

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

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	27 May 2025
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Advisory Appointments Committee
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Lisa Gostling – Director of Workforce & Organisational Development and 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 18 January 2025 to 30 April 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 Trauma & Orthopaedics with interest in Foot and Ankle Surgery
- Consultant in ENT with Special interest in Head and Neck Surgery
- Consultant in Community General Adult Psychiatry
- Consultant in Intensive Care Medicine
- Consultant Radiologist with Interest in Nuclear Medicine
- Consultant Radiologist with Interest in Women's Imaging
- Consultant Rheumatologist

**Asesiad / Assessment**

**Consultant in Trauma & Orthopaedics with interest in Foot and Ankle Surgery**

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 representing the Medical Director; Mr Farhan Alvi, representing the Royal College and Mr Owain Ennis and Mr Anirudh Gadgil representing the department met on 27 January 2025 to interview one candidate for the role of Consultant in Trauma & Orthopaedics with interest in Foot and Ankle Surgery.

Mr Ahmed Galhoum was appointed to the post with a start date of 6 May 2025.

### **Consultant in ENT with Special interest in Head and Neck Surgery**

The AAC, comprising of Delyth Raynsford, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Lisa Gostling, Executive Director of Workforce and OD / Deputy Chief Executive Officer representing the Chief Executive Officer; Dr June Picton, Associate Medical Director representing the Medical Director; Mr Sam Fisher, representing the Royal College and Mr Graeme Jones and Mr Vinod Prabhu representing the department met on 6 February 2025 to interview one candidate for the role of Consultant in ENT with interest in Head and Neck Surgery.

Mr Faiz Tanweer was appointed to the post of Consultant in ENT with interest in Head and Neck Surgery. Anticipated start date of 2 June 2025.

### **Consultant in Community General Adult Psychiatry**

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, Interim Medical Director; Dr Warren Lloyd, representing the Royal College and Dr Anand Ganesan representing the department met on 27 February 2025 to interview one candidate for the role of Consultant in Community General Adult Psychiatry.

Dr Samuel Akinmoluwa was appointed to the post of Consultant in Community General Adult Psychiatry. Start date 9 April 2025. (Internal candidate)

### **Consultant in Intensive Care Medicine**

The AAC, comprising of Maynard Davies, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); James Severs, Executive Director representing the Chief Executive Officer; Dr June Picton, Associate Medical Director representing the Executive Medical Director; Dr Bethan Gibson, representing the Royal College and Dr Peter Havalda representing the department met on 4 March 2025 to interview one candidate for the role of Consultant in Intensive Care Medicine.

Dr Anne Frawley was appointed to the post of Consultant in Intensive Care Medicine. Anticipated start date of 7 July 2025

### **Consultant Radiologist with interest in Nuclear Medicine**

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 Executive Medical Director; Prof Vineet Rakash, representing the Royal College and Dr Liaquat Khan and Dr Rhodri Evans representing the department met on 6 March 2025 to interview one candidate for the role of Consultant Radiologist with interest in Nuclear Medicine.

Dr Farhana Variawa was appointed to the post of Consultant Radiologist with interest in Nuclear Medicine. Start date 1 April 2025. (Internal candidate)

### **Consultant Radiologist with interest in Women's Imaging**

The AAC, comprising of Delyth Raynsford, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Prof Phil Kloer, the Chief Executive Officer; Dr Subhamay Ghosh, Associate Medical Director representing the Executive Medical Director; Dr Sally Bolt, representing the Royal College and Dr Khan and Dr Brand representing the department met on 24 March 2025 to interview one candidate for the role of Consultant Radiologist with interest in Women's Imaging.

Dr Sally Ozougwu was appointed to the post of Consultant Radiologist with interest in Womens Imaging. Anticipated start date May 2025. (Internal candidate)

### **Consultant Rheumatologist**

The AAC, comprising of Dr Neil Wooding, Chair of Hywel Dda University Health Board (HDdUHB); Lee Davies, Executive Director representing the Chief Executive Officer; Dr Catherine Burrell, Associate Medical Director representing the Medical Director; Dr Kiran, representing the Royal College and Dr Jayne Evans and Dr Prathapsingh representing the department met on 24 April 2025 to interview one candidate for the role of Consultant Rheumatologist

Dr Tanzeel Ijaz was appointed to the post of Consultant Rheumatologist. Anticipated start date in June 2025. (Internal candidate)

### **Argymhelliad / Recommendation**

The PODCC is requested to:

- Approve the 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>	Not Applicable
Galluogwyr Ansawdd: Enablers of Quality: <a href="#">Quality and Engagement Act (sharepoint.com)</a>	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: <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 Termiau: Glossary of Terms:	Included within the body of the report
Partion / 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