



# Could you help lead the NHS in your area?

**The Mid Yorkshire Hospitals NHS  
Trust**

**Non-executive Director**

**Candidate information pack**

**Reference: N2215**



**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 Mid Yorkshire Hospitals NHS Trust. This is an important appointment and the position offers the opportunity to influence our future at an exciting and challenging time. Although at times, the role will be difficult, I believe very firmly that it will also be rewarding.

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 so far but the journey continues with high aspirations. Our performance is rated as 'requires improvement' by the Care Quality Commission but who also, however, identified examples of good services and practices and an improving trajectory. Our services operate across 3 Hospital sites in Wakefield, Pontefract and Dewsbury, and community services for the population of Wakefield. The Trust is host to one of the busiest emergency departments in the country.

The Trust believes passionately about the patient experience, innovation and continual improvement and we are fully committed to our vision '*We strive to achieve excellent patient experience each and every time*' - we 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 Wakefield and North Kirklees get the very best services we can provide within the £530 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. New ways of working are evolving, ensuring closer collaboration with key partners across both our local and regional communities and health economies.

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 highly 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 Mid Yorkshire. I am sure your talents will contribute greatly to our further success.

**Keith Ramsay**  
Chairman

## 2. The opportunity

There is a vacancy for a Non-executive Director (NED) at The Mid Yorkshire Hospitals NHS Trust (the 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.

**An interview with Keith Ramsay, Chair of the Trust, talking about the Trust and this role is available to view at <https://vimeo.com/455424656>**

## 3. The person specification

### Essential criteria

As the Trust drives forward and develops the Mid Yorkshire Quality Improvement System which is based on the Virginia Mason methodology and the Toyota Production System, you will need to bring senior transformation and organisational development expertise gained at a strategic level in a complex organisation.

You will also need to have a genuine commitment to patients and the promotion of excellent health care services.

The Trust's communities have a rich background of cultures and we are committed to ensuring the organisation reflects this at all levels. We want to seek people who have experience of engaging with the diverse social, economic and cultural groups served by the Trust, particularly the black, Asian and minority ethnic communities. This may have been gained through links with the voluntary or not for profit sectors, community involvement or business initiatives.

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 the Trust's ongoing strategic 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 £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](#).

## 4. About The Mid Yorkshire Hospitals NHS Trust

The Trust provides acute hospital services to more than half a million people living in the Wakefield and North Kirklees districts of West Yorkshire. It offers services in three main hospitals – Pinderfields (Wakefield), Dewsbury and District and Pontefract. In addition, the Trust provides community services to the people of Wakefield district in a range of community settings such as health centres, clinics, GP surgeries, family centres and in people's own homes. This means their patients benefit from hospital and community services working more closely together to ensure they receive their care in the most appropriate place for them – when and where they need it.

The Trust also provides two specialist regional services, in burns and spinal injuries, which are renowned across the North of England and beyond.

With more than 8,000 staff and an income in excess of £500 million, the Trust provides its services by working in partnership with two local authorities, two clinical commissioning groups, and a wide range of other providers including voluntary organisations and the private sector, as well as service users, their carers and the public.

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

The Trust's mission statement: *To provide high quality healthcare services at home, in the community and in our hospitals, to improve the quality of people's lives.*

The Trust's vision statement: *We strive to achieve excellent patient experience each and every time.*

The Trust's core values: **Caring, High Standards, Improving and Respect**



Each value is accompanied by a statement of 8 behaviours to help make it clear to everyone of what is expected and required

## Trust Strategy

The Trust refreshed its Strategy, “Striving for Excellence” in 2017. It has six strategic objectives all aimed at contributing to achieving the ambition of “providing an excellent patient experience each and every time”. The six strategic objectives are:

- Keep our patients safe at all times.
- Provide excellent patient experience that delivers expected outcomes.
- Be an excellent employer.
- Be a well-led and governed Trust with sound finances.
- Have effective partnerships that support better patient care.
- Provide excellent research, development and innovation.

Each objective has clear metrics to enable the Trust to monitor how they are doing and what needs to be achieved.

The priorities have been identified through receiving regular feedback from and regular engagement with staff, patients, the public, and commissioners of NHS services, Overview and Scrutiny committees and other stakeholders. Progress on the planned improvements are reported through the Trust’s assurance committees and ultimately through to the Trust Board.

## Quality Strategy

In 2018, the Board approved a new Quality Strategy, which has five themes:

- Safety of our patients
- Patient Experience
- Staff Experience
- Timely Access to Services
- Patient Outcomes

These five improvement themes are built on the foundations of the Mid Yorkshire Quality Improvement System (MYQIS) which is based on the Virginia Mason /Toyota approach; and having effective clinical governance arrangements.

## 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:

- **Support to prepare candidates to apply for a non-executive vacancy including:**
  - Building your application
  - Sources of information and useful reading
  - Eligibility and disqualification criteria
  - Terms and conditions of chair and non-executive director appointments
  - How we will handle your application and information
- **View all current chair and non-executive vacancies**
- **Sign up to receive email alerts on the latest vacancies**
- **Contact details for the Non-executive Appointments Team**

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## 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: 6 October 2020 at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **Opening evening: Monday, 28 September 2020 at 5.30pm.** Please register in your interest by emailing [caroline.barnett@gatenbysanderson.com](mailto:caroline.barnett@gatenbysanderson.com) at GatenbySanderson.
- **Preliminary interviews (GatenbySanderson): w/c 12 October 2020**
- **Panel shortlisting: w/c 19 October 2020.** Shortlisted candidates will have the opportunity to discuss the role with MYHT's Chief Executive, Martin Barkley and Chair, Keith Ramsay prior to the interview date.
- **interview date: 26 October 2020 (afternoon)**
- **proposed start date: November 2020**

## Getting in touch

- **GatenbySanderson** are helping us to identify potential candidates, for a confidential discussion about this post, please contact David Heaton or Robin Staveley on 0113 205 6090 or [david.heaton@gatenbysanderson.com](mailto:david.heaton@gatenbysanderson.com)
- **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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**The Mid Yorkshire Hospitals**  
NHS Trust

**NHS England**

**NHS Improvement**

