



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	17 February 2026
TEITL YR ADRODDIAD: TITLE OF REPORT:	Advisory Appointments Committee
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling – Executive Director of Workforce & OD (Organisational Development) and Deputy Chief Executive Officer
SWYDDOG ADRODD: REPORTING OFFICER:	Heather Hinkin - Assistant Director of People Management

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) held between 13 October 2025 to 20 January 2026, and to seek approval for these appointments on behalf of the Board.

Cefndir / Background

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

- Consultant in Elderly Care (Frailty) / General Medicine
- Consultant in Emergency Medicine
- Consultant Radiologist with Interest in Urology and Women's Imaging
- Consultant Radiologist with Special Interest in Head and Neck
- Consultant in Anaesthetics

Asesiad / Assessment

Consultant in Acute General Medicine

The AAC, comprising of Chantal Patel, Independent Board Member of Hywel Dda University Health Board (HDdUHB) representing the Chair; Lisa Gostling, Executive Director of Workforce and OD / Deputy Chief Executive Officer representing the Chief Executive Officer; Dr Eiry Edmunds, Deputy Medical Director representing the Medical Director; Dr Raheel Qureshi representing the Royal College and Dr Clive Weston and Dr Jirina Stepanek representing the department met on the 31 October 2025 to interview one candidate for the Consultant in Acute General Medicine based at Glangwili General Hospital. This is a replacement post.

No appointment made.

Community Consultant Paediatrician

The AAC, comprising of Eleanor Marks, Vice Chair of HDdUHB representing the Chair; Huw Thomas, Director of Finance representing the Chief Executive Officer; Dr June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Dr Joanne Beckmann representing the Royal College and Dr Simon Fountain-Polley and Dr Suparna Jayasinghe representing the department met on the 13 November 2025 to interview one candidate for the Community Consultant Paediatrician based at Bronglais General Hospital. This is a replacement post.

No appointment made.

Consultant Rheumatologist

The AAC, comprising of Sarah Harraway, Independent Board Member of HDdUHB representing the Chair; Lee Davies, Executive Director of Strategy and Planning representing the Chief Executive Officer; Dr Eiry Edmunds, Deputy Medical Director representing the Medical Director; Dr Sharon Jones representing the Royal College and Dr Jayne Evans and Prof Karim Raza representing the department did not meet on the 14 November 2025 to interview the one candidate for the Consultant Rheumatologist based at Prince Philip Hospital, due to the candidate's withdrawal. They withdrew due to a change in personal and family circumstances. This is a replacement post.

No appointment made.

Consultant in Elderly Care (Frailty) / General Medicine

The AAC, comprising of Michael Imperato, Independent Board Member of HDdUHB representing the Chair; Lee Davies, Executive Director of Strategy and Planning representing the Chief Executive Officer; Prof Subhamay Ghosh, Associate Medical Director for Quality & Safety representing the Medical Director; Dr Claire Dinsdale representing the Royal College and Dr Nicholas Coles and Dr Robin Ghosal representing the department met on the 24 November 2025 to interview one candidate for the Consultant in Elderly Care (Frailty) / General Medicine based at Glangwili General Hospital. This is a replacement post.

Dr Elizabeth Davies (External) was appointed to the post of Consultant in Elderly Care (Frailty) / General Medicine. Start date within 3 months.

Consultant in Emergency Medicine

The AAC, comprising of Dr Neil Wooding, Chair of HDdUHB; Lisa Gostling, Executive Director of Workforce and OD / Deputy Chief Executive Officer representing the Chief Executive Officer; Dr June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Dr Andrew Mortimer representing the Royal College and Dr Vicky Hughes and Dr Alwyn Jones representing the department met on the 18 December 2025 to interview four candidates for the Consultant in Emergency Medicine however 3 candidates withdrew one, due to severe illness, one unable to attend interview due to family emergency and the other having received another job offer. 1 post based at Bronglais General hospital which is a replacement post and the other post based at Glangwili General Hospital which is a newly created post.

