

A special meeting of the **Clackmannanshire and Stirling Integration Joint Board** will be held on **14 May 2026 @9.30 am in the Boardroom, Carseview House, Stirling and hybrid via MS Teams**

Please notify apologies for absence to:
fv.clackmannanshirestirling.hscp@nhs.scot

AGENDA

1. Welcome and Apologies
2. Notification of Substitutes
3. Declaration(s) of Interest

4. Chief Officer Recruitment

Paper Presented by Sarah Goldberg, Team Leader, Clackmannanshire Council

Close of Meeting

Clackmannanshire & Stirling Integration Joint Board

14 May 2026

Chief Officer Recruitment

For Approval

Paper Approved for Submission by:	Allan Rennie, Chair of Clackmannanshire and Stirling Integration Joint Board
Paper presented by	Sarah Goldberg, Team Leader, Clackmannanshire Council
Author	Lee Robertson, Senior Manager Legal & Governance and Monitoring Officer Clackmannanshire Council and Clerk to the Integration Joint Board (“IJB”)
Exempt Report	No

Directions	
No Direction Required	X
Clackmannanshire Council	<input type="checkbox"/>
Stirling Council	<input type="checkbox"/>
NHS Forth Valley	<input type="checkbox"/>

Purpose of Report:	<p>The substantive Chief Officer's employment with NHS Forth Valley ended on 31 March 2026.</p> <p>The IJB is in terms of Integration Scheme and the Public Bodies (Joint Working) (Scotland) Act 2014 ("2014 Act") required to appoint a Chief Officer.</p> <p>The proposed recruitment process for the appointment of the permanent Chief Officer is set out in this Report.</p>
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Recommendations:	<p>The IJB is asked to:</p> <ol style="list-style-type: none"> 1. Agree to the recruitment process provided for in this Report; and 2. Agree to delegate authority to the Appointments Panel as provided for in paragraph 2.9 to appoint a Chief Officer to the IJB; and 3. Agree either Option 1 or Option 2 for the make up of the Appointments Panel.
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Key issues and risks:	<p>In terms of the Integration Scheme and the 2014 Act the IJB requires to appoint a Chief Officer as such there is a risk of noncompliance if a recruitment process is not agreed and followed.</p>
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1. [Background](#)

- 1.1 The substantive Chief Officer's employment with NHS Forth Valley ended on 31 March 2026. An interim Chief Officer is currently in place until 30 September 2026.
- 1.2 The IJB is therefore required to consider the recruitment process for the permanent appointment of a Chief Officer, set out in this report.

2. [Proposed Recruitment Process](#)

- 2.1 Section 10 of the 2014 Act requires the IJB to appoint a Chief Officer.
- 2.2 Section 6.1 of the Integration Scheme delegates authority to the IJB to appoint a Chief Officer in accordance with the 2014 Act

- 2.3 The Chief Officer will be employed by either Stirling Council, Clackmannanshire Council or NHS Forth Valley and be seconded to the IJB, to which they will be accountable in terms of their key functions provided for in 2014 Act, Section 6.0 of the Integration Scheme and Job Profile.
- 2.4 The recruitment to the Chief Officer post requires to be commenced at the earliest opportunity and the process will be led by the Appointments Panel which includes the respective HR Teams and the Scottish Government representative.
- 2.5 The IJB is therefore asked to approve the recruitment process of a permanent Chief Officer and to agree to the establishment of an IJB Appointments Panel to take forward the recruitment.
- 2.6 The Recruitment Process will compose of an Assessment Centre which will involve a Senior Stakeholder Session, Behaviour interview and Psychometric Assessment. This will be fully supported by the HR / OD Team within NHS Forth Valley. However, it will require the support of all parties to consider the panel for the Senior Stakeholder Session.
- 2.7 The IJB Chair is proposed to be the chair of the Appointments Panel, and the membership of the Panel shall be made up from either Option 1 or Option 2 as noted in paragraphs 2.8 and 2.9 below.
- 2.8 Under Option 1, the proposed composition of the Appointments Panel is:
- IJB Chair (IJB voting member – NHS, panel chair)
 - IJB voting member – Clackmannanshire
 - IJB voting member - Stirling
 - Chief Executive NHS Forth Valley
 - Chief Executive Clackmannanshire Council
 - Chief Executive Stirling Council
 - Scottish Government representative
 - HR representative
- 2.9 Under Option 2, the proposed composition of the Appointment Panel is:
- IJB Chair (panel chair)
 - Chief Executive NHS Forth Valley
 - Chief Executive Clackmannanshire Council
 - Chief Executive Stirling Council
 - Scottish Government representative
 - HR representative
- 2.10 Subject to the approval of the IJB it is further proposed that the appointment of the Chief Officer will be delegated to the agreed Appointments Panel and a report brought back to the IJB with confirmation of the successful candidate.
- 2.11 Dependent on recruitment timescales, the IJB, Stirling Council, Clackmannanshire Council and NHS Forth Valley may need to consider an appropriate interim arrangement if there will be a delay between the end of the

