

# Could you help lead the NHS in your area?

**United Lincolnshire Hospitals NHS  
Trust -**

**Non-executive director**

**Candidate information pack**

**Reference: M1774**



collaboration trust respect innovation courage compassion

**We value and promote diversity and are committed to equality of opportunity for all and appointments made on merit. We believe that the best boards are those that reflect the communities they serve.**

**We particularly welcome applications from women, people from the local black and minority ethnic communities, and disabled people who we know are under-represented in chair and non-executive roles.**

**Our recruitment processes are conducted in accordance with the Code of Governance to ensure that they are made on merit after a fair and open process so that the best people, from the widest possible pool of candidates, are appointed.**

## Contents

- |                             |   |
|-----------------------------|---|
| 1. The opportunity          | 4 |
| 2. The person specification | 4 |
| 3. About the Trust          | 5 |

Appendix 1: More information

Appendix 2: Making an application

Appendix 3: Key dates

---

## 1. The opportunity

We are recruiting a Non-executive director to join the board at United Lincolnshire Hospitals NHS Trust. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in your community. In addition to the Board, the successful candidate will become a member of the Quality Assurance Committee and will provide support to the Director of Nursing and the Medical Director.

## 2. The person specification

### Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have senior level clinical, patient safety and governance experience gained from medical, nursing or allied disciplines ideally within the acute sector. You will need high levels of personal resilience.

You will need to be able to demonstrate you can use your experience to:

- work alongside other non-executives and executive colleagues as an equal member of the board
- bring independence, external perspectives, skills and challenge to strategy development
- hold the executive to account by providing purposeful, constructive scrutiny and challenge
- shape and actively support a healthy culture for the trust

All non-executive directors must **champion the standards of public life** – by upholding the highest standards of conduct and displaying the principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

As a future NHS leader, the successful candidate will be able to demonstrate the range of behaviours required to contribute effectively in this board level role. These are outlined in the NHS Leadership Academy's [Healthcare Leadership Model](#).

We welcome applications from candidates living within a 70 mile radius of the Trust.

- On average this role will require the equivalent to 2 to 3 days a month.
- The remuneration payable for this role is £6,157 pa.

Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS Improvement makes a number of specific background checks to ensure that those we appoint are “fit and proper” people to hold these important roles. More information can be found on our [website](#).

### **3. About United Lincolnshire Hospitals NHS Trust**

United Lincolnshire Hospitals Trust (ULHT) serves one of the largest geographical areas in England with a population of around 736,700 (ONS, May 2015). Providing acute and specialist services to the people of Lincolnshire and neighbouring counties. Lincolnshire is the second largest county in the UK, characterised by a dispersed population in towns and the city of Lincoln and largely rural communities.

The Trust has an annual income of £433 million. Its main contracts are with Lincolnshire East, Lincolnshire West, South Lincolnshire, and South West Lincolnshire Clinical Commissioning Groups (CCGs).

The Trust provides services from three acute hospitals in Lincolnshire with a bed stock, excluding obstetrics, of 1321 and around 7,500 members of staff, all working to provide the best possible care to the people of Lincolnshire.

The Trust has one vision, five values, three ambitions and five programmes of work. The vision sets out the direction of travel for the Trust to achieve its goal of Excellence in Rural Healthcare.

The aim is to improve patients’ access to services locally and improve our quality of services whilst meeting challenging financial balance. ULHT plays a key part in the sustainability and transformation partnership in the county where the provision of acute services is a key component of the partnership plan.

Values underpin everything that ULHT do. They are:

#### **“Patient-centred**

Putting patients at the heart of everything we do, listening and responding to their needs and wishes.

#### **Safety**

Following the Trust’s guidelines and those set out by the relevant professional bodies. Speaking up to make sure patients and staff are safe from harm.

#### **Excellence**

Striving to be the best that we can be. Innovating and learning from others.

## **Compassion**

Caring for patients and their loved ones in ways we would want for our friends and family.

## **Respect**

Behaving and using language that demonstrates respect and courtesy to others. Zero tolerance of bullying, inequality, prejudice or discrimination.”

The challenges that the NHS and ULHT face are well-known, with increases in demand across many services and increasing numbers of patients with complex, multiple long-term illnesses.

The Trust remains in special measures for quality and finance but with this comes a great opportunity to be able to make use of support and resources. The Trust is working hard and is encouraged by signs of improvement in different areas.

As well as reported challenges, there is also much to be proud of. Good progress has been made by developing the future for services and the Trust continues to engage with staff, partners, stakeholders and the public on what this will look like.

Despite many vacancies and a strong reliance upon temporary agency staff and the challenges this brings to improve quality, the Trust has maintained quality standards and has taken forward some innovative approaches. A new bereavement centre has been opened in Lincoln, new ward accreditation schemes to acknowledge quality and improvement have been implemented and great innovations have been made in surgery and treatment. Many of the Trusts staff have won or been nominated for national, regional and Trust awards.

What are ULHT’s plans for 2018/19? This will be an exciting year of transformation for the Trust. To lead the transformation of services, a five-year plan will continue to develop called the 2021 strategy which will have a big focus on quality and safety. The Trust are also collaborating closely with partners in the wider health and care system to ensure that patient care is delivered in the right place at the right time.

## Appendix 1: More information

For information about the Trust, such as business plans, annual reports, and services, visit their [website](#).

Follow the links for more information about:

- [Become a non-executive director](#)
- [About the non-executive role](#)
- [Advice on applying for the role](#) such as:
  - Building your application
  - Sources of information and useful reading
  - Eligibility and disqualification criteria
  - Terms and conditions of chair and non-executive director appointments

NHS Improvement respects your privacy and is committed to protecting your personal data. We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. It is important that you read [this information](#) together with our [privacy notice](#) so that you are fully aware of how and why we are using your data.

## Appendix 2: Making an application

If you wish to be considered for this role please provide:

- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role. You should outline your personal responsibility and achievement within previous roles and how your experience matches the person specification
- the names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity, and cover your most recent employer, any regulated health or social care activity or where roles involved children or vulnerable adults. Your references may be taken prior to interview and may be shared with the selection panel
- please complete and return the monitoring information form which accompanies this pack and is available for download
- tell us about any dates when you will not be available

## Appendix 3: Key dates

- **closing date for receipt of applications: Thursday 4 October 2018 at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: Thursday 18 October 2018**
- **proposed start date: TBC**

## Getting in touch

- For an informal and confidential discussion with Elaine Baylis, the Chair of the trust, please contact [Julie Marshall](tel:01522573989) on 01522 573989.
- **NHS Improvement** – for general enquiries contact Joe Porter on 0300 123 2908 or by emailing [joe.porter@nhs.net](mailto:joe.porter@nhs.net)

## About NHS Improvement

NHS Improvement is responsible for overseeing Foundation Trusts, NHS Trusts and independent providers. We offer the support these providers need to give patients consistently safe, high quality, compassionate care within local health systems that are financially sustainable. By holding providers to account and, where necessary, intervening, we help the NHS to meet its short-term challenges and secure its future.

NHS Improvement is the operational name for the organisation that brings together Monitor, NHS Trust Development Authority, Patient Safety, the National Reporting and Learning System, the Advancing Change team and the Intensive Support Teams.

## Contact us

NHS Improvement  
Non-executive Appointments Team  
Room 2C18  
Quarry House  
Leeds LS2 7UE

E: [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)  
W: [improvement.nhs.uk](http://improvement.nhs.uk)