

Stephen Brown (Chief Officer)

Orkney Health and Social Care Partnership

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Agenda Item: 2

Integration Joint Board

Date of Meeting: 10 December 2025.

Subject: Appointments and Re-Appointments.

1. Purpose

1.1. To consider various appointments and re-appointment to the Integration Joint Board.

2. Recommendations

The Integration Joint Board is invited to note:

2.1. That NHS Orkney has made the following appointments to the Integration Joint Board for the period to November 2027:

- Joanna Kenny, Voting Member.
- Issy Grieve, Voting Member.
- Rona Gold, Voting Member.
- Davie Campbell, Proxy Member.
- Fiona MacKay, Proxy Member.

2.2. That NHS Orkney has also advised that Joanna Kenny will remain as Chair of the Integration Joint Board until May 2027.

2.3. That Mohammed Sohail has been appointed to the post of Chief Finance Officer for a period of one year.

It is recommended:

2.4. That the following members be appointed to the Performance and Audit Committee:

- Danny Oliver.
- Willie Neish.

3. Background

3.1. Section 3 of the Public Bodies (Joint Working) (Integration Joint Boards) (Scotland) Order 2014 (the 2014 Order) regulates membership of the Integration Joint Board. The Board must comprise voting members nominated by the health board and the local authority, together with non-voting members who are holders of key posts and representatives of groups who have an interest in the Integration Joint Board.

3.2. Section 3(6) of the 2014 Order states that, once an integration joint board is established, it must appoint, in addition to the voting and non-voting members who are holders of key posts, at least one member in respect of each of the following groups:

- Staff of the constituent authorities engaged in the provision of services provided under integrated functions.
- Third sector bodies carrying out activities related to health or social care in the area of the local authority.
- Service users residing on the area of the local authority.
- Persons providing unpaid care in the area of the local authority.

3.3. Sections 3(8) and 3(9) of the 2014 Order also allows for the Integration Joint Board to appoint such additional members as the Board sees fit, but that member cannot be a councillor or a non-executive director of the Health Board. Locally, the Integration Joint Board has determined that membership should include a representative from Housing Services.

3.4. As a result, the Orkney Integration Scheme, established in terms of section 1(2) of the Public Bodies (Joint Working) (Scotland) Act 2014, states that membership of the Orkney Integration Joint Board should include the following co-opted Non-voting Members:

- The Chief Officer of the Board.
- The Chief Finance Officer of the Board.
- Senior clinicians including:
 - A registered medical practitioner whose name is included in the list of primary medical services performers prepared by the Health Board in accordance with Regulations made under section 17P of the National Health Service (Scotland) Act 1978.
 - A registered nurse who is employed by the Health Board or by a person or body with which the Health Board has entered into a general medical services contract.
 - A registered medical practitioner employed by the Health Board and not providing primary medical services.
- The Local Authority's Chief Social Work Officer.
- A patient/service user representative.
- A carer's representative.

- A representative of the third sector.
- A staff representative from each of the Parties.
- A housing representative.

3.5. Section 7(1) of the 2014 Order provides for the term of office of a member of the Integration Joint Board, which is to be determined by the constituent authorities, but is not to exceed three years. Section 7(3) states that, at the end of a term of office, a member may be reappointed for a further term of office.

3.6. The Orkney Integration Scheme states that the Chair and Vice-Chair rotate every two years in May, to enable the appointments of Chair and Vice Chair to rotate equally between the Local Authority and the Health Board. The Chair does not have a casting vote.

3.7. All other appointments, with the exception of the Chief Officer, the Chief Finance Officer of the Board and the Chief Social Work Officer, who are members of the Board by virtue of the Regulations and the post they hold, will be for a period of two years. In addition, individual appointments will be made as required when a position becomes vacant for any reason.

3.8. Standing Order 23.1 of the Orkney Integration Joint Board's Standing Orders (for meetings) states that the Integration Joint Board may establish any Committee or Sub-committee of its members for the purpose of carrying out such of its functions as the Board may be determined.

3.9. When the Board establishes such a Committee or Sub-committee, it must determine who will act as chairperson of such Committee or Sub-committee, as well as the terms of reference including delegated authority for each.

4. Appointments and Re-appointments

4.1. As mentioned at section 3.7 above, all appointments are for a period of two years. The table below details when the relevant authorities made their original appointments and when reappointments are due.

Name.	Position.	Original Date Appointed by relevant authority.	Date Re-appointment by relevant authority due.
Stephen Brown.	Chief Officer of the Board.	24.05.21.	Not applicable.

Name.	Position.	Original Date Appointed by relevant authority.	Date Re-appointment by relevant authority due.
Dr Kirsty Cole.	A registered medical practitioner whose name is included in the list of primary medical services performers prepared by the Health Board in accordance with Regulations made under section 17P of the National Health Service (Scotland) Act 1978.	27.09.17. Reappointed 03.09.25.	August 2027.
Rona Gold.	Non-executive director of the Health Board.	24.05.24.	May 2026.
Isobel Grieve.	Non-executive director of the Health Board.	22.04.21. Reappointed 14.12.23.	December 2025.
Councillor Lindsay Hall.	Elected Member of the Local Authority.	14.05.24.	May 2026.
Joanna Kenny.	Non-executive director of the Health Board.	14.12.23.	December 2025.
Councillor Rachael King.	Elected Member of the Local Authority.	16.05.22. Reappointed 14.05.24.	May 2026.
Deborah Langan.	Chief Finance Officer (Mohammed Sohail to cover from 01.12.25 to 21.11.26).	25.08.25.	Not Applicable.
Darren Morrow.	Chief Social Work Officer.	22.04.24.	Not Applicable.
Councillor Jean Stevenson.	Elected Member of the Local Authority.	16.05.22. Reappointed 14.05.24.	May 2026.
Samantha Thomas.	A registered nurse who is employed by the Health Board or by a person or body with which the Health Board has entered into a general medical services contract.	22.02.23. Reappointed 03.09.25.	August 2027.

