**Ref: GJF//2018/06/08**

# GJF LogoBoard Meeting: 21 June 2018

**Subject:**  Values Based Recruitment

**Recommendation:** Members are asked to note the formal launch of the Values Based Recruitment process, which is applicable to all Boards**.**

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1. **Background**

This paper outlines the principles of the values based approach that will be used by NHSScotland from 1 June 2018 to make all appointments at Chief Executive, Executive Director, Director, and immediate direct line reports to the Chief Executive. The term “Executive Team” will be used throughout this paper to cover these posts.

NHS Boards are also encouraged to use values based recruitment for Consultant and senior professional or managerial appointments.

1. **Recommendations**

Board members are asked to note the formal launch of the Values Based Recruitment process, which was issued by Scottish Government to all Boards.

As this approach was designed and pioneered by the Golden Jubilee Foundation, there is no action required from current processes already applied at all levels from Band 8 and above.

**Jill Young**

**Chief Executive**

**12 June 2018**