



Pwyllgor Mewnol Pwyllgor Pobl, Datblygu Sefydliadol a Diwylliant/ In Committee People, Organisational Development and Culture Committee

DYDDIAD Y CYFARFOD: DATE OF MEETING:	18 August 2026
TEITL YR ADRODDIAD: TITLE OF REPORT:	Advisory Appointments Committee (AAC)
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 17 April 2026 to 24 July 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 People Committee's approval on behalf of the Board:

- Consultant in Trauma & Orthopaedic Knee Surgeon
- Consultant in General Paediatrics & Neonates with Neurology Interest
- Consultant in Pain Management
- Consultant in General Medicine with interest in Geriatric Medicine
- Consultant Urologist
- Consultant Colorectal Surgeon
- Consultant in Emergency Medicine
- Consultant in Anaesthetics

Asesiad / Assessment

Consultant Trauma & Orthopaedic Knee Surgeon

The AAC, comprising of Dr Neil Wooding, Chair of Hywel Dda University Health Board (HDdUHB); Lee Davies, Executive Director of Strategy and Planning representing the Chief Executive Officer; Dr Eiry Edmunds, Deputy Medical Director representing the Medical

Director; Mr Farhan Alvi representing the Royal College and Mr Owain Ennis and Mr Stefan Bajada representing the department met on the 5 May 2026 to interview five candidates for the Consultant Trauma & Orthopaedic Knee Surgeon. This is a replacement post, full time role based at Glangwili Hospital (GGH).

Mr Abhijeet Kumar (External) was appointed to the post of Consultant Trauma & Orthopaedic Knee Surgeon. Start date agreed of 5 October 2026.

Consultant in General Paediatrics & Neonates with Neurology Interest

The AAC, comprising of Eleanor Marks, Vice Chair representing the Chair of Hywel Dda University Health Board (HDdUHB); Prof Phil Kloer, Chief Executive Officer; Dr June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Dr Joanna Lawrence representing the Royal College and Dr Prem Pitchaikani and Dr Matthew Pickup representing the department met on the 12 May 2026 to interview two candidates for the Consultant in General Paediatrics & Neonates with Neurology Interest. This is a replacement post, full time based at GGH.

Dr Kerensa Newark (External) was appointed to the post of Consultant in General Paediatrics & Neonates with Neurology Interest. Start date to be agreed following their CCT date September 2026.

- Sourced via British Medical Journal (BMJ) advert (Cardiff)

Consultant in Pain Management

The AAC, comprising of Dr Neil Wooding, Chair of Hywel Dda University Health Board (HDdUHB); Andrew Carruthers, Chief Operating Officer representing the Chief Executive Officer; Mr Mark Henwood, Medical Director; Dr Sunil Dasari representing the Royal College and Dr Susmita Oomman and Ffion John representing the department met on the 15 May 2026 to interview one candidate for the Consultant in Pain Management. This is a replacement post, part time 5 sessions based at GGH.

Dr Anantha Balasubramaniam (External) was appointed to the post of Consultant in Pain Management. Start date to be agreed as awaiting on decision on working abroad/annualised hours.

Consultant in General Medicine with interest in Geriatric Medicine

The AAC, comprising of Chantal Patel, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Lee Davies, Executive Director of Strategy and Planning representing the Chief Executive Officer; Dr Eiry Edmunds, Deputy Medical Director representing the Medical Director; Dr Ashraf Nasim representing the Royal College and Dr Angela Puffett and Dr Zena Marney representing the department met on the 4 June 2026 to interview one candidate for the Consultant in General Medicine with interest in Geriatric Medicine. This is a replacement post, full time based at Prince Philip Hospital (PPH).

Dr Alexander Hale (External) was appointed to the post of Consultant in General Medicine with interest in Geriatric Medicine. Start date is 14 September 2026.

Consultant In Urologist

The AAC, comprising of Rhodri Evans, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Prof Phil Kloer, the Chief Executive Officer; Dr Eiry Edmunds, Deputy Medical Director representing the Medical Director; Ms

Anna Mainwaring representing the Royal College and Mr Ngiew Saw and Mr Mike Aniah representing the department met on the 12 June 2026 to interview two candidates for the Consultant in Urologist. This is a replacement post, full time post based at PPH.

Miss Mariele Trimboli (External) was appointed to the post of Consultant in Urologist. Start date to be agreed once on the Specialist Register (Certificate of Completion of Training - (CCT) due July 2026).

