



# Could you help lead the NHS in your area?

Portsmouth Hospitals University  
NHS Trust

Non-executive Director

Candidate information pack

Reference: S2200



**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

Thank you for your interest in the Non-executive Director (NED) vacancy at Portsmouth Hospitals University NHS Trust (PHU) and for taking the time to read this information pack. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in your community.

You will join the Trust at an exciting and challenging time. PHU has recently achieved an overall CQC rating of good and has just become a university hospital. The Trust is developing an innovative strategy, which demonstrates how they will deliver their vision to be recognised as the best hospital, providing the best care with the best employees. It is based both on a sound understanding of the challenges that they face in delivering an ambitious programme of change and on a strong commitment to working in partnership with key stakeholders and partners.

The Trust continues to develop in many directions and has a well-earned reputation for clinical excellence. It is recognised as a major acute hospital, as it offers many services not normally associated with a District General Hospital. It has a designated cancer centre and provides Renal and Transplant Services to a population in excess of two million. The Trust hosts the largest Defence Medical Group in the country and has been accredited with a Gold Award under the Defence Employer Recognition Scheme. PHU are also accredited as a Veteran Aware hospital. In addition it is a major provider of education and training for clinicians in the South East of England.

As one of the largest and busiest NHS Trusts in the country, PHU is an organisation with great ambition. The Trust employs a dedicated and committed workforce who, every day, strives to provide excellent care for the communities they serve across South East Hampshire and beyond. The Trust is also a major provider of training and education to a wide range of health professionals and has a strong national R&D profile.

PHU is seeking a NED with a combination of professional experience, local knowledge and a deep rooted passion to provide the best possible care for their patients to join them during these challenging times, but such challenge offers real scope for innovation and closer collaboration with partners across the health and social care system.

## 2. The person specification

### Essential criteria

The Trust is looking for a NED who shares their ambition to innovate, transform and further strengthen their position as a leading healthcare provider and employer of choice.

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have clinical and patient safety expertise gained from medical, nursing, allied disciplines or social care experience at a senior level in an academic, research, regulatory or clinically focused role.

Experience of engaging with the diverse social, economic and cultural groups served by the Trust, particularly the Black, Asian and Minority Ethnic Communities would be an advantage.

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 Portsmouth or surrounding areas.

- 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 £11,500 per annum. Thereafter the remuneration will be applied in line with the framework for chairs and NEDs. On

this basis the successful candidate will receive an increase on 1 April 2021 to £13,000 (standard rate for all NEDs) 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 England / 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 Portsmouth Hospitals University NHS Trust**

PHU is proud to provide expert, compassionate care and was rated good by the Care Quality Commission in its most recent inspection report published in January 2020. The Trust provides a range of acute services at the Queen Alexandra Hospital. The Queen Alexandra Hospital site went through a major redevelopment in 2009, to create a modern and 'fit for purpose' hospital. The majority of the Trust's acute services are now provided at the Queen Alexandra Hospital following the completion of the redevelopment.

The Trust has:

- 7,200 full time equivalent staff, 1,200 beds and an annual turnover close to £600 million
- 28 theatres - with four dedicated endo theatres
- Four state of the art linear accelerators
- Two purpose built interventional radiology suites, two MRI scanners, four CT scanners and a PET scanner
- State of the art pathology laboratory
- Superb critical care facilities

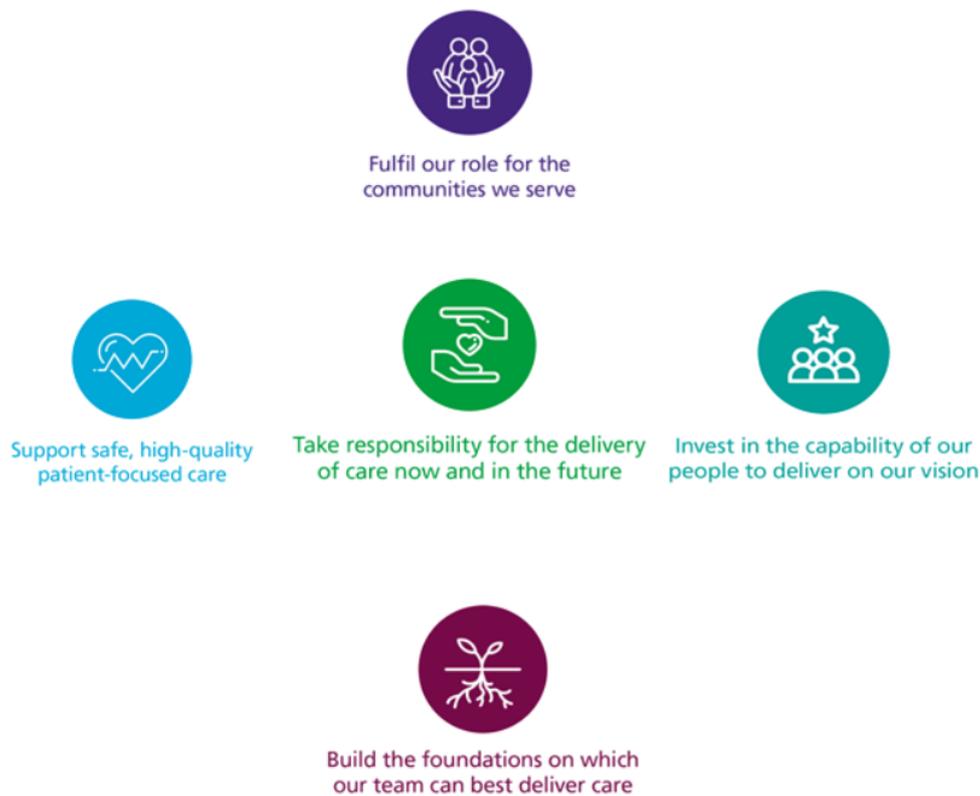
The Trust was awarded university hospital status in July 2020, joining 44 other specialist trusts nationwide which have achieved the high standards required to form the membership of the University Hospitals Association. Becoming a university hospital is the first step in a long-term programme that will enhance research partnerships to drive innovation and develop new treatments more quickly, invest in further in academic partnerships and strengthen the future workforce. The Trust is continuing to build on its strong existing partnership with the University of Portsmouth, while continuing to drive further improvements to embed research, education and training into ways of working across the whole organisation.

