

Eluned Morgan MS
Minister for Health and Social Services
Welsh Government

22 November 2021

Dear Eluned

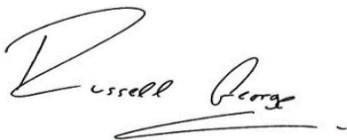
Public appointments process

Further to my letter of 28 October, the Committee held a useful and informative scrutiny session with Emrys Elias on 4 November 2021. Whilst we appreciate that the Committee held no formal role in the appointment of Mr Elias as interim Chair of Cwm Taf Morgannwg UHB, Members welcomed the opportunity to explore with Mr Elias how he intends to lead the health board, and what his priorities are.

Following the session, Members agreed to write to you with follow up questions, which are outlined in the annex to this letter. The Committee is aware that a number of similar vacancies are likely to arise during the Sixth Senedd, and would particularly welcome assurance that the public appointments process and associated Welsh Government Diversity and Inclusion Strategy for Public Appointments in Wales will ensure that the roles attract sufficient pools of high quality and diverse candidates.

We would be grateful for a response by 06 January 2022.

Yours sincerely



Russell George MS

Chair, Health and Social Care Committee

Croesewir gohebiaeth yn Gymraeg neu Saesneg. We welcome correspondence in Welsh or English.

Annex: follow up questions after scrutiny session with the interim Chair of Cwm Taf Morgannwg UHB on 4 November 2021

Following the post-appointment scrutiny session with Emrys Elias, interim Chair of Cwm Taf Morgannwg UHB, we would be grateful if you could provide information on the following areas. We would be grateful to receive your response by Thursday 6 January 2022.

Public appointments process

In March 2020, the Health, Social Care and Sport Committee of the Fifth Senedd held a pre-appointment hearing with the Welsh Government's preferred candidate for the role of Chair of Swansea Bay UHB. In its subsequent report, the Committee expressed disappointment that the advertising process for such a prominent position had needed to be re-run due to a lack of suitable candidates. It recommended that the Welsh Government should consider expanding the range of platforms or outlets with which notices were placed in an attempt to reach a wider audience and potentially attract a more diverse field of candidates.

1. An interim arrangement has been needed on this occasion because the substantive process failed to identify a suitable appointee to the Chair of Cwm Taf Morgannwg UHB. We would therefore be grateful if you could outline how you will ensure in future that similar roles attract a diverse range of high quality candidates, including what contribution will be made by the Welsh Government's Diversity and Inclusion Strategy for Public Appointments in Wales.
2. We would also welcome further information on the Welsh Government's approach to succession planning for senior leadership positions in the NHS in Wales.

Interim appointments

3. Whilst the Committee has no formal role in respect of interim public appointments, we would nevertheless welcome further information about how the Welsh Government makes such appointments, including how decisions are taken on the specification and duration of the role, and what factors are taken into account when identifying interim appointees.