

Independent Panel Member - candidate pack



Closing date: 25 October 2024

Interview date: 14 November 2024

Contents

Role of the Independent Panel Member	3
Overview of the GCC	4
Independent Panel Member: Essential skills and experience	6
Remuneration and time commitment.....	6
Diversity and equality of opportunity.....	7
Recruitment process	7
Completing your application	8

Role of the Independent Panel Member

We are seeking to appoint a new Independent Panel Member. The role supports the recruitment process of members who serve on our Council, Committees and panels by participating in the appointment process. The Independent Panel Member may also on occasion be invited to participate in the appointment process of senior executive staff.

The Independent Panel Member occupies an important role. As a member of the Council appointment committee, they help shortlist candidates, conduct interviews and contribute to the panel's final decision to appoint.

It is unlikely that remuneration from this role would provide for the sole source of an individual's income, so please consider whether this would be the right role for you. We cannot guarantee a definite number of days of work, and you will be self-employed for the purposes of your employment status. In any year we would expect a maximum of 10 days per year to be remunerated.

For Council Member appointments, the Independent Panel Member role is defined in the Professional Standards Authority for Health and Social Care (PSA) Guidance [Good practice in making council appointments \(June 2022\)](#). This specifies that the role of the Independent Panel Member "is to bring a credible, impartial perspective to selection decisions, and provide their own assessment to the Authority about how well the appointments process adhered to the four principles [as set out in the PSA guidance].

Council member appointment panels are generally comprised of a mix of lay and registrant Council members, the Chair of Council and an Independent Panel Member. For committee member appointments, these panels may include executive members and members from the relevant committee.

Overview of the GCC

The General Chiropractic Council (GCC) is an independent statutory body established by Parliament to regulate chiropractors in the United Kingdom, Isle of Man and Gibraltar. We are one of ten healthcare regulators, with our activities scrutinised by the Professional Standards Authority. We are the smallest of the healthcare regulators overseeing about 3,800 registrants, with a budget of £3.1 million, employing sixteen staff. The Council comprises (up to fourteen, but currently) 12 members, some lay and some chiropractors. Please refer to our [Annual report and accounts 2023](#).

We enter the final year implementing the changes envisaged in an ambitious [strategy 2022-2024](#). This followed significant changes to the external health and social care landscape, including the impact from the Covid-19 pandemic and the pace of regulatory reform. The strategy reflects the challenges that we face and our focus over its term, ensuring we make the right impact in the right way.

The vision of the GCC is *“to be a respected regulator of a trusted profession.”*

Our purpose, set out in The Chiropractors Act 1994 (as amended), is:

1. To protect, promote and maintain the health, safety and well-being of the public;
2. To promote and maintain public confidence in the profession of chiropractic;
3. To promote and maintain proper professional standards and conduct for members of the chiropractic profession.

To fulfil our core regulatory functions, we have powers to:

- set the standards approved educational institutions must meet and assure the quality of chiropractic education;
- publish the Code and standards that chiropractors must meet;
- register chiropractors who meet those required standards;
- audit and assure chiropractors’ continuing professional development;
- investigate and take action against chiropractors if they fail to meet our standards;
- protect the title “chiropractor” by investigating and acting on potential breaches from unregistered practitioners.

As the GCC’s governing body, the Council is responsible for ensuring that the GCC carries out its core functions while setting the regulator’s longer-term strategy to fulfil its statutory duty.

It meets quarterly in public to ensure the functions of the GCC are fulfilled efficiently and effectively, that best use is made of the resources available to the GCC, and that its finances remain sound.

To this end, the Council sets the GCC's strategic direction and works with the Chief Executive and Registrar and his team accountable for the effective and timely delivery of the GCC's strategy, business plan and budget. The Council also supports the effective operation of its statutory committees.

We have a strong and cohesive Council, committed to a bold strategic plan and programme of transformation. Our Council members bring a wide range of skills and experience from both lay and professional backgrounds.

Our Chair, Jonathan McShane, was appointed in January 2024. Jonathan has had an extensive career in health and social care working in senior local and national roles. He works in East London and across England supporting health and care systems as they move towards more integrated ways of working. An Associate with the Local Government Association, he previously represented the LGA as national representative for public health. He has chaired a number of national groups including the Pharmacy and Public Health Forum and the Public Health System Group for Public Health England for several years. He spent eight years as a Cabinet Member for Health and Social Care in Hackney. He has been the Chair of Trustees for the Terrence Higgins Trust, the HIV and sexual health charity, since 2016 and is currently a member of the Chief Executive's Advisory group at the King's Fund. He is an Honorary member of the Faculty of Public Health.

Our vision: To be a respected regulator of a trusted profession.

Our mission: To enhance professionalism in chiropractic, and promote high-quality care that the public can access safely and confidently, by regulating effectively. Our priorities will be informed by the concerns of patients.

Our values:

Togetherness: Working as a team within the GCC and with others, appreciating diversity, listening and supporting each other effectively and fairly.

Achievement: Working hard towards a common goal, encouraging and supporting each other, fostering improvement and innovation, and celebrating success.

Accountability: Taking responsibility, using resources wisely and setting clear, attainable targets.

Integrity: Communicating openly and honestly, building mutual respect and trust, having an open mind to reflect and learn lessons.

