

Information pack for appointment to the Board of NHS Grampian



Scottish Ministers are seeking to appoint up to 4 members to the board of NHS Grampian. Scottish Ministers highly value the benefits of having different points of view on the board and welcome applications from people from all walks of life.

The appointments process for this board vacancies follows the [Code of Practice for Public Appointments](#) and is regulated by the [Ethical Standards Commissioner](#).

Key dates for this appointment round

Closing date	17.00 on 24 July 2026
Shortlisting of applications	5 August 2026
Date applicants will hear about the outcome of their application	w/c 10 August 2026
Interviews	27 and 28 August 2026 Candidates must be available on both dates. It is unlikely that we will be able to offer an alternative interview date.
Ministerial decision	w/c 14 September 2026
Start date	2 Posts commencing – 01 November 2026 2 Posts commencing – 01 February 2027

**OFFICE OF CHAIR
& CHIEF EXECUTIVE**

Summerfield House
2 Eday Road
Aberdeen
AB15 6RE



Our Ref:
Your Ref:
Enquiries to: Mrs Alison Evison
Extension: 58675
Direct Line: 01224 558675
Email: gram.grampianchair@nhs.scot

Dear Applicant

Thank you for your interest in the vacancies we have for up to four Non-Executive members of the Grampian NHS Board.

The focus of our Board is on improving services and performance where it matters most to our patients, progressing recovery and reform, continuing our journey towards financial sustainability, and working collaboratively with partners locally, regionally and nationally to deliver safe, high-quality and person-centred services.

The Non-Executive members we recruit to the Board will support this work through effective governance.

We are primarily looking for applications from people who meet one of the following priority criteria: clinical experience; knowledge of digital transformation; knowledge of workforce and organisational culture development. Applicants should also be skilled in considering a large volume of varied information and be able to offer constructive challenge.

In addition, we recognise that diversity in our Board membership and staff builds a creative culture which is better able to respond to our challenges and the needs of the wide range of people we serve. We know that diversity of thinking on the Board improves decision-making and supports us to be better able to meet the needs of our communities. However, we are aware that the current Board membership does not fully reflect the diversity of the communities NHS Grampian serves, which presents an opportunity. We would particularly welcome applicants from minority ethnic communities, women, people under 50 and people with a disability.

You do not need to have experience of service on other Boards, but you will be able to think strategically and communicate effectively. Full details on all the criteria are provided in the person specification which forms part of this pack.

The successful applicant will be joining NHS Grampian at an exciting and challenging time as we continue to transform how we deliver health and care for the people of Grampian and beyond. We are currently escalated to Stage 4 (escalation) in the Scottish Government Support and Intervention Framework, but we are working towards achieving the De-escalation Criteria which have been agreed.

Our commitment at NHS Grampian is to consistently live our values of Caring, Listening and Improving. We have an ambitious 10-year strategic plan, called [Plan For The Future](#)

nhsgrampian.org), which sets out how we're going to innovate, redesign and improve how we do things in Grampian. It is based on delivering changes to the population's health through 'enabling wellness' whilst providing timely and high-quality services which respond to and treat illness.

In response to understanding what matters most to our patients, partners and staff, we have identified priorities which set out how NHS Grampian will build on the progress we made in 2025/26 to support further improvements to care, experience, services and operational performance for our patients and staff. You can find our 2026/27 Priorities for Delivery on our website here: [07.02appendix3nhsgrampianorganisationalpriorities202627.pdf](#)

If you would like to find out more about these Non-Executive roles as well as NHS Grampian, **we are holding two online sessions for prospective applicants on:**

- Thursday 25th June at 18:00-19:00
- Wednesday 1st July at 12:30-13:00

If you would like to attend one of these online sessions, please email gram.involve@nhs.scot for the link.

I look forward to hearing from you.

