

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

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	18 February 2025
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Advisory Appointments Committee
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Lisa Gostling – Director of Workforce & OD (Organisational Development) and Interim Deputy Chief Executive Officer
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	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 26<sup>th</sup> November 2024 and 17<sup>th</sup> January 2025, 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 Anaesthetics Obstetrics x 2
- Consultant Community Paediatrician
- Consultant in Rheumatology
- Consultant Radiologist with a special interest in MSK
- Consultant Urologist - special interest in Laparoscopic Upper Trac

**Asesiad / Assessment**

**Information (as requested previously) regarding candidate withdrawals during the reporting period:**

**Consultant Physician in General Medicine with an interest in Gastroenterology**

The AAC, comprising of Delyth Raynsford, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Lee Davies, representing Chief Executive Officer; Dr Subhamay Ghosh, Associate Medical Director representing the Medical Director; Dr Eduardas Subkovas, representing the Royal College and Dr Angela Puffett and Dr Faiz Ali representing the department were due to meet on 26<sup>th</sup> November 2024 to interview one candidate for the role of Consultant Physician in General Medicine with an interest in Gastroenterology.

The internal applicant withdrew her application the day before the AAC was due to take place due to being offered a position elsewhere. She is now covering ad hoc shifts on the Medical Bank. The vacancy has not yet been re-advertised by the service as they are considering options moving forward.

## **Appointments made between 26<sup>th</sup> November 2024 – 17<sup>th</sup> January 2025**

### **Consultant in Anaesthetics Obstetrics**

The AAC, comprising of Delyth Raynsford, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Prof Phil Kloer, Chief Executive Officer; Dr Subhamay Ghosh, Associate Medical Director representing the Medical Director; Dr Sarah Harries, representing the Royal College and Dr Rhodri Evans representing the department met on 9<sup>th</sup> December 2024 to interview two candidates for the role of Consultant in Anaesthetics Obstetrics.

- Dr Neil Mackie was appointed to the post of Consultant in Anaesthetics Obstetrics. Anticipated start date of 24<sup>th</sup> February 2025.
- Dr Dany Ziade was appointed to the post of Consultant in Anaesthetics Obstetrics. Start date to be confirmed (internal candidate).

### **Consultant Community Paediatrician**

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 Subhamay Ghosh, Associate Medical Director representing the Medical Director; Dr Zedekiah Sibanda, representing the Royal College and Dr Prem Pitchaikani and Dr Menaka Gunarathna representing the department met on 16<sup>th</sup> December 2024 to interview one candidate for the role of Consultant Community Paediatrician.

- Dr Rasna Singh was appointed to the post of Consultant Community Paediatrician. Start date to be confirmed (internal candidate).

### **Consultant in Rheumatology**

The AAC, comprising of Chantal Patel, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Prof Phil Kloer, the Chief Executive Officer; Dr Catherine Burrell, Associate Medical Director representing the Medical Director; Dr Elizabeth Price, representing the Royal College and Dr Jayne Evans and Dr Manivannan Prathapsingh representing the department met on 19<sup>th</sup> December 2024 to interview one candidate for the role of Consultant in Rheumatology.

- Dr Abdollah Abdelaleem was appointed to the post of Consultant in Rheumatology. Start date within 6 months of interview following their CCT (internal candidate).

### **Consultant Radiologist with a special interest in Musculoskeletal (MSK) conditions**

The AAC, comprising of Eleanor Marks, Vice Chair representing the Chair of Hywel Dda University Health Board (HDdUHB); Lisa Gostling, the Deputy Chief Executive Officer representing the Chief Executive Officer; Dr Catherine Burrell, Associate Medical Director representing the Medical Director; Dr Ashim Lahiri, representing the Royal College and Dr Liaquat Khan and Dr Rory McNair representing the department met on 14<sup>th</sup> January 2025 to interview one candidate for the role of Consultant Radiologist with a special interest in MSK.

- Dr Ahmed Dabbas was appointed to the post of Consultant Radiologist with a special interest in MSK. ASAP start date (internal candidate).

### **Consultant Urologist - special interest in Laparoscopic Upper Trac**

The AAC, comprising of Eleanor Marks, Vice Chair representing the Chair of Hywel Dda University Health Board (HDdUHB); Prof Phil Kloer, the Chief Executive Officer; Dr June Picton, Associate Medical Director representing the Medical Director; Dr Anna Mainwaring, representing the Royal College and Mr Ngiaw Saw representing the department met on 16<sup>th</sup> January 2025 to interview two candidates for the role of Consultant Urologist - special interest in Laparoscopic Upper Trac.

- Mr David Lau was appointed to the post of Consultant Urologist - special interest in Laparoscopic Upper Trac. Start date to be confirmed (internal candidate).

### **Argymhelliad / Recommendation**

The PODCC is requested to:

- Approve the appointments on behalf of the Board.
- Note candidate withdrawal detailed within the report as requested.

<b>Amcanion: (rhaid cwblhau) Objectives: (must be completed)</b>	
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.
Parthau Ansawdd: Domains of Quality <a href="#">Quality and Engagement Act (sharepoint.com)</a>	7. All apply
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	6. All Apply
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: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report 2021-2022</a>	2. Develop a skilled and flexible workforce to meet the changing needs of the modern NHS
---	--

<b>Gwybodaeth Ychwanegol: Further Information:</b>	
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 Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	AAC – Advisory Appointments Committee

<b>Effaith: (rhaid cwblhau) Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	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.
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	Non-appointment to these posts would have posed significant risk to the HDdUHB in terms of patient/client care.
<b>Gweithlu: Workforce:</b>	The appointments will provide services to enhance patient/client outcomes within HDdUHB.
<b>Risg: Risk:</b>	Non-appointments would have posed risk to the HDdUHB in terms of financial consequences of providing locum cover.
<b>Cyfreithiol: Legal:</b>	Appointments are in accordance with statutory obligations in relation to substantive recruitment.

<b>Enw Da: Reputational:</b>	Appointments will provide services to enhance patient outcomes.
<b>Gyfrinachedd: Privacy:</b>	Not Applicable
<b>Cydraddoldeb: Equality:</b>	No adverse impact