



Surrey and Sussex Healthcare
NHS Trust



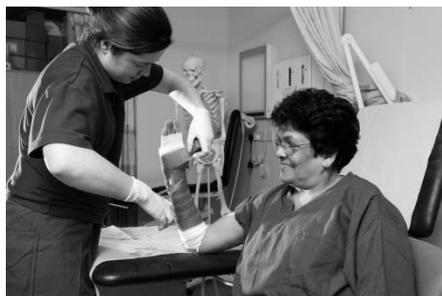
Improvement

Could you help lead the NHS in your area?

The Surrey and Sussex Healthcare NHS Trust

Non-executive director and Associate Non-executive director Candidate information pack

Reference: S1883



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.

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1. The opportunity

Surrey & Sussex Healthcare NHS Trust (SASH) is recruiting two Trust Board posts, a Non-executive Director (NED) and an Associate Non-executive Director. These are exceptional opportunities to share your talents and expertise to make a positive difference to the lives of people in your community.

SASH has a dynamic and stable leadership team at both executive and non-executive levels. The NED vacancy will arise in March 2019 on the retirement of one member of the Board after ten years of service.

The Associate Non-executive Director role is used successfully in the NHS to support Board succession planning and a balance of Board level skills. Although formally a non-voting NED, the Associate will play a full part in the leadership of the Trust, participating in Trust Board meetings and Board Sub-committee meetings. The role will be remunerated in the same way as a voting NED.

The vacancy for an Associate NED at SASH arises following the appointment of the previous Associate to a full NED role. The successful candidate will also be considered for appointment as a voting Non-executive Director of the Board in future, should a vacancy arise.

2. The person specification

We are looking for two exceptional candidates to join a high performing Board of Directors. Successful candidates will contribute to the development of strategy and culture, and will bring independent and constructive challenge to the Board and the wider organisation.

The successful candidates must have experience gained at a senior or Board level to be able to contribute to the effectiveness of the board and the wider organisation. The Trust is seeking candidates with a genuine commitment to patients and the provision of excellent health care services. In order to complement the existing skill mix of the Board, experience in **one or more** of the following areas would be advantageous:

- Experience within health and social care, with an understanding of the current strategic agenda, the challenges facing the sector, and the opportunities for integrated health and social care
- Financial management experience, information technology or workforce experience gained at a strategic level

You will be able to 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

We encourage applications from candidates who live in or have connections with the area served by 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**.

- 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.

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.

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 Surrey and Sussex Healthcare NHS Trust (SaSH)

In January 2019 SASH was rated “Outstanding” by the Care Quality Commission (CQC). SASH is now one of a very few organisations nationally to gain such recognition. This achievement is the result of a journey of sustained continuous improvement over the last five years, in which the Trust has transformed the quality, safety, experience and outcomes of patient care.

The CQC commented that “Patient safety and the patient experience were the dominant thread running through the trust strategy and service delivery. There was an exceptional culture of data-driven continuous improvement and transformation at the trust, and this was supported by a comprehensive structure and detailed performance reporting processes. We also saw unmistakable evidence of sustained improvement

achieved through investment in new facilities and increased capacity that resulted in enhanced effectiveness and responsiveness”.

In addition, the CQC also commented that the Trust Board had the appropriate range of skills, knowledge and experience to perform its role and were very well informed about trust performance and risks. They observed numerous examples of good discussion and debate, with a clear linkage made between quality of care, operational performance, finance and sustainability, evidencing that the board has a mature understanding of the complexities of managing a large NHS trust.

The Trust is one of five NHS organisations chosen to work in partnership with the world-renowned Virginia Mason Institute. Currently in year three of this partnership, the Trust has used the programme to strengthen its patient focus and to bring additional quality improvements for patients, the Trust and the NHS nationally.

