



Could you help lead the NHS in your area?

East Lancashire Hospitals NHS Trust

Non-executive director

Candidate information pack

Reference: N1887



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. Welcome from the Chairman

Thank you for your interest in becoming a Non-executive Director with East Lancashire Hospitals NHS Trust. This is an important appointment and the position offers the opportunity to influence our future at an exciting and challenging time.

Our Board is professional, ambitious and capable and has overseen a period of sustained improvement for the Trust; we have much to be proud of. Our performance is rated as 'good' by the Care Quality Commission who also identified some outstanding services and practices. We are host to one of the busiest emergency departments in the country.

We are fully committed to our vision '*to be widely recognised for the provision of safe, personal and effective care*' and actively demonstrate and seek the values that we know will help us deliver it. We are clear about our purpose - to ensure that our patients and the people of East Lancashire get the very best services we can provide within the £500 million worth of resources with which we are entrusted. We can only do this through effective collaboration with our partners in the health and social care economy and great relationships with all of our stakeholders.

The Trust's 8000 fabulous, highly trained staff are key to our growing reputation as both a great provider and a great employer. They are our greatest asset and we work hard to ensure that all staff know they are greatly valued, and are well supported. For these reasons we have a growing national reputation.

I look forward to receiving your application and extending a warm welcome to Team ELHT! I am sure your talents will contribute greatly to our future success.

Professor Eileen Fairhurst
Chairman

2. About the Trust

East Lancashire Hospitals NHS Trust was established in 2003. We are a large, integrated healthcare organisation, providing acute secondary healthcare for the people of East Lancashire and Blackburn with Darwen, and community healthcare services for the population of East Lancashire. We serve some of the most socially deprived areas of England.

Quality and safety are at the heart of everything we do and we are committed to providing harm free care. Patients are our priority and are central to the values we expect of all our staff –

- *put patients first;*
- *respect the individual;*
- *act with integrity;*
- *serve the community; and*
- *promote positive change*

We have a total of 1041 beds on five hospital sites at Blackburn, Burnley, Pendle, Accrington and Clitheroe. We treat over 600,000 patients every year in our hospitals and various community settings, using state-of-the-art equipment and facilities. Our Trust provides a full range of acute hospital and adult community services and is a specialist centre for hepatobiliary, head and neck and urological cancer services. In addition, we provide specialist cardiology services and we are a network provider of Level 3 Neonatal Intensive Care. Our forward plans centre around neighbourhoods, where an effective, integrated health and social care service is delivered by ourselves and our partners in the health economy, working together. Our vision is for services to be delivered as close as possible to people's homes and in the community; our hospital based services are high quality, of sufficient capacity and affordable; and, our population can access strong, local, specialist services.

We recognise that education underpins our progress towards our vision and it is core business. Royal Blackburn Hospital and Burnley General Hospital are teaching hospitals and we are progressing towards a 'University Hospital' status. We have growing links with the medical schools at both the University of Central Lancashire (UCLan) and Lancaster University, and also with local schools and further education colleges. We have just established a new Education Directorate and multi-professional strategy board to enable us to transform our workforce in preparation for the challenges ahead. Twenty two of our staff are Honorary Professors and Senior Clinical Lecturers at UCLan.

Impressive facts about us:

-  On average 98% of our inpatients would recommend us to their friends and family
-  We routinely meet our cancer targets and mortality rates are within expected levels. Our performance against all other targets is generally good
-  We have one of the lowest levels of complaints in the country – 0.19 per 1000 contacts
-  World's first UNICEF Baby Friendly Trust – Gold Standard holders (accreditation retained for 2019)
-  NHS Staff Survey 2018: above national average in all 10 key themes inc. staff morale, quality of care, supportive management, safe against bullying harassment and violence, safety culture and staff engagement.
-  In the top 20% of Trust for effective staff management and above average for staff recommending us as a place to work
-  Number one Trust in England with 92.3% of staff vaccinated against flu in 2018 (update: higher still at 93.6% in 2019)
-  Winner of prestigious Kate Granger awards for compassionate care in two of the last three years
-  Winner of the 2018 HSJ Award for 'Creating a Supportive Staff Culture'



3. The opportunity

We are recruiting a Non-executive Director (NED) to join the board of East Lancashire Hospitals NHS Trust (ELHT). This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in your community.

4. 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 in a commercial environment for example in the Information Technology (IT) or pharmaceutical sectors.

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 East Lancashire.

- 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](#).

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: 16 May 2019 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 31 May 2019**
- **proposed start date: TBC**

Getting in touch

- **with the Trust** - for an informal and confidential discussion with Professor Eileen Fairhurst, the Chairman of the Trust regarding the role, please contact Michelle Connolly on 01254 732801.
- **with NHS Improvement** – for general enquiries contact Emma Meadows on 0300 123 2923 or by emailing emma.meadows2@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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