



Could you help lead the NHS in your area?

**Sandwell and West Birmingham
Hospitals NHS Trust**

Associate Non-executive director

Candidate information pack

Reference: M2092



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.

Contents

1. The opportunity	4
2. The person specification	4
3. About the Trust	6

Appendix 1: More information

Appendix 2: Making an application

Appendix 3: Key dates

1. The opportunity

There is a vacancy for an Associate Non-executive Director at Sandwell and West Birmingham Hospitals NHS Trust. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by the trust.

As an Associate NED you will provide additional support to the Board and constructively challenge the Trust's ambitious vision for integrated patient care focused on improved public health outcomes, both in terms of strategy and successful execution of service change.

The Associate Non-executive director role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Associate Non-executive directors cannot participate in any formal vote at Board.

The successful candidate for the Associate role will be appointed by the Trust but may also be considered for appointment as a Non-executive director of the Board in future, should a vacancy arise, and they have the appropriate skills.

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 experience and insight into mental health services particularly relating to their interface and integration with acute and community services.

You will need to demonstrate your experience as either:

- an experienced clinician or specialist nurse with a relevant exposure to these challenges and potential solutions
- management or board experience in an environment with a track record of ambition and credible progress towards better integration of mental health and community services for the benefit of patients regardless of organisational boundaries

In addition, you should be able to demonstrate a good understanding of:

- current policy ambitions and pilot work in this arena
- emerging approaches and challenges to integration of services (including the role of Commissioning)
- the role of targeted public health outcomes to address health inequalities
- the role of Local Government through Social and Children's services

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 the area served by the trust.

- On average this role will require the equivalent to 2 to 3 days a month, however the time commitment may vary and a flexible approach should be taken.
- The remuneration payable for this role is £10,000 per annum. Thereafter the remuneration will be applied in line with the framework for chairs and non-executive directors. On this basis the successful candidate will receive future increases, as follows

Effective Date	Annual Remuneration
1 April 2020	£11,500
1 April 2021	£13,000 (standard rate for all NEDs)

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 Sandwell and West Birmingham Hospitals NHS Trust

Sandwell and West Birmingham Hospitals NHS Trust is an integrated care organisation, dedicated to improving the lives of local people, maintaining an outstanding reputation for teaching and education, and embedding innovation and research. It employs around 7,000 people and spends around £430m of public money, largely drawn from its local Clinical Commissioning Group. The Clinical Commissioning Group and the trust are responsible for the care of 530,000 local people from across North-West Birmingham and all the towns within Sandwell.

The trust has built strong partnerships in primary care and is changing some of its care pathways so that patients can receive follow-up care locally rather than having to rely on a visit to one of its acute hospital sites. The intention is to provide substantially more care at home and rely less on acute hospitals, it is expected to progress with partners a local integrated care system this year that will be focused around improving outcomes for patients at the start and end of life and linking up other determinants of health such as employment, mental health and housing. The Trust is unusual in having a public health strategy approved by key partners which is underpinning the integrated care strategy.

The Trust intend to relocate acute care into a single purpose-built hospital – the 670 bed, £300m Midland Met. The new hospital will act as a major employment opportunity for local people and is part of a wider scheme to develop and regenerate the area adjacent to the site. The Trust Board is committed to developing ever more consistent links with local communities, working with the voluntary sector, faith, and grassroots organisations and can demonstrate some innovations in this arena. The development of the Board and the expansion plans for charitable foundations will reinforce this work.

In addition, the Trust is implementing a £20m Cerner based electronic patient record system which will bring significant clinical benefits.

Over the last year:

- 5,795 babies were born at the Trust.
- There were 191,497 patient attendances plus 31,627 attendances seen under GP triage at emergency departments with over 40,570 people admitted for a hospital stay.
- 44,533 day case procedures were carried out.
- 517,431 patients were seen in outpatient departments.
- Over 618,000 patients were seen by community staff.

Investing in the future

Each year the Trust spends around £25 million on new equipment and expanding services. This is generated by the savings made in how care is provided. This includes consistently meeting NHS-wide efficiency requirements. The Trust reports financial results annually and typically targets a surplus of around 1.5 per cent of turnover, which is re-invested in patient care. Over the next decade major investments will be made in three areas: the skills and training of the workforce; in the technology used to both care for and communicate with patients and partners; and in the trust estate – in part through the plan to build the Midland Metropolitan Hospital to rationalise acute care.

Vision & promises

The Trusts vision is to be renowned as the best integrated care organisation in the NHS. To this end they have developed a set of care promises to reflect how it expects staff to treat patients, visitors and each other. The promises were developed by frontline staff who felt that even if excellent clinical care is being delivered, great general care must also be provided, and that this is not always the case in every area all the time.

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:** 12 December 2019 at 11am. Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date:** 9 January 2020
- **proposed start date:** 1 February 2020

Getting in touch

- We recommend an informal and confidential discussion with Richard Samuda, the Chair of the trust. Please contact Clare Dooley on 0121 507 4871.
- **NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2059 or by miriam.walker@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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