Consultant Colorectal Surgeon

The AAC, comprising of Sarah Harraway, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Dr Ardiana Gjini, Executive Director of Public Health representing the Chief Executive Officer; Dr Eiry Edmunds, Deputy Medical Director representing the Medical Director; Prof Sarah O'Dwyer representing the Royal College and Mr Andrew Deans and Mr Simone Sebastiani representing the department met on the 14 July 2026 to interview 3 candidates for the Consultant Colorectal Surgeon. This is a replacement post, full time based at Bronglais Hospital (BGH).

Mr Khawar Hashmi (External) was appointed to the post of Consultant Colorectal Surgeon. Anticipated start date within 3 months of offer.

Consultant in Emergency Medicine

The AAC, comprising of Rhodri Evans, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); James Severs, Executive Director of Allied Health Professions and Health Science representing the Chief Executive Officer; Dr Eiry Edmunds, Deputy Medical Director representing the Medical Director; Dr Jayne McKinlay representing the Royal College and Dr Vicki Hughes and Dr Mohamad Nasser representing the department met on the 17 July 2026 to interview four candidates for the Consultant in Emergency Medicine. There are 3 full time posts which are all replacement posts with 2 based at GGH and 1 based at Withybush Hospital (WGH).

Dr Katta (External) was appointed to the post of Consultant in Emergency Medicine based at GGH. Anticipated start date within 3 months.

- Sourced via LinkedIn Paid Location Advert (Altrincham)

Dr Gautam (External) was appointed to the post of Consultant in Emergency Medicine based at WGH. Anticipated start date once CCT obtained (due August 2026) and on the Specialist Register.

- Sourced via LinkedIn Paid Location Advert (Harlow)

Dr McGeoch (External) was appointed to the post of Consultant in Emergency Medicine based at GGH. Anticipated start date within 3 months.

- Sourced via LinkedIn Paid Location Advert (Wigston, Leicestershire)

Consultant in Anaesthetics

The AAC, comprising of Eleanor Marks, Vice Chair representing the Chair of Hywel Dda University Health Board (HDdUHB); Andrew Carruthers, Chief Operating Officer representing the Chief Executive Officer; Dr Eiry Edmunds, Deputy Medical Director representing the Medical Director; Dr Bethan Morris representing the Royal College and Dr Jacek Zeber and Dr Andras Farkas representing the department met on the 23 July

2026 to interview one candidate for the Consultant in Anaesthetics. This is a replacement post, full time based at BGH.

Dr Omer Farooq (External) was appointed to the post of Consultant in Anaesthetics. Anticipated start date within 3 months.

- Sourced via BMJ advert (Abu Dhabi)

Argymhelliad / Recommendation

The Committee is requested to **APPROVE** the appointments listed above on behalf of the Board.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Cyfeirnod Cylch Gorchwyl y Pwyllgor: Committee ToR Reference:	3.18 Approve Appointments made by the Advisory Appointments Committee during the time specified.
Cyfeirnod Cofrestr Risg Datix, Teitl a Sgôr Risg Cyfredol: Datix Risk Register Reference and Score:	Not Applicable
Parthau Ansawdd: Domains of Quality Quality and Engagement Act (sharepoint.com)	7. All apply
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
Nodau Cynllunio 2026/27 Planning Goals 2026/27	All Planning Goals Apply
Hypergyswllt i Amcanion Llesiant HDdUHB 2026 Hyperlink to HDdUHB Well-being Objectives 2026	3. Create people-centred employment and development opportunities that support workforce transformation, reflect the changing needs of

Model Cymdeithasol ar gyfer Iechyd a Llesiant: (wedi'i gwblhau ar gyfer newid strategol a/neu newidiadau sylweddol i wasanaethau) A Social Model for Health and Wellbeing: (<i>complete for strategic change and/or significant service changes</i>)	7. All Apply
Gwybodaeth Ychwanegol: Further Information:	
Ar sail tystiolaeth: Evidence Base:	Trac Recruitment System
Rhestr Termau: Glossary of Terms:	Included within the body of the report
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y cyfarfod hwn: Parties / Committees consulted prior to this meeting:	Appointments Advisory Committee (AAC)

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 support workforce stabilisation and provide services to enhance patient/client outcomes within HDdUHB.
Tegwch Iechyd: Health Equity:	Not applicable
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 and the reputation of the health board.
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	No adverse impact