



**Appointment as Chairperson to the Board of the Health Information and Quality Authority**

**Closing Date: 15:00 on 3<sup>rd</sup> May 2018**

**State Boards Division  
Public Appointments Service  
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stateboards.ie operates under the auspices of the Public Appointments Service and is committed to a policy of equal opportunity.

The Public Appointments Service (PAS), established under statute in 2004, provides an independent shared service in recruitment, assessment and selection to organisations across the Civil and Public Services. On 30 September 2014, the Government decided that the PAS should also be given responsibility for putting in place an open, accessible, rigorous and transparent system to support Ministers in making appointments to State Boards. Our dedicated website, [www.stateboards.ie](http://www.stateboards.ie), is the channel through which the PAS advertises vacancies on State Boards. It is also the means through which accomplished, experienced and qualified people, including people who might not previously have been identified as available for appointment, can then apply to be considered for particular vacancies.

## Membership of State Boards

High standards of corporate governance in all State Agencies, whether in the commercial or non-commercial sphere, are critical to ensuring a positive contribution to the State's overall social and economic development.

Members of State Boards are appointed to act on behalf of the citizen to oversee the running of the affairs of state bodies. State bodies must serve the interests of the taxpayer, pursue value for money in their endeavours (including managing risk appropriately), and act transparently as public entities. Members of State Boards, and the relevant management team, are accountable for the proper management of the organisation.

Board members should act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the State body, subject to the objectives set by Government. In that regard and in accordance with 13.2 of the Guidelines on Appointments to State Boards, "it is advisable that no member of a State Board should serve more than two full terms of appointment or should hold appointments to more than two State Boards."

The [Code of Practice for the Governance of State Bodies 2016](#) (the Code) provides a framework for the application of best practice in corporate governance by both commercial and non-commercial State bodies. The Code sets out the fiduciary duties of Board members and candidates should familiarise themselves with these duties before submitting final applications.

In order to be an effective contributor on a State Board it is recommended that members should:

- bring independent and objective scrutiny to the oversight of the organisation;
- be prepared to be challenging when necessary while being supportive to the delivery of organisational strategy and objectives;
- be equipped to offer considered advice on the basis of sound judgement and experience;
- read papers and be prepared for meetings, including making a time commitment to their role as a Board member.

## Appointment to the Board of the Health Information & Quality Authority

<b>Location:</b>	Cork & Dublin
<b>Number of Vacancies:</b>	1
<b>Remuneration:</b>	<p>€11,970. (It should be noted that in line with the 'One Person One Salary' principle, no public servant will be entitled to receive remuneration in the form of board fees, save for situations that are statutorily provided for e.g. Worker Directors).</p> <p>Travel and subsistence is paid in accordance with Department of Public Expenditure circulars and in line with guidance on use of public transport where possible.</p>
<b>Time Requirements:</b>	<p>6 statutory meetings of the Board. The meetings are usually held during the day, between the hours of 9am and 3pm. There may also be an additional 2-3 special purpose meetings which are usually held in the evening.</p> <p>In addition, Board members will be appointed to one or more Committees of the Board. Depending on the Committee, this will involve a further time commitment of approximately 8 evenings per year. The Committee meetings usually take place from approximately 4.30pm to 6.30pm. (See Section 2 for further information regarding these Committees).</p> <p>On joining the Board, induction will be provided to new members on key aspects of their role. New members should be prepared to set aside a number of afternoons/evenings for training and induction.</p>

### 1. Background

The Health Information and Quality Authority (HIQA) is an independent authority responsible for driving quality, safety and accountability in residential services for children, older people and people with disabilities in Ireland. HIQA also sets, monitors and inspects against healthcare standards. It is established under the Health Act 2007.

There are currently approximately 200 members of staff working within HIQA, with the majority involved in inspecting hospitals, nursing homes, disability centres and child detention centres. Other staff work in HIQA's other areas of responsibility, e.g. setting Standards, conducting Health Technology Assessments, and work related to Health Information.

Further information on HIQA can be found at [www.hiqa.ie](http://www.hiqa.ie).

## 2. Functions of the Board

The Board of the Authority was established under the provisions of the Health Act, 2007 on 15 May 2007. It comprises a Chairperson and 11 ordinary members. All twelve are appointed by the Minister for Health. Under section 13 of the Act, the members of the Board “shall be appointed by the Minister from among persons, who in the opinion of the Minister, have experience and expertise in relation to matters connected with the functions of the Authority which would enable such a person to make a substantial contribution to the performance by the Authority of its functions.” To date, members of the Authority have come from a diverse range of backgrounds across the broad health sector, social care services, advocacy/consumer groups and relevant professionals.

The Board is the governing body of the Authority and is therefore responsible for the appropriate governance of the Authority and for ensuring that there are effective systems of internal control, statutory and operational compliance and risk management in place.

There are four sub-committees of the Board. These are as follows:

- Audit and risk committee
- Resource Oversight Committee
- Regulation Committee
- Standards, information and Technology Committee

The Audit and risk committee and the Resource Oversight Committee deal with organisational governance of the Authority. The Regulation Committee and the Standards, information and Technology Committee oversee the functions undertaken by HIQA.