Yours sincerely



Alison Evison,
Chair, NHS Grampian

Information about the role

Remuneration	<p>£16,224 per annum (non-pensionable) is payable for your one day per week commitment to NHS Board business. You will receive additional remuneration (also non-pensionable) for your Integration Joint Board (IJB) commitment, paid at a daily rate of £312.00. You will also be entitled to reimbursement for all reasonable travel and subsistence costs and any reasonable dependant-carer expenses incurred whilst undertaking Board/IJB duties and for support required to help you carry out your duties effectively.</p>
Time commitment	<p>The time commitment will vary week to week, but you must be able to make a firm commitment to spend on average 8 hours per week (equivalent to 52 days per year) on board business plus additional time required for Integration Joint Board (IJB) business, normally up to a further one day per week. This time will be a mix of daytime board meetings, committee and Integration Joint Board (IJB) meetings, reading documents and attending stakeholder events. You will need to have flexibility to attend at a greater frequency subject to the boards ongoing business needs.</p>
Length of appointment term	<p>The term of appointment will be four years. When a term comes to an end, the skills the Board requires will be reassessed. If your skills meet the needs of the Board, and there is evidence of your effective performance, Scottish Ministers may consider reappointing you for a further term.</p>

Location of meetings	<p>The Board is based at Summerfield House, 2 Eday Road, Aberdeen. Meetings for the Board, generally take place monthly and may be held across Grampian. Other meetings and events are also held across the whole of the Board area. In recent times, meetings have been held virtually. Going forward, the expectation is that the work will be a blend of virtual and physical meetings. A physical presence will be required to be able to carry out the full range of Board activities.</p>
Disqualifications	<p>Appointments to NHS bodies are governed by regulations which include details of the circumstances in which an individual may be disqualified from being appointed. The circumstances vary from body to body and it is not possible to include an exhaustive list here covering every appointment. Further information is provided in Annex A.</p> <p>A member of the Scottish Parliament cannot also hold a public appointment for public bodies listed in the schedule of the Scottish Parliament (Disqualification) Order 2020.</p> <p>If applying for a Scottish public appointment, former ministers and senior crown servants (director general level and above) should seek advice from the Advisory Committee on Business Appointments (ACOBA).</p>

The Board of NHS Grampian

Key facts and figures

NHS Grampian is responsible for leading efforts to improve the health of the people in Grampian, and for providing the health care services that people need.

It is one of the largest territorial health boards in Scotland, serving more than half a million people, and it is the fourth largest health board by revenue funding allocation. Services are planned and delivered through a Divisional management structure, covering Family Services; Surgical and Clinical Support Services; Medical and Unscheduled Care; Mental Health and Wellbeing; and Population Health, alongside place-based delivery across Aberdeen City, Aberdeenshire and Moray.

The arrangements include a range of primary and community care services delegated to the three Integration Joint Boards (IJBs) covering Aberdeen City, Aberdeenshire, and Moray. All direct clinical services are supported by corporate functions such as Infrastructure and Sustainability, Digital, Finance, Performance and Procurement and People and Culture.

NHS Grampian employs around 17,000 staff, has over 200 valued volunteers, and works with a range of independent primary care contractors, including approximately 64 General Medical Practices, 130 community pharmacies, 90 dental practices and 53 optometry practices, to deliver a full range of primary, community and specialist health services.

Services are provided from over 100 locations, including acute (including Aberdeen Royal Infirmary and Dr Gray's Hospital) and community hospitals, health centres and local practices, and wherever possible – at home.

The NHS Board's role is to deliver high quality, person-centred care and to improve the health and wellbeing of the people of Grampian and beyond through robust, accountable and corporate governance systems. The Board's functions include:

- Setting the direction, clarifying priorities and defining expectations.
- Holding the executive to account and seeking assurance that the organisation is being effectively managed.
- Managing risks to the quality, delivery and sustainability of services.
- Engaging with stakeholders.
- Influencing the Board's and the organisation's culture.

NHS Grampian actively works in partnership with our local population, our patients, our staff and colleagues across three Health and Social Care Partnerships in Aberdeen City, Aberdeenshire and Moray, three Councils, the third sector, and local businesses, to meet the needs of local communities across Grampian. NHS Grampian also has strong links with local educational providers such as the University of Aberdeen, the Robert Gordon University (RGU), University of Highlands and Islands Moray and the North-East of Scotland College (NESCOL).