current Interim Chief Officer’s appointment (30 September 2026) and appointment and commencement of a permanent Chief Officer.

- 2.12 If there is a gap between the existing postholder and a permanent Chief Officer commencing employment the IJB, in consultation with the Chief Executives, will seek approval of the IJB to put in place appropriate arrangements for appointing or extending an interim Chief Officer.

3. Implications

3.1 **Finance.**

There is an established revenue budget for a Chief Officer therefore there are no additional financial implications in respect of the post itself. However, there will be costs associated with external consultancy to support the recruitment and selection process, and these will be met from existing budgets.

3.2 **Workforce.**

The paper sets out the proposed recruitment process.

3.3 **Risk.**

The appointment of a permanent Chief Officer is relevant to Strategic Risk 11 Transformation Capacity and expediting the recruitment process appropriately mitigates associated risk.

3.4 **Legal.**

The recommendations set out in this paper will ensure the IJB is compliant with the Public Bodies (Joint Working) (Scotland) Act 2014 and the Clackmannanshire & Stirling IJB Integration Scheme.

3.5 **Engagement & Consultation.**

Clackmannanshire Council’s and Stirling Council’s Chief Governance Officer and NHS Forth Valley’s Board Secretary have been consulted on the content of this report.

3.6 **Equalities Impact**

There is no proportionate impact on people or relevance to the Public Sector Equality Duty. The recruitment process of a Chief Officer will be conducted in line with fair recruitment practices. Therefore, a full EPIA is not required.

Fit with Strategic Priorities:	
Prevention and Early Intervention	<input type="checkbox"/>
Independent Living through Choice and Control	<input type="checkbox"/>
Achieve Care Closer to Home	<input type="checkbox"/>
Supporting People and Empowering Communities	<input type="checkbox"/>
Reducing Loneliness and Isolation	<input type="checkbox"/>
Enabling Activities	
Medium Term Financial Plan	<input type="checkbox"/>

Workforce Plan	X <input type="checkbox"/>
Commissioning Consortium	<input type="checkbox"/>
Transforming Care	<input type="checkbox"/>
Data and Performance	<input type="checkbox"/>
Communication and Engagement	<input type="checkbox"/>
Implications	
Finance:	There is an established revenue budget for a Chief Officer therefore there are no additional financial implications in respect of the post itself. However, there will be costs associated with external consultancy to support the recruitment and selection process, and these will be met from existing budgets.
Other Resources:	N/A
Legal:	The recommendations set out in this paper will ensure the IJB is compliant with the Public Bodies (Joint Working) (Scotland) Act 2014 and the Clackmannanshire & Stirling IJB Integration Scheme.
Risk & mitigation:	The appointment of a permanent Chief Officer is relevant to Strategic Risk 11 Transformation Capacity and expediting the recruitment process appropriately mitigates associated risk.
Equality and Human Rights:	The content of this report <u>does not</u> require a EQIA
Data Protection:	The content of this report <u>does not</u> require a DPIA
Fairer Duty Scotland	<p>Fairer Scotland Duty places a legal responsibility on public bodies in Scotland to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.</p> <p>The Guidance for public bodies can be found at: Fairer Scotland Duty: guidance for public bodies - gov.scot (www.gov.scot)</p> <p>Please select the appropriate statement below:</p> <p>This paper <u>does not</u> require a Fairer Duty assessment.</p>