Each of the committees normally meets 4 times a year. These take place in the evenings at approx 4.30pm and run for approx 2 hours. Board members usually serve on at least one Committee, but would frequently serve on two.

There is considerable reading involved in serving on the Board of HIQA, and Board members should ensure that they are well prepared for meetings. Board and Committee packs are distributed via an electronic system which Board members will be expected to operate; training will be provided to assist.

Face to face attendance is strongly encouraged. On **exceptional** occasions, Board members may be facilitated to join by phone.

As an agency which operates under the aegis of the Minister of Health, the Board is also responsible for ensuring that the development and execution of business and corporate plans for HIQA is aligned with national policy objectives, as set out in the Department of Health’s periodic Statements of Strategy and other similar, related documentation.

The position of Chair is one that requires considerable leadership skills with responsibility for ensuring that effective governance arrangements are in place and are adhered to in all aspects of HIQA’s activities.

The main responsibilities include:

- Managing the Board
- Managing relationships with the Minister for Health and the Minister for Children and Youth Affairs
- Managing the relationship with the Department of Health
- Managing other key relationships:
  - with the CEO
  - The Department of Children and Youth Affairs
  - the HSE
  - Tusla
- Leading on performance management (for the body overall, the CEO and the Board)

Leading on compliance (by effective audit arrangements and compliance with key regulatory and reporting requirements).

Current membership of the Board:

<b>Name</b>	<b>First Appointed</b>	<b>Reappointed</b>	<b>Expiry Date</b>	<b>Position type</b>	<b>Basis of appointment</b>
Bairbre O'Neill	26/03/2014		25/03/2019	Board Member	Nominated and appointed by the Minister for Health
Brian McEnergy	15/05/2013		14/05/2018	Chair	Nominated and appointed by the Minister for Health
Caroline Spillane	26/02/2018		25/02/2023	Board Member	Nominated and appointed by the Minister for Health
Deirdre Madden (Prof)	26/02/2018		25/02/2023	Board Member	Nominated and appointed by the Minister for Health
Enda Connolly	26/02/2018		25/02/2023	Board Member	Nominated and appointed by the Minister for Health
James Kiely	26/02/2018		25/02/2023	Board Member	Nominated and appointed by the Minister for Health
Judith Foley	07/04/2014		06/04/2019	Board Member	Nominated and appointed by the Minister for Health
Martin Sisk	29/07/2015		28/07/2020	Board Member	Nominated and appointed by Minister for Health following PAS Process
Mary Fennessy	07/04/2014		06/04/2019	Board Member	Nominated and appointed by the Minister for Health
Molly Buckley	29/07/2015		28/07/2020	Board Member	Nominated and appointed by the Minister for Health following PAS Process
Paula Kilbane (Dr.)	29/07/2015		28/07/2020	Board Member	Nominated and appointed by the Minister for Health following PAS Process
Stephen O'Flaherty	29/07/2015		28/07/2020	Board Member	Nominated and appointed by the Minister for Health following PAS Process

### 3. Person Specification

The Minister for Health invites applications from suitably qualified candidates for the position of Chairperson on the Board of the Health Information and Quality Authority.

Candidate's attention is drawn to the general details of the role of Chairperson as set out on page 19 of the Code which can be found [here](#). The Principle states:-

- The Chairperson is responsible for leadership of the Board and ensuring its effectiveness on all aspects of its role.
- The Chairperson should display high standards of integrity and probity and set expectations regarding culture, values, and behaviours for the State body and for the tone of discussions at Board level.

Candidates should demonstrate the relevant skills and experience in at least **one** of the areas outlined below. It should also be noted that consideration will be given to the need to ensure an appropriate balance of skills are represented on the Board during the selection process.

Candidates must have significant experience, at an appropriately senior level in at least one or more of the following areas:

- Membership of a Board of a statutory agency or a private company or body of comparable size and complexity and
- Corporate governance and compliance within the public sector; or
- Corporate and business management

In addition, candidates should ideally have relevant knowledge/experience of health and social services, and healthcare management

#### **Desirable**

Previous experience as Chair of a Board and of participating in Board sub-committees

Relevant knowledge/experience of at least one or more of the following:

- human resources and organisational development
- social services, particularly in the area of child protection and disability
- public policy, either as a CEO or board member of a public body or State Agency
- regulatory experience in the public sector
- audit and accountancy

### 4. Term of Appointment

Appointments to the Board will be for an initial period of 5 years with an option to extend the term of engagement for a second term of 5 years, subject to:

- The membership of any member of the Board may be terminated by the Minister at any time, on the basis of reasons to be stated by the Minister.
- A member of the Board may resign his or her membership of the Board by notice in writing sent or given to the Minister, and the resignation shall take effect on the day on which the Minister receives the notice.

