

**TABLE 1**

<b>OPTION</b>	<b>COSTS</b>	<b>BENEFITS</b>	<b>RISKS</b>
Option 1: <i>GOC establishes an independent Appointments Board</i>	<p>The cost of appointing the Board is likely to be in the region of £40,000 if the recruitment process is outsourced to the Appointments Commission.</p> <p>The cost of appointing committee members will then depend on the detailed procedure to be decided by the Appointments Board.</p> <p>An additional staff member is likely to be required to support the work of the Appointments Board.</p>	<p>GOC establishes in-house expertise on recruitment, inducting, appraisal and training of committee members to oversee this area of work which will be ongoing.</p> <p>Possible long term cost savings</p>	<p>Appointing the Appointment Board itself prior to beginning the process of appointing committee members adds an additional stage to the appointments process. (NB It took five months for NMC to have its Appointments Board in place following Council's decision to establish one). This will make the timetable extremely tight, and there is a high risk of slippage.</p>
Option 2: <i>Outsource to a recruitment agency</i>	<p>The costs are likely to be in excess of £100,000 (based on the costs of appointing the Hearings Panel in 2003-4).</p> <p>Staff and Council member time related to preparation of tender documents, consideration of tender applications, and briefing appointed agency.</p>	<p>Utilises expertise in recruitment matters</p> <p>Best value tested by open competition</p>	<p>The tender process adds an additional stage to the appointments process. This will make the timetable extremely tight, and there is a high risk of slippage.</p>
Option 3: <i>Outsource to Appointments Commission</i>	<p>The Appointments Commission has estimated the total cost at £50,000-£60,000.</p> <p>The Commission works on a not-for-profit basis.</p>	<p>Utilises Appointments Commission expertise in appointments of this kind</p> <p>Aligns with the process for appointing Council members</p> <p>Least resource intensive option for GOC</p> <p>Work can begin immediately with the Appointments Commission</p>	<p>Best value not test by open competition, and hence there is a small risk that option 2 could yield a better value service.</p>

