

Highland Community Planning Partnership

Chief Officers' Group – 4 September 2018

Agenda Item	6.
Report No	COG 11/18

ARRANGEMENTS FOR CHAIRING THE CHIEF OFFICERS' GROUP

Report by Ruth Daly, Board Secretary on behalf of Elaine Mead, Chief Executive, NHS Highland

Chief Officer Group is invited to:

- **Note** that the position of Chair of COG will be vacant from January 2019 onward, and
- **Consider** options either to fill the vacancy on a temporary basis, or make a recommendation to the Community Planning Board to review its leadership schedule in relation to improvements for succession planning for leadership of both the Community Planning Board and the Chief Officers Group.

1 Background and Summary

Chief Officers will be aware of the schedule agreed by the Board in October 2016 for the five statutory partners to rotate the position of Chair for both the Board and COG. The following sets out the agreed schedule which involves annual rotation of these positions:

Year	Board	COG
1	NHSH – Chair	Highland Council – Chief Executive
2	Police Scotland – Divisional Commander	NHS Highland – Chief Executive
3	HIE – Director	Police Scotland – Divisional Commander
4	SFRS – TBC	HIE – Director
5	Highland Council – Leader	SFRS – Local Senior Officer

The Community Planning Partnership is currently in year two of the five year schedule.

2 NHS Highland Chair of COG

- 2.1 According to the agreed schedule NHS Highland would be expected to maintain its position of COG Chair until 1 April 2019. As the Group will be aware, Elaine Mead will leave NHS Highland at the end of 2018 and therefore COG is invited to consider how it wishes to fill the resulting vacancy for the remainder of NHS Highland's tenure until 1 April 2019.
- 2.2 There could be merit in asking the incoming Chair of COG to take up the role from 1 January 2019, however according to the schedule, this would result in Police Scotland taking responsibility for both the COG and CP Board simultaneously until April 2019.

3 Options for Consideration

3.1 Option 1

COG could propose to the Community Planning Board that a 'Chair Elect' position be created for both the Board and COG so as to maintain continuity and reduce the risk of any future vacancies impacting on business.

As the leadership schedule currently stands, each organisation is expected to chair the Board and the COG in successive years. A revision to the leadership schedule could be proposed to the Board to ensure that these duties do not fall on consecutive years for any organisation. A 'Chair Elect' arrangement would provide continuity and flexibility.

Option 2

COG could simply identify a lead organisation from the remaining Community Planning Board statutory bodies to assume responsibility for COG from 1 January to 1 April 2019. To maintain clarity of roles between COG and the CP Board, this would therefore exclude Police Scotland from taking over COG.

This option could be agreed without any need for Board approval or change to the leadership schedule, but would not secure any longstanding improvements on the current arrangements.

Option 3

NHS Highland could identify an Interim Lead for COG from 1 January to 1 April 2019. While this would not impact on the existing leadership schedule, it would fall short of making improvements to build a more robust basis for successional leadership. In addition, this would represent a short-term measure for NHS Highland whose future Chief Executive would ultimately take a lead role in both the Community Planning Board and the Chief Officers Group.

Ruth Daly
NHS Highland
Board Secretary, August 2018