NHS Grampian also works in collaboration with other health boards sub-nationally and nationally.

NHS Grampian's 10-year strategy – Plan for the Future – sets out new priorities for the health and care system, including putting the workforce centre stage, reshaping the relationships with partners and using NHS assets to make a step change on inequalities and population health. More detail can be found at [Plan For The Future \(nhsgrampian.org\)](https://www.nhsgrampian.org/plan-for-the-future).

Role Description

It is important that Grampian NHS Board has members with a variety of different skills and experience which will enable the Board to work effectively. It is unlikely that anyone joining the Board will have all the skills, knowledge and experience necessary to fully carry out the role from the start of their appointment. What we are looking for is people who can put their skills, knowledge and experience to use for the benefit of the Board, and who have the capacity and commitment to grow and develop into the role. That capacity and commitment is important as we adapt to face emergent and ongoing challenges.

As a non-executive member, you will be expected to make a full contribution to the work of the Board, including participation in its governance committees.

You will work with the Chair and other members of Grampian NHS Board to:

- maintain public confidence in the organisation as a public body, ensure the Board acts in the best interests of patients and the public, and address health inequalities and disadvantage within our communities;
- ensure the Board develops vision, strategies and clear objectives to deliver organisational purpose in the context of Scottish Government policies and priorities;
- account individually and collectively for the effectiveness of the Board as it governs the organisation;
- provide purposeful scrutiny and assurance on the decisions the Board makes ensuring the appropriate systems are in place to hold the executives to account rigorously and effectively;
- chair or participate as a member of key committees as part of the accountability processes within the Board;
- be a member of one of the Integration Joint Boards;
- actively support and promote a healthy culture for the organisation and reflect this in your own behaviour;
- serve as a trustee of the Board's endowment funds (its associated charity); and
- uphold the highest ethical standards of integrity and probity - being honest and trustworthy - and comply with the Board's Code of Conduct (which can be accessed via this link [Board Members' Code of Conduct \(nhsgrampian.org\)http://www.nhslothian.scot.nhs.uk/YourRights/FOI/Documents/Code_Conduct_Board_Mmbrs.pdf](http://www.nhslothian.scot.nhs.uk/YourRights/FOI/Documents/Code_Conduct_Board_Mmbrs.pdf))

The selection panel

Chair	Alison Evison, Chair, Grampian NHS Board
Panel member	Ryan Gunn, Head of Delivery for Planning and Environmental Appeals Division (DPEA), Scottish Government
Panel Member (Interviews Only)	Snehashish Banik, Grampian Empowered Multi-Cultural Staff Group
Representative of the Ethical Standards Commissioner	Heidi Winser, Public Appointments Adviser, Office of the Ethical Standards Commissioner

Please note that applicants will be asked to declare if they know any members of the selection panel or other people conducting part of the assessment who are named in this pack. The panel will also declare if they know any applicants. Any actual or perceived conflicts of interest will be managed in line with the [Ethical Standards Commissioners Code of Practice for Public Appointments](#).

Person Specification

We are looking for up to four board members who can put their experience to good use on the NHS Grampian Board. The table below sets out the skills that we are seeking and explains how the criteria will be tested. **You may have gained your experience through work, by being active in your community, in a voluntary capacity or through your own lived experience.**

You need to provide evidence of ONE of the priority criteria plus all the essential criteria. You may provide evidence of more than one of the priority criteria, but you are not required to.

The priority criterion is weighted over the essential criteria, and the candidates who provide the strongest evidence against their chosen priority criterion will be considered most able to fulfil the role. In the event that candidates provide evidence of equal merit against the priority criterion, the panel will then take into account the strength of the evidence presented against the essential criteria in determining the candidate(s) most able to fulfil the role.

The candidates recommended to the Cabinet Secretary for appointment will be the combination of candidates who together most closely meet the criteria overall, and are, therefore, most suitable to meet the needs of NHS Grampian as a whole.

