

Could you help lead the NHS in your area?

**Lincolnshire Community Health
Services NHS Trust**

Non-executive Director

Candidate information pack

Reference: M1950



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

We are recruiting a Non-executive Director (NED) for Lincolnshire Community Health Services NHS Trust (LCHS). This is an exceptional 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 patients and the promotion of excellent health care services. You will have senior or board level experience gained within a large complex organisation.

We would particularly welcome applications from candidates who are able to demonstrate experience in one or more of the following areas:

- Financial management at a senior level;
- Major transformation programmes;
- Strategic workforce planning;
- Transformation through technology;
- Stakeholder management.

The Trust is committed to having a Board that represents the communities that they serve. We particularly welcome applications from people from the local black and minority ethnic communities, and disabled people who we know are under-represented in chair and Non-executive roles.

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 Lincolnshire.

- 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 Lincolnshire Community Health Services NHS Trust

Lincolnshire Community Health Services NHS Trust (LCHS) provides community health services for one of the largest healthcare communities in the country, covering an area of 2,350 square miles and a population of 714,000. LCHS was rated ‘Outstanding’ following an inspection by the Care Quality Commission in 2018.

LCHS delivers a wide range of community healthcare services across Lincolnshire. The Trust works extensively in partnership with other providers within both health and social care, helping people to maintain independent lifestyles for as long as they can. LCHS is committed to helping everyone they care for to remain as healthy as possible and to giving them the best possible experience.

What the Trust does

Their community healthcare services include:

- general and specialist integrated community nursing and therapy healthcare services
- inpatient beds in four community hospitals

Emergency care services including:

- two urgent care centres, one in Skegness and one in Louth
- two minor injuries units, one in Gainsborough and one in Spalding

- a minor illness and injury unit at the city care centre in Peterborough
- a walk-in centre in Lincoln
- GP out of hours services

Healthy lifestyle services, including:

- sexual health services
- podiatry service
- some specialist services for children's and young people.
- children's therapy services
- safeguarding services for both children and adult

The Trust's vision, values and priorities:

LCCHS defines its vision within its Trust Purpose "great care, close to home".

Its strategic aims are:

- Providing high quality, safe personalised care
- Delivering value for money and financial sustainability
- Strengthening our positive reputation
- Building a quality and supported workforce
- Leading integration and innovation.

The organisation's values are encapsulated within The LCHS Way:

The LCHS Way

We listen, We care, We act, We improve

We listen

- we engage with everyone we work with
- we are united
- we are always positive

We care

- everyone is valued, respected and developed
- knowledge and skills are nurtured
- success is celebrated

We act

- clear goals and the right resources
- freedom coupled with accountability
- emphasis on simplicity

We improve

- we are creative, resourceful and innovative
- integration & collaboration is the way forward
- we're always striving to do better

Lincolnshire Sustainability and Transformation Plan

LCCHS has been working together with its partners on a five-year plan called the Lincolnshire Sustainability and Transformation Plan (STP).

LCCHS wants to ensure that services are safe and effective and every pound spent on services in the county makes a real difference for the communities it serves.

The organisation is playing a full and active part in the local healthcare system, ensuring services are safe and effective and that people get a good experience whenever they need to access health care in Lincolnshire. This is a significant focus for the Board.

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:** 19 April 2019 at 11am. Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date:** 8 May 2019
- **proposed start date:** TBC

Getting in touch

- **The Trust** – for an informal and confidential discussion with Elaine Baylis, the Chair of the Trust, please contact David Walsh on 01522 308956 or by emailing David.Walsh@lincs-chs.nhs.uk
- **NHS Improvement** – for general enquiries contact Todd Fleming on 0300 123 2922 or by emailing todd.fleming@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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