



Department
of Health &
Social Care

Members of the Review Body on Doctors' and Dentists' Remuneration (DDRB)

Information pack for applicants

Closing date: midday on 10 November 2020

Reference no: VAC-1691



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Section 1 – The Role

1.1 Role and Responsibilities of a Member of the Review Body on Doctors' and Dentists' Remuneration (DDRB)

Introduction

Ministers are seeking to make three appointments to the DDRB.

Role and Responsibilities

To play a key part in assessing the evidence of the Government, organisations representing the NHS, and organisations representing NHS doctors and dentists and making annual recommendations to the Government on the remuneration of doctors and dentists. Specifically, to:

- using your own experience and expertise contribute to the effective understanding, analysis and challenge of evidence from stakeholders and wider sources relevant to the remit;
- monitor developments in the NHS and bring insights on the issues facing the NHS to Review Body discussions;
- work collaboratively and constructively with colleagues to develop shared thinking on the overall approach and key recommendations; and to help shape the draft report;
- effectively represent the DDRB in meetings with stakeholders (oral evidence and informal contacts) and with DDRB staff on visits to Trusts and Health Boards.

Role specific criteria

Economist Member

We are looking for an economist member with proven senior level experience of economics in the academic and / or business world – with the ability to apply this expertise to labour market issues. The economist member takes the lead on issues relating to the economy, providing the other members with specialist understanding.

Northern Ireland Member

We are looking for a member with experience in a devolved context and/or demonstrable knowledge of and insight into the public sector workforce in Northern Ireland. The member representing Northern Ireland takes the lead for DDRB matters in relation to their country,

providing members with insight and advice on issues pertinent to Northern Ireland and building relationships with the relevant parties.

Member

We are looking to recruit a third member to the DDRB who **must** have recent senior leadership experience in a health or care environment and an appreciation of remuneration arrangements. For this position, experience in or an understanding of primary care (medical or dental) is desirable.

Qualities required for the Member roles

The Department of Health and Social Care values and promotes diversity and encourages applications from all sections of the community. The boards of public bodies should reflect the population they are there to serve. Boards also benefit from fresh perspectives, and we are always keen to encourage candidates with private sector experience to consider applying for our roles.

To be considered for these roles, you must be able to demonstrate that you have the qualities, skills and experience to meet all the essential criteria for appointment.

Essential Criteria

We are looking to recruit for up to **three** roles. For all roles you **must**:

- have the ability to think strategically and to exercise sound judgement on complex and sensitive issues;
- have the ability to analyse and interpret detailed information, for example detailed policy proposals or statistical information;
- be able to gain respect and keep the confidence of others including Ministers and senior Government officials through effective communication and influencing skills;
- have the ability to reflect the patient perspective and the role of reward in supporting excellent patient care.

Of the three vacancies, one is for an economist member and one a Northern Ireland member. As a prospective candidate for the economist or Northern Ireland member vacancies, you **must** have experience in one of the following areas. Candidates with cross-over experience in both the below areas will also be welcomed:

- experience in a devolved context and/or demonstrable knowledge of and insight into the public sector workforce in Northern Ireland;

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- proven senior level experience of economics in the academic and / or business world – with the ability to apply this expertise to labour market issues, with the necessary status and record of achievement.

For the third member vacancy you **must** have:

- recent senior leadership experience in a health or care environment and an appreciation of remuneration arrangements – experience in or an understanding of primary care (medical or dental) is desirable.

Remuneration

- The Members are remunerated at a rate of £300 per day for preparation and attendance at meetings.
- Remuneration is taxable, and subject to National Insurance contributions, both of which will be deducted at source under PAYE before you are paid. Remuneration is not pensionable
- You may claim travel and subsistence expenses, which are properly and necessarily incurred in carrying out your role and responsibilities as a Member of the DDRB, in line with travel and subsistence policy and rates for the DDRB. A copy of the policy and rates can be obtained from the DDRB

Time commitment

The is a time commitment of 15 meetings per year

Location

London

Tenure of office

Ministers determine that the length of the appointment will be up to 3 years.

