



Ein cyf/Our ref MA/VG/1049/20

Dr Dai Lloyd AM
Chair, Health, Social Care and Sport
Committee
National Assembly for Wales
Cardiff Bay
Cardiff
CF99 1NA

3 April 2020

Dear Dai,

CHAIR OF SWANSEA BAY UNIVERSITY HEALTH BOARD

Thank you for your letter of 13 March enclosing a copy of your Committee's report of the recent pre-appointment hearing in respect of the appointment of Emma Woollett, the preferred candidate, to the above role.

Firstly, I would like to thank you and the Committee for the careful and considered manner in which you undertook the hearing and produced the report. In addition to the recommendations made by the Assessment Advisory Panel, I have taken into consideration the reasons why your Committee did not oppose the appointment of Mrs Woollett and can now confirm that I will write to offer her the appointment.

Secondly, it was disappointing that only five applications were received for the re-advertised role. On 27 February, the Deputy Minister and Chief Whip launched a Diversity and Inclusion Strategy for Public Appointments in Wales. The Strategy will aim to build a robust public appointments pipeline through open, robust and potentially new types of public appointment assessment processes. In building the pipeline, targeted outreach work will be undertaken to raise awareness of the opportunities available to attract new talent. Mentoring, shadowing and training programmes will also be developed to support those interested in becoming board members.

Finally, I do carefully consider the use of head-hunters to help raise awareness of appointment opportunities. There are often significant cost implications to this approach, so it requires a careful balance in order to assess the likely added value. Again, how we use head-hunters and consultancies will be considered as part of work to implement the Diversity and Inclusion Strategy.

Bae Caerdydd • Cardiff Bay
Caerdydd • Cardiff
CF99 1NA


Canolfan Cyswllt Cyntaf / First Point of Contact Centre:
0300 0604400

Gohebiaeth.Vaughan.Gething@llyw.cymru
Correspondence.Vaughan.Gething@gov.wales

Rydym yn croesawu derbyn gohebiaeth yn Gymraeg. Byddwn yn ateb gohebiaeth a dderbynnir yn Gymraeg yn Gymraeg ac ni fydd gohebu yn Gymraeg yn arwain at oedi.

We welcome receiving correspondence in Welsh. Any correspondence received in Welsh will be answered in Welsh and corresponding in Welsh will not lead to a delay in responding.

Yours sincerely,

A handwritten signature in black ink, reading "Vaughan Gething". The signature is written in a cursive, flowing style.

Vaughan Gething AC/AM

Y Gweinidog Iechyd a Gwasanaethau Cymdeithasol

Minister for Health and Social Services