The Trust is also host to the country's largest Ministry of Defence Hospital Unit, Joint Hospitals Group South, treating current and former members of the armed forces and their families and training clinicians.

PHU and the Isle of Wight NHS Trust announced an acute services partnership between the two trusts in early February 2020 which builds on existing close working relationships to improve services for local people and deliver more sustainable emergency and elective services for the Island.

The partnership approach is to plan once for delivery of acute services across two hospital sites, providing high-quality, sustainable care for a total population of 800,000 people at Queen Alexandra Hospital Portsmouth and St Mary's Hospital, Newport. The COVID-19 pandemic accelerated change across the whole NHS, and this experience is informing the next phase of joint planning for clinical models and enabling functions as the partnership takes shape.

The recent strategic developments to become a university hospital and partner with the Isle of Wight NHS Trust will bring significant opportunities for patients and colleagues with potential growth in clinical research and innovation in education, training and ways of working.



### The Trust's vision, values and priorities:

The Trust's vision is **"Working together to drive excellence in care for our patients and communities"**. Their five-year strategy, **"Working Together"**, was launched in July 2018, on the 70<sup>th</sup> anniversary of the creation of the NHS and identifies key areas that they are focusing on to improve and build on the high quality services they already provide. The Trust's strategy was developed by listening to their staff, patients,

partners and members of their local community. Their feedback provided the basis of their strategic aims:

PHU has four core values that outline how they expect each of them to "work together" to care for their patients. The Trust's values were refreshed with input from patients and staff, to coincide with the launch of their Trust Strategy, Working Together.

All of their staff, volunteers, and Board members commit to uphold their values of working together for patients, with compassion, as one team and always improving.

The Trust's working together campaign is celebrating and embedding their values, showing how they bind them together as a team and run through all that they do.



**Working together for Patients**

Our core purpose is to provide the best care and experience for our patients, in everything we do. This means that we expect our staff and volunteers to:

- Prioritise safety
- Focus on the quality of patient care
- Deliver great customer care and experiences
- Act with professionalism
- Pursue the best outcome
- Take personal responsibility and make no excuses

**Working together** To drive excellence in care for our patients and communities



**Working together with Compassion**

Our people and our patients deserve to be treated with respect and kindness. This means that we expect our staff and volunteers to be:

- Compassionate and kind
- Friendly and courteous
- Attentive and helpful
- Protective of patient dignity

**Working together** To drive excellence in care for our patients and communities



**Working together as One Team**

We work better together, and need to collaborate to achieve our aims. This means that we expect our staff and volunteers to:

- Listen and hear
- Break down silos and work in partnership internally and externally
- Explain and involve patients and staff in decisions
- Respect everyone's time

**Working together** To drive excellence in care for our patients and communities



**Working together Always Improving**

We can always improve and should consistently seek to do better. This means that we expect our staff and volunteers to:

- Seek and give feedback
- Identify and make improvements to how we do things, however big or small
- Work efficiently, and keep things simple
- Live within our means
- Develop through learning
- Engage, innovate and improve

**Working together** To drive excellence in care for our patients and communities

## 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 England / 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: 15 September 2020 at 11am.**  
Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **preliminary interviews (Green Park): w/c 21 and 28 September 2020**
- **interview date: w/c 19 October 2020**
- **proposed start date: 1 November 2020**

## Getting in touch

- We strongly recommend an informal and confidential discussion with Melloney Poole the Chair of the trust. Please contact Jayne Bonilla on 02392 286770.
- **Green Park** are helping us to identify potential candidates, if you would like a confidential discussion about the role contact Joanna Moriarty, Partner on 020 3145 3433 or by emailing [Joanna.Moriarty@green-park.co.uk](mailto:Joanna.Moriarty@green-park.co.uk)
- **NHS England / NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2059 or by emailing [miriam.walker@nhs.net](mailto:miriam.walker@nhs.net)

### **NHS England / NHS Improvement**

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