Accountability

Members are appointed by the Secretary of State for Health and Social Care and are accountable to the Secretary of State via the Chair for carrying out their duties and for their performance.

For further information regarding the role of the DDRB and the role of a Member please contact: Rafi Dover

Tel: 0207 211 8124

Email: rafi.dover@beis.gov.uk

1.2 Review Body on Doctors' and Dentists' Remuneration (DDRB) role and responsibilities

The DDRB is independent and is responsible for:

- advising the government on rates of pay for doctors and dentists taking any part in the NHS
- conducting research on pay and related matters
- visiting trusts and health units to meet staff and managers to gather information and views on pay and related issues

The Review Body may also be asked to consider other specific issues.

The Review Body is also required to take careful account of the economic and other evidence submitted by the Government, Trade Unions, representatives of NHS employers and others.

The Review Body should take account of the legal obligations on the NHS, including antidiscrimination legislation regarding age, gender, race, sexual orientation, religion and belief and disability.

The Review Body recommendations and reports are submitted to:

- the Prime Minister and the Secretary of State for Health.
- the First Minister and the Cabinet Secretary for Health and Wellbeing in Scotland.
- the First Minister and the Minister for Health and Social Services in the National Assembly for Wales.
- the First Minister, Deputy First Minister and the Minister for Health, Social Services and Public Safety of the Northern Ireland Executive

1.3 Letter from Chris Pilgrim, Chair of the DDRB

Thank you for your interest in this appointment.

The eight public sector Pay Review Bodies provide independent advice to the Government on the pay of key public sector workforces. Members of the DDRB have an interesting, strategic and challenging role providing objective analysis of the data and evidence to recommend pay awards for over 200,000 doctors and dentists working for the NHS across the UK, including both those that work in hospitals and those that work as general dental or general medical practitioners in the community. Accordingly, we make an important contribution to the NHS by making pay recommendations to support the NHS to recruit, retain and motivate these critical staff groups.

We operate by, first, receiving written and oral evidence from the Government, employers, NHS organisations, and trade unions. We also visit Hospital Trusts, and Primary Care Units throughout the UK meeting many members of our remit group so that they can share their thoughts and experiences. With the support of a strong secretariat, we analyse and weigh this evidence and consider independent research before formulating our detailed recommendations on pay and related matters. Our main work programme starts in the autumn and culminates in submission of our reports to the Government in the spring (although this can vary). Further details on our current work can be found at: <https://www.gov.uk/government/organisations/review-body-on-doctors-and-dentists-remuneration>

I have been Chair of the DDRB since 2019. We currently have seven members with a range of backgrounds and expertise gained from the public and private sectors. As some of those members complete their terms of appointment we are looking to develop the team with three new members. We hope that one of these new members will be able to start before the upcoming round has finished, with the other two starting as two of our members' terms expire at the end of the upcoming round.

We are looking for three members, of which one will be a specialist economist member, one will have deep understanding and professional experience of working in Northern Ireland and one for which we hope to recruit someone with recent senior leadership experience in a health or care environment – with an understanding of primary care being desirable. For all three posts we would especially welcome applicants representing the full diversity of our remit group and wider UK society.

As a member of the DDRB you would have responsibility for working strategically and collaboratively with members from a broad range of backgrounds. You would also need to share our commitment to the NHS by making recommendations to government that support the recruitment, retention and motivation of doctors and dentists working within the NHS in delivering vital public services at a time where the importance of the DDRB's remit group to society and the need to reward them appropriately for their work has been made overwhelmingly clear.

If you feel that this work would be interesting and worthwhile and that you have the appetite to contribute, please apply and we look forward to hearing from you.

Once again, many thanks for your interest.

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Chris Pilgrim

Chair, Review Body on Doctors' and Dentists' Remuneration

Section 2: How to Apply

2.1 Making an application

Thank you for your interest in the appointment of a Member to the DDRB.

To make an application please email your CV, a supporting letter and completed monitoring forms to:

appointments.team@dhsc.gov.uk – please quote **ref: VAC-1691** in the subject field.

