

# Could you help lead the NHS in your area?

## Worcestershire Acute Hospitals NHS Trust – Non-executive Director

### Candidate information pack

Reference: M1897



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: Role and responsibilities

Appendix 2: More information

Appendix 3: Making an application

Appendix 4: Key dates

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## 1. The opportunity

We are recruiting a Non-executive Director (NED) for Worcestershire Acute Hospitals NHS Trust. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people living in your community.

## 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 strategic experience gained from managing a large public sector organisation.

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](#).

Applicants should live in or have strong connections with the Worcestershire area.

- 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 Worcestershire Acute Hospitals NHS Trust

Worcestershire Acute Hospitals NHS Trust (WAHT) was formed on 1 April 2000 following the merger of Worcester Royal Infirmary NHS Trust, Kidderminster Healthcare NHS Trust and Alexandra Healthcare NHS Trust. Facilities are distributed across the three sites; the Alexandra Hospital, Redditch; the Kidderminster Hospital and Treatment Centre, and the Worcestershire Royal Hospital in Worcester. The Trust has 619 core beds across these 3 main sites, plus 62 maternity beds. In addition, it operates services from three Community Hospitals: Princess of Wales Community Hospital, Evesham Community Hospital and Malvern Community Hospital. It employs over 6,000 staff and has an annual income of just under £370 million.

The Trust provides a range of acute services for the people of Worcestershire. This includes general surgery, general medicine, emergency care and women and children services. There are a range of support services as well including diagnostics and pharmacy.

WAHT predominantly serves the population of the county of Worcestershire with a current population of almost 580,000, providing a comprehensive range of surgical, medical and rehabilitation services. This figure is expected to rise to 594,000 by 2021; taken as a whole, the trust's catchment population is both growing and ageing. Both the male and female population show a projected increase from 2014 to 2025 in the older 70 plus age groups. This is especially apparent in the 75-79 age range, although proportionally the projected rise in the 90 plus age range is higher. The forecast increase in numbers of older people is due to increased life expectancy resulting in greater numbers of older people, particularly females, surviving to very old age (ONS, 2010). The number of older people with dementia is expected to double in the next 20 years. Of note the rate of population growth is greatest in the very old age groups who present the greatest requirements for 'substantial and critical' care. Worcestershire has proportionally a greater number of older people than the nation in general.

The Trust's catchment population extends beyond Worcestershire itself, as patients are also attracted from neighbouring areas including South Birmingham, Warwickshire, Shropshire, Herefordshire, Gloucestershire and South Staffordshire. This results in a catchment population which varies between 420,000 and 800,000 depending on the service type. Referrals from GP practices outside of Worcestershire currently represent some 13% of the Trust's market share.

The majority of services are commissioned by three local commissioning groups (CCG) – South Worcestershire CCG, Redditch and Bromsgrove CCG and Wyre Forest CCG.

The Trust has been in quality Special Measures since December 2015 and the current CQC rating is 'inadequate'.

The Trust is currently undertaking a programme of cultural change called 4ward.

## The Trust's strategic objectives

|   |
|---|
| <b>1. Deliver safe, high quality, compassionate patient care</b>  |
| <b>2. Design healthcare around the needs of our patients, with our partners</b>                             |
| <b>3. Invest and realise the full potential of our staff to provide compassionate and personalised care</b> |
| <b>4. Ensure the Trust is financially viable and makes the best use of resources for our patients</b>       |
| <b>5. Continuously improve our services to secure our reputation as the local provider of choice</b>        |

The Board is currently developing its clinical strategy for the next 3-5 years.

## The Trust's signature behaviours

- Do what we say we will do
- No delays, every day
- We listen, we learn, we lead
- Work together, celebrate together

## 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 14 February 2019 at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date:** **Thursday 7 March 2019**
- **proposed start date:** **TBC**

## Getting in touch

- For an informal and confidential discussion with Sir David Nicholson the Chair of the trust, please contact Donna Wark on 01905 733960
- **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.

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