



## REPORT TO ABERDEENSHIRE COUNCIL – 26 JANUARY 2017

### APPOINTMENT OF HEALTH AND SOCIAL CARE PARTNERSHIP POSTS AS COUNCIL OFFICERS

#### 1 Recommendations

The Council is recommended to:

- 1.1 Approve that those appointed to the posts detailed in in Appendix 1 to this report, being the management structure of the Health and Social Care Partnership, are appointed as Officers of the Council.

#### 2 Background/Discussion

- 2.1 The Health and Social Care Partnership is the mechanism for delivery of adult health and social work services under the remit of the Aberdeenshire Integration Joint Board. The Partnership is led by the Chief Officer of the Integration Joint Board and a management structure is now in place.
- 2.2 The management posts, described in the recommendations above, may be filled either by employees of the Council or by employees of NHS Grampian. Employees of the Council are automatically Officers of the Council, while employees of the NHS are not. It is necessary to ensure that all those appointed to these roles are appointed as Officers of the Council, regardless of their employer, to enable NHS Grampian postholders to authorise spend from council budgets under direction from the Integration Joint Board in the same way as their council colleague equivalents in accordance with Financial Regulations.
- 2.3 It is recognised that some posts are currently held by Council Officers however by designating all posts as Council Officers, further approval will not be required should there be a change in personnel.
- 2.4 There is no legal requirement that an individual appointed as a Council Officer must be employed by the Council and Full Council agreed to appoint the Chief Officer, an NHS employee, as a Council Officer on 21<sup>st</sup> January 2016.
- 2.5 It should be noted, that NHS Grampian have already amended their Financial Standing Orders to ensure that Council Officers are able to authorise spend from equivalent NHS budgets within the Health and Social Care remit.
- 2.6 Council is recommended to appoint the posts detailed in Appendix 1 as Council Officers regardless of employer.
- 2.7 The Head of Finance and the Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments are incorporated within.

2.8 The Head of Commercial and Procurement Services has been consulted and has no comment.

### **3 Equalities, Staffing and Financial Implications**

3.1 An Equality Impact Assessment is not required in this instance as the report deals with the appointment of Council Officers which has no differential impact on persons with protected characteristics. Equalities considerations are taken into account during the recruitment process.

3.2 There are no staffing implications arising directly as a result of this report.

3.3 There are no direct financial implications arising as a result of this report. However the approval of all the staff in these posts to in effect commit, authorise and manage council spend on behalf of the Council acting under direction from the Integration Joint Board lends itself to more cohesive budget management and control across the Health & Social Care Partnership.

**Adam Coldwells**

**Chief Officer, Integration Joint Board**

Report prepared by Lauren Cowie, Acting Principal Solicitor (Governance)

Date: 21<sup>st</sup> December 2016



