**Ref: GJF/2017/10/04**

# GJF Logo

# Board Meeting: 26 October 2017

**Subject:** Consultant Appointments

**Recommendation:** Board members are asked to ratify the recommendations of the Interview Panel.

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

## 1 Background

The selection processes for the appointment of a Consultant Anaesthetist took place on 11 September 2017.

**2 Process**

The shortlisted candidates were interviewed through the Board’s detailed competency and values framework, which consisted of:

* Psychometric Testing
* A Clinical Competency interview panel
* A presentation to a wider group of staff and key stakeholders
* A Multi Disciplinary Team which included the presentation of a clinical with the candidate leading the MDT and summarising the planned treatment path
* A final competency based interview to finish

All four applicants were shortlisted for interview.

The interview panel consisted of the following members:

* Dr Alistair Macfie, Associate Medical Director – Surgical Specialties
* Dr John Luck, Consultant Anaesthetist
* Dr Mike Gill, Consultant Anaesthetist
* Mrs Christine Divers, Service Manager – Surgical Specialties
* Mrs Ann Marie Cavanagh, Director of Nursing
* Ms Safia Qureshi, Director of Quality, Innovation and People
* Ms Valerie Cunningham, External Advisor
* Mr David Miller, Associate Director of Human Resources

No trained Non Executive Directors were available to attend the interview date. It was agreed with the Chief Executive to go ahead with two Executive Directors on the panel.

## 3 Outcome

One offer was made to Dr Roddy Chapman, who is currently working in Monklands District General Hospital. He has in excess of 10 years experience as a Consultant Anaesthetist. Dr Chapman is likely to join us early in the New Year.

The Appointment Panel unanimously recommended the appointment of Dr Chapman to this post.

**4 Conclusion/Recommendation**

Board members are asked to ratify the recommendations of the Interview Panel.

**Jill Young**

**Chief Executive**

**10 October 2017**

**(Elaine Barr, Recruitment Manager)**