If you are unable to apply by email you may send your application by post to:

Ryan Lloyd, Department of Health and Social Care, Room 1N09, Quarry House, Quarry Hill, Leeds, LS2 7UE

Applications must be received by midday on 10 November.

In making an application please note the following:

Supporting letter

The supporting letter is your opportunity to demonstrate how you meet each of the criteria set out in the person specification. It will benefit the Advisory Assessment Panel if you can be clear which specific evidence you provide relates to which criteria. Providing separate paragraphs in relation to each criterion is common practice. Please write all acronyms in full first.

Please ensure your full name, the role to which you are applying and the corresponding reference number for the post are clearly noted at the top of your letter.

Please limit your letter to two pages, and type or write clearly in black ink.

Conflicts of interest

If you have any business or personal interests that might be relevant to the work of DDRB, and which could lead to a real or perceived conflict of interest if you were to be appointed, please provide details in your Supporting letter.

If appointed, you will also be required to declare these interests on appointment and they will be entered on a register which is available to the public.

Standards in public life and ensuring public confidence

Given the nature of public appointments, it is important that those appointed as members of public bodies maintain the confidence of the public and Government. If there are any issues in your personal or professional history (including any convictions or bankruptcy) that could, if you were appointed, be misconstrued, cause embarrassment to Ministers or DDRB or cause public confidence in the appointment to be jeopardised, it is important that you bring them to the attention of the Advisory Assessment Panel and provide details of the issue/s in your Supporting letter. In considering whether you wish to declare any issues, you should also reflect on any public statements you have made, including through social media and blogs. Due Diligence may be carried out on any publicly available information and shared with the Advisory Assessment Panel.

The panel may explore any issues you declare with you before they make a recommendation on the appointment.

Failure to disclose such information could result in an appointment being terminated, as those who hold public appointments are expected to demonstrate the highest standards of corporate and personal conduct and are required to subscribe to the Code of Conduct for Board Members of Public Bodies, as part of agreeing to the terms and conditions of appointment. You can access this document at:

<https://www.gov.uk/government/publications/board-members-of-public-bodies-code-of-conduct>

There are also circumstances in which individuals may not be considered for appointment, due to them not meeting certain eligibility criteria for appointment. For further information, please refer to **Section 2.3: Disqualification from Appointment**

If you wish to discuss any queries on conflicts, please see the contacts section.

CV

Please ensure your CV includes:

- Your full name, title, home address, personal contact telephone numbers (land line and mobile), personal email address and details of any twitter accounts and LinkedIn accounts including your twitter handle/username.
- Similar contact details for two referees who will support your application. One referee should be the person to whom you are/were accountable in your current/most recent appointment or position of employment. Please indicate the relationship of each referee to you. References will be requested for short-listed candidates prior to interview

- Brief details of your current or most recent post and the dates you occupied this role. Please identify any past or present Ministerial appointments.

Monitoring form

Please complete the monitoring form. Diversity monitoring information will not be seen by the Advisory Assessment Panel assessing your application.

Political activity information is primarily for monitoring purposes only, however if you are shortlisted for interview, this information will be shared with the selection panel. The reason for this is that it is appreciated that such activities may have given you relevant skills, including experience gained from committee work, collective decision-making, resolving conflict and public speaking. If you have had such experience and you consider it relevant to your application for this post, you should also take the opportunity to include it separately in your supporting statement. If possible, you should not, however, identify the relevant political party in your statement.

If you are appointed to this role, please note that any political activity you declare will be published in accordance with the Governance Code on Public Appointments.

Guaranteed Interview Scheme

The Department of Health and Social Care operates a Guaranteed Interview Scheme (GIS) for disabled people. The Equality Act 2010 defines a person as disabled if they have a physical or mental impairment and the impairment has a substantial and long-term adverse effect on their ability to carry out normal day to day activities. Under the GIS a disabled candidate will be selected for interview if they meet the essential criteria for the post.

If you wish to apply under the GIS please complete the GIS form and return it with your application.

