

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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	19 May 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 20 January 2026 to 17 April 2026, and to seek approval for these appointments on behalf of the Board.

To share the Health Board Year End Recruitment Report 2025-2026 report with the Committee.

Cefndir / Background

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

- Consultant in Child and Adolescent Mental Health Services (CAMHS) with a special interest in Perinatal Mental Health Service (MHS)
- Consultant in Acute General Medicine
- Consultant In Paediatric Dentistry Community Dental Service
- Consultant In Psychiatry for Adults with Intellectual Disabilities
- Consultant In Old Age Psychiatry
- Consultant In Cardiology
- Respiratory Consultant

Asesiad / Assessment

Consultant in CAMHS with a special interest in Perinatal MHS

The AAC, comprising of Dr Neil Wooding, Chair of Hywel Dda University Health Board (HDdUHB); Prof Phil Kloer, Chief Executive Officer; Dr Catherine Burrell, Clinical Director/Deputy Associate Medical Director – Primary Care and Community representing the Medical Director; Dr Agnes Ayton representing the Royal College and Dr Warren Lloyd and

Eleri Murphy representing the department met on 25 February 2026 to interview one candidate for the Consultant in CAMHS with a special interest in Perinatal MHS. The one post is based in Carmarthen, however, covers the three counties of Carmarthenshire, Pembrokeshire and Ceredigion. This is a replacement post.

Dr Abigail Davies (External) was appointed to the post of Consultant in CAMHS with a special interest in Perinatal MHS based at Carmarthen. Start date within the next three months.

Application in direct response to British Medical Journal (BMJ) advert.

Consultant in Acute General Medicine

The AAC, comprising of Eleanor Marks, Vice Chair representing the Chair of Hywel Dda University Health Board (HDdUHB); Lee Davies, Executive Director of Strategy and Planning representing the Chief Executive Officer; Dr Catherine Burrell, Clinical Director/Deputy Associate Medical Director – Primary Care and Community representing the Medical Director; Dr Thomas Cozens representing the Royal College and Dr Scott O'Rourke and Dr Robin Ghosal representing the department met on 5 March 2026 to interview one candidate for the Consultant in Acute General Medicine post. This is a newly created, eight sessions per week part time role based at Prince Philip Hospital.

Dr Aled Lloyd (External) was appointed to the post of Consultant in Acute General Medicine based at Prince Philip Hospital. Start date within the next three months.

Consultant In Paediatric Dentistry Community Dental Service

The AAC, comprising of Eleanor Marks, Vice Chair 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 June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Dr Laura Gartshore representing the Royal College and Dr Jelena Paden and Marie Mickiewicz representing the department met on 12 March 2026 to interview one candidate for the Consultant In Paediatric Dentistry Community Dental Service post. This is a newly created, six sessions per week part time role based in Carmarthen.

Dr Rohini Mohan (External) was appointed to the post of Consultant in Paediatric Dentistry Community Dental Service based in Carmarthen. Anticipated start date in May 2026.

Consultant In Psychiatry for Adults with Intellectual Disabilities

The AAC, comprising of Neil Wooding, Chair of Hywel Dda University Health Board (HDdUHB); Lisa Gostling, Deputy Chief Executive Officer representing the Chief Executive Officer; Dr June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Dr Warren Lloyd representing the Royal College and Dr Bill Thompson and Lisa Bassett Gravelle representing the department met on 2 April 2026 to interview one candidate for the Consultant In Psychiatry for Adults with Intellectual Disabilities post. This is a 10 session, full time role based in Pembrokeshire.

No appointment made

Consultant In Old Age Psychiatry

The AAC, comprising of Neil Wooding, Chair of Hywel Dda University Health Board (HDdUHB); Lisa Gostling, Deputy Chief Executive Officer representing the Chief Executive Officer; Dr June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Dr Warren Lloyd representing the Royal College and Dr Graham O'Connor and Neil Mason representing the department met on 2 April 2026 to interview one candidate for the Consultant In Old Age Psychiatry. This is a 10 session, full time role based in Carmarthen.

Dr Faryal Sohail (Internal) was appointed to the post of Consultant in Old Age Psychiatry based in Carmarthen. Anticipated start date within three months.

Consultant In Cardiology

The AAC, comprising of Eleanor Marks, Vice Chair representing the Chair of Hywel Dda University Health Board (HDdUHB); Huw Thomas, Executive Director of Finance representing the Chief Executive Officer; Dr Catherine Burrell, Clinical Director / Deputy Associate Medical Director for Primary Care and Community representing the Medical Director; Dr Mark Ramsey representing the Royal College and Dr Senthil Elangovan and Dr Eiry Edmunds representing the department met on 7 April 2026 to interview one candidate for the Consultant In Cardiology post. This is an eight session role based in Prince Philip Hospital.

No appointment made.

Respiratory Consultant

The AAC, comprising of Rhodri Evans, Independent 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 Sion James, Deputy Medical Director – Primary Care and Community representing the Medical Director; Dr Chris Wathen representing the Royal College and Professor Kier Lewis and Dr Angela Puffett representing the department met on 17 April 2026 to interview one candidate for the Respiratory Consultant post. This is a replacement post, 10 sessions per week based at Withybush Hospital.

Dr Ravindra Kedia (External) was appointed to the post of Respiratory Consultant based at Withybush Hospital. Start date within the next three months.

Application in direct response to BMJ advert.

Health Board Recruitment – Year End Report 2025-2026

The Health Board Recruitment – Year End Report 2025-2026 (Appendix1) produced through Canva, provides a high-level overview of the work undertaken by the Recruitment Team during financial year 2025/26. As outlined within the report significant progress has been made in filling vacancies, including a number of previously hard to fill roles, which has also helped with a reduction in variable pay and bank usage.

Argymhelliad / Recommendation

The Committee is requested to:

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

- **NOTE** the Health Board Year End Recruitment Report 2025-2026 which highlights the activities undertaken to attract, recruit and onboard applicants into Hywel Dda University Health Board during FY 2025/2026.

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.
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