



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	19 August 2025
TEITL YR ADRODDIAD: TITLE OF REPORT:	Advisory Appointments Committee
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling – Executive Director of Workforce & 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 30 April 2025 to 16 July 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 Breast Surgeon;
- Consultant in Obstetrics & Gynaecology;
- Consultant in Gastroenterology;
- Consultant in General Medicine with specialist interest in Cardiology;
- Consultant in Public Health Medicine/Consultant in Public Health.

Asesiad / Assessment

Consultant Breast Surgeon

The AAC, comprising of Chantal Patel, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Lisa Gostling, Director of Workforce and OD / Deputy Chief Executive Officer representing the Chief Executive Officer; Dr Catherine Burrell, Clinical Director/Deputy Associate Medical Director – Primary Care and Community Services representing the Medical Director; Ms Lynda Wyld, representing the Royal College and Mr Andrew Deans and Saira Khawaja representing the department met on 1 May 2025 to interview two candidates for the role of Consultant Breast Surgeon.

Both Ms Asma Munir (internal) and Ms Danielle Banfield-Brown were appointed to the post of Consultant Breast Surgeon. Ms Asma Munir's start date 30 June 2025 and Ms Danielle Banfield-Brown's anticipated start date is 6 October 2025.

Consultant in Obstetrics & Gynaecology

The AAC, comprising of Dr Neil Wooding, Chair of Hywel Dda University Health Board (HDdUHB); Prof Phil Kloer, Chief Executive Officer; Dr Eiry Edmunds, Interim Deputy Medical Director representing the Medical Director; Dr Srividhya Budithi representing the Royal College and Mr Ihab Abbasi, Dr Prem Pitchaikani and Mr Letchuman Shankar representing the department met on 10 June 2025 to interview two candidates for the role of Consultant in Obstetrics & Gynaecology.

Ms Tipswalo Day (internal) was appointed to the post of Consultant in Obstetrics & Gynaecology. Start date was 7 July 2025.

Consultant in Gastroenterology

The AAC, comprising of Maynard Davies, 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 For Quality & Safety representing the Medical Director; Dr Karen Yearsley representing the Royal College and Dr Ian Rees and Dr Robin Ghosal representing the department met on 16 June 2025 to interview one candidate for the role of Consultant in Gastroenterology.

Dr Aashish Kumar (internal) was appointed to the post of Consultant in Gastroenterology. Start date to be confirmed.

Consultant in General Medicine with specialist interest in Cardiology

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; Dr Subhamay Ghosh, Associate Medical Director For Quality & Safety representing the Medical Director; Dr Richard Cowell representing the Royal College and Dr Donogh McKeogh, Dr Clive Weston and Dr Annette Snell representing the department met on 1 July 2025 to interview one candidate for the role of Consultant in General Medicine with specialist interest in Cardiology.

Dr Kevin Joseph (internal) was appointed to the post of Consultant in General Medicine with specialist interest in Cardiology. Start date to be confirmed.

Consultant in Public Health Medicine/Consultant in Public Health

The AAC, comprising of Maynard Davies, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Prof Phil Kloer, Chief Executive Officer; Dr June Picton, Associate Medical Director representing the Medical Director; Dr Ellis Friedman representing the Royal College and Dr Ardiana Gjini and Dr Bruce Bolam representing the department met on 8 July 2025 to interview three candidates for the role of Consultant in Public Health Medicine/Consultant in Public Health.

Dr Eleanor Messham was appointed to the post of Consultant in Public Health Medicine/Consultant in Public Health. Anticipated start date is November 2025.

Argymhelliad / Recommendation

The PODCC is requested to:

- **APPROVE** the appointment of the consultants 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.
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
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol:	AAC – Advisory Appointments Committee

Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	
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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