



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	13 June 2024
TEITL YR ADRODDIAD: TITLE OF REPORT:	Advisory Appointments Committee – Delayed Start Date of Consultant in Trauma and Orthopaedics
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling – Director of Workforce & OD (Organisational Development)/Interim Deputy CEO
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)

Er Sicrwydd/For Assurance

ADRODDIAD SCAA

SBAR REPORT

Sefyllfa / Situation

During the meeting held on 15 April 2024, Committee noted a start date for a recently appointed Consultant in Trauma and Orthopaedics as being February 2026 and requested additional detail be provided in this regard.

Following the last meeting, the candidate advised the Health Board he was withdrawing his application and therefore, whilst there is no longer a request to endorse the appointment, there are lessons to be learned which are detailed in this report.

This report seeks to provide clarity around the circumstances, and rationale for, that decision and seek approval for the appointment.

Cefndir / Background

In November 2023 the Health Board advertised for a substantive Consultant in trauma and orthopaedics with an interest in foot and ankle surgery. The advert attracted 7 applications, of which 4 were invited to the subsequent Advisory Appointments Committee (AAC) on 06 February 2024.

Prior to submitting his application, the successful candidate made contact with the Clinical Lead for trauma and orthopaedics outlining his personal circumstances, specifically around his commitment to undergoing specialist fellowship training in Australia until early 2026. He was open and honest about his commitments and intentions and sought guidance on whether the Health Board might be able to accommodate this if he was successful at AAC. He received confirmation that should he be the best performing candidate at AAC, the Health Board would give full consideration to whether flexibility could be shown to accommodate his commitment to undergo additional specialist fellowship training.

Both the AAC Panel and Stakeholder Panel were in agreement that the candidate was by far the best presenting for AAC. The panel discussed the options available to them and agreed that he would be a valuable asset to the Health Board, and flexibility could be agreed around his start

date in order to accommodate his additional training. The AAC panel agreed that the second placed candidate at AAC for this post could not be appointed on a substantive basis as they were not on the Specialist Register to be offered a Locum Consultant post.

Asesiad / Assessment

Pwyntiau Dysgu / Learning Points

Discussions have been held to strengthen the recruitment process for all future AACs.

1. Candidates who do not hold essential qualifications, registrations or experience will not be shortlisted for substantive Consultant posts.
2. No anticipated commencement dates of longer than 6 months will be accepted by Appointing Managers. Any requests for extended commencement dates must be agreed with the Medical Director taking into account unintended consequences of such actions.

Argymhelliad / Recommendation

The Committee is asked to:

- **TAKE ASSURANCE** that processes are in place to prevent this type of situation occurring again.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.15 Approve Appointments made by the Advisory Appointments Committee.
Cyfeirnod Cofrestr Risg Datix a Sgôr Cyfredol: Datix Risk Register Reference and Score:	Not applicable.
Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	7. Staff and Resources 7.1 Workforce
Amcanion Strategol y BIP: UHB Strategic Objectives:	4. The best health and wellbeing for our individuals, families and communities
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report	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:	N/A
Rhestr Termau: Glossary of Terms:	N/A
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	N/A

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	These appointments are made within the overall service financial allocation. The appointees 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 appointments will provide services to enhance patient/client outcomes within HDdUHB.
Gweithlu: Workforce:	N/A
Risg: Risk:	Non-appointment to these posts would have posed significant risk to the HDdUHB in terms of patient/client care and financial consequences of providing locum cover.
Cyfreithiol: Legal:	N/A
Enw Da: Reputational:	N/A
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	No adverse impact.