

# Could you help lead the NHS in your area?

**South West London and St George's  
Mental Health NHS Trust**

**2 Non-executive directors**

**Candidate information pack**

**Reference: L1894**



**We value and promote diversity and are committed to equality of opportunity for all and appointments are 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

---

## 1. The opportunity

South West London and St George's Mental Health NHS Trust has vacancies for two non-executive directors. This is an exciting time for the trust as it moves forward to deliver its mission of ***making life better together***. The trust's strategic ambitions are

- › Increasing quality years.
- › Reducing inequalities.
- › Making the Trust a great place to work.
- › Ensuring sustainability.

These are supported by partnership with South London and Maudsley NHS Foundation Trust and Oxleas NHS Foundation Trust; a major Estates Modernisation Programme; and Quality Improvement & Innovation and transformation programmes.

This is an ideal opportunity to share your talents and expertise to make a positive difference to the lives of people in your community.

## 2. The person specification

### Essential criteria

You will need to have a genuine commitment to service users and carers and the promotion of excellent health care services.

### Post one

You will have senior board level experience gained in a large and complex organisation with a demonstrable understanding of the non-executive director role. The Trust is seeking to appoint a commercial non-executive director. The successful candidate will bring to the Board strong commercial experience, preferably from a service providing organisation. The successful candidate will also have experience supporting the delivery of major capital projects / change programmes involving financial, performance and commercial management partnership between public and private sectors.

### Post two

You will have senior or board level experience gained in a large and complex organisation with experience of implementing clinical governance, including safeguarding processes and the introduction of new systems. You will be a clinician such as a nurse, doctor, psychologist, occupational therapist or social worker. The trust has a preference for candidates with experience in mental health services. You will have a track record as a champion for care quality. Experience in serious incident investigations would also be an advantage.

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 who have an interest in the organisation and it would be an advantage to live in or have strong connections with the south west London 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 per annum.

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 South West London and St George’s Mental Health NHS Trust**

South West London and St George’s Mental Health NHS Trust are the leading provider of mental health services across south west London. The trust delivers services to people of all ages, and, as well as serving more than a million people in the boroughs of Kingston, Merton, Richmond, Sutton and Wandsworth, provides national, specialist and forensic services.

Recent years have seen considerable achievements for the Trust including opening a Psychiatric Decision Unit, a new talking therapies service in Wandsworth and two new Recovery Cafes for people in crisis.

The trust is rated as Good by the Care Quality Commission (CQC) and has an ambition to be an Outstanding provider by 2021.

The trust provides 385 inpatient beds across three sites: Springfield Hospital (Tooting), Tolworth Hospital, and Queen Mary's Hospital (Roehampton).

Community services are delivered from our hospital sites, GP surgeries, community and social care locations, and in people's homes.

The trust has developed a major Estate Modernisation Programme which will transform our sites at Springfield and Tolworth, providing state-of-the-art mental health inpatient facilities.

Collaboration and partnership working are crucial to how mental health services are delivered in the future. Together with South London and Maudsley NHS Foundation Trust and Oxleas NHS Foundation Trust, the trust has established the South London Mental Health and Community Partnership which aims to improve mental health services through innovation, consolidation of specialist expertise and effectively managing resources.

The trust also plays an active role in the South West London Health and Care Partnership and works with many local community organisations.

The trust is committed to extending opportunities for staff engagement and professional development as well as positively supporting staff health and wellbeing. The trust turns over approximately £170m per year and perform well on key performance measures. Maintaining sustainability is key to the trust's future. The trust's values are summarised below.

## OUR VALUES

**Our values** outline how we work with others and behave towards one another.



### Respectful

We are **respectful** so you feel **appreciated and included**



### Open

We are **open** so you feel **informed and involved**



### Collaborative

We expect teamwork so you feel **connected and supported**



### Compassionate

We are **compassionate and kind** so you feel **valued and cared for**



### Consistent

We are **consistent** in our quality of care so you feel **safe and reassured**

[More information about this is available on the trust website](#)

## 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: 4 April 2019 at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: 30 April 2019**
- **proposed start date: to be confirmed**

### Getting in touch

- For an informal and confidential discussion with Ann Beasley, the Chair of the trust, please contact her PA Janice Allen on 0203 513 6385 or by email [janice.allen@swlstg.nhs.uk](mailto:janice.allen@swlstg.nhs.uk)
- **NHS Improvement** – for general enquiries contact Leslie Horn on 0300 123 2057 or by emailing [leslie.horn@nhs.net](mailto:leslie.horn@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)