



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	15 April 2024
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 Committees (AAC's) meeting held between 23 January 2024 to 15 March 2024, and to seek approval for these appointments on behalf of the Board.

Cefndir / Background

The following appointments were made at recent AAC meeting, and require PODCC's approval on behalf of the Board:

- Consultant in Trauma & Orthopaedics (T&O) with an interest in foot and ankle surgery
- Consultant in General Paediatrics and Neonates
- Consultant in Respiratory Medicine

Asesiad / Assessment

1. Consultant in T&O with an interest in foot and ankle surgery

The AAC, Delyth Raynsford Independent Member, representing the Chair of Hywel Dda University Health Board; Andrew Carruthers Director of Operations representing the Chief Executive Officer; Dr June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Mr Owain Ennis, Clinical Lead Trauma & Orthopaedics; Mr Dylan Jewell and Mr Gadgil both Orthopaedic Consultants; Mr Alvi representing the Royal College of Surgeons as agreed with the Royal College, met on 06 February 2024 to interview five candidates for the role of Consultant in T&O with an interest in foot and ankle surgery. This was a replacement post.

Mr Luke Hughes was appointed. Commencement date will be February 2026. The panel were aware of the long commencement date at the time of appointment and were happy to support.

2. Consultant in General Paediatrics and Neonates

The AAC, Maynard Davies, Independent Member representing the Chair of Hywel Dda University Health Board; Lee Davies, Executive Director of Strategy & Planning, representing the Chief Executive Officer; Dr June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Mr Marcus Andrews, Clinical Lead – Paediatric Consultant

Dr Prem Kumar Pitchaikani, Consultant Paediatrician; Dr Bassam Aljarad representing the Royal College of Surgeons, met on 13 February 2024 to interview one candidate for the role of Consultant in General Paediatrics and Neonates at Witybush General Hospital Haverfordwest. This was a replacement post.

Dr Qumrun Nahar was appointed. Commencement date is yet to be agreed.

3. Consultant in Respiratory Medicine

The AAC, Judith Hardisty Interim Chair of Hywel Dda University Health Board; Phil Kloer Interim Chief Executive Officer; Dr June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Mr Owain Ennis, Clinical Lead - Trauma & Orthopaedics

Mr Andrew Morgan, Locum Consultant Orthopaedics; Mr Alun John representing the Royal College of Surgeons, met on 29 February to interview one candidate for the role of Consultant in Respiratory Medicine based at Glangwili General Hospital, Carmarthen. This was a replacement post.

Ms Joy Creaser-Thomas was appointed. Commencement date is yet to be agreed.

Argymhelliad / Recommendation

The People, Organisational Development & Culture Committee is requested to:

- **APPROVE** these appointments on behalf of the Board.

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
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Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	The successful candidates were required to provide evidence of involvement in research during the appointment process.
Rhestr Termau: 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

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:	Three replacement posts.
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:	Non-appointment to these posts 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 appointments will provide services to enhance patient/client outcomes within HDdUHB.
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	No adverse impact.