

## **Recruitment of Chair – Hywel Dda University Health Board (HDUHB)**

### **Vacancy summary:**

The HDUHB Board plays a key role in shaping the strategy, vision, purpose and culture of the organisation. It holds the Board to account for service delivery, performance, delivery of strategy and value for money, and strategic development and implementation.

It is also responsible for ensuring that risks to the organisation, staff and the public are managed and mitigated effectively. Led by an independent Chair and comprised of a mixture of both Executive and Independent Members (also known in some organisations as Non-Executive Directors). The Board has a collective responsibility for the performance of the organisation. The Chair will be accountable to the Cabinet Secretary for Health & Social Care, for the performance of the Board and its effective governance, upholding the values of the NHS, and promoting the confidence of the public and partners.

### **Background:**

Hywel Dda University Health Board (the Health Board or Hywel Dda) is the local NHS organisation for Mid and West Wales. As a health board, they plan, organise and provide health services for almost 400,000 people across Carmarthenshire, Ceredigion, and Pembrokeshire. They manage and pay for the care and treatment that people receive in this area for physical, mental health and learning disabilities.

HDUHB provides NHS services across a quarter of the land mass of Wales in Mid and West Wales and communities are quite spread out in rural areas. Almost half the population 48.8% live in Carmarthenshire, 32.5% live in Pembrokeshire, and 18.7% in Ceredigion. They have a large border with other counties, and so communities in south Gwynedd, north Powys and Swansea / Neath Port Talbot also use the health services.

HDUHB is currently involved in an exciting project with Swansea University and Swansea Bay University health Board called a Regional Collaboration for Health (ARCH). This is health and science working together, to improve the health, wealth and wellbeing of the people of South West Wales.

### **Publicity summary:**

The Welsh Government circulated details of the appointment through stakeholder lists held by the Public Bodies Unit (PBU) and posted the vacancy on the Welsh Government public appointments website.

HDUHB promoted through its board website, social media platforms as well as circulation amongst the stakeholder reference group and other key groups focussing on equality and diversity. Also promoted internally through the Health Board's BAME Network to encourage applications from these groups.

The vacancy was promoted by the following Social Media channels and advertised through the media listed below:

Twitter – Welsh Government - Retweet by HDUHB
Facebook – Hywel Dda University Health Board
LinkedIn - NHS Confederation and HDUHB

Paid Advertisements:

- Jobs Wales Jobswales
- Diversity Jobsite Network
- Golwg 360

**Recruitment process summary:**

Advertised on Welsh Government Website and in paid advertisements, between 26 September 2023 and 20 October 2023.

Sift – 21 February 2024

Stakeholder Session – 7 and 8 March 2024. The stakeholder session members were representatives from the Health Board, their partners and stakeholders and Welsh Government. The candidates were asked to introduce themselves giving a brief overview of why they applied for this role. (5-minutes). This was followed by a 30 minute open discussion with panel members.

Interviews – 29 February 2024

**Assessment advisory panel membership:**

Judith Paget (panel Chair)  
Sue Tranka, Chief Nursing Officer  
Steve Probert, Deputy Director of Corporate Services & Government Business  
Rosetta Plummer, Senior Independent Panel Member  
Peter Homa, Independent Panel Member

A total of 7 applications for the new role were received. 5 Male and 2 Female. 1 disabled.

**4 candidates were recommended for interview although 1 candidate withdrew their application prior to the interviews taking place.** The Assessment Advisory Panel considered there to be **1 Appointable candidate.**

**Cabinet Secretary for Health & Social Care preferred candidate – Neil Wooding**

**Conflict of Interest**

None

**Political Activity (as stated on the application form)**

None