Priority criteria	What we are looking for	How this will be assessed
1. Clinical experience	<ul style="list-style-type: none">Professional registration and recent clinical experience as a doctor, nurse, dentist or allied health professionalAble to provide effective clinical governance, oversight and assurance and to demonstrate peer leadership in this areaRecognises the role of quality improvement, risk	<p>You will be asked to provide evidence of how you meet this criterion at application stage.</p> <p>In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 400 words.</p> <p>If you are shortlisted the selection panel will discuss</p>

	<p>management and performance monitoring in supporting effective and safe service delivery</p> <ul style="list-style-type: none"> • Has experience of collaborating successfully with partners for improved patient outcomes and can describe the building blocks for that success 	<p>this with you during your interview.</p>
<p>2. Digital transformation</p>	<ul style="list-style-type: none"> • Experience of contributing at board or senior leadership level to the oversight and governance of digital and/or technology programmes • Experience of overseeing or developing effective data governance arrangements • Understands the opportunities, barriers and challenges of digital and data transformation and uses their experience to provide oversight and assurance. • Has experience of collaborating with a range of partners to achieve digital and data transformation 	<p>You will be asked to provide evidence of how you meet this criterion at application stage</p> <p>In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 400 words.</p> <p>If you are shortlisted the selection panel will discuss this with you during your interview.</p>

<p>3. Workforce and organisational culture development</p>	<ul style="list-style-type: none"> • Knowledge of effective workforce/people governance • Expertise in overseeing organisational culture change at a strategic level • Experience of strategic workforce planning and capability development in large and complex organisations • Has experience of collaborating with a range of partners to achieve organisational change. 	<p>You will be asked to provide evidence of how you meet this criterion at application stage.</p> <p>In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 400 words.</p> <p>If you are shortlisted the selection panel will discuss this with you during your interview.</p>
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Essential criteria	What we are looking for	How this will be assessed
<p>1. Decision making and governance</p>	<ul style="list-style-type: none"> • Able to analyse and review complex issues, weighing up conflicting opinions and making timely, evidence-based, well-informed and risk-assessed decisions. • Understands the principles of effective governance and the importance of legal, financial and regulatory compliance • Ability to apply governance principles to scrutinise organisation performance 	<p>You will be asked to provide evidence of how you meet this criterion at application stage and a response is essential.</p> <p>In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 300 words.</p> <p>We will ask you to complete a practical exercise as part of the final assessment stage and details will be provided if you are shortlisted for interview.</p>

<p>2. Strategic thinking</p>	<ul style="list-style-type: none"> • Able to contribute to the development of strategy • Sees the bigger picture and considers issues within different timeframes • Shows an awareness of how local context (including geography, population health and inequalities) impacts access to and delivery of services 	<p>You will be asked to provide evidence of how you meet this criterion at application stage and a response is essential.</p> <p>In your online application: Please demonstrate how you meet this criterion. Your response should be no more than 300 words.</p> <p>If you are shortlisted the selection panel will discuss this with you during your interview.</p>
<p>3. Communication, influencing and challenge</p>	<ul style="list-style-type: none"> • Ability to question and challenge constructively and influence decision making at board level • Confidence and self-awareness to chair committees or actively participate as a member • Interpersonal skills to communicate and engage with a wide range of organisations and individuals, building relationships, influencing and working collaboratively. • Capability to recognise, listen to and respect different perspectives. 	<p>If you are shortlisted the selection panel will discuss this with you during your interview.</p> <p>We will ask you to complete a practical exercise as part of the final assessment stage and details will be provided if you are shortlisted for interview.</p>
<p>4. Appreciation of the NHS Scotland Values which are:</p> <ul style="list-style-type: none"> • care and compassion 	<ul style="list-style-type: none"> • Able to draw on your own life experience to demonstrate how you meet the NHS Scotland values. 	<p>This will be assessed throughout the selection process.</p>

<ul style="list-style-type: none"> • dignity and respect • openness, honesty and responsibility • quality and teamwork. 	<ul style="list-style-type: none"> • Able to identify and deal with behaviours that don't live up to our expectations or to the Anti-Racism Plan of NHS Grampian • Experience of supporting the well-being of staff members and of developing psychological safety 	
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In your online application you will be invited to provide a tailored career/life history. This should include information from your professional, personal and voluntary experience relevant to the role(s). You may wish to include:

