



Could you help lead the NHS in your area?

University Hospitals Plymouth NHS
Trust

Non-executive Director

Candidate information pack

Reference: S2312



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 (NED) at University Hospitals Plymouth NHS Trust (UHP). 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.

In addition to your Board membership, you will also bring your skills to one or more of the Board's assuring Committees. You will champion value for money in public finance, identify and mitigate corporate risks and play a significant part in bringing the Board's strategic vision to life.

2. The person specification

Essential criteria

As a Board member, you will be a strategic thinker who will quickly grasp the complexities of the local, regional and national healthcare environments.

You will be able to scrutinise and interpret complex data.

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

You will have recent and relevant private sector commercial experience gained at a senior level

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 catchment area of the trust. This includes the constituencies of North Cornwall, South East Cornwall, Plymouth, Sutton and Devonport, Plymouth, Moor View, Totnes, South West Devon, Torridge and West Devon.

- 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 University Hospitals Plymouth NHS Trust

UHP is the largest hospital in the South West Peninsula, providing comprehensive secondary and tertiary healthcare and it is the region's major trauma centre. The geography gives the trust a secondary care catchment population of 450,000 with a wider peninsula population of almost 2,000,000 people who can access its specialist services. The population is characterised by its diversity – the rural and the urban, the wealthy and pockets of deprivation, and wide variance in health and life expectancy. Population ageing is a recognised national trend, but is exacerbated locally by the drift of younger people out of the area and older people in. The proportion of the trust's catchment population aged 85 or over is growing ahead of the national average by approximately 10 years, giving Plymouth the opportunity to innovate on behalf of the nation in services for the elderly.

The Trust works within a network of other hospitals to offer a range of specialist services:

- [Kidney transplant](#)
- [Pancreatic cancer surgery](#)
- [Neurosurgery](#)
- [Cardiothoracic surgery](#)
- [Bone marrow transplant](#)
- [Upper Gastro-intestinal surgery](#)
- [Hepatobiliary surgery](#)
- [Neonatal intensive care and high risk obstetrics](#)
- [Plastic surgery](#)

- Liver transplant evaluation
- Stereotactic radiosurgery

A Regional Specialist Teaching Hospital

The Trust provides comprehensive training and education for a wide range of healthcare professionals. The Trust works in partnership with Plymouth University. We support the University of Plymouth – one of the UK’s largest providers of the workforce for health and social care - in the delivery of courses for the Faculty of Health. The Trust also supports the University of Exeter Medical School with the placement of medical imaging students.

Working Hand in Hand with the Military

UHP has a longstanding and excellent relationship with the Ministry of Defence. A tri-service staff of 150 military doctors, nurses and allied health professionals are fully integrated within the hospital workplace, working and training alongside their NHS counterparts, treating the local community, whilst proudly wearing their service uniforms and contributing to a high standard of patient care. The Trust’s military partners are vital for the skills, both clinical and non-clinical and for the capacity they help the Trust to provide.

The Trust’s services benefit greatly from the skills of military clinicians, particularly in Trauma & Orthopaedics, Radiology and the Emergency Department. Many of them bring unique experiences and knowledge from their deployments and this, in turn, benefits UHP and its patients.

Where the Trust provides care

UHP provides services for patients at the following main sites as well as through clinics provided at other local hospitals and care centres:

Derriford Hospital

More than 48,000 people pass through the main entrance of Derriford in a week. The hospital has more than 900 beds and 1,000 public car parking spaces. Derriford Hospital is the second largest bus terminal in Plymouth, beaten to first place only by Plymouth central bus station.

Plymouth Dialysis Unit

This purpose built unit opened in August 2011 and provides outpatient haemodialysis, education and dialysis training to patients with advanced renal failure who are living in Plymouth, East Cornwall, North and South Devon. It also offers holiday haemodialysis to visitors to the south west.

Child Development Centre

Developmental services for young children are provided at the Child Development Centre, Scott Business Park with close partnership working between University Hospitals Plymouth NHS Trust, primary care and Plymouth City Council.

Radiology Academy

The Trust provides radiology training in a purpose built facility.

The Trust also provides community midwifery services in Plymouth.

The Trust's strategic direction

UHP plays a key role in the Devon Sustainability and Transformation Partnership and, more locally in Plymouth, through the formation of an Integrated Care Partnership to improve services available for patients.

UHP's strategy, *Healthier Lives: Making a Difference*, can be found on UHP's website <https://www.plymouthhospitals.nhs.uk/our-strategic-direction>

This Strategy sets out a five year direction of travel for UHP.



UHP has four strategic objectives:

- Valuing its people
- Delivering safe, high quality services
- Providing services in a sustainable way
- Working with partners across our community

Healthier Lives: Making a Difference explains the improvement priorities that underpin these objectives.

The Trust's overall CQC overall rating

The Care Quality Commission (CQC) are the independent regulator of health and adult social care services in England. Their role is to monitor, inspect and regulate services to make sure they meet fundamental standards of quality and safety. All health and social care services will be inspected by the CQC and will be rated as: outstanding, good, requires improvement or inadequate. The rating for University Hospitals Plymouth NHS Trust is "requires improvement". Full details of the report are available on [the CQC website](#).

Rating for individual sites

University Hospitals Plymouth NHS Trust provides services at a number of locations in Devon and Cornwall. The CQC has also rated the trust for these, please click here to see ratings for individual sites, including:

- [Cumberland Centre](#)
- [Derriford Hospital*](#)
- [Launceston General Hospital](#)
- [Liskeard Community Hospital](#)
- [Mount Gould Hospital](#)
- [Plymouth Dialysis Unit](#)
- [Royal Cornwall Hospital](#)
- [South Hams Hospital \(Kingsbridge Hospital\)](#)
- [Stratton Hospital](#)
- [Tamar Science Park](#)
- [Tavistock Hospital](#)

* please note that the Child Development Centre is registered under Derriford Hospital

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: 2 February 2021 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: interviews will take place mid-February 2021**
- **proposed start date: March 2021 – exact date to be confirmed and agreed with successful applicant**

Getting in touch

- We strongly recommend an informal and confidential discussion with Richard Crompton the Chair of the trust. To arrange a discussion, please contact Lucy Demuth, Executive Office Manager on 01752 439084 or via email lucy.demuth@nhs.net
- **Anderson Quigley** are helping us to identify potential candidates. If you would like a confidential discussion about the role contact Helene Usherwood, Partner, Health via email at Helene@andersonquigley.com
- **NHS England / NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2059 or by emailing miriam.walker@nhs.net

NHS England / NHS Improvement

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