

# Moray Integration Joint Board

## Information pack

for Prospective Representatives (stakeholder members)



August 2025

## INTRODUCTION

Moray Integration Joint Board (MIJB) is the legal body bringing together Moray Council and NHS Grampian to plan and direct the delivery of community health, social care, and justice services for the people of Moray.

We are currently seeking to appoint stakeholder members to represent:

- Unpaid Carers
- Third Sector stakeholder organisations involved in providing care and support

We are looking for people who understand the issues facing health, social care, and justice services, either through their role as an Unpaid Carer or as part of a Third Sector group or organisation which provides services or support.

Stakeholder members use their experience to bring the perspectives of the group they represent to the work of MIJB.

They are not expected to be an expert on all the services covered by MIJB.

We welcome expressions of interest from people who:

- Can demonstrate relevant experience and skill to reflect the diversity of the community of interest they will represent.
- Can contribute effectively to the meetings of MIJB, its committees, and its Strategic Planning and Commissioning Group.
- Are prepared to engage in discussions, scrutiny and decision making around the strategic direction of health and social care services
- Can commit between one and two days a month to preparing for MIJB business and attending meetings.

## ABOUT THE MORAY INTEGRATION JOINT BOARD

Established in April 2016 under Scottish Government legislation, the MIJB is responsible for a range of delegated services for children, adults and justice services including:

- social work assessment.
- social care and support services for children, young people, adults, and older people.
- justice services.
- support for unpaid carers.
- primary care services including GPs and community nursing.
- allied health professionals including occupational therapists and physiotherapists.
- community dental, ophthalmic and pharmacy services.
- children and family health services.
- community hospitals.
- palliative care.
- unplanned admissions to hospital.

Hosted services (on behalf of the three Grampian Integration Joint Boards):

- Primary Care Contractors.
- Out of Hours Primary Care Service (GMED)

MIJB receives its funding from Moray Council and NHS Grampian to deliver statutory functions and progress the priorities set out in its 10-year strategic plan, [Partners in Care](#), which focuses on:

1. **Building Resilience** - supporting people to take greater responsibility for their own health and wellbeing.
2. **Home First** - supporting people at home or in a homely environment.
3. **Partners in Care** - supporting people to make choices and take control of their care and support.

Services are delivered by Health & Social Care Moray, a partnership of staff from Moray Council and NHS Grampian. MIJB also commissions services from third and independent sector providers and works closely with community planning partners. The vital role of carers is fully recognised.

## BOARD MEMBERS

MIJB is a collaborative board where every voice is heard and respected. While there are voting and non-voting members, decisions are usually made by consensus rather than the use of voting.

There are eight voting members.

- Four members nominated by Moray Council.
- Four members nominated by Grampian NHS Board.

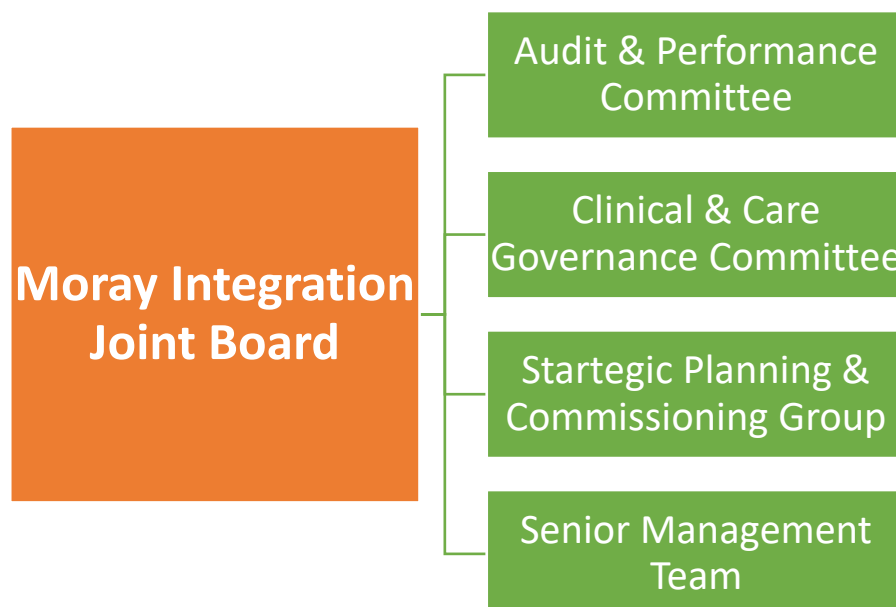
The position of Chair rotates every 18 months between the two organisations.

