

Agenda Item 6

Commissioners' Meeting
17 December 2014

Memo No 19/14

FUTURE ARRANGEMENTS FOLLOWING RETIREMENT OF DR BOB MCINTOSH

Purpose

1. To seek Commissioners' views on how the roles and responsibilities currently covered by Dr Bob McIntosh will be addressed following his retirement.

Background

2. Dr Bob McIntosh will retire at the end of February 2015. This has provided an opportunity to adjust how the various aspects of his role will be addressed in future.
3. Since February 2012 Dr Bob McIntosh has fulfilled a dual role with responsibilities in both the Forestry Commission and the Scottish Government. In his role as Director of Forestry Commission Scotland, he is a Forestry Commissioner and has overall responsibility for the development and delivery of forestry policy in Scotland. As ENFOR Director in the Scottish Government, on secondment from the FC, his responsibilities also include the wider Environment portfolio. The decision has been made that his role as Director Scotland will not be replaced directly and the future Director ENFOR will be a Scottish Government employee with overall responsibility for forestry in Scotland but less direct engagement with the Forestry Commission.

Implications for the Forestry Commission

4. In considering the consequences of moving to this new arrangement, we have identified a number of roles in the FC which Dr McIntosh fulfils. These have been considered by the National Committee for Scotland and are set out in the table below.

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Current roles	Future arrangement
By virtue of job as Director Forestry Commission Scotland	
Lead on forestry policy in Scottish Government	New Director ENFOR in Scottish Government will have overall responsibility for development and delivery of forestry policy in Scotland. Staff in FC Scotland will provide forestry policy expertise to Scottish Government.
Senior forestry official in Scotland	Jo O'Hara becomes Head of FC Scotland and the Scottish Government's Chief Forestry Officer and is also a Deputy Director Forestry within the ENFOR structure.
Accountable Officer for FC Scotland funding. Designates and delegates to Forest Enterprise Scotland (FES) Agency Accountable Officer.	Permanent Secretary SG would delegate Accountable Officer role to Jo O'Hara. Simon Hodge would be Agency Accountable Officer for FES activities. Jo O'Hara will sign the FC Scotland accounts.
Sponsor of Forest Enterprise Scotland Agency	Jo O'Hara would act as sponsor monitoring progress against the FES Framework Document.
Forestry Commissioner - Lead Executive with responsibility for Scottish forestry on the Board of Commissioners	Jo O'Hara as Head of FC Scotland
Lead FC Executive and Forestry Commissioner with responsibility for Scottish forestry on the National Committee for Scotland	Executive membership of NCS would reduce from 4 to 3 (Jo O'Hara, Simon Hodge, Nicky Whitaker)
Lead SG Executive with responsibility for Scottish forestry on the National Committee for Scotland	New ENFOR Director will join the National Committee. National Committees can only have 3 members who are not Forestry Commissioners or officers of the FC. NCS currently has 3 "others" therefore the new Director ENFOR will initially be "in attendance" but could be a full member when a vacancy occurs.
Chair of FC Scotland Management Board	Jo O'Hara as Head of FC Scotland
Member of FC Executive Board	Jo O'Hara as Head of FC Scotland
Reporting Officer for 2 SSG staff in Scotland (Jo O'Hara and Simon Hodge)	Jo O'Hara will be reported on by ENFOR Director and the Chair of the National Committee for Scotland and Simon Hodge by the Chair of the National Committee.

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By virtue of seniority in FC	
Chair of FC Executive Board - Most senior member of the SSG in FC	Chair passes to Ian Gambles as senior FC SSG
Head of profession for forestry in FC	Role passes to Wilma Harper
By decision of EB	
Board member of Forest Holidays	Under discussion between the FC Chair and Chair of Forest Holidays.

Future composition of the Board of Commissioners

5. The current composition of the Board reflects the devolved nature of the FC and the role of the National Committees. It also reflects accountability for resources so that the senior executive in each country is a member of the Board and answerable to it.
6. Ian Gambles is the executive Commissioner for England and as Accounting Officer for the Westminster vote is responsible to the Board for the activities in FC England and Central Services. As the Board of Commissioners oversees Central Services, the Director Central Services attends the meetings but is not a Commissioner. The Board has a non-executive Chair who is also Chair of the England National Committee which includes 2 non-executive Commissioners.
7. Scottish interests are represented by the senior executive in Scotland and 2 non-executives, one of whom chairs the Scotland National Committee. Dr Bob McIntosh is currently the senior FC executive in Scotland and Accountable Officer for the resources delegated from the Scottish Government. Following discussion at the Scotland National Committee, it is recommended that Jo O'Hara would become the executive Commissioner for Scotland as Head of FC Scotland, the Accountable Officer and Sponsor of FE Scotland.

Resource Implications

8. The new arrangement will result in a headcount reduction of one SSG.

Risk Assessment

9. The proposed future arrangements have been developed to ensure cover all the current FC roles of Dr McIntosh. This will maintain clear lines of accountability

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and ensure that the Commission operates within its legal framework and the Terms of Reference of the Board of Commissioners.

Communications Issues

10. Further information on these arrangements will be communicated to staff and relevant stakeholders in the New Year.

Recommendations

11. The Board is asked to:

- Support the recommendation from the National Committee for Scotland that Jo O'Hara becomes a Commissioner with executive responsibility for Scotland; and
- Note the other proposed future arrangements.

Jean Lindsay

Director Central Services and HR

December 2014