



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

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	19 June 2023
<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)
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Sally Owen, Head of Recruitment and Workforce Equality, Diversity and Inclusion

**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 17 March and 24 May 2023, 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 Rheumatologist
- Consultant in Palliative Medicine

**Asesiad / Assessment**

**1 Consultant Rheumatologist**

The AAC, comprising of Chantel Patel, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Mandy Rayani, Director of Nursing, Quality and Patient Experience, representing the Chief Executive Officer; Mr Mark Henwood, Deputy Medical Director Acute Services, representing the Medical Director; Mr Ken Harries, Clinical Director for Scheduled Care, representing the Department; Dr Julie Barber, Clinical Lead Consultant, representing the department; Dr Martin Bevan, Consultant representing the Royal College of Physicians, met on 31 March 2023 to interview one candidate for the role of Consultant Rheumatologist, based at Bronglais General Hospital Aberystwyth.

- Prof. Karim Raza was appointed to the post of Consultant Rheumatologist. Due to commence in post during September 2023.

## 2 Consultant in Palliative Medicine

The AAC, comprising of Judith Hardisty, Vice Chair, representing the Chair of HDdUHB; Steve Moore, Chief Executive Office; Mr Mark Henwood, Deputy Medical Director for Acute Services, representing the Medical Director; Dr Rebecca Croft, Consultant representing the Department; Dr Owain Thomas Consultant, representing the Department; Prof. Iain Lawrie, Consultant, representing the Royal College of Physicians; met on 4 May 2023 to interview one candidate for the role of Consultant in Palliative Medicine based at Wthybush General Hospital.

- Dr Victoria Wheatley was appointed to the post of Consultant in Palliative Medicine based at Wthybush General Hospital. A start date is yet to be confirmed.

### Argymhelliad / Recommendation

PODCC is requested to approve these appointments on behalf of the Board.

<b>Amcanion: (rhaid cwblhau)</b>	
<b>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>	1. Safe Choose an item. Choose an item. Choose an item.
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	Not Applicable Choose an item. Choose an item. Choose an item.
Amcanion Strategol y BIP: UHB Strategic Objectives:	4. The best health and wellbeing for our individuals, families and communities Choose an item. Choose an item. Choose an item.
Amcanion Cynllunio Planning Objectives	1a Recruitment plan Choose an item. Choose an item. Choose an item.

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 8. Transform our communities through collaboration with people, communities and partners Choose an item. Choose an item.
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<b>Gwybodaeth Ychwanegol: Further Information:</b>	
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

<b>Effaith: (rhaid cwblhau) Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian: Financial / Service:</b>	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.
<b>Ansawdd / Gofal Claf: Quality / Patient Care:</b>	The appointments will provide services to enhance patient/client outcomes within HDdUHB.
<b>Gweithlu: Workforce:</b>	One of these posts is a replacement post and one is newly created.
<b>Risg: Risk:</b>	Non-appointment to these posts would have posed significant risks to the HDdUHB in terms of patient/client care and financial consequences of providing locum cover.
<b>Cyfreithiol: Legal:</b>	Non-appointment to these posts would have posed significant risks to the HDdUHB in terms of patient/client care and financial consequences of providing locum cover.
<b>Enw Da: Reputational:</b>	The appointments will provide services to enhance patient/client outcomes within HDdUHB.
<b>Gyfrinachedd: Privacy:</b>	Not applicable
<b>Cydraddoldeb: Equality:</b>	No adverse impact.