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| Board Meeting: | 14 February 2019 | GJF RGB WITHOUT STRAPLINE |
| Subject: | Consultant Appointments |
| Recommendation: | Board members are asked to:  |  |  | | --- | --- | | Discuss and Note |  | | Discuss and Approve |  | | Note for Information only |  | | Ratify the decision of the Appointment Panels | X | | |
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## 1 Background

A number of selection processes have taken place recently for Consultant Appointments.

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

* psychometric testing;
* clinical competency interview panel;
* presentation to a wider group of staff and key stakeholders;
* multi-disciplinary team meeting on a clinical issue, with the candidate leading the MDT and summarising the planned treatment path; and
* competency based interview.

**2 Consultant Recruitment**

**2.1 Consultant Thoracic Surgeon**

Four applications were received and three candidates were shortlisted for interview. One offer was made to Rocco Bilancia, who was then working as a Clinical Fellow in South Tees Hospitals in Middlesbrough. He has significant experience as a Fellow and has now joined us in his first Consultant role.

The interview panel consisted of the following members:

* Dr Alistair Macfie, Associate Medical Director – Surgical Specialties
* Mrs Jill Young, Chief Executive
* Mr Keith Buchan, External Advisor
* Mr Phil Cox, Non Executive Director
* Mr John Butler, Consultant – Cardiothoracic Surgery
* Mr Alan Kirk, Consultant – Cardiothoracic Surgery
* Ms Christine Divers, Service Manager – Surgical Specialties
* Mr Mohammed Asif, Consultant – Cardiothoracic Surgery
* Mr Gareth Adkins, Director of Quality, Innovation and People

**2.2 Consultant Cardiac Surgeon**

A total of 17 applications were received with three candidates shortlisted for interview. One offer was made to Zahid Mahmood, who was working in the Golden Jubilee Foundation as a Locum Consultant at the time.

The interview panel consisted of the following members:

* Dr Alistair Macfie, Associate Medical Director – Surgical Specialties
* Mr Gareth Adkins, Director of Quality Innovation and People
* Mr Keith Buchan, External Advisor
* Mr John Butler, Consultant – Cardiothoracic Surgery
* Dr Alistair Macfie, Associate Medical Director – Surgical Specialties
* Mr Hany Eteiba, Interim Medical Director
* Ms Karen Kelly, Non Executive Director
* Ms Lynn Graham, Associate Operations Director – Surgical Specialties
* Mr Vivek Pathi, Consultant – Cardiothoracic Surgery

**2.3 Consultant Cardiologist – Scottish Adult Congenital Cardiac Service**

Two applications were received and both applicants were shortlisted for interview. One offer was made to Gruschen Veldtman, who is currently working overseas. Through negotiation with the Board, Mr Veldtman is not likely to start working with us until later in 2019.

The interview panel consisted of the following members:

* Mr Hany Eteiba, Interim Medical Director
* Ms June Rogers, Director of Operations
* Ms Lynn Ayton, Associate Operations Director – Regional and National Medicine
* Ms Karen Kelly, Non Executive Director
* Mr Martin Denvir, External Advisor
* Mr Mitchell Lindsey, Consultant Cardiologist
* Ms Niki Walker, Consultant Cardiologist
* Ms Natali Chung, Consultant Cardiologist, Guys and St Thomas’ Hospital
* Mr Mark Danton. Consultant – Cardiothoracic Surgery
* Mr Hany Eteiba, Interim Medical Director

**2.4 Consultant Anaesthetist**

Only one application was received and shortlisted for interview. One offer was made to Ndollo Emboumbou, who is currently working in Paris as a Locum Consultant. It is likely that Dr Ndollo will join us in early February 2019.

The interview panel consisted of the following members:

* Mr Gareth Adkins, Director of Quality Innovation and People
* Mr Mike Higgins, Medical Director
* Dr Alistair Macfie, Associate Medical Director – Surgical Specialties
* Dr John Luck, Consultant Anaesthetist
* Dr Mike Gill, Consultant Anaesthetist
* Dr Fergal Burns, External Advisor
* Ms Susan Douglas-Scott, Non Executive Director (Chair)
* Lynn Graham, Associate Operations Director – Surgical Specialties

**2.5 Consultant Interventional Cardiologist**

Three applications were received with two applicants shortlisted for interview. One offer was made to Dr Richard Brogan, who was already working for the Board in a Locum Consultant Role.

The interview panel consisted of the following members:

* Mr Gareth Adkins, Director of8 Quality Innovation and People
* Mr Malcolm Metcalfe, External Advisor
* Mr Mitchell Lindsay, Consultant Cardiologist
* Mr Phil Cox, Non Executive Director
* Mr Hany Eteiba, Interim Medical Director
* Ms Lynne Ayton, Associate Operations Director – Regional and National Medicine
* Mr Richard Good, Consultant Cardiologist

**2.6 Consultant Anaesthetist (Intensivist)**

Two applications were received with both shortlisted for interview. One offer was made to Dr Andrew Nath. Dr Nath has only just been offered the position, and it is likely to take at least two months to complete pre-employment checks and agree a start date.

The interview panel consisted of the following members:

* Mr Gareth Adkins, Director of Quality Innovation and People
* Mr Stephen McAllister, Non Executive Director
* Ms Christine Divers, Service Manager – Surgical Specialties
* Dr Alistair Macfie, Associate Medical Director – Surgical Specialties
* Dr Jackie Church, Consultant Anaesthetist
* Dr Valerie Cunningham, External Advisor
* Dr Robyn Smith, Consultant Anaesthetist

## 3 Outcome

The Appointment Panels unanimously recommended the appointments of the above Consultants.

**4 Conclusion/Recommendation**

Board members are asked to ratify the recommendations of the Appointment Panels.

**Gareth Adkins**

**Director of Quality, Innovation and People**

**28 January 2019**

**(Elaine Barr, Recruitment Manager)**