- Dates
- Brief information about the organisation
- Information about your role and experience

Please note that the panel are not looking for a full CV, but a tailored career/life history that is relevant to the roles. **Your response should be no more than 400 words and information provided in excess of this limit will not be considered.**

How to apply

Start the application process by clicking this link: [Public appointments - Scottish Government Jobs](#)

Find the advert for the board you want to apply for and follow the instructions. Refer to the person specification above. We strongly recommend that you draft your answers in a word document and check that you are happy with them before copying and pasting your answers in the relevant sections of the online application.

Please note that you will not be able to update your answers or supporting documents once the online application is submitted. Late applications will not be accepted by the selection panel.

If you use assistive technology, please contact the Public Appointments Team for an

The Assessment Process

The assessment process will happen as follows:

1. The selection panel will assess all applications against the criteria for appointment (see the person specification). Those who demonstrate evidence that most closely meet the criteria tested at this stage will be shortlisted for interview.
2. The selection panel will interview shortlisted candidates, the questions they ask will relate directly to the criteria for appointment. The final assessment stage will also include a practical exercise on a topic notified to candidates in advance.
3. The selection panel will also ask questions relevant to the fit and proper person test (see below) which will include questions about the [Principles of Public Life](#).
4. The selection panel will review the evidence provided and agree on which candidates have most closely met the criteria for selection and should be recommended to the appointing Minister.
5. The appointing Minister will make a decision about whom to appoint based on evidence from the selection panel. The appointing Minister may request to meet with candidates before making a final decision.
6. Protection of Vulnerable Groups (PVG) Scheme Membership is required for this role. Proposed appointees will be asked to complete pre-appointment checks which will include a Level 2 Disclosure Check with PVG (there is no charge for this). Appointment is conditional on satisfactory completion of these and confirmation of PVG Scheme Membership.

Guaranteed interviews

This appointment round will provide guaranteed interviews for disabled people who meet the criteria being tested at the application stage. To be eligible for a guaranteed interview you must have a physical or mental impairment or a health condition which has a substantial and long-term effect on your ability to carry out normal day to day activities. The selection panel will not know which applicants have requested a guaranteed interview until the shortlisting is complete.

Fit and proper person checks

In the context of public appointments, a fit and proper person is someone who is suitable because they meet the requirements of the role, and their past or present activities and behaviour means they are suitable. Tests are built into different stages of the appointment process to ensure that:

- Conduct to date has been compatible with the public appointment

- Membership is not barred by the body's constitution e.g., criminal record or bankruptcy (see disqualifications)
- There are no unmanageable conflicts of interest
- Political activity is declared
- There is agreement to abide by the [Principles of Public life in Scotland](#)
- There is confirmation that the time commitment required for the role can be met.

If you are employed by NHS Grampian or another NHS Board in Scotland and are considering applying, you are asked to email gram.executivebusinessunit@nhs.scot before applying.

Online checks for candidates invited to interview

The selection panel may consider publicly available information about candidates including social media. Any findings that the selection panel agree are pertinent to the role or that may call into question suitability for the appointment, credibility of the appointments process or the public body will be discussed with candidates at interview. Consideration of any issues will take place openly and transparently to establish the facts. Candidates will be given an opportunity to respond to any concerns. This information will be handled in line with the [Privacy Notice](#) for public appointments.

Gender Representation on Public Boards (Scotland) Act 2018

Gender Representation on Public Boards (Scotland) Act 2018 Scottish Government recognises the implications of the Supreme Court judgement dated 16 April 2025 for public appointments subject to the Gender Representation on Public Boards (Scotland) Act 2018. The Supreme Court ruled that a person with a full gender recognition certificate (GRC) which recognises their gender as female, is not a “woman” for the purposes of the Equality Act 2010 and consequently the Gender Representation on Public Boards (Scotland) Act 2018. Revised statutory guidance on the Gender Representation on Public Boards (Scotland) Act 2018 (“2018 Act”) was published on 26th June 2025 following the Supreme Court Judgment dated 16 April 2025 on the definition of “Man”, “Woman” and “Sex” in the Equality Act 2010, and consequently in the 2018 Act.

