



Could you help lead the NHS in your area?

Royal Cornwall Hospitals NHS Trust

Non-executive Director

Candidate information pack

Reference: S2377



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 letter from the Chairwoman

Dear Candidate,

Thank you for your interest in the position of Non-Executive Director at the Royal Cornwall Hospitals NHS Trust.

This is a demanding but very rewarding position and comes as an excellent opportunity to join our Trust at a time when we have an exciting future ahead with a clear strategy supporting our ambition to provide brilliant care.

Alongside our plans to improve services we will see massive investment in our estate; this started with the expansion of our Emergency Department and we are already well in to a two-year project to provide a new building for our MRI and haematology/oncology service and the development of a business case for a new Women's & Children's Unit.

Our local response to Covid-19 has brought some remarkable changes in the way we work across our hospitals and with our partners in health and care. The Trust came out of 'special measures' at the height of the first wave of the pandemic and it was pleasing to see the recognition that we are well-led.

We are a unitary Board driven by our values and our passion for the best possible patient and citizen care. We work ever closer with our system partners and are redesigning our models of care, led by our clinicians. The more that we can work in the community alongside our GP networks and clinical directors, the better. Our research excellence is widely recognized and through this we wish to keep innovating and delivering modern and future facing services.

We take governance seriously and believe it is everybody's business. Our clinical and corporate governance frameworks are what keep us and our patients safe. They afford the Board and especially our NEDs the best opportunity to play our part, as members of the Board team.

Pleased to be a lead member of the ICS and are working well with CFT colleagues to become a strong provider collaborative.

We are always looking for talented people with the senior skills and experience necessary to be effective in non-executive director roles. We value diversity and promote it. We are committed to equality of opportunity for everyone. The successful candidate will have a genuine commitment to patients and the promotion of brilliant health care services. In return you will receive great one to one and team support and development.

I sincerely hope that you will consider applying and will be pleased to offer an informal discussion should you wish to have one.

With best wishes

Mairi McLean
Chairwoman
Royal Cornwall Hospitals NHS Trust

2. The opportunity

There is a vacancy for a Non-executive Director (NED) at Royal Cornwall Hospitals NHS Trust (RCHT). 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.

3. 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 bring senior board or executive level expertise within large complex organisations in one or more of the following areas:

- Information management and technology with a focus on digital services. Senior level experience of implementing digital transformation in a health or related setting would be desirable.
- Public health senior leadership experience, understanding of health inequalities and an appreciation for whole system working
- Significant senior level experience engaging with the diverse social, economic and cultural groups and communities served by the Trust
- Senior HR or Finance expertise gained at a strategic level within a large, complex organisation

The Trust is committed to having a Board that represents the communities we serve. We particularly welcome applications from people from the black and minority ethnic communities, and disabled people who we know are under-represented in Chair and NED roles. RCHT is keen to diversify their Board in every way.

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
- actively model behaviours which demonstrate RCHT's values

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 ideally live in or have strong connections with Cornwall and surrounding area/counties, though with the advent of technology-enhanced meetings, applications from further afield from exceptional candidates will also be considered.

- These are part time roles with considerable flexibility, and may require both day and evening work according to the requirements of the Trust. You are expected to make every reasonable effort to attend all meetings of the board and appropriate committees and to undertake any training and development required to ensure that you are able to fulfil your role and responsibilities
- The remuneration payable for this role is £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 Royal Cornwall Hospitals NHS Trust

RCHT is the principal provider of acute care services in the county of Cornwall and the Isles of Scilly. It serves a population of around 430,000 people, a figure which is boosted by an estimated 250,000 during the busy holiday periods. The trust employs approximately 6,700 staff and, at 2020/21 had an annual income of £537 million.

The Trust is responsible for the provision of services at three main sites (comprising approximately 742 beds):

- Royal Cornwall Hospital, Treliske, Truro
- West Cornwall Hospital, Penzance
- St Michael's Hospital, Hayle

The Trust also provides imaging, outpatient and birthing centres at a number of locations spread across Cornwall and the Isles of Scilly, as well as birthing centres in St Austell, Helston and on the Isles of Scilly.

RCHT provides acute emergency and planned care services to our local population, in addition to maternity services. It also provides a number of specialised services and often works as part of a network with other acute hospital providers. Its services are split into seven clinical Care Groups:

- Anaesthetics, Critical Care and Theatres
- Clinical Support
- General Surgery and Cancer
- Specialist Medicine
- Specialist Services and Surgery
- Urgent, Emergency and Trauma
- Women, Children and Sexual Health

Leadership teams are also in place at St Michael's Hospital and West Cornwall Hospital to provide dedicated management to these sites and a Corporate Care Group covering core support functions including Finance, HR, Estates and Strategy.

The Trust supports medical, nursing and allied health professional students through its engagements with the Peninsula College of Medicine and Dentistry (PCMD) and University of Exeter Medical School. Allied to this is a growing reputation for research and innovation and there is an expanding Research, Development and Innovation portfolio. This year's [Chief Nursing Officer for England's Strategic Plan for Research](#) gives an example of the Trust's Research, which is recognised nationally. The Trust is continually developing its clinical services and is committed to working constructively with the rest of the health and social care system to maximise local service delivery.

The Knowledge Spa on the Royal Cornwall Hospital site, the Cornwall base for medical students and the University of Plymouth Faculty of Health and Social Work, has further enhanced a strong reputation for training and education. This plays a vital part in attracting and retaining the Trust's highly skilled teams of doctors, nurses and other health professionals who care for well over half a million patients each year.

We have an ambitious capital programme and are committed to working with health and care partners across the system to provide the best possible care to the people of Cornwall and the Isles of Scilly.

Vision, values and strategic aims:

The Trust's **vision** is "*Aspiring to Provide Brilliant Care to One+All*". This is underpinned by three strategic goals:

Goal 1: Brilliant Care

Always providing safe, effective and compassionate care, where we listen and learn [to provide an excellent patient experience and reduce avoidable harm](#)

Goal 2: Brilliant People

Working together in a supportive environment to attract, develop and retain brilliant people

Goal 3: Brilliant Improvement

Instilling a culture of quality improvement where everyone feels empowered to make changes for the benefit of our patients

Non-Executive Directors play a central role, working with the Board, in ensuring the Trust delivers its vision and strategic goals.

Values

Care + Compassion

“We see the person in every patient, communicating with honesty and compassion. We listen and act on feedback to ensure outstanding care.”

Inspiration + Innovation

“We welcome new ideas and use our initiative to solve problems together. We value learning and research to improve services.”

Working Together

“We work to create a positive team spirit, recognise achievements and celebrate success. We are open, inclusive and want to continually improve.”

Pride + Achievement

“We take pride in our work and always go the extra mile. We lead by example and ensure quality is at the heart of all we do.”

Trust + Respect

“We respect and consider other people’s views and feelings. We seek consensus and respond to situations professionally and calmly.”

The Trust Strategy is designed to take the organisation through the next four years and underpinning this there set annual milestones

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: 5 January 2022 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview date: 24 January 2022**
- **proposed start date: February 2022**

Getting in touch

- We strongly recommend an informal and confidential discussion with Dr Mairi McLean, Chairwoman of the Trust. Please contact Hayley Corley, Personal Assistant to the Chairwoman on rcht.corporategovernance@nhs.net
- **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

E: NHSI.Chairsandneds@nhs.net

W: england.nhs.uk

