



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	03 April 2023
TEITL YR ADRODDIAD: TITLE OF REPORT:	Advisory Appointments Committee
CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:	Lisa Gostling – Director of Workforce & OD (Organisational Development)
SWYDDOG ADRODD: REPORTING OFFICER:	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 8 February to 16 March 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 Psychiatrist in Low Secure Unit and Forensic Mental Health Team
- Consultant in Respiratory Medicine with an interest in Sleep Studies
- Consultant Psychiatrist in Specialist Child & Adolescent Mental Health Services (S-CAMHS)

Asesiad / Assessment

1 Consultant Psychiatrist in Low Secure Unit and Forensic Mental Health Team

The AAC, comprising of Chantel Patel, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Mr Steve Moore, Chief Executive Officer; Dr June Picton, Associate Medical Director representing the Medical Director; Dr Rhys Bevan, Consultant Lead, representing the Department; Dr Padmavathy Gopinath, Consultant, representing the department; Dr Warren Lloyd, Consultant representing the Royal College of Psychiatry, met on 9 February 2023 to interview one candidate for the role of Consultant in Psychiatrist in Low Secure Unit and Forensic Mental Health Team based at Cwm Seren Low Secure Unit, Carmarthen.

- Dr Tom Rhodri Wynne was appointed to the post of Consultant in Psychiatrist in Low Secure Unit and Forensic Mental Health Team based at Cwm Seren Low Secure Unit. Due to commence in post during May 2023

2 Consultant in Respiratory Medicine with special interest in Sleep Studies

The AAC, comprising of Judith Hardisty, Vice Chair, representing the Chair of Hywel Dda University Health Board (HDdUHB); Mandy Rayani, Director of Nursing, Quality and Patient Experience, representing the Chief Executive Office; Mr Mark Henwood, Deputy Medical Director for Acute Services, representing the Medical Director; Prof. Keir Lewis, Consultant Clinical Lead, representing the Department; Dr Robin Ghosal, Hospital Director for PPH/Consultant, representing the Department; Dr Sarah Davies, Consultant, representing the Royal College of Physicians; met on 29 February 2023 to interview one candidate for the role of Consultant in Respiratory Medicine with special interest in Sleep Studies based at Prince Philip Hospital.

- Dr Scott O'Rourke was appointed to the post of Consultant in Respiratory Medicine with special interest in Sleep Studies based at Prince Philip Hospital. Due to commence in post during June 2023 pending CCT completion.

3 Consultant Psychiatrist in S-CAMHS

The AAC, comprising of Maynard Davies, Independent Board Member, representing the Chair of Hywel Dda University Health Board (HDdUHB); Mr Steve Moore, Chief Executive Office; Dr Subhamay Ghosh, Associate Medical Director for Quality and Safety, representing the Medical Director; Dr Eleri Murphy, Consultant Lead, representing the Department; Liz Carroll, Director of MHL, representing the department; Dr Warren Lloyd, Consultant, representing the Royal College of Psychiatry; met on 2 March 2023 to interview one candidate for the role of Consultant in Psychiatrist in S-CAMHS based at Withybush General Hospital.

- Dr Nia Morris was appointed to the post of Consultant Psychiatrist in S-CAMHS based at Withybush General Hospital. Commencement date to be confirmed.

Argymhelliad / Recommendation

PODCC is requested to approve these appointments 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.

Safon(au) Gofal ac Iechyd: Health and Care Standard(s):	7. Staff and Resources 7.1 Workforce
Amcanion Strategol y BIP: UHB Strategic Objectives:	4. The best health and wellbeing for our individuals, families and communities
Amcanion Llesiant BIP: UHB Well-being Objectives: Hyperlink to HDdUHB Well-being Objectives Annual Report	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

Gwybodaeth Ychwanegol: Further Information:	
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

Effaith: (rhaid cwblhau) Impact: (must be completed)	
Ariannol / Gwerth am Arian: Financial / Service:	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.
Ansawdd / Gofal Claf: Quality / Patient Care:	The appointments will provide services to enhance patient/client outcomes within HDdUHB.
Gweithlu: Workforce:	All post are replacements.

Risg: Risk:	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.
Cyfreithiol: Legal:	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.
Enw Da: Reputational:	The appointments will provide services to enhance patient/client outcomes within HDdUHB.
Gyfrinachedd: Privacy:	Not applicable
Cydraddoldeb: Equality:	No adverse impact.