They are joined by non-voting members who include:

- Professional advisors from the partnership - including the Chief Officer, Chief Finance Officer, Chief Social Work Officer, and Heads of Service.
- Stakeholder members - representing staff, people who are supported by services, Unpaid Carers and Third Sector organisations.

The work of the Board is supported by the:

- Audit, Performance and Risk Committee
- Clinical & Care Governance Committee
- Strategic Planning & Commissioning Group
- Senior Management Team.



More information about the MIJB and Board members is available on the Health & Social Care Moray website: <https://www.hscmoray.co.uk>.

## THE ROLE OF MEMBERS

Members of the MIJB play a significant role in shaping health and social care in Moray. They bring the perspectives of the communities of interest they represent and contribute to governance, strategy, and decision-making.

Board meetings are where all key decisions are made.

Members are expected to:

- Attend and contribute to MIJB meetings which take place four times a year.
- Participate in development sessions and sub-committees (e.g. Audit & Performance, Clinical & Care Governance, Strategic Planning Commissioning Group).
- Review meeting papers in advance and come prepared to discuss, ask questions, and provide constructive challenge. Preparation for meetings is important. Agendas are issued to members five working days prior to meeting dates, and this will alert you to what business is to be discussed. You should read the agenda and any attached papers before the meeting. You should decide what questions you want to ask at the meeting.
- Engage with relevant networks to inform and represent stakeholder perspectives.
- Contribute to the development, monitoring, and review of the IJB's Strategic Plan and budget.
- Support good governance and ensure statutory duties and public value are upheld.
- Act at all times in the interests of the public, ensuring decisions support improved outcomes and reduced health inequalities.
- Champion transparency, accountability, and sound stewardship of public funds.
- Contribute actively and constructively to Board deliberations and decision-making.
- Respect and collaborate with other members, officers, and partners of the IJB.

## STAKEHOLDER MEMBER – QUALITIES AND SKILLS

We are looking for individuals who bring a genuine interest in health and social care, a collaborative mindset, and a desire to improve outcomes for people across Moray.

You do not need formal qualifications to be considered. The principles and personal attributes you bring to the Board are just as important as any specific knowledge or experience.

### **Personal qualities**

Qualities which will help members contribute meaningfully to the work of the Board and to effective governance include:

- Commitment – Able to dedicate time and energy to the role.
- Confidence – Comfortable speaking up and contributing to discussions.
- Critical thinking – Able to think independently and reflectively, providing both constructive challenge and support.
- Creativity – Open to new ways of thinking, willing to question assumptions, and supportive of innovation in service delivery.

### **Skills for effective governance**

The following skills will help members succeed:

- Insight into the health and social care landscape and awareness of the wider environment.
- The ability to listen and take on board other points of view, ask relevant questions, challenge constructively.
- Confidence in analysing complex issues and making informed decisions.
- Strong people skills to engage with diverse people and organisations.

## **SUPPORTING YOU IN YOUR ROLE**

Officers from Health & Social Care Moray are available to support you in your role and help with any questions you have.

You will have a named point of contact for the board along with a copy of the members' handbook that provides helpful information about roles and responsibilities.

## **CODE OF CONDUCT**

MIJB has adopted the Model Code of Conduct for Devolved Public Bodies.

The code is based on the key principles of public life: duty; selflessness; integrity; objectivity; accountability and stewardship; openness; honesty; leadership; and respect.

A copy can be found by clicking this link:

<https://www.standardscommissionscotland.org.uk/codes-of-conduct/membersmodel-code-of-conduct>

## **REIMBURSEMENT**

This is a voluntary position. Reasonable out of pocket expenses will be paid in line with MIJB expenses policy. This covers travel expenses, parking fees, subsistence, and consideration of replacement care for unpaid carers.

## **PERIOD OF APPOINTMENT**

Stakeholder members are appointed for a three-year term. You can seek reappointment at the end of your term.

## **RECRUITMENT PROCESS**

Following submission of an expression of interest form, applicants will be asked to attend an in-person interview with a panel of current Board members.

Assistance can be provided if, for any reason, you would be unable to apply in this way.

If shortlisting is required, this process will be carried out by the Corporate Manager in consultation with the Chief Officer.

## HOW TO APPLY

Please complete the expression of interest form.

Link to the online form:

<https://forms.office.com/e/NQTKvLk3eQ>



If you would prefer to use a printed copy of the form, please email:  
[gram.hscmcorporate@nhs.scot](mailto:gram.hscmcorporate@nhs.scot).

The closing date is 5pm on Friday 22 August 2025.

The proposed date of Interviews is Friday 26 September in Moray Council HQ Building, High Street, Elgin (details to be confirmed).

Thank you for your interest.