In order to comply with the 2018 Act, Scottish Government must now request data on biological sex at birth from all applicants for Public Appointments on Boards which are captured by the 2018 Act. Following your application you will receive a request from the

Public Appointments Team to request this data from you. The Scottish Government is committed to dignity, fairness and respect for all and actively invites applications from all.

Common Questions and Answers

<p>Who can I contact to speak about this role?</p>	<p>For an informal discussion regarding the role please contact Mrs Alison Evison, gram.grampianchair@nhs.scot</p> <p>For further details regarding NHS Grampian please Contact the NHS Grampian Chief Executive, Laura Skaife-Knight by email to: gram.executivebusinessunit@nhs.scot</p>
<p>Who can I speak to about a disability related reasonable adjustment?</p>	<p>Please contact the Public Appointments Team Email: public.appointments@gov.scot Deaf, deafblind and BSL users can contact the team via contactSCOTLAND-BSL</p>
<p>I am having a problem with the application process who can I speak with?</p>	<p>Please contact the Public Appointments Team (see contact details above).</p>
<p>I'm unable to attend the interviews in person on the specified interview dates</p>	<p>Please contact the Public Appointments Team (see contact details above) and we will explore the possibility of the interview being held online instead on one of the interview dates.</p>
<p>Do you have any advice for candidates attending interviews?</p>	<p>Yes. More information is provided here: Introduction - Public appointments: guide - gov.scot (www.gov.scot)</p>
<p>What does 'appointed on merit' mean?</p>	<p>Appointed on merit means that the people who are appointed most closely meet the criteria that is sought for the board vacancy at a point in time. People are assessed on the evidence that they present in the appointments process and the findings of the fit and proper person test.</p>
<p>What role does the Ethical Standards Commissioner (ESC)</p>	<p>The ESC regulate and monitor the public appointments process. The Commissioner plays a role in ensuring appointments are made on merit and use fair</p>

<p>have in the appointments process?</p>	<p>methods. More information about the Commissioner’s role is provided here: Public appointments Information leaflet Ethical Standards Commissioner</p>
<p>Can I apply if I am not a British citizen?</p>	<p>Yes. You can apply for and be appointed to the Boards of Public Bodies if you are not a British citizen however you must be legally entitled to work in the UK.</p>
<p>Would remuneration for a public appointment impact on my benefits?</p>	<p>Possibly. Taking up a remunerated public appointment may affect benefits payments. This will depend on individual circumstances and you should seek advice from your benefits provider. More information is provided here: Public appointments and welfare benefits: information - gov.scot (www.gov.scot)</p>
<p>Do the selection panel see information from the diversity monitoring form?</p>	<p>No. Diversity monitoring information provided by applicants is not shared with the selection panel. If applicants opt for a guaranteed interview this information will be shared with the selection panel. Information about a reasonable adjustment may be shared with the selection panel to ensure that requirements are met (e.g. if a BSL interpreter is required).</p>
<p>Do I need to provide an email address and contact details at application stage?</p>	<p>In order to meet the requirements of the Baseline Personnel Security Standard (BPSS) the Scottish Government must be able to verify the credentials of applicants for public appointments should they be recommended for appointment. To ensure that this is possible all applicants must provide an address and contact details at application stage. If applicants do not provide this information their application will be rejected.</p>
<p>How will my personal information be handled?</p>	<p>All personal information will be handled with great care and in line with UK GDPR and data protection requirements. Further information can be found in the Privacy Notice.</p>
<p>Can I get feedback on my application or interview?</p>	<p>Yes. Feedback is available on request.</p>