All applications will be acknowledged by email after the closing date.

For further information regarding the selection process, please contact

Ryan Lloyd

Appointments Team

Tel: 0113 254 5929

Email: Ryan.Lloyd@dhsc.gov.uk

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For further information regarding the role of the DDRB and the role of a Member please contact: Rafi Dover

Tel: 0207 211 8124

Email: rafi.dover@beis.gov.uk

Please quote reference VAC-1691 on all correspondence.

If you choose to apply, we would like to thank you in advance for your time and effort in making an application.

2.2 The Selection Process

The Appointments Team will deal with your application as quickly as possible and will advise you of the likely timetable at each stage.

Timetable:

- Closing date: Midday on 10 November
- Shortlisting complete: 04 December
- Interviews held: 06 & 07 January

The selection panel will be:

- Miranda Worthington, DHSC senior sponsor for DDRB, as Panel Chair
- Christopher Pilgrim, Chair of DDRB, as a panel member
- David Fry, Director of OME, as a panel member
- a Northern Ireland panel member as required (TBC)
- Hilary Randall as an Independent Panel Member

The Independent Panel Member is independent of both the Department of Health and Social Care and DDRB.

The Governance Code on Public Appointments requires all Advisory Assessment Panel members to declare any political activity within the last five years. All panel members have declared that they have not taken part in any political activity within the last five years.

After the closing date for applications:

- The Department of Health and Social Care may commission a pre-assessment of candidate applications which would then be provided to the Panel for consideration and to inform the shortlisting process. By applying, you are agreeing to your application being shared with another party for pre-assessment. The pre-assessor and the panel are reliant on the information you provide in your CV and supporting letter to assess whether you have the skills and experience required. Please ensure that you provide evidence to support how you meet all the essential criteria. It is the responsibility of the panel to determine who it believes best meet the criteria for the role, and who will be invited to interview.
- Interviews will be held on 06 & 07 January 2021.

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- The Advisory Assessment Panel will select for interview only the strongest applicants who it feels have demonstrated that they best meet the criteria set out in the person specification. However, if you have applied under the GIS and you meet all the essential criteria, then you will also be invited for interview
- If you are invited to interview and if you are unable to attend on the set date, then an alternative date can only be offered at the discretion of the Advisory Assessment Panel
- The Appointments Team will email to let you know whether you have been invited to be interviewed. It is our intention that interviews will take place in a central London location
- If invited to interview, the Advisory Assessment Panel may invite you to make a brief presentation at the start of the interview and will go on to question you about your skills and experience, including asking specific questions to assess whether you meet the criteria set out for the post
- The Advisory Assessment Panel will also explore with candidates any potential conflicts of interest or any other issues arising from candidate's personal and professional history which may impact on an appointment decision (see section 2.1 for further details).
- Candidates who the panel believe are 'appointable', will be recommended to Ministers who will make the final decision. Ministers may choose to meet with shortlisted candidates, before or after interview, before making a decision. Candidates should therefore be prepared for a short time gap between interview and a final appointment decision being made. Candidates who have been interviewed will be kept informed of progress.
- If you are successful, you will receive a letter from Ministers appointing you as a Member of the DDRB, which will confirm the terms on which the appointment is offered
- **please note that due to the volume of applications that are received it is not possible to routinely provide feedback to those not shortlisted for interview**
- if you apply under the GIS scheme and you are not shortlisted for interview, we can provide a summary of the assessment of your written application, if you choose to request feedback
- If you are unsuccessful at interview, you will be notified by the Appointments Team. We appreciate it takes a lot of time and effort to apply for roles, and prepare for and attend an interview, and that feedback is a valuable part of the process. Following interviews, the letter which confirms the outcome of the appointment process will provide the details of who you may approach for feedback on your interview and application, if you so wish

- For further information on how we will manage the personal information that you have provided to us through your application, see **Section 2.4**

Queries

For queries about your application, please contact Ryan Lloyd on Ryan.Lloyd@dhsc.gov.uk