The Council's Chief Executive and Registrar is Nick Jones, who joined the GCC in February 2019. He has extensive experience of regulation in senior roles in a range of sectors. He believes that effective regulation incentivises improvement and high-quality care for patients: its fundamental purpose. Nick is supported by three directors: Niru Uddin (Director of Fitness to Practise), Penny Bance (Director of Development) and Joe Omorodion (Director of Corporate Services).

Independent Panel Member: Essential skills and experience

Please note that due to the nature of this role, GCC registrants, members, employees or associates are not able to apply.

We are looking for a candidate who can demonstrate the following essential criteria:

- Experience of senior executive or non-executive recruitment, selection and appointment processes, or other comparable experience;
- Experience of actively promoting and embedding equality, diversity and inclusion within selection and appointment processes, as well as an understanding of how diverse groups bring their lived experiences as transferable skills and experiences;
- Understand the role and purpose of statutory healthcare regulation in the UK, and the role and purpose of the GCC;
- Be familiar with good practice in making council appointments (PSA guidance, June 2022), or an equivalent governance code for public appointments; the public appointments principles and the Nolan Principles;
- Have good inter-personal skills and be willing to challenge, where necessary, while working as a member of an appointment panel; and
- Have experience of reviewing and synthesising large volumes of information and preparing high quality independent reports within specified timescales.

Remuneration and time commitment

The Independent Panel Member is remunerated at £500 per day, with each Council member campaign requiring three to four days for preparation, attendance and reporting, dependent on the number of applications and interviews required.

The number of recruitment campaigns will vary from year to year. Interviews and meetings will be held during the working day (9am – 5.00pm), generally in person or via MS Teams.

In any year we would expect a maximum of 10 days per year to be remunerated.

We will work closely with appointment panel members to give as much notice as possible for shortlisting and interview dates, to enable appointment panel members in their management of their diary commitments.

Independent Panel Members are limited to serving on a total of three Council recruitment campaigns. However, the Independent Panel Member may be asked to undertake committee member recruitment from time to time at an equivalent rate. The Independent Panel Member's term of office will end once they have served on a maximum of three Council recruitment campaigns.

Diversity and equality of opportunity

Diversity in recruitment has significant benefits for us all. Diverse teams make for a broad spectrum of perspectives, experiences, and ideas, leading to more viewpoints and innovative and creative solutions to problems. We promote and value that and know that diverse teams are better equipped to understand and serve and meet the needs of our stakeholders, doing so inclusively.

The Equality Act 2010 legally protects people from discrimination in the workplace and in wider society. The GCC aims to be as diverse as the public it protects and is committed to implementing the Act in all recruitment and selection activity.

We welcome all applications regardless of sex, age, disability, race, faith, sexual orientation, marriage or civil partnership status, pregnancy and maternity status or gender reassignment.

Reasonable adjustments will be made at interview and in post for any individual who requires them.

Candidates are asked to complete the [Equality, Diversity and Inclusion \(EDI\) Monitoring Form](#). Providing this information is optional, but we would be grateful for your cooperation as it will assist the GCC to assess whether equality of opportunity is being achieved. Information collated from the monitoring forms will not be used as part of the selection process and will be treated as strictly confidential.

Recruitment process

We will deal with your application as quickly as possible.

Following three weeks of public advertisement, the closing date for receipt of completed applications is **25 October 2024 at 5.00pm**.

The interview will consist of a series of questions with the following selection panel:

- Nick Jones, Chair of the Council and Chair of the panel
- Joe Omorodion, Director of Corporate Services
- Rachana Karekar, Governance Coordinator

By 5 November 2024 the panel will have made a decision about which candidates will be invited to interview. Unfortunately, we will not be able to provide individual feedback to unsuccessful applicants. If invited for interview, we will ask whether you require any reasonable adjustments to be made to facilitate your engagement in the recruitment process.

Interviews will be held on **14 November 2024** online – via MS Teams. If this date is problematic, please indicate in your covering letter. Some flexibility may be offered, but this is not guaranteed.

We will inform the successful candidate that they have been recommended for appointment only following the completion of checks. This will include:

- the receipt of two satisfactory references;
- internet and social media (including Facebook/LinkedIn/Instagram/Twitter) review;
- insolvency and disqualified Director's check;
- other checks relating to professional disciplinary record, convictions, and other appointments.

Candidates interviewed will be notified of the outcome. The successful candidates will be expected to commence as an Independent Panel member from December 2024.

We will keep candidates who are interviewed informed of any significant changes to this schedule. Furthermore, we will offer shortlisted candidates who are interviewed the opportunity to receive feedback following the appointment being made.

Further advice about the appointment and the process can be provided by Nick Jones, Chief Executive and Registrar, n.jones@gcc-uk.org.

Completing your application

To apply, please submit the following information, referring to "Independent Panel Member appointment 2024" in the subject heading, to recruitment@gcc-uk.org:

- a brief covering letter on why you are interested in the role and qualities you bring
- a curriculum vitae, CV (a maximum of three sides A4 and minimum font size 12pt) with education and professional qualifications and full employment history. The CV should also include the contact details of two satisfactory referees. We will request references from shortlisted applicants **prior** to interview.
- a statement of no more than two sides of A4 indicating how you meet the essential skills and experience set out on page 6 of this pack.
- GCC equality and diversity monitoring form.

We look forward to receiving your application for the role of Independent Panel Member.