<p>Is any training provided if I am offered and take up an appointment?</p>	<p>Yes. Each board has their own induction process and training offer. New appointees are also invited to attend an induction day hosted by the Scottish Government.</p>
<p>Is it possible to hold more than one public appointment?</p>	<p>Yes. It is possible to have more than one public appointment. You should check that you can make the time commitment for an additional appointment and that there are no unmanageable conflicts of interest.</p>
<p>Are public appointments announced?</p>	<p>Yes. Every appointment is announced here: Public appointments: news releases - gov.scot (www.gov.scot) The board may also announce new appointments on their own website and social media platforms. Information published will include a biography and details of any political activity within the last 5 years.</p>
<p>What standards are expected of board members?</p>	<p>The conduct expected of board members of Scottish public boards is set out here: Members of devolved public bodies: model code of conduct - December 2021 - gov.scot (www.gov.scot)(this includes the Principles of Public Life)</p>
<p>How can I complain about the public appointments process?</p>	<p>Further information about the complaints process for public appointments can be found here: How to apply - Public appointments: guide - gov.scot (www.gov.scot) Anyone concerned about public appointments can raise a complaint and have it independently investigated by the Ethical Standards Commissioner. Investigation process public appointments Ethical Standards Commissioner</p>

For further information

Please contact the Public Appointments Team, Scottish Government

Email: public.appointments@gov.scot

Deaf, deafblind and BSL users can contact the team via [contactSCOTLAND-BSL](http://www.gov.scot/contact-scotland-bsl)

Annex A Disqualifications

The following paragraphs give an indication of the main circumstances where an individual would normally be disqualified from appointment to any National NHS Board or territorial NHS Board:

You will particularly wish to note that the Health Boards (Membership and Procedure) (Scotland) Amendment Regulations 2016 which came into force on 8th February 2016 highlight that a person who is an employee of a health service body is no longer disqualified from applying to be a non-executive member of the Board.

- Although the regulations state that board members of one NHS board may not be appointed to another health body, Ministers can choose to direct that this disqualification will not apply. Please note however, that non-executive members of Healthcare Improvement Scotland are **not** permitted to be a non-executive member of another NHS board. If you would like further information, please contact the Public Appointments Team by emailing Public.appointments@gov.scot.
- Anyone who, within a period of five years before the proposed date of appointment, has committed an offence in the British Islands for which they are sentenced to imprisonment (whether suspended or not) for three months or longer.
- Anyone who has been dismissed from employment in a health service body, except by redundancy.
- Anyone who has been removed from office in a health service body before the term of office expires.
- Anyone who has been adjudged bankrupt and not been discharged; has had their estate sequestrated and has not been discharged; has entered in to a trust deed with their creditors and not been discharged; is the subject of a bankruptcy restrictions order, or an interim bankruptcy restrictions order, made under the Bankruptcy (Scotland) Act 1985 or the Insolvency Act 1986; or who is the subject of a bankruptcy restrictions undertaking entered into under either of those Acts.
- Anyone who is or has been subject to a disqualification order or disqualification undertaking under the Company Directors Disqualification Act 1986 or the Company Directors Disqualification (Northern Ireland) Order 2002.
- Anyone who is or has been removed or prevented from being a trustee of, or otherwise acting for or on behalf of, a charity (or body controlled by a charity) by:
 - a charity regulator; or

- a court or tribunal in the British Islands
- Anyone who has been removed, for reasons of impairment or loss of fitness to practise, from a statutory register maintained by a regulatory body; or from a list under:
 - Parts I or II of the National Health Service (Scotland) Act 1978
 - The National Health Service Act 2016
 - The National Health Service (Wales) Act 2016
 - The Health and Personal Social Services (Northern Ireland) Order 1972
- Anyone who is or has been subject to a sanction under section 19(1) (b) to (e) (action on finding of contravention) of the Ethical Standards in Public Life etc (Scotland) Act 2000.
- Any Board member who is considering standing for election to the Scottish or UK Parliaments (or in any other election) should consider the relevant election rules regarding that person's membership of the Board. Election rules on standing for the Scottish and UK Parliaments are made by the UK Government and any guidance on them should be consulted. If a member is in any doubt about election rules they should seek independent legal advice.

There are circumstances in which the disqualification of an individual who falls under the above may cease.