



Could you help lead the NHS in your area?

**University Hospitals of North
Midlands NHS Trust**

**Non-executive Director & Associate
Non-executive Director**

Candidate information pack

Reference: M2272



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 and an Associate Non-executive Director (NED) at University Hospitals of North Midlands NHS Trust (UHNM). These are exceptional opportunities to share your talents and expertise to make a positive difference to the lives of people served by the Trust.

The Associate NED role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Associate NEDs cannot participate in any formal vote at Board.

The successful candidate for the Associate role will be appointed by the Trust but may also be considered for appointment as a NED of the Board in future, should a vacancy arise, and they have the appropriate skills.

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

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 experience in one of the following:

Non-executive Director post

- You should have Board level experience with a clear understanding of the digital agenda and of the intelligent application of 'big data' in complex, multi-stakeholder environments.

Associate Non-executive Director

- Board level or equivalent experience gained within a customer focused environment with experience in developing effective partnerships.

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 have strong connections and accessibility to the areas served by the Trust.

- On average these roles 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 these roles is currently £11,500 per annum. Thereafter the remuneration will be applied in line with the framework for chairs and NEDs. On this basis the successful candidates 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 of North Midlands NHS Trust

Employing over 11,000 staff UHNM has two sites, Royal Stoke University Hospital, located in Stoke-on-Trent and County Hospital, located in Stafford. The Royal Stoke University Hospital is part of a £370m private finance initiative (PFI) that was completed in 2015.

From these hospitals the Trust provides a full range of general acute hospital services for people living in and around Staffordshire and beyond. The Trust also provides specialised services, such as Trauma, for three million people in a wider area, including neighbouring counties and North Wales. It is also recognised for its particular expertise in trauma, respiratory conditions, spinal surgery, upper gastro-intestinal surgery, complex orthopaedic surgery, laparoscopic surgery and the management of liver conditions. More than 175,000 patients attended UHNM’s Accident and

Emergency departments in the past year, many from a wide geographical area by both helicopter and land ambulance because of its Major Trauma Centre status.

Key priorities

UHNM has a number of strategic and operational priorities, including:

- Its financial situation has been historically extremely challenging, as a result of which the Trust was placed into Financial Special Measures in March 2017 and these were lifted in October 2020 as they made significant progress and made a surplus in 2019/20. Sustaining financial performance is an important focus.
- The restoration of core services and continued delivery of treatment to non-Covid patients during and beyond the current pandemic crisis.
- Supporting the wellbeing of their staff through and beyond the demands and pressures of the pandemic.
- Learning through Covid-19 and the transformation delivered through that period to build and continue our development.
- Successful embedding of a culture of quality improvement through our 'Delivering Exceptional Care' programme.
- Building our profile for teaching and research.
- The integration of health and social care services working with its partners within the wider Health Economy to address a number of long-standing challenges and to make Staffordshire and Stoke on Trent the healthiest places to live and work.

UHNM Strategic Objectives and Values

University Hospitals of North Midlands Our 2025 Vision

What we will deliver - our strategic objectives

 Provide safe, effective, caring and responsive services	<ul style="list-style-type: none"> ■ Improved CQC ratings through implementation of our Care Excellence Framework ■ Maintaining strong performance in relation to the Summary Hospital-level Mortality Indicator (SHMI) ■ Positive Patient Led Assessment of the Care Environment (PLACE) annual inspections across UHNM
 Achieve NHS constitutional patient access standards	<ul style="list-style-type: none"> ■ Improving pathways in and out of hospital ■ Consistent implementation of best practice ■ Provision of seven day services
 Achieve excellence in employment, education, development and research	<ul style="list-style-type: none"> ■ Recruitment and retention of highly skilled staff & implementation of UHNM improvement methodology ■ On-going development of specialist services ■ Building our links with Staffordshire & Keele Universities
 Lead strategic change within Staffordshire and beyond	<ul style="list-style-type: none"> ■ Increased income from NHS specialised commissioning services & elective care at County ■ Leading role in the Staffordshire and Stoke-on-Trent STP ■ Reduced number of medically fit for discharge patients in acute beds
 Ensure efficient use of resources	<ul style="list-style-type: none"> ■ Year on year improvements in our finances ■ Optimum use of our estate to support the services we deliver ■ Digitalisation of clinical notes

How we will deliver this - our values

 Together	<ul style="list-style-type: none"> • We are a team • We are appreciative • We are inclusive 	 Compassion	<ul style="list-style-type: none"> • We are supportive • We are respectful • We are friendly
 Safe	<ul style="list-style-type: none"> • We communicate well • We are organised • We speak up 	 Improving	<ul style="list-style-type: none"> • We listen • We learn • We take responsibility

www.uhnm.nhs.uk

Appendix 1: More information

For information about the Trust, such as business plans, annual reports, and services, visit the recruitment microsite www.uhnm-appointments.com and the Trust's [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**

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 one of these roles, 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 for either the Non-executive Director or the Associate Non-executive Director position 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 relevant 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: **Friday 19th March 2021 at 11.59pm**. Please forward your completed application to NHSI.Chairsandneds@nhs.net
- Preliminary interviews with GatenbySanderson: w/c 29 March and w/c 5 April
- Final interview date: Tuesday 27th April & Wednesday 28th April 2021
- Proposed start date: May 2021

Getting in touch

- **GatenbySanderson** are helping us to identify potential candidates, if you would like a confidential discussion about the role please contact David Heaton on 0113 205 6094 or david.heaton@gatenbysanderson.com or alternatively Emma Pickup, Partner on 07590 225 470 or email emma.pickup@gatenbysanderson.com. As the process progresses GatenbySanderson can facilitate your engagement with the Trust Chair, David Wakefield.
- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow on 0300 123 2038 or by emailing helen.barlow2@nhs.net

NHS England / NHS Improvement

Non-executive Appointments Team
Room 1W06
Quarry House
Leeds LS2 7UE

E: NHSI.Chairsandneds@nhs.net

W: england.nhs.uk

NHS England
NHS Improvement

