



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

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	04 November 2025
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Advisory Appointments Committee
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Lisa Gostling – Executive Director of Workforce & OD (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 16 July 2025 and 13 October 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 General Surgeon with a sub-specialist interest in Upper Gastrointestinal (GI) & Consultant Upper GI Surgeon;
- Consultant in Cardiology;
- Consultant in Anaesthetics.

**Asesiad / Assessment**

**Consultant General Surgeon with a sub-specialist interest in Upper GI & Consultant Upper GI Surgeon**

The AAC, comprising of Dr Neil Wooding, Chair of Hywel Dda University Health Board (HDdUHB); Lee Davies, Executive Director of Strategy and Planning representing the Chief Executive Officer; Dr Eiry Edmunds, Interim Deputy Medical Director representing the Medical Director: Prof Ashraf Rasheed representing the Royal College and Mr Andrew Deans and Mr Ken Harries representing the department met on 2 September 2025 to interview three candidates for the Consultant General Surgeon with a sub-specialist interest in Upper GI & Consultant Upper GI Surgeon.

Mr Bedanta Baruah (External) was appointed to the post of Consultant General Surgeon with a sub-specialist interest in Upper GI. Start date will be December 2025.

Dr applied directly via NHS Jobs.

Mr Paul Healy (Internal) was appointed to the post of Consultant Upper GI Surgeon. Start date 13 October 2025.

### **Consultant in Cardiology**

The AAC, comprising of Maynard Davies, Independent Board Member of HDdUHB representing the Chair; Andrew Carruthers, Chief Operating Officer representing the Chief Executive Officer; Prof Subhamay Ghosh, Associate Medical Director for Quality & Safety representing the Medical Director; Dr Lee Eveline representing the Royal College and Dr Clive Weston and Dr Ramasami Nandakumar representing the department met on 29 September 2025 to interview one candidate for the Consultant in Cardiology.

Dr Mohd Rahman was appointed to the post of Consultant in Cardiology. Start date February 2026. Dr applied directly via NHS Jobs.

### **Consultant in Anaesthetics**

The AAC, comprising of Michael Imperato, Independent Board Member of HDdUHB representing the Chair; Lisa Gostling, Director of Workforce and OD / Deputy Chief Executive Officer representing the Chief Executive Officer; Prof Subhamay Ghosh, Associate Medical Director for Quality & Safety representing the Medical Director; Dr Simon Ford representing the Royal College and Dr Jacek Zeber and Dr Gabor Dudas representing the department met on 13 October 2025 to interview two candidates for the Consultant in Anaesthetics.

Dr Richard Ellis was appointed to the post of Consultant in Anaesthetics. Start date within 3 months. Dr applied directly via Trac.

### **Candidate Withdrawals**

#### **Community Consultant Paediatrics**

The AAC, comprising of Dr Neil Wooding, Chair of HDdUHB; Lee Davies, Executive Director of Strategy and Planning representing the Chief Executive Officer; Dr June Picton, Associate Medical Director for Professional Standards representing the Medical Director; Dr Zed Sibanda representing the Royal College and Dr Marcus Andrews and Dr Suparna Jayasinghe representing the department met on 17 July 2025 to interview one candidate for the role of Community Consultant Paediatrics.

A Doctor was appointed to the post of Community Consultant Paediatrics. The Doctor applied directly via NHS Jobs. Regrettably the Doctor withdrew from the offer.

#### **Consultant in Community General Psychiatry - South Pembrokeshire Hospital**

The AAC, comprising of Eleanor Marks, Vice Chair of HDdUHB representing the Chair; Lisa Gostling, Director of Workforce and OD / Deputy Chief Executive Officer representing the Chief Executive Officer; Dr June Picton, Associate Medical Director representing the Medical Director; Dr Warren Lloyd representing the Royal College and Dr Akhtar Khan and Amanda Davies representing the department met on 11 September 2025 to interview one candidate for the Consultant in Community General Psychiatry.

A Doctor was appointed to the post of Consultant in Community General Psychiatry. The Doctor applied after seeing the vacancy advertised via British Medical Journal. Regrettably the Doctor withdrew from the offer. The reasons for this were personal, and do not concern the nature of the job or Health Board.

### Argymhelliad / Recommendation

The PODCC is requested to:

- **APPROVE** the appointments 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 <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

### 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: Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	AAC – Appointments Advisory Committee
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<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