



## Special Meeting of Cabinet

Date	Time	Venue
12 July 2017	1pm	Committee Room, Midlothian House, Buccleuch Street, Dalkeith

### Present:

Councillor Milligan - Convener	Councillor Muirhead – Depute Convener
Councillor Imrie	Councillor Curran

### Religious Representatives (Non-voting observers for Education Business):


### In attendance:

Suzanne Ross - Solicitor	

## 1. Apologies

1.1 It was noted that apologies had been received from Councillor Hackett

## 2. Order of Business

2.1 The order of business was confirmed as outlined in the agenda that had been circulated. The Clerk confirmed that an updated appendix had been circulated to Members which represented an indicative approach to the Recruitment of the Joint Director.

## 3. Declarations of interest

3.1 The Convener requested that any Elected Member who had to declare an interest in a particular item to do so as the item arose.

## 4. Reports

Report No.	Report Title	Presented by:
<b>4.1</b>	<b>Appointment of Joint Director, Health and Social Care</b>	<b>Chief Executive</b>

### Outline of report and summary of discussion

The Cabinet heard from the Chief Executive who presented a report which informed Cabinet of Eibhlin McHugh's intention to retire from her role as Joint Director, Health and Social Care and as a result of this, agree to the recruitment process for the position of Joint Director, Health and Social Care.

The Chief Executive emphasised that whilst the recruitment plan represented the separate posts i.e. the Joint Director, Health and Social Care and the Chief Officer of the Midlothian Integration Joint Board, the preferred approach in the appointment of these posts would be reflective of the current arrangements with one person occupying both roles. The Chief Executive further emphasised that the updated recruitment plan as circulated might be subject to minor amendments during the recruitment process.

Councillor Imrie asked why this role was not just a matter for the Midlothian Integration Joint Board. The Chief Executive confirmed that this was a three way recruitment process involving Midlothian Council – specifically the Cabinet- the Midlothian Integration Joint Board and NHS Lothian.

The Convener asked the Chief Executive whether there was an opportunity to realise savings through restructuring as a result of the current Joint Director vacating the post. The Chief Executive confirmed that the Midlothian Integration Joint Board was subject to a savings challenge and his view was that this would be realised through longer term savings as a result of service transformation. Further there could be further restructuring potential as a result of other proposed changes and cited Education Governance as an example.

Councillor Milligan followed this up by asking that the financial position was kept in mind and further asked whether this would be reflected with flexibility in relation to the terms of the contract of the successful candidate. The Chief Executive responded by confirming that that it would be difficult from an organisational

perspective not to have a Joint Director of Health and Social Care and Chief Officer of the Midlothian Integration Joint Board. Further the Chief Executive confirmed that over time the responsibilities of the role might change.

Councillor Muirhead was then heard in relation to the business transformation aspiration of the Council and whether the Council could ensure that the recruitment of this post would not restrict this transformation. The Chief Executive confirmed his view that this role was vital in providing capacity in relation to the leadership that was required to make the changes within the organisation. He further confirmed that Midlothian was 'ahead of the game' in relation to the integration process in spite of the budget challenges. Further the Chief Executive confirmed that he felt there would be risk to the organisation if the role was not recruited to on a permanent basis by way of the kind of person that would be attracted to the post. The Chief Executive also reminded the Cabinet that it did not preclude the post holder from being subject to the organisational change policy if they were offered a permanent contract.

Councillor Milligan concluded the debate by speaking on behalf of the Cabinet in stating that Eibhlin McHugh would be sadly missed and would be 'a hard act to follow'.

In conclusion the Cabinet agreed the recommendations contained within the report.

#### Decision

The Cabinet agreed to:

- a) Note the intention of Eibhlin McHugh to retire from her role as Joint Director, Health and Social Care and in doing so thanked Eibhlin McHugh for her service to the Council and supporting significant transformation in Health and Social Care services in Midlothian;
- b) Approve the recruitment for the Joint Director, Health and Social Care; and
- c) The recruitment process for the position of the Joint Director, Health and Social Care as outlined in the updated appendix and in light of the discussion during the meeting.

#### Action

Chief Executive