

Could you help lead the NHS in your area?

Sandwell and West Birmingham Hospitals NHS Trust – Non-executive director Candidate information pack

Reference: M1780



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 are looking for candidates who are committed to helping the Trust achieve the benefit, of a diverse organisation - whether by relevant previous experience or their own personal profile.

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.

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1. The opportunity

We are seeking to appoint a non-executive director (NED) for Sandwell and West Birmingham Hospitals NHS Trust with a credible and established board presence. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in the community. The successful applicant will join the board as a Designate NED in the Autumn before moving into a substantive NED position in May 2019.

Designate or Associate NED roles are used successfully across the NHS to support Board succession strategy and achieve a balance of skills and experience. Designate NEDs will receive formal induction, meet key members of staff and attend board and committee meetings to ensure a smooth transition into their new role. Full participation on boards and committees is expected, although, as a Designate NED they cannot participate in any formal Board votes.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent and innovative health care services. You will have board level experience with commercial expertise and experience of successful delivery of significant organisational and cultural change. This experience can be achieved in any sector, provided you can demonstrate service delivery against quality and resource pressures. The successful candidate will be able to evidence a commitment to the principles of equality and diversity and have delivered initiatives to ensure they are embedded across organisations.

You will also 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](#).

Applicants should live in or have strong connections with the West Midlands.

- 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 Sandwell and West Birmingham Hospitals NHS Trust

Sandwell and West Birmingham Hospitals NHS Trust is an integrated care organisation, dedicated to improving the lives of local people, maintaining an outstanding reputation for teaching and education, and embedding innovation and research. It employs around 7,500 people and spends around £430m of public money, largely drawn from its local Clinical Commissioning Group. The Clinical Commissioning Group and the trust are responsible for the care of 530,000 local people from across North-West Birmingham and all the towns within Sandwell.

The trust has built strong partnerships in primary care and is changing some of its care pathways so that patients can receive follow-up care locally rather than having to rely on a visit to one of its acute hospital sites. The intention is to provide substantially more care at home and rely less on acute hospitals, it is expected to progress with partners a local integrated care system this year that will be focused around improving outcomes for patients at the start and end of life and linking up other determinants of health such as employment, mental health and housing. The Trust is unusual in having a public health strategy approved by key partners which is underpinning the integrated care strategy.

The Trust intend to relocate acute care into a single purpose-built hospital – the 670 bed, £300m Midland Met. The new hospital will act as a major employment opportunity for local people and is part of a wider scheme to develop and regenerate the area adjacent to the site. The Trust Board is committed to developing ever more consistent links with local communities, working with the voluntary sector, faith, and grassroots organisations and can demonstrate some innovations in this arena. The development of the Board and the expansion plans for charitable foundations will reinforce this work.

In addition, the Trust is implementing a £20m Cerner based electronic patient record system which will bring significant clinical benefits.

Over the last year:

- 5,795 babies were born at the Trust.
- There were 191,497 patient attendances plus 31,627 attendances seen under GP triage at emergency departments with over 40,570 people admitted for a hospital stay.
- 44,533 day case procedures were carried out.
- 517,431 patients were seen in outpatient departments.
- Over 618,000 patients were seen by community staff.

Investing in the future

Each year the Trust spends around £25 million on new equipment and expanding services. This is generated by the savings made in how care is provided. This includes consistently meeting NHS-wide efficiency requirements. The Trust reports financial results annually and typically targets a surplus of around 1.5 per cent of turnover, which is re-invested in patient care. Over the next decade major investments will be made in three areas: the skills and training of the workforce; in the technology used to both care for and communicate with patients and partners; and in the trust estate – in part through the plan to build the Midland Metropolitan Hospital to rationalise acute care.

Our vision & promises

The Trusts vision is to be renowned as the best integrated care organisation in the NHS. To this end they have developed a set of care promises to reflect how it expects staff to treat patients, visitors and each other. The promises were developed by frontline staff who felt that even if excellent clinical care is being delivered, great general care must also be provided, and that this is not always the case in every area all the time.

The nine care standards, or promises are:

“I will... make you feel welcome

I will... make time to listen to you

I will... be polite, courteous and respectful

I will... keep you informed and explain what is happening

I will... admit to mistakes and do all I can to put them right

I will... value your point of view

I will... be caring and kind

I will... keep you involved

I will... go the extra mile”

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: 5th November at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 27th November 2018**
- **proposed start date: TBC**

Getting in touch

- **For an informal and confidential discussion** with Richard Samuda the Chair of the trust, please contact Clare Dooley on 0121 507 4871.
- **Gatenby Sanderson** – are helping us to identify potential candidates. To discuss the opportunity in further detail, please contact Robin Staveley or Jim Canning on 0207 4263 985.
- **NHS Improvement** – for general enquiries contact Joe Porter on 0300 123 2908 or by emailing 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.

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