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Alex Howells

Chief Executive

Health Education and Improvement Wales

Tŷ Dysgu

Cefn Coed

Nantgarw

CF15 7QQ

28 November 2025

Dear Alex,

Re: Recruitment for Executive Director of Nursing, Health Professions and Quality

As Chair of the Allied Health Professions Federation Cymru, I am writing to put on record significant concerns raised by AHP colleagues regarding the recruitment and essential criteria for the above position.

The job description states that this is a 'pivotal national role at the heart of NHS Wales, sharing the future of our healthcare workforce, championing innovation and ensuring the highest standards of education and professional practice.' However, we note that the post is only open to applications from registrants of the Nursing and Midwifery Council (NMC). This is a leadership role that encompasses Nursing, Allied Health Professions and Health Care Sciences, yet the qualifications needed to apply for the role specifically exclude professions other than nursing.

As we know you are aware, the Special Health Boards Authority regulations state that the board should include a total of 5 Officer Members (including the Chief Executive), appointed by the Chair and non-officer members. There is no mention within the regulations that one of the officer members must be a nurse. Please could you advise why the criteria for this post should be limited in a way that excludes and discriminates against 19 of the professions it leads?

We urge you to open this post beyond those on the NMC register to encourage Allied Health Professionals who meet the other aspects of the criteria to apply. As nursing posts often include representation of AHPs, so we believe AHPs are equally skilled to represent nurses and midwives when given equal opportunity.

I look forward to receiving your response.

Yours sincerely,

Dr. Caroline Walters

Chair,

Allied Health Professions Federation Cymru