



PWYLLGOR DIWYLLIANT, POBL A DATBLYGU SEFYDLIADOL
PEOPLE, ORGANISATIONAL DEVELOPMENT & CULTURE COMMITTEE

DYDDIAD Y CYFARFOD: DATE OF MEETING:	11 December 2023
TEITL YR ADRODDIAD: TITLE OF REPORT:	Advisory Appointments Committee
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling – Director of Workforce & OD (Organisational Development)
SWYDDOG ADRODD: REPORTING OFFICER:	Michelle James - Head of Resourcing and Utilisation

Pwrpas yr Adroddiad (dewiswch fel yn addas)

Purpose of the Report (select as appropriate)

Ar Gyfer Penderfyniad/For Decision

ADRODDIAD SCAA
SBAR REPORT

Sefyllfa / Situation

To update the People, Organisational Development & Culture Committee (PODCC) on the outcome of the Advisory Appointments Committee (AAC) meeting held between 21 September 2023 and 14 November 2023, to seek approval for these appointments on behalf of the Board, and to provide an outline of the AAC process.

Cefndir / Background

The following appointment was made at a recent AAC meeting, and requires PODCC's approval on behalf of the Board:

- Consultant in Ear, Nose and Throat (ENT) with option of developing a specialty interest

Outline of AAC process

AAC dates are planned in 12 months in advance, spread as evenly as possible throughout the calendar year and roughly based on average substantive Consultant vacancy rates during previous years which are:

- FY 20/21: 12 substantive Consultant vacancies
- FY 21/22: 33 substantive Consultant vacancies
- FY 22/23 (to date): 19 substantive Consultant vacancies

Core panel members (Chair, Chief Executive and Medical Director) availability are secured first via Executive PAs, with a list of suitable substitute representatives available to refer to as required.

Once a Vacancy Approval Form is received from the Appointing Manager for a substantive consultant post, the Medical Recruitment team seek to align the advertising of that vacancy with the next available AAC, ensuring where possible that there are not any undue delays for

the service in appointing into their roles as well as seeking to avoid unnecessary process delays which may lead to candidate withdrawal part way through the process.

Any dates which have been secured but are no longer required owing to a vacancy closing without any suitable candidates are cancelled with a minimum of 2 weeks' notice. At the point of securing suitable dates for AAC's it is impossible to predict which vacancies will be advertised and whether or not any suitable candidates for interview will be found. However, in securing this availability in advance we can ensure we provide the service with the best possible opportunity to fill their substantive consultant vacancies.

Asesiad / Assessment

1. - Consultant in ENT with option of developing a specialty interest

The AAC, comprising of Delyth Raynsford, Independent Board Member representing the Chair of Hywel Dda University Health Board; Steve Moore, the Chief Executive Officer; Dr Subhamay Ghosh, Associate Medical Director For Quality and Safety representing the Medical Director; Mr Graeme Jones, Clinical Lead representing the department; Mr Vinod Prabhu, Consultant ENT/Head and Neck Surgeon representing the department; Mr Sandeep Berry, Consultant representing the Royal College of Surgeons, met on 25 September 2023 to interview one candidate for the role of Consultant in ENT with option of developing a specialty interest, based at Glangwili General Hospital, Carmarthen. This was a replacement post.

- Mr Gianluca Bruno Scotta was appointed to the post of Consultant in ENT with option of developing a specialty interest. Commencement date is yet to be agreed.

AAC scheduled dates March – August 2023

During the period March – August 2023 the following AAC scheduled dates were stepped down with two weeks notice

Month	Number of AAC dates pre-arranged	Number of AAC dates stepped down	Reason for stepping down
March 23	5	3	Lack of suitable applicants
April 23	3	2	Lack of suitable applicants
May 23	3	1	Lack of suitable applicants
		1	Panel cancelled due to a Public Board Meeting
June 23	3	2	Lack of suitable applicants
		1	Panel cancelled due to recruitment process for HDUHB Chair
July 23	5	2	Lack of suitable applicants
		2	Panel cancelled due to Board meeting clashes
Aug 23	4	4	Lack of suitable applicants
Totals	23	18	

It is recommended that the current process continues to ensure dates are secured to enable substantive Consultant recruitment.

Argymhelliad / Recommendation

PODCC is requested to:

- Approve this appointment on behalf of the Board.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.15 Approve Appointment made by the Advisory Appointments Committee.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not applicable.
Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	Not Applicable
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	Not Applicable
Amcanion Strategol y BIP: UHB Strategic Objectives:	4. The best health and wellbeing for our individuals, families and communities
Amcanion Cynllunio Planning Objectives	1a Recruitment plan 2c Workforce and OD strategy
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS 8. Transform our communities through collaboration with people, communities and partners

Gwybodaeth Ychwanegol:

Further Information:

Ar sail tystiolaeth: Evidence Base:	The successful candidate is required to provide evidence of involvement in research during the appointment process.
Rhestr Termiau: Glossary of Terms:	Included within the body of the report.

Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	AAC – Advisory Appointments Committee
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Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	This appointment is made within the overall service financial allocation. The appointee will have detailed job plans when in post in order to ensure that value for money is achieved.
Ansawdd / Gofal Claf: Quality / Patient Care:	The appointment will provide services to enhance patient/client outcomes within HDdUHB.
Gweithlu: Workforce:	Replacement post.
Risg: Risk:	Non-appointment to this post would have posed significant risk to the HDdUHB in terms of patient/client care and financial consequences of providing locum cover.
Cyfreithiol: Legal:	Non-appointment to this post would have posed significant risks to the HDdUHB in terms of patient/client care and financial consequences of providing locum cover.
Enw Da: Reputational:	The appointment will provide services to enhance patient/client outcomes within HDdUHB.
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	No adverse impact.