- Members of the Board shall, subject to the provisions of this Schedule, hold office upon such terms and conditions as the Minister may, with the consent of the Minister for Public Expenditure and Reform, from time to time determine.
- The roles and responsibilities of Board Members are described in the Revised Code of Practice for the Governance of State Bodies 2016 which is available on the website of the Department of Finance [Code of Practice for the Governance of State Bodies](#).
- A board member shall cease to be a member of the board if he or she is nominated as a member of Seanad Éireann, is elected as a member of either House of the Oireachtas or as a representative in the European Parliament, elected to the European Parliament, or becomes a member of a local authority.

## 5. Submitting your Application

Before submitting your application, please review the self-assessment questionnaire which can be found [here](#). This questionnaire is designed to help you in considering whether to submit an expression of interest - you are not required to submit the questionnaire as part of the application process.

Having considered the general suitability criteria for membership of a State Board, you should consider carefully how your background and experience fits with the specific appointment criteria set out in the Person Specification section in this booklet. Please give careful consideration to the possibility of any potential conflict of interest that may arise if appointed to this board.

Your submission should be made via the following link [www.stateboards.ie](http://www.stateboards.ie) together with your **Curriculum Vitae** and a **cover letter** (see Appendix 1 of this booklet for help with the online process).

### IMPORTANT NOTE

Please take care when submitting your application. As the Assessment Panel will generally make its recommendation(s) based on consideration of the documentation which you submit, it is most important that you do the following:

1. *Ensure your Cover Letter (and supporting CV) clearly specifies how your particular background and experience meets the requirements of the Board position(s) specified in this booklet, and*
2. *That you fully answer any supplementary questions which are presented to you as part of our online application process.*

This will help ensure that the Assessment Panel is as informed as possible as to the basis for your candidature and why you believe you are a person who could potentially be appointed to this State Board.

If you have any questions regarding the application process please email [info@stateboards.ie](mailto:info@stateboards.ie).

## **6. Assessment Process**

An Assessment Panel (the “Panel”) will be convened by PAS to consider and assess the applications received by PAS. The Panel will:

- review and discuss the expressions of interest received against the specific appointment criteria for the role, as advertised in this Information Booklet;
- assess potential candidates further once they meet the specified appointment criteria by undertaking any or all of the following steps:
  - Consideration of the written applications; and/or
  - Meeting<sup>1</sup>/conference call; and/or
  - Referee checks; and/or
  - Any other selection or verification method deemed appropriate (this may include PAS requiring statutory declarations from shortlisted candidates as to the bona fides of the qualifications and experience contained in their applications).
- arrive at a shortlist of suitable candidates to be sent forward for consideration by the Minister.

Please note that the Public Appointments Service will not be responsible for any expenses incurred by candidates as part of our selection process.

## **7. Confidentiality**

Subject to the provisions of the Freedom of Information Acts, 2014, applications will be treated in strict confidence. All enquires, applications and all aspects of the proceedings are treated as strictly confidential and are not disclosed to anyone, outside those directly involved in that aspect of the process.

Certain items of information, not specific to any individual, are extracted from computer records for general statistical purposes.

## **8. Data Protection Acts 1988 & 2003**

Should your name be forwarded to a Minister for consideration, please note that your cover letter and curriculum vitae will be forwarded to the State Board Liaison Officer in the relevant department and may be retained for up to one year.

For further information on Data Protection please follow the [link](#)

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<sup>1</sup> The Public Appointments Service will not be responsible for refunding any expenses incurred by candidates.

## APPENDIX 1

### Submitting your application:

In order to submit your application, you should take the following steps:

1. Go to [www.stateboards.ie](http://www.stateboards.ie).
2. On the bar at the top of the page click on "Available Appointments".
3. This brings you to a page with all our advertised vacancies. Select whichever position you would like to apply for (you are welcome to apply for more than one position if you wish).
4. On the relevant page please click on the "apply for position" button at the bottom of the page
5. This will bring you to a page on [www.publicjobs.ie](http://www.publicjobs.ie) and, if you already have a publicjobs.ie account, will prompt you for your username and password. If you do not have an account you will be asked to create one.
6. Once you input your details you will be brought to a page where there is a prompt in the middle of the page which says "apply here". Click on the link to the online application form beside it.
7. A form will appear on your screen, some of the text boxes will be populated with information from your publicjobs.ie profile (Name, address etc.). You will need to complete the rest of the fields and enter your name and the date at the bottom of the form. Click on "continue".
8. You will then be brought to a screen where you should upload your CV and Cover Letter. These are required documents and your application cannot be processed without them. Once you have selected these and uploaded them, please click on the "submit" button at the bottom of the page.
9. You will receive an e-mail confirmation (to the address listed in your publicjobs.ie profile) to confirm that your application has been submitted.

You must confirm that you do not have any conflicts of interest or legal impediment which would be likely to interfere with your ability to play a full part on the Board. You should note that membership of a state body requires statutory declarations of interests under the Ethics in Public Office legislation.

You must also confirm that you can make yourself available to attend meetings and to carry out the duties of a Board member.