

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

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	20 October 2022
<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 29 July 2022 to 3 October 2022 and to seek approval for this appointment 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 General Surgery/Laparoscopic Colorectal Surgery
- Consultant in General Paediatrics with an interest in Neonates
- Consultant in Obstetrics and Gynaecology

##### Asesiad / Assessment

#### 1 Consultant in in General Surgery/Laparoscopic Colorectal Surgery

The AAC, comprising of Anna Lewis, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Mr Andrew Carruthers, Director of Operations, representing the Chief Executive Officer, Dr June Picton, Associate Medical Director representing the Medical Director, Mr Andrew Deans, Consultant Medical Lead, representing the Department, Dr Simone Sebastiani, Consultant, representing the department, Mr Phill Burgess, Consultant representing the Royal College of Surgeons, met on 29 July 2022 to interview one candidate for the role of Consultant in General Surgery/Laparoscopic Colorectal Surgery based in Bronglais General Hospital (BGH).

- Mr Cristian Soare was appointed to the post of Consultant in General Surgery/Laparoscopic Colorectal Surgery based in BGH. Commencement date to be confirmed.

## 2 Consultant in General Paediatrics with an interest in Neonates

The AAC, comprising of Delyth Raynsford, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Mr Steve Moore, Chief Executive Officer, Dr Warren Lloyd, Associate Medical Director, representing the Medical Director, Dr Prem Kumar Pitchaikani, Consultant Clinical Lead, representing the Department, Dr Joanna Webb, Consultant Paediatrician, representing the department (SBUHB), Dr Sanjeev Deshpande, Consultant, representing the Royal College of Paediatrics and Child Health, met on 30 August 2022 to interview two candidates for the role of Consultant in Paediatrics with an interest in Neonates based at Glangwili General Hospital (GGH).

Consultant in General Paediatrics with an interest in Neonates AAC originally had three candidates shortlisted for interview. One candidate withdrew five days before interview due to changes in their personal circumstances. Second candidate to be interviewed did not attend on the day and has not responded to our request for additional information around their reason for withdrawal.

- Dr Matthew Pickup was appointed into the post of Consultant in Paediatrics with an interest in Neonates based at GGH. Commencement date to be confirmed.

## 3 Consultant in Obstetrics and Gynaecology

The AAC, comprising of Delyth Raynsford, Independent Board Member representing the Chair of Hywel Dda University Health Board (HDdUHB); Alison Shakeshaft, Executive Director of Therapies and Health Science, representing the Chief Executive Office, Dr June Picton, Associate Medical Director, representing the Medical Director, Mr Said Awad, Hospital Director/ Consultant in Obstetrics and Gynaecology, representing the Department, Mr Alan Treharne Consultant in Obstetrics and Gynaecology, representing the Department, Mrs Marion Beard, Consultant, representing the Royal College of Obstetricians and Gynaecologists, met on 2 September 2022 to interview one candidate for the role of Consultant in Obstetrics and Gynaecology based at BGH.

- Mr Muhammad Abdelhaleem was appointed to the post of Consultant in Obstetrics and Gynaecology based at BGH. Commencement date to be confirmed.

### Argymhelliad / Recommendation

The People, Organisational Development & Culture Committee is requested to approve the outcome of the AAC appointments held between 29 July 2022 to 3 October 2022 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:	Not applicable.

Datix Risk Register Reference and Score:	
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: <a href="#">Hyperlink to HDdUHB Well-being Objectives Annual Report</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

<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 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 – 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>	All post are replacements.

<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.