



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	15 February 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 Committee (AAC) meeting held between 12 December 2023 and 22 January 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 Community General Adult Psychiatry
- Consultant in Trauma and Orthopaedics (T&O) Interest in Lower Limb Arthroplasty and Hip Dysplasia
- Consultant in T&O with an interest in hand and wrist surgery

Asesiad / Assessment

1. Consultant in Community General Adult Psychiatry

The AAC, Judith Hardisty, 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; Dr Rhys Bevan, Consultant Psychiatrist - General Psychiatry; Warren Lloyd Associate Medical Director/Consultant Psychiatrist Child and Adolescent Mental Health Services (CAMHS), representing Mental Health department and also the Royal College of Surgeons as agreed with the Royal College, met on 12 December 2024 to interview one candidate for the role of Consultant in Community General Adult Psychiatry, based at Newcastle Emlyn, Ceredigion. (This was a replacement post).

Dr Harish Reddy was appointed to the post of Consultant in Community General Adult Psychiatry. Commencement date is yet to be agreed.

2. Consultant in T&O Interest in Lower Limb Arthroplasty and Hip Dysplasia

The AAC, Chantal Patel, Independent Member representing the Chair of Hywel Dda University Health Board; Phil Kloer representing the Chief Executive Officer; Dr Sion James, Deputy Medical Director – Primary Care and Community Services representing the Medical Director; Mr Owain Ennis, Clinical Lead - Trauma and Orthopaedics, Mr Dylan Jewell, Consultant Orthopaedics; Mr Alun John representing the Royal College of Surgeons, met on 18 December 2024 to interview one candidate for the role of Consultant in T&O Interest in Lower Limb Arthroplasty and Hip Dysplasia based at Wthybush General Hospital Haverfordwest. (This was a replacement post).

Mr Daniel Alexandru Guta was appointed to the post of Consultant in T&O Interest in Lower Limb Arthroplasty and Hip Dysplasia. Commencement date is yet to be agreed.

3. Consultant in T&O with an interest in hand and wrist surgery

The AAC, Chantal Patel, Independent Member representing the Chair of Hywel Dda University Health Board; Phil Kloer representing the Chief Executive Officer; Dr Sion James, Deputy Medical Director – Primary Care & Community Services 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 18 December 2024 to interview two candidates for the role of Consultant in T&O Interest in Lower Limb Arthroplasty and Hip Dysplasia based at Glangwili General Hospital, Carmarthen. (This was a newly created post).

Ms Alison Kinghorn was appointed to the post of Consultant in T&O with an interest in hand and wrist surgery. Commencement date is yet to be agreed.

Argymhelliad / Recommendation

The Committee is requested to:

- Approve the appointments on behalf of the Board.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.9 Approve Appointments 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	7. All apply 5. Equitable

Quality and Engagement Act (sharepoint.com)	
Galluogwyr Ansawdd: Enablers of Quality: Quality and Engagement Act (sharepoint.com)	6. All Apply
Amcanion Strategol y BIP: UHB Strategic Objectives:	All Strategic Objectives are applicable
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 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:	Two replacement posts and one newly created post.
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 risk 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