



Could you help lead the NHS in your area?

**Barking, Havering and Redbridge
University Hospitals NHS Trust**

Non-executive director

Candidate information pack

Reference: L1947



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

Barking, Havering and Redbridge University Hospitals NHS Trust (BHRUT) has a vacancy for a non-executive director. This is an exciting time for the trust as it moves forward with its vision to provide outstanding healthcare to the community it serves, delivered with Passion, Responsibility, Innovation, Drive and Empowerment.

BHRUT provides acute hospital care to the populations of Barking and Dagenham, Havering and Redbridge in outer east London, and in west Essex. The Trust also provides regional neuroscience and cancer specialist services and operates a specialist stroke service for a wider population.

2. 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 workforce development experience gained in a large complex organisation.

While not a requirement to apply for this role, an understanding of cultural aspects to an organisation would be an advantage.

The post holder will chair the People and Culture Committee, and will be expected to champion related initiatives and activities.

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 North East London.

- On average this role will require the equivalent 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 Barking, Havering and Redbridge University Hospitals NHS Trust

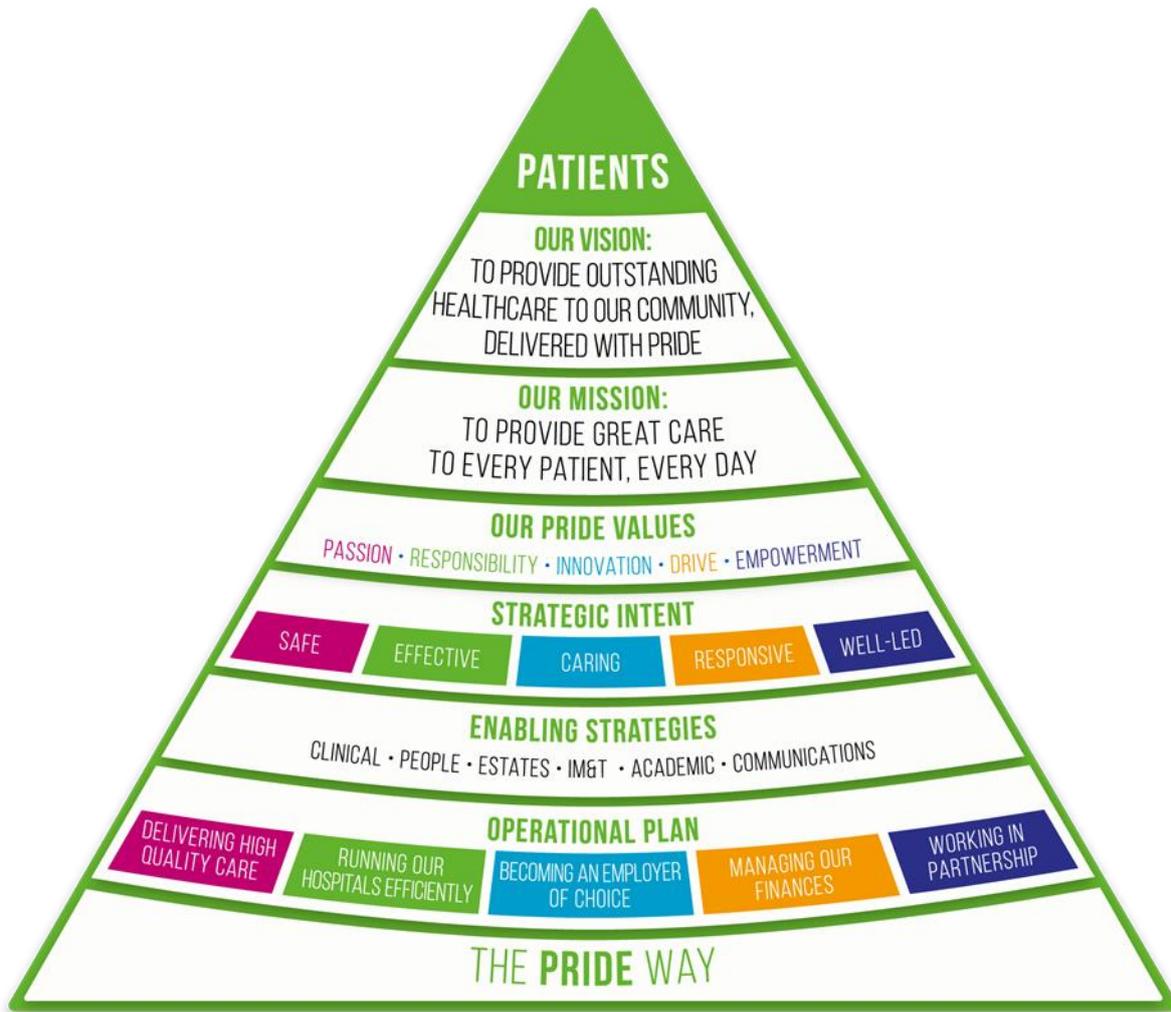
BHRUT provides care to a community of around 750,000 people, which includes some of the most vulnerable people living in London. The size of the Trust’s local population is predicted to increase by more than ten percent in the next ten years.

