

Recruitment of Chair - Welsh Ambulance Service NHS Trust

Vacancy summary:

1. On 28th March 2022 the Welsh Government – Public Appointments Unit advertised for a Chair, Welsh Ambulance Service NHS Trust (WAST).
2. As previously outlined in the letter from the Minister for Health and Social Services to the Committee Chair dated 12 December 2021, executive search consultants were engaged to assist with the campaign. This was with the aim of increasing the number of applicants and widening the diversity.
3. In addition to seeking out potential candidates, the search consultants also offered support to candidates to assist them in maximising their application.
4. During recent years, the Welsh Ambulance Service has evolved to become one of the most clinically advanced ambulance services in the world. While solid progress has been made, society continues to change, and the advent of the Covid-19 pandemic has accelerated the Trust's commitment to now embarking on the next stage of its journey as it seeks to capitalise on the lessons learned from the pandemic.
5. The roles and responsibilities of the Chair will be to:-
 - Develop a Strategic Vision for the Trust and its services, identifying and realising the inherent potential and skills within the organisation to develop an innovative and world leading service;
 - Provide strong, effective and visible leadership across the breadth of the Trust's responsibilities, internally through the Trust and externally through their connections with a wide range of stakeholders and partners at a national level, the community, local authority and NHS organisations;
 - Ensure the Board collectively articulates and realises the strategic aims of the Trust through appropriate delivery plans and governance arrangements;
 - Be responsible for maintaining the highest quality of public health standards and practices, and improving quality and safety of healthcare;
 - Be accountable for the performance of the Board at community, local authority and national levels through the agreement of a three year integrated medium term plan (IMTP) and an annual delivery plan and the annual evaluation of achievements against the plan in public by the Minister for Health and Social Services;
 - Hold the Chief Executive to account across the breadth of their responsibilities;
 - Work effectively with partners, in particular with Health Boards, NHS Trusts, Special Health Authorities, local authorities, the third sector and social care partners, to ensure the planning and delivery of safe, effective services;
 - Provide the assurance and governance for the proper stewardship of public money and other resources for which the Board is accountable;
 - Provide the assurance for ensuring that the Board is governed effectively within the framework and standards set for the NHS in Wales;
 - Undertake an external ambassador role, delivering in the public spotlight and instilling public confidence.

6. The successful appointee will receive remuneration of £43,326 per annum plus travel and other reasonable expenses within reasonable limits.
7. The roles were advertised on the Welsh Government and Cabinet Office public appointments vacancies website. A search agency was also appointed to identify potential suitable candidates to apply for the role.

Recruitment process summary:

8. Following a four week advertisement period, the advert closed on 25th April 2022 and six applications were received. This is more than has been received in campaigns to recruit chairs to NHS organisations in Wales.
9. The Advisory Assessment Panel recommended 3 of the 6 candidates for interview. The panel comprised of:
 - Judith Paget, Director General Health and Social Services/NHS Chief Executive
 - Chris Turner, Chair, Emergency Ambulance Service Committee
 - Melanie Westlake, Head of NHS Board Governance, HSSG, Welsh Government
 - Ruth Marks, Senior Independent Panel Member
10. The 3 applicants were invited to attend an online stakeholder session on 25th May 2022. This required them to lead a discussion relating to equality and access to services. They were also invited to attend a formal interview with the Advisory Assessment Panel on 27th May 2022. Prior to the stakeholder session, one candidate retracted his application which left 2 candidates to attend the stakeholder session and interview.

Diversity Data of applicants

	Applied	Short Listed
Number of Candidates	6	3 (1 withdrew)
Gender		
Female	1	1
Male	5	1
Other gender		
Gender self-description		
Gender prefer not to say		
Disability		
Declared disability	0	0
No declared disability		
Disability prefer not to say		
Ethnicity		
White	6	2
Mixed / Multiple ethnic groups		
Asian / Asian British		
Black / Black British		
Other ethnic group		

Ethnicity self-description		
Ethnicity prefer not to say		
Age		
16-24		
25-34		
35-44		
45-54		
55-64	3	
65-74	2	1
75-84		
85+		
Age prefer not to say	1	1
Sexual Orientation		
Bisexual		
Gay or Lesbian		
Heterosexual	6	2
Other sexual orientation		
Sexual orientation self-description		
Sexual orientation prefer not to say		
Religion		
Buddhist		
Christian	4	1
Hindu		
Jewish		
Muslim		
Sikh		
Other religion		
Atheist / No religion		
Religion prefer not to say	2	1
Principal Residence		
North East		
Yorkshire & Humberside		
East Midlands		
West Midlands		
East		
London		
South East	1	
South West	1	1
Wales	4	1
Scotland		
Northern Ireland		
Other residence		
Residence prefer not to say		
Principal Employment		

Mostly Civil Service		
Mostly Private Sector	3	1
Mostly Third Sector		
Mostly Wider Public Sector	1	
Mixed	2	1
Other principle employment		
Principle employment prefer not to say		
Public Appointments Held		
0 Public Appointments Held	2	1
1 Public Appointments Held	1	1
2 Public Appointments Held	2	
3 Public Appointments Held		
4 Public Appointments Held	1	
5-9 Public Appointments Held		
10+ Public Appointments Held		
Public Appointments Held prefer not to say		
Political Activity		
Declared political activity		
No declared political activity	5	2
Political activity prefer not to say		
Conservative		
Green		
Labour	1	
Liberal Democrats		
Plaid Cymru		
Scottish National Party		
United Kingdom Independence Party		
Any other parties		

11. Both the stakeholder panel and Advisory Assessment Panel agreed one applicant was deemed appointable. The Minister agreed to the recommendation on 9th of June 2022

Minister for Health and Social Services preferred candidate: Colin Dennis

12. Conflict of Interest: **None**

13. Political Activity: **None**