



**PWYLLGOR CYNLLUNIO POBL A SICRWYDD PERFFORMIAD  
PEOPLE PLANNING AND PERFORMANCE ASSURANCE COMMITTEE**

<b>DYDDIAD Y CYFARFOD: DATE OF MEETING:</b>	29 October 2020
<b>TEITL YR ADRODDIAD: TITLE OF REPORT:</b>	Advisory Appointments Committees
<b>CYFARWYDDWR ARWEINIOL: LEAD DIRECTOR:</b>	Lisa Gostling, Director of Workforce & Organisational Development
<b>SWYDDOG ADRODD: REPORTING OFFICER:</b>	Michelle Cole, Senior Medical Recruitment Advisor

**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, Planning and Performance Assurance Committee (PPPAC) on the outcome of the Advisory Appointments Committees (AACs) held between 10<sup>th</sup> August 2020 – 12<sup>th</sup> October 2020 and to seek approval for these appointments on behalf of the Board.

**Cefndir / Background**

The following appointments were made at recent AACs, requiring PPPAC's approval on behalf of the Board:

- Consultant in Colorectal Surgery – Glangwili General Hospital (GGH).
- Consultant in Colorectal Surgery – Bronglais General Hospital (BGH).
- Consultant in General Paediatrics – Bronglais General Hospital (BGH).
- Consultant Physician in Care of the Elderly – Bronglais General Hospital (BGH).
- 2 x Consultant Anaesthetists – Withybush General Hospital (WGH).

**Asesiad / Assessment**

1. The Advisory Appointments Committee, comprising of Ms Maria Battle – Chair of the Health Board; Mr Steve Moore – Chief Executive; Dr Phil Kloer – Medical Director; Mr Andrew Deans – Clinical Lead representing the Department; Mr Samy Mohamed – Local Consultant representing the Department; and Professor Puthucode Haray – Consultant representing the Royal College of Surgeons, met on 17<sup>th</sup> August 2020 to interview one candidate for the role of Consultant in Colorectal Surgery based at GGH.
  - Mr Usama Mohamed was appointed to the post in GGH, with a commencement date of 01/11/2020.
2. The Advisory Appointments Committee, comprising of Ms Maria Battle – Chair of the Health Board; Mr Steve Moore – Chief Executive; Dr Phil Kloer – Medical Director; Mr Andrew Deans – Clinical Lead representing the Department; Mr Samy Mohamed – Local Consultant representing the department; and Professor Puthucode Haray –

Consultant representing the Royal College of Surgeons, met on 17<sup>th</sup> August 2020 to interview two candidates for the role of Consultant in Colorectal Surgery based at BGH.

- Mr Simone Sebastiani was appointed to the post in BGH, with a commencement date to be confirmed.
3. The Advisory Appointments Committee, comprising of Mrs Judith Hardisty – Vice Chair of the Health Board; Mr Steve Moore – Chief Executive; Dr Warren Lloyd – Associate Medical Director, representing the Medical Director; Mr Said Awad – Hospital Director; Dr Prem Pitchiakani – Clinical Lead representing the Department; Dr Kausik Khan – Local Consultant representing the Department; and Dr Urmi Das – Consultant representing the Royal College of Paediatrics and Child Health, met on 14<sup>th</sup> September 2020 to interview two candidates for the role of Consultant in General Paediatrics based at BGH.
- Dr Alzbeta Kolenova was appointed to the post in BGH, with a commencement date to be confirmed
4. The Advisory Appointments Committee, comprising of Mrs Judith Hardisty – Vice Chair of the Health Board; Mr Andrew Carruthers – Director of Operations, representing the Chief Executive; Dr June Picton – Associate Medical Director, representing the Medical Director; Dr Annette Snell – Hospital Director & Clinical Lead representing the Department; and Dr Claire Dinsdale – Consultant representing the Royal College of Physicians, met on 28<sup>th</sup> September 2020 to interview one candidate for the role of Consultant Physician in Care of the Elderly based at BGH.
- Dr Ian Thompson was appointed to the post in BGH, with a commencement date to be confirmed.
5. The Advisory Appointments Committee, comprising of Mrs Judith Hardisty – Vice Chair of the Health Board; Mr Andrew Carruthers – Director of Operations, representing the Chief Executive; Dr June Picton – Associate Medical Director, representing the Medical Director; Dr Alun Rees – Clinical Lead representing the Department; Dr Joel Green – Local Consultant representing the Department; and Dr Ted Rees – Consultant representing the Royal College of Anaesthetists, met on 28<sup>th</sup> September 2020 to interview two candidates for two roles of Consultant Anaesthetist based at WGH.
- Dr Anthony Smith was appointed to the post in WGH, with a commencement date of July 2021 – exact start date to be confirmed.
  - Dr Norbert Skarbit was appointed to the post in WGH with a commencement date of December 2020 – exact date to be confirmed.

#### Argymhelliad / Recommendation

PPPAC is requested to approve these 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:	5.6 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 2019-20	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:</b> <b>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 Termau: Glossary of Terms:	Included within the body of the report
Partion / Pwyllgorau â ymgynhorwyd ymlaen llaw y Pwyllgor Cynllunio Pobl a Sicrwydd Perfformiad: Parties / Committees consulted prior to People Planning and Performance Assurance Committee:	AAC – Advisory Appointments Committee

<b>Effaith: (rhaid cwblhau)</b> <b>Impact: (must be completed)</b>	
<b>Ariannol / Gwerth am Arian:</b> <b>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 the Health Board
<b>Gweithlu: Workforce:</b>	These are replacement posts
<b>Risg: Risk:</b>	Non-appointment to these posts would have posed significant risks to the Health Board 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 Health Board 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 the Health Board
<b>Gyfrinachedd: Privacy:</b>	Not applicable
<b>Cydraddoldeb: Equality:</b>	No adverse impact