

Recruitment of Chair – Swansea Bay University Health Board (SBUHB)

Vacancy summary:

The SBUHB 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:

Swansea Bay University Health Board (SBUHB), formerly Abertawe Morgannwg University Health Board (ABMU), was created on April 1 2019, after responsibility for providing healthcare services in the Bridgend County Borough Council area passed from ABMU to the new Cwm Taf Morgannwg University Health Board.

SBUHB covers a population of around 390,000 people, has an annual budget of over £1 billion and employs around 12,500 staff, 70% of whom are involved in direct patient care. SBUHB provides integrated care for patients and delivers acute, intermediate, mental health, community and primary care services to people in Swansea and Neath Port Talbot. In addition, it provides a large range of regional and sub-regional services including cardiac surgery and burns, plastic surgery for patient in the South West of England, forensic mental health for South Wales and learning disability services from Swansea to Cardiff as well as for the Rhondda Cynon Taf and Merthyr Tydfil areas.

Primary Care Services are provided through general practitioner, opticians, community pharmacists and dentists who all operate as independent contractors. SBUHB manages GP Out-of-Hours Services and General Medical Services for Swansea prison.

SBUHB has three acute hospitals providing a range of services:

- Neath Port Talbot Hospital in Port Talbot;
- Singleton Hospital in Swansea; and
- Morriston Hospital in Swansea.

There are also a number of smaller community hospitals and primary care resource centres providing important clinical services to residents outside the four main acute hospital settings.

The Health Board has developed strong partnerships with neighbouring health boards, local authorities, the 3rd sector and others. These include Swansea University, who SBUHB are striving to develop a research and education-driven culture, working in close partnership with Swansea University, its College of Medicine, Human and Health Science, and the Institute of Life Science. SBUHB is currently involved in an exciting project with Swansea University and Hywel Dda 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.

SBUHB 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
Twitter – Swansea Bay Local University Health Board
Twitter - NHS Confederation
Twitter - The Commissioner for Public Appointments

Paid Advertisements:

- Jobs Wales Jobswales
- Diversity Jobsite Network
- Golwg 360

Recruitment process summary:

Advertised on Welsh Government Website and in paid advertisements, between 24 January 2024 and 14 February 2024.

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.

3 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 – Jan Williams

Conflict of Interest

None

Political Activity (as stated on the application form)

None