lay applicants were appointable candidates and four of the six osteopath applicants were appointable, which is reflective of a high-quality field.
9. In order that the Chair of the PCC/HC and the Fitness to Practise department can make progress with induction planning, Council was asked to approve the appointment of the successful candidates electronically, out of committee. Council agreed the appointments.

10. The successful candidates are:

- **Manjit Darby (lay):** Manjit is a registered nurse and held a range of senior positions; prior to her recent retirement she was a Regional Director of Nursing at NHS England. She is about to come to the end of her term as a non-executive director at an NHS mental health trust and, next year, as a registrant member of the Fitness to Practise Committee at the Nursing and Midwifery Council. Since 2021 she has been the Regional Nurse Sponsor of the BAME Nurse Leadership Programme. Manjit performed exceedingly well at interview. The panel considered that her values led approach, together with an empathetic style and a clear communications style (particularly when it came to regulation and law) would be a significant asset to the Committee.
- **Sarah Cant (lay):** Sarah is Director of Policy and Strategy at The College of Optometrists; earlier roles have included executive management team positions at Age UK and Prostate Cancer UK, with early career scientific roles. She is currently a trustee of a youth music charity. Notwithstanding her lack of direct regulatory experience, Sarah gave very comprehensive answers in the case study questions and was clearly very motivated for the role. She demonstrated extensive and impressive thinking about the challenges of the appointment and asked insightful questions about the role and the wider context in which it sat.
- **Nathalie Harvier (lay):** Nathalie is a Presenting Case Manager at the Independent Office for Police Conduct, having held earlier similar roles in the NHS and in local government. She displayed a good understanding of regulation, albeit it from the perspective of her current role and had a strong, evidenced commitment to public protection. She was able to draw on clear evidence about making challenging decisions in her work and gave well developed answers around supporting those with vulnerabilities and around fairness.
- **Oluyinka Fabusuyi (osteopath):** Oluyinka (Yinka) is a Senior Practice Educator at the University of Osteopathy, prior to which she was a clinic tutor there, having previously been in private practice. She gave the panel a thorough and considered set of answers to the case study questions. Yinka had clearly considered, in advance of the interview, some of the challenges of regulatory panel work. She gave well-articulated and very clear answers throughout her interview but, particularly, in respect of issues of diversity and of supporting people with vulnerabilities and around team working.
- **Jim Hurden (osteopath):** Jim is an osteopath in private practise in Suffolk, where he is Clinic Director in a practice treating both humans and animals. He sits for a number of healthcare regulators and is an Education Associate for the General Dental Council. His prior career is as a police officer. He is currently a member of GOsC's Investigating Committee, whose term of office ends early in 2024. Jim took a very thorough approach to the case study with a well-structured and thoughtful approach. The panel was impressed by his well-articulated commitment to promoting the highest standards in

osteopathic practice and the approach he outlined to achieving best evidence from witnesses.

- **Caroline Easter (osteopath):** Caroline is at a relatively early stage in her osteopathy career, having been in practice for a year. She is also an Assistant Lecturer at the BCNO Group. Prior to retraining, she was a law firm partner, with a long career in competition law. She gave the panel thoughtful reflections on the case study and demonstrated strong skills in dealing with complex evidence, notably from her legal career. She has a well-developed understanding of the principles of regulation, albeit in a commercial context

11. The candidates will be appointed from 1 April 2024 to 31 March 2028.
12. Due to the high-quality of the applicants, the Chair of the Professional Conduct Committee is keen that we hold at least two candidates in reserve should any unexpected vacancies arise in year. The Human Resources Manager has the contact details for those individuals on record and we are maintaining our communication with them this year even though they were not appointed through this recruitment campaign.

Investigating Committee

13. The Investigating Committee recruitment campaign application deadline has concluded and we received 112 applications, 110 lay and 2 registrants. Whilst we were pleased with the high level of response from lay candidates, we were disappointed with the interest from osteopath applicants. Therefore, we decided to re-open the appointments campaign for osteopaths only.
14. A renewed campaign led to 20 registrant applications being received. We are very pleased with this increased response rate.
15. For the lay applicants, the next steps are for an external Human Resources professional to undertake a longlisting exercise ahead of shortlisting which is scheduled for 13 December 2023.
16. As we did for the Professional Conduct Committee vacancies, we worked in partnership with the Chair of the Investigating Committee to run online briefing events for candidates to encourage applications from people with varied and diverse backgrounds. Candidates have provided feedback saying that the session was extremely helpful to them and they were impressed with the personal touch from the GOsC.

Council Associate

17. The Council Associate campaign, to find the replacement for Harriet Lambert who will step down on 31 March 2024, has generated 10 applications. Shortlisting is scheduled for 5 December 2023.

Equality monitoring data

18. 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.

Chair of the Health Committee

19. In 2022, Andrew Harvey was appointed as Chair of the Health Committee until 31 March 2024. Historically there has been a separate Chair for this role; however, as there had been limited activity within the Health Committee, it was agreed that Andrew Harvey could act as Chair of the Professional Conduct Committee and Health Committee.
20. We are now approaching the end of the appointment of Andrew as Chair of the Health Committee. Activity in this area continues to be limited and it would be logical for Andrew to continue in this dual role. So that the new Council has the opportunity to 'bed-in' and then determine what approach it would like to take on this matter, it is proposed that Andrew's term as Chair of the Health Committee be extended by one-year to 31 March 2025.

Recommendation

1. To note the update on the current Non-Executive recruitment campaigns.
2. To note the electronic, out of committee, decision of Council to approve the appointments of:
 - Manjit Darby (lay)
 - Sarah Cant (lay)
 - Nathalie Harvier (lay)
 - Oluyinka Fabusuyi (registrant)
 - Jim Hurden (registrant)
 - Caroline Easter (registrant)

as members of the Professional Conduct Committee and Health Committee from 1 April 2024 to 31 March 2028.

3. To agree that Andrew Harvey continue to act as Chair of the Health Committee until 31 March 2025: a one-year extension.