Services are provided from Queen’s Hospital in Romford and King George Hospital in Goodmayes and in some community settings, and the Trust employs circa 6500 people to deliver these services.

Over the past three years BHRUT has improved its rating with the Care Quality Commission (CQC) from Inadequate to Requires Improvement and in March 2017 the Trust was proud to be lifted out of quality ‘special measures’ status by NHS Improvement, reflecting the significant progress made. This rating has remained after the last CQC visit in 2018, although additional improvements had been observed.

The Trust has experienced recent financial challenges and was placed in to special measures for finance in February 2018. In response, the Trust has undertaken some significant financial governance reviews and is working to complete the recommendations from these. NHS Improvement accepts enforcement undertakings from NHS trust and is working to achieve these as well.

BHRUT’s improvement journey continues in partnership with the Virginia Mason Institute (VMI) based in Seattle. It is one of only five hospital Trusts in the UK to have this arrangement. This relationship with VMI gives the Trust the opportunity to put in place a quality improvement culture that will benefit patients, staff and visitors by concentrating on safety, value and learning. The PRIDE Way – BHRUT’s adaptation of the Virginia Mason system – has become its change management approach and a fundamental part of Trust culture. By linking together BHRUT’s [vision, values, strategy](#) and [operational plan](#) the Trust has put the patient at the heart of everything it does.



BHRUT’s vision is to provide outstanding healthcare to its community, delivered with pride. It is driven by PRIDE values and behaviours which were developed together with its staff; Passion, Responsibility, Innovation, Drive and Empowerment.

The Trust’s strategic objectives are: delivery high quality care; running our hospitals efficiently; becoming an employer of choice; managing our finances; and working in partnership.

4. Key challenges

With the lifting of special measures in March 2017, the Trust’s focus is to continue to build operational resilience so that the foundations are in place for strategic development and securing long- term sustainability. The Trust seeks to improve the CQC rating from ‘requires Improvement’ to ‘good’ within the next 18 months. Its Clinical Services Strategy was recently refreshed and the Operational Plan for 2017-19 has just been published.

Delivering the Clinical Services Strategy will enable the Trust to further embed safety systems and processes, bridge the health demand and capacity gap, develop

system wide leadership capability and capacity, and address workforce demand whilst meeting NHS constitutional standards and financial obligations.

The Trust anticipates further clinical reconfiguration including King George Hospital becoming a centre of excellence for elective care, long term conditions and care of the elderly and for Queen's Hospital to become a centre of excellence for emergency, maternity and paediatric care. The development of the East London Health & Care Partnership (North East London Sustainability and Transformation Plan) and the Barking and Dagenham, Havering and Redbridge Integrated Care Partnership presents further opportunities to shape the future of healthcare that the Trust provides.

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:

- [Becoming 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:** **14 May 2019 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date:** to be confirmed
- **proposed start date:** to be confirmed

Getting in touch

- We strongly recommend an informal and confidential discussion with Joe Fielder, the Chair of the trust, please contact Christine Smith by email on christine.smith65@nhs.net or 01708 435444.
- **NHS Improvement** – for general enquiries contact Leslie Horn on 0300 123 2057 or by emailing 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.

Contact us

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