

Recruitment of Chair to the Citizen Voice Body for Health and Social Care

Vacancy summary:

1. On 7th January, the Welsh Government – Public Appointments Unit advertised for a Chair, Deputy Chair and 6 non-executive members for the Citizen Voice Body for Health & Social Care (CVB).
2. The CVB's purpose is to exercise specific functions in accordance with the Health and Social Care (Quality and Engagement) (Wales) Act 2020. These include:
 - a. to represent the interests of the public in respect of health services and social services by seeking the views of the public about these services;
 - b. to promote public awareness of its functions, publish a statement of policy setting out how it proposes to do this and how it intends to seek the views of members of the public;
 - c. to make representations to Local Health Boards (LHBs), NHS Trusts, Special Health Authorities and Local Authorities about any matter it considers is relevant to the provision of health services or social services having sought the views of the public; and,
 - d. the power to provide advice and assistance with complaints relating to health and social services.
3. The Chair's role and responsibilities include:
 - ensure Board Members are kept informed of all such communications;
 - demonstrate a strong, visible passion and commitment to role of the CVB and its strategy;
 - ensure the CVBs affairs are conducted with probity;
 - where appropriate, policies and actions are communicated and disseminated throughout the CVB.
 - formulating the Board's strategies;
 - ensuring the Board, in reaching decisions, takes proper account of statutory and financial management requirements and all relevant guidance including guidance provided by the Welsh Ministers;
 - promoting the economic, efficient and effective use of staff and other resources;
 - promoting a culture within the organisation based on positive values and behaviours;
 - ensuring high standards of regularity and propriety; and
 - representing the views of the Board to the public.
 - ensure all Board Members are briefed fully on the terms of their appointment and on their duties, rights and responsibilities;
 - ensure they, together with other Board Members, receive appropriate training, including on the financial management and reporting requirements of public sector bodies, and on the differences which might exist between private and public sector practice;

- ensure the Board has a balance of skills appropriate to directing the CVB's business, and advise the Minister, in instances where appointments are to be made by them, on the needs of the CVB when Board vacancies arise;
 - assess the performance of individual Board members in accordance with the arrangements agreed with the sponsor team; and
 - ensure a Code of Conduct for Board Members is in place consistent with the Welsh Government Model Code.
4. The successful appointee will receive remuneration at £256 per day/£15,400 per annum, paid monthly or quarterly in arrears as agreed for 5 days per month.

Publicity summary:

5. The roles were promoted via the following websites and social media platforms:

- Welsh Government website;
- Cabinet Office Public Appointments website;
- Any other relevant websites/online forums such as WomenOnBoard;NEDOnBoard, Board of Community Health Councils;
- Twitter; and,
- LinkedIn.

6. Paid advertisements were placed the following websites:

- Jobs Wales
- Diversity Jobsite Network
- Golwg 360
- BYP Network.

7. The roles were promoted via the following networks:

- As part of the Welsh Government's commitment to increasing diversity in public appointments the advert was be sent to equality and other organisations who have expressed an interest (see Annex 1, Publicity Strategy – MA/EM/3894/21)
- Notice was shared with members of the CVB Establishment Stakeholder Reference Network (see Appendix 2, Publicity Strategy – MA/EM/3894/21) who cascaded the informstion to their organisations and wider networks.
- Individuals with an interest in Public Appointments who have registered for Job Alerts on Appoint.
- NHS Wales Communications Leads
- Local Authorities Communications Leads
- ADSS Cymru newsletter
- 'A Healthier Wales' newsletter
- In addition to the above the Establishment Team also facilitated three awareness sessions for prospective candidates.

Recruitment process summary:

8. Following a three week advertisement period, the advert closed on 1st February 2022. 122 applications in total were received, of which 16 were for the Chair position. To support the Advisory Assessment Panel, officials undertook a pre sift of the 16 applications of which 10 were recommended for consideration by the Advisory Assessment Panel. However, the remaining 6 were reviewed by the panel and sifted out. Of the 10 individuals considered, 6 candidates were invited to interview. The panel comprised of:
- Judith Paget, Director General Health and Social Services/NHS Chief Executive
 - Dr Chris Jones, Deputy Chief Medical Officer
 - Albert Heaney CBE, Chief Social Care Officer for Wales
 - Bethan Jones-Edwards, Head of Social Care Futures Programme
 - Aaqil Ahmed, Senior Independent Panel Member
9. The 6 applicants were invited to attend an online 2 day assessment process which included a stakeholder session which the applicant was expected to lead (approximately a range 10 stakeholders attending) on 3rd March 2022 and a formal interview with the Advisory Assessment Panel on 4th March 2022.

Diversity data of applicants:

	Applied	Short Listed
Number of Candidates	16	6
Gender		
Female	5	2
Male	11	4
Self-Description		
Prefer not to say		
Disability		
Declared Disability	2	
No disability	14	6
Prefer not to say		
Ethnicity		
Asian		
Black		
White	14	6
Mixed Ethnic	1	
Prefer not to say	1	
Age		
18-25		
26-35		
36-45	1	
46-55		
56-65	9	3
66+	6	3
Prefer not to say		
Sexual Orientation		
LGBTQ	3	

Prefer not to say		
Religion		
Person of faith/belief	11	3
No religion/Atheist	3	3
Prefer not to say	2	
Principal Residence <i>(enter County/City and first part of postcode)</i>	LL59 Anglesey LL77 Anglesey CF34 Bridgend County Borough CF5 Cardiff x 2 CF15 Cardiff SA31 Carmarthenshire SY23 Ceredigion LL21 Denbighshire NP18 Gwent NP26 Monmouthshire LD3 Powys CF38 Rhondda Cynon Taf CF43 Rhondda Cynon Taf SA2 Swansea CF62 Vale of Glamorgan	LD3 Powys CF43 Rhondda Cynon Taf SA31 Carmarthenshire CF15 Cardiff CF5 Cardiff NP18 Gwent
Principal Employment		
Civil Service	2	1
Private Sector	2	
Third Sector	1	
Wider Public Sector	5	3
Mixed	6	2
Prefer not to say		
Political Activity		
<i>Political Activity undertaken</i>	6	2
Public Appointments Held		
0 Public Appointments Held	7	2
1 Public Appointments Held	8	3
2 Public Appointments Held	1	1
3 Public Appointments Held		
4 Public Appointments Held		
5-9 Public Appointments Held		
10+ Public Appointments Held		

Public Appointments Held prefer not to say		
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10. Both the stakeholder panel and Advisory Assessment Panel agreed one applicant was deemed appointable. The Minister agreed to the recommendation on 18th March 2022.

Minister for Health and Social Services preferred candidate: Medwin Hughes

Conflict of Interest

None

Political Activity

None