



Could you help lead the NHS in your area?

West London NHS Trust

Non-executive director

Candidate information pack

Reference: L2177



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

There is a vacancy for a Non-executive Director at West London 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.

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 level commercial experience gained in a large and complex organisation. You will also have links to the local community, which includes the London boroughs of Ealing, Hammersmith & Fulham and Hounslow.

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 local area.

- 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 West London NHS Trust

West London NHS Trust (WLT) is one of the most diverse providers of NHS mental and physical care in the UK. The trust was rated ‘good’ by the [Care Quality Commission](#) and ‘outstanding’ for caring and its forensic services.

WLT cares for people with mental and physical illness, helping them to recover and go on to lead full and productive lives. The trust aims to be the best organisation of its kind in country.

WLT provides care and treatment for children, adults and older people living in the London boroughs of Ealing, Hammersmith & Fulham and Hounslow, delivering services in the community (at home, in GP surgeries, care homes), hospital specialist clinics and forensic (secure) units.

WLT’s physical healthcare services includes Ealing Community Partnership which provides community health services in Ealing and intermediate care services in Hammersmith & Fulham as part of the [Community Independence Service](#) partnership.

The trust’s national, specialist and forensic services include:

- Medium secure services on the [St Bernard’s Hospital](#) site in Ealing
- Services for people with complex and severe personality disorder at the [Cassel Hospital](#) in Richmond
- High secure services at [Broadmoor Hospital](#) at Berkshire.

WLT is a teaching trust with a growing research portfolio, working with academic and industry partners.

WLT’s 3,800 staff are dedicated to improving lives, working with patients, service users, carers, families and partners across the communities it serves.

Clinical services

WLT has three main [Clinical service lines](#) which are:

- Local & specialist services
- Forensic services
- High secure services.

Local & specialist services

Mental and physical healthcare in the community and hospital for people living in the London boroughs of Ealing, Hammersmith and Fulham and Hounslow:

- Acute mental health services
- Community & recovery mental health services
- Cognitive impairment & dementia services
- Child & adolescent mental health services & developmental services
- Psychological medicine services
- Community health services

Forensic services

West London forensic services cover a wider catchment area – providing a comprehensive assessment, treatment and rehabilitation service for mentally disordered offenders, as well as those with challenging behaviour and specialist rehabilitation needs, in low and medium secure settings.

High secure services

The high secure services at Broadmoor Hospital in Berkshire is one of only three such units in England. This service is a leader in the care of men with severe mental illness and personality disorder who require care in conditions of high security.

4. London Leadership Values

As a joint health and care system we are currently developing the values and behaviours by which we should lead in London. We begin with how to make the NHS the best place to work and how creating a better leadership culture is critical to that change. As part of this process we are developing a set of values for the leadership of the NHS in London. Through this we have identified the 'core' values we currently hold and our 'aspirational' values we are aiming to align to in the next 12 months. In addition, we have also agreed that there are 'various accidental values and behaviours' that we all see in the system and wish to eradicate. Finally, we have identified our 'permission to play' values.

These are not intended to replace individual organisational values, but to complement them. The values will set a clear expectation of how we will work together and hold each other to account as the leadership community to deliver the London vision. These values are still in development and have been shared with chairs and CEOs across the NHS in London. We have included these, in more detail, for information for chair candidates. Our expectation is that over time these will be incorporated into job descriptions and will be used in personal development plans and objectives.

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 on the NHS Improvement website
- tell us about any dates when you will not be available

Appendix 3: Key dates

- **closing date for receipt of applications: 19 February 2020 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 18 March 2020 after 1pm**
- **proposed start date: 1 April 2020**

Getting in touch

- We strongly recommend an informal and confidential discussion with Tom Hayhoe, the Chair of the trust. Please contact Carol Carter on 020 8354 8067.
- **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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