



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

DYDDIAD Y CYFARFOD: DATE OF MEETING:	19 August 2021
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:	Annamarie Thomas – Assistant Director of Workforce & Organisational Development (Resourcing & Utilisation)

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) meetings held between 1st June 2021 and 5th August 2021 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 Palliative Medicine.
- Consultant in Acute Medicine.

Asesiad / Assessment

1. The AAC, comprising of Mrs Judith Hardisty, Vice Chair, representing the Chair of Hywel Dda University Health Board (HDdUHB); Mrs Mandy Rayani, Director of Nursing, Quality and Patient Experience, representing the Chief Executive; Dr Subhamay Ghosh, Associate Medical Director, representing the Medical Director; Dr Helen Fielding, Clinical Lead for Palliative Medicine, representing the Department; Dr Rebecca Croft, Local Consultant representing the Department; and Dr Sue Morgan, Consultant, representing the Royal College of Physicians, met on 14th June 2021 to interview two candidates for the role of Consultant in Palliative Medicine based at Glangwili General Hospital (GGH) and Prince Philip Hospital (PPH).

- Dr Isobel Jackson and Dr Owain Thomas were appointed to the post of Consultant in Palliative Medicine, based in GGH and PPH, with a commencement date to be confirmed.

2. The AAC, comprising of Mr Maynard Davies, Independent Member, representing the Chair of Hywel Dda University Health Board (HDdUHB); Mr Steve Moore, Chief Executive; Dr June Picton, Associate Medical Director representing the Medical Director; Dr Angela Puffett, Lead Consultant; Dr Christopher James, Local Consultant, representing the

Department; Dr Mark Daley, Consultant, representing the Royal College of Physicians, met on 15th July 2021 to interview two candidates for the role of Consultant in Acute Medicine based at Withybush General Hospital (WGH)

- Dr Karen Brown and Dr Mario Diego Cristo were appointed to the post of Consultant in Acute Medicine, based at WGH, with a commencement date to be confirmed.

Argymhelliad / Recommendation

The People, Organisational Development & Culture Committee (PODCC) is requested to approve the appointment of Dr Isobel Jackson, Dr Owain Thomas, Dr Karen Brown and Dr Mario Diego Cristo on behalf of the Board.

Amcanion: (rhaid cwblhau)

Objectives: (must be completed)

Committee ToR Reference: Cyfeirnod Cylch Gorchwyl y Pwyllgor:	3.11 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. Improve the productivity and quality of our services using the principles of prudent health care and the opportunities to innovate and work with partners.
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 Termiau: Glossary of Terms:	Included within the body of the report.
Partïon / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Diwylliant, Pobl a Datblygu Sefydliadol:	AAC – Advisory Appointments Committee

Parties / Committees consulted prior to People, Organisational Development & Culture Committee:	
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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:	These are replacement posts.
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.