Name.	Position.	Original Date Appointed by relevant authority.	Date Re-appointment by relevant authority due.
Dr Louise Wilson.	A registered medical practitioner employed by the Health Board and not providing primary medical services.	08.03.16. Reappointed 27.04.23. Reappointed 03.09.25.	August 2027.

4.2. The table below, which relates to the proxies, details when the relevant authorities made their original appointments and when reappointments are due.

Name.	Position.	Date Appointed.	Date Re-appointment due.
David Campbell.	Non-executive director of the Health Board.	14.12.23.	December 2025.
Councillor Ivan Taylor.	Elected Member of the Local Authority.	14.05.24.	May 2026.
Vacant.	Non-executive director of the Health Board.	24.04.24.	June 2025.
Councillor Mellissa Thomson.	Elected Member of the Local Authority.	16.05.22. Reappointed 14.05.24.	May 2026.
Councillor Heather Woodbridge.	Elected Member of the Local Authority.	16.05.22. Reappointed 14.05.24.	May 2026.

4.3. The table below relates to appointments that the IJB is entitled to make in terms of the Integration Scheme and includes date of appointment and when re-appointment is due.

Name.	Position.	Date Appointed.	Date Re-appointment due.
Vacant.	A patient/service user representative.	Not applicable.	Not applicable.
Morven Brooks.	A representative of the third sector.	30.11.22. Reappointed 06.11.24.	November 2026.

Name.	Position.	Date Appointed.	Date Re-appointment due.
Sarah Kennedy.	A carer's representative.	19.03.25.	March 2027.
Willie Neish.	A carer's representative.	19.03.25.	March 2027.
Danny Oliver.	A staff representative from each of the Parties (Orkney Islands Council).	10.02.21. Reappointed 30.04.25.	April 2027.
Ryan McLaughlin.	A staff representative from each of the Parties (NHS Orkney).	22.02.23. Reappointed 30.04.25.	April 2027.
Frances Troup.	Housing representative.	08.03.16. Reappointed 30.04.25.	April 2027.

5. NHS Orkney – Voting Members

5.1. NHS Orkney has advised of the following appointments to the Integration Joint Board for the period to November 2027:

- Joanna Kenny, Voting Member.
- Issy Grieve, Voting Member.
- Rona Gold, Voting Member.
- Davie Campbell, Proxy Member.
- Fiona MacKay, Proxy Member.

5.2. NHS Orkney has also indicated that Joanna Kenny will remain as Chair of the Integration Joint Board until May 2027, when the position reverts to Orkney Islands Council. NHS Orkney's appointment to the position of Vice Chair will be made prior to May 2027.

6. Chief Finance Officer

6.1. Following a successful recruitment process, Mohammed Sohail has been appointed to the post of Chief Finance Officer for a period of one year, and took up post on 1 December 2025.

7. Performance and Audit Committee

7.1. Following the decision of the Board to increase membership of the Performance and Audit Committee from seven to eight members, work has been done to identify Members to join the Committee.

7.2. Two Stakeholder Members have agreed to join the Performance and Audit Committee, resulting in the following membership:

Voting Members:

- Councillor Lindsay Hall, Voting Member (Chair).
- Issy Grieve, Voting Member
- Rona Gold, Voting Member.
- Councillor Jean Stevenson, Voting Member.

Non-Voting Members:

- Willie Neish, Carer's representative.
- Danny Oliver, Staff representative.
- Sam Thomas, Registered nurse.
- Vacant.

7.3. Work continues to identify a Member for the remaining vacancy, noting that some members of the Board are ineligible for appointment and/or there would be conflict of interest in being a member.

8. Service User Representative

8.1. Work has commenced to identify individual(s) in undertaking this role, with representations having been made to community and other groups to see if anyone is interested or knows someone who might be interested.

8.2. Once individuals have been identified, the Board will be asked to consider appointments.

9. Contribution to quality

Please indicate which of the Orkney Community Plan 2025 to 2030 values are supported in this report adding Yes or No to the relevant area(s):

Resilience: To support and promote our strong communities.	Yes.
Enterprise: To tackle crosscutting issues such as digital connectivity, transport, housing and fuel poverty.	No.
Equality: To encourage services to provide equal opportunities for everyone.	Yes.
Fairness: To make sure socio-economic and social factors are balanced.	Yes.
Innovation: To overcome issues more effectively through partnership working.	Yes.
Leadership: To involve partners such as community councils, community groups, voluntary groups and individuals in the process.	Yes.

Sustainability: To make sure economic and environmental factors are balanced.	No.
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10. Resource and financial implications

10.1. There are no resource implications arising directly as a result of making appointments to various positions on the IJB.

11. Risk, equality and climate change implications

11.1. Failure to appoint Board Members would result in the Integration Joint Board failing to meet the requirements of the Public Bodies (Joint Working) (Integration Joint Boards) (Scotland) Act 2014, the Public Bodies (Joint Working) (Integration Joint Boards) (Scotland) Order 2014 and the Orkney Integration Scheme.

11.2. The above risks can be addressed should all vacancies be filled and/or re-appointments made.

11.3. There are no other equality or climate change implications directly arising as a result of this report.

12. Direction required

Please indicate if this report requires a direction to be passed to:

NHS Orkney.	No.
Orkney Islands Council.	No.

13. Escalation required

Please indicate if this report requires escalated to:

NHS Orkney.	No.
Orkney Islands Council.	No.

14. Authors and contact information

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