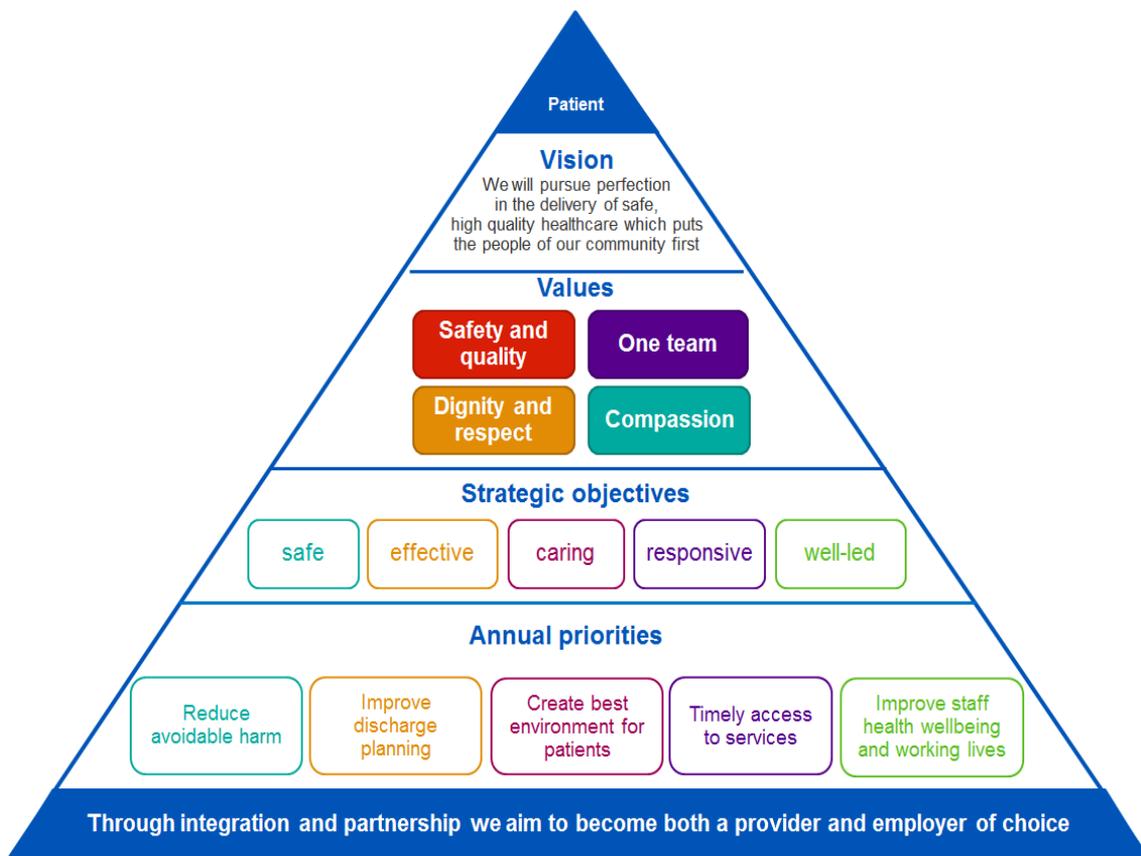
Background

SaSH was formed on 1st April 1998 following a merger between East Surrey Healthcare NHS and Crawley Hospital NHS Trusts. SASH provides acute and complex services at East Surrey Hospital in Redhill which is a designated Trauma Unit and the designated hospital for Gatwick Airport and sections of the M25 and M23 motorways. In addition, the Trust provides a range of outpatient, diagnostic and less complex planned services at Caterham Dene Hospital, the Earlswood Centre and Oxted Health Centre in Surrey and at Crawley and Horsham Hospitals in West Sussex.

SaSH is a major local employer, with a diverse workforce of around 4,200 providing healthcare services to a growing population of around 535,000. SASH provides emergency and non-emergency services to the residents of east Surrey, north-east West Sussex, and South Croydon, including the major towns of Crawley, Horsham, Reigate and Redhill. In addition to the provision of acute and complex services at East Surrey Hospital in Redhill, a range of outpatient, diagnostic and less complex planned services are provided at Caterham Dene Hospital and Oxted Health Centre, in Surrey, and at Crawley Hospital and Horsham in West Sussex.

Strategic objectives

The Trust is working to a five-year strategic plan as outlined in its integrated business plan, the core elements of the Trust’s strategy are illustrated in the single strategy on a page diagram below.



The Trust is on a journey of continuous improvement embedded in a culture that values staff contribution and its strategic objectives frame the areas of focus. Annual priorities drive the pursuit of delivery of the perfect patient experience.

SaSH understands that services cannot be delivered in isolation and it is therefore imperative to work in partnership with NHS and commercial partners to develop and deliver integrated services and models of care, which include utilising clinical networks. Partnership and integration means working with others across the whole health and care economy, both providers and commissioners, working to the same agenda of delivering high quality, safe and affordable care.

The Trust's **strategic objectives** are based on the Care Quality Commission five domains with local priorities:



Vision and values

“To pursue perfection in the delivery of safe, high quality healthcare which puts our community first”.

The Trust achieves this through ‘*our values*’ which underpin everything they do. As employees of SASH, each member of staff has an individual responsibility to treat everyone with:

- **Dignity & Respect:** The Trust value each person as an individual and will challenge disrespectful and inappropriate behaviour
- **One Team:** The Trust works together and have a ‘can do’ approach to all that they do, recognising that everyone adds value with equal worth
- **Compassion:** The Trust respond with humanity and kindness and search for things they can do, however small; ‘we do not wait to be asked, because we care’.
- **Safety & Quality:** The Trust takes responsibility for their actions, decisions and behaviours in delivering safe, high quality care.

The Trust’s vision and values set out the expectation that everyone takes individual responsibility.

Our Values



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:** Monday 25 February at 11am.
Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date:** Wednesday 13 March 2019
- **proposed start date:** TBC

Getting in touch

- For an informal and confidential discussion with Richard Shaw the Chair of the trust, please contact Paula Fitzgerald on 01737 231817
- **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.

Contact us

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