Dr Mohamed Abdalrahman (External) was appointed to the post of Consultant in Emergency Medicine based at Bronglais General Hospital. Start date given of March 2026.

Consultant Radiologist with Interest in Urology and Women's Imaging and Consultant Radiologist with Special Interest in Head and Neck

The AAC, comprising of Chantal Patel, Independent Board Member of HDdUHB representing the Chair; Lee Davies, Executive Director of Strategy and Planning representing the Chief Executive Officer; Mr Mark Henwood, Medical Director; Dr Ashim Lahiri representing the Royal College and Dr Liaquat Khan and Dr Juergen Brand representing the department met on the 19 December 2025 to interview two candidates, one for the Consultant Radiologist with Interest in Urology and Women's Imaging based at Glangwili General Hospital and one for the Consultant Radiologist with Special Interest in Head and Neck post based at Prince Philip Hospital. Both vacancies are newly created posts.

Dr Richard Dagnan (External) was appointed to the post of Consultant Radiologist with Interest in Urology and Women's Imaging. Start date as soon as they are on the Specialist Register - anticipated January 2026.

Dr Anandapadmanabhan Jayajothi (Internal) was appointed to the post of Consultant Radiologist with Special Interest in Head and Neck post. Started on 12 January 2026.

Consultant in General Paediatrics & Neonates with Neurology Interest

The AAC, comprising of Michael Imperato, Independent Board Member of HDdUHB representing the Chair; Prof Phil Kloer, Chief Executive; Dr Eiry Edmunds, Deputy Medical Director representing the Medical Director; Dr Srin Bandi representing the Royal College and Dr Prem Pitchaikani and Dr Simon Fountain-Polley representing the department met on the 15 January 2026 to interview one candidate for the Consultant in General Paediatrics & Neonates with Neurology Interest based at Glangwili General Hospital. This is replacement post.

Candidate withdrew and did not want to disclose the reason, therefore this event was cancelled.

Consultant in Anaesthetics

The AAC, comprising of Chantal Patel, Independent Board Member of HDdUHB representing the Chair; Prof Phil Kloer, Chief Executive; Dr Catherine Burrell Clinical Director/Deputy Associate Medical Director – Primary Care and Community representing the Medical Director; Dr Suman Mitra representing the Royal College and Dr Jacek Zeber and Dr Gabor Dudas representing the department met on the 19 January 2026 to interview the one candidate for the post of Consultant in Anaesthetics based at Bronllais General Hospital. This is a replacement post.

Dr Jolana Zlamalova (External) was appointed to the post of Consultant in Anaesthetics. Start date within 3 months.

Argymhelliad / Recommendation

The PODCC is requested to:

- **NOTE** withdrawals / no appointments made;
- **APPROVE** the AAC appointments on behalf of the Board.

Amcanion: (rhaid cwblhau) Objectives: (must be completed)	
Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.1.8 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 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:	All Strategic Objectives are applicable
Amcanion Cynllunio Planning Objectives	1 Workforce Stabilisation
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

Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	Trac Recruitment System.
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 – Appointments Advisory Committee

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	These appointments are within the overall service financial allocation. The appointee will have detailed job plan when

	in post in order to ensure that value for money is achieved.
Ansawdd / Gofal Claf: Quality / Patient Care:	Non-appointment to these posts would have posed significant risk to the HDdUHB in terms of patient/client care.
Gweithlu: Workforce:	The appointments will provide services to enhance patient/client outcomes within HDdUHB.
Risg: Risk:	Non-appointments would have posed risk to the HDdUHB in terms of financial consequences of providing locum cover
Cyfreithiol: Legal:	Appointments are in accordance with statutory obligations in relation to substantive recruitment.
Enw Da: Reputational:	Appointments will provide services to enhance patient outcomes.
Gyfrinachedd: Privacy:	Not Applicable
Cydraddoldeb: Equality:	No Adverse Impact