



Could you help lead the NHS in your area?

**The Royal Wolverhampton NHS
Trust**

Associate Non-executive Director

Candidate information pack

Reference: M2332



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 an Associate Non-executive Director (NED) at The Royal Wolverhampton NHS Trust (RWT). 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.

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.

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 recent relevant senior level experience in the following areas:

- Clinical experience gained in a medical, nursing or allied discipline with a strong service delivery background in Primary care and/or General Practice. The successful candidate will join the Quality and Governance Assurance Committee.
- Knowledge of the populations needs of Primary Care Networks structures and systems for Wolverhampton
- Ability from knowledge, skills and experience to contribute to the development of the Trust strategy including goals, business plans and objectives

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 area served by The Royal Wolverhampton NHS 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](#).

3. About the Royal Wolverhampton NHS Trust

The Royal Wolverhampton NHS Trust is one of the largest acute and community providers in the West Midlands having more than 800 beds on the New Cross site including intensive care beds and neonatal intensive care cots. It also has 56 rehabilitation beds at West Park Hospital and 54 beds at Cannock Chase Hospital.

Almost uniquely, the Trust also provides primary care services to a population of 60,000 in Wolverhampton.

As the largest employer in Wolverhampton the Trust employs more than 9,000 staff.

The Trust provides its services from the following locations:

- New Cross Hospital - secondary and tertiary services, maternity, Accident & Emergency, critical care and outpatients.
- West Park Hospital - rehabilitation inpatient and day care services, therapy services and outpatients.
- More than 20 Community sites - community services for children and adults, Walk in Centres and therapy and rehabilitation services

- Cannock Chase Hospital – general surgery, orthopaedics, breast surgery, urology, dermatology, and medical day case investigations and treatment (including endoscopy)
- Nine GP practices and growing, providing list based primary care services

The Trust successfully hosts the West Midlands Local Clinical Research Network since its establishment in April 2014.

The Trust was rated as ‘Good’ by the Care Quality Commission (CQC) in February 2020, following their inspection. The Trust also received a ‘Good’ rating for the Well-Led and Use of Resources assessments.

In October 2018, the Trust formally became the host of the Black Country Pathology Service. The service, which is hosted on behalf of Sandwell and West Birmingham NHS Trust, The Dudley Group NHS Foundation Trust, The Royal Wolverhampton NHS Trust and Walsall Healthcare NHS Trust, is one of 29 pathology networks set up by NHS Improvement.

The Trust’s vision, values and priorities:

The Royal Wolverhampton NHS Trust is an organisation that strives to provide high quality, safe care for their patients in an environment which staff are proud to work in.

The Trust believes that by adhering to their vision and working with those values in mind they can behave in a way which will ensure the right results for the people that matter most – the patients.

The Trust’s vision is to be an organisation striving continuously to improve the experience and outcomes for the communities it serves. The Trust pledges that they will always strive to be safe and effective, kind and caring and exceeding expectation.

The Trust has a strong track record of innovation and service improvement, in addition to driving pathology consolidation in the Black Country, it acquired a significant presence in South Staffordshire and Cannock hospital in 2014. It has been a pioneer in the development of Radio-frequency identification (RFID) based bed, equipment and patient tracking and, jointly with Wolverhampton University, set up the Academic Institute of Medicine which attracts doctors from around the world on a Clinical Fellowship programme.

The Trust is working toward an integrated local Wolverhampton Care model alongside Black Country-wide collaboration and co-operation. The RWT Chair has recently become the Chair at Walsall Healthcare and the organisations are in the process of extending appropriate areas of collaboration and co-operation. There are also services

provided across the Black Country with the NHS Trusts at Dudley and Sandwell & West Birmingham.

The Trust's values and behaviours are:



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**

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: 4 March 2021 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 17 March 2021**
- **proposed start date: March/April 2021**

Getting in touch

- We strongly recommend an informal and confidential discussion with Steve Field the Chair of the Trust. Please contact Gayle Nightingale on 01902 695950 if you would like to arrange a discussion.
- **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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The Royal Wolverhampton
NHS Trust

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