Standards in public life

You will be expected to demonstrate high standards of corporate and personal conduct. All successful candidates will be asked to subscribe to the Code of Conduct for Board Members of Public Bodies, you can access this document at:

<https://www.gov.uk/government/publications/board-members-of-public-bodies-code-of-conduct>

Governance Code on Public Appointments

The Governance Code on Public Appointments, published by the Cabinet Office, sets out the principles that should underpin all public appointments. The Governance Code can be found at: <https://www.gov.uk/government/publications/governance-code-for-public-appointments>

The Commissioner for Public Appointments

The regulation of public appointments against the requirements of the Governance Code is carried out by the Commissioner for Public Appointments. The Commissioner provides independent assurance that public appointments are made in accordance with the principles set out in the Code. The Commissioner is appointed by the Queen and is independent of the Government and the Civil Service. Further about the role of the Commissioner is available from:

<http://publicappointmentscommissioner.independent.gov.uk>

If you are not completely satisfied

The Department of Health and Social Care will aim to process all applications as quickly as possible and to treat all applicants with courtesy. If you have any complaints about the way your application has been handled, please contact Perm Butler in the Department of Health and Social Care by emailing Permjeet.Butler@dhsc.gov.uk

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If after receiving a comprehensive response from the Department you are still concerned, you can write to the Commissioner for Public Appointments. Please contact:

The Commissioner for Public Appointments
1 Horse Guards Road
London SW1A 2HQ
Tel: 0207 271 8938
Email: publicappointments@csc.gov.uk

2.3 Disqualification from Appointment

Eligibility criteria

There are circumstances in which an individual may not be considered for appointment. They include:

1. persons who have received a prison sentence or suspended sentence of 3 months or more in the last 5 years
2. persons who are the subject of a bankruptcy restrictions order or interim order, or a debt relief order or interim debt relief order under Schedule 4ZB to the Insolvency Act 1986
3. persons who have had an earlier term of appointment with a health service body terminated on the grounds:
 - that it was not conducive to the interests or good management of the body that the person should continue to hold office
 - that the person failed to attend a meeting of the body on three consecutive occasions
 - that the person failed to declare a pecuniary interest or withdraw from consideration of a matter in respect of which the person had a pecuniary interest
 - of misconduct or failure to carry out the person's duties
4. anyone who is under a disqualification order under the Company Directors Disqualification Act 1986; or
5. anyone who has been removed from trusteeship of a charity.

Further advice about the Eligibility Criteria can be provided by contacting Ryan Lloyd on 0113 254 5929

2.4 How we will manage your personal information

Your personal information will be held in accordance with the General Data Protection Regulation. You will not receive unsolicited paper or electronic mail because of sending the Department of Health and Social Care any personal information. No personal information will be passed on to third parties for commercial purposes.

When we ask you for personal information, we promise we will:

- Only ask for what we need, and not collect too much or irrelevant information
- Ensure you know why we need it
- Protect it and insofar as is possible, make sure nobody has access to it who shouldn't
- Ensure you know what choice you have about giving us information
- Make sure we don't keep it longer than necessary
- Only use your information for the purposes you have authorised

We ask that you:

- Provide us with accurate information
- Inform us as soon as possible of any changes or if you notice mistakes in the information we hold about you

If you apply for a post, we will share some of the information you provide with the members of the selection panel for the post to which you are applying, so that your CV and supporting letter can be assessed.

The diversity information you provide will not be used in the selection process and will therefore not be shared with the Advisory Assessment Panel assessing your application at any stage. However, panels may review the political activity response at the interview stage. This in no way acts as a bar to appointment. Further information on this is provided in the attached Monitoring form.

The Commissioner for Public Appointments regulates and monitors appointments to public bodies to ensure procedures are fair. The Department of Health and Social Care is required by the Commissioner for Public Appointments to retain information about the people who apply for public appointments within his remit and make this information available to him for audit purposes, if requested to do so. Information you provide in your application may therefore be made available to the Commissioner for Public Appointments and the Commissioner's auditors on a confidential basis to help fulfil either the Commissioner's formal complaints investigation role or for audit purposes.

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