

Could you help lead the NHS in your area?

Non-executive Director



Candidate information pack

Reference: M2499



modern • integrated • outstanding

patient at heart • everyday excellence • creative collaboration

Welcome to PAHT



It is my privilege to be the chair of The Princess Alexandra Hospital NHS Trust (PAHT). I am delighted to share with you the details of an exciting opportunity we have for a new non-executive director on our trust board.

Our non-executive directors bring a breadth of experience and skills to the organisation that supports and informs our decision-making. I am looking for a non-executive director who has recent, relevant finance experience in a large and complex organisation with a recognised financial qualification. I welcome applications from candidates with NHS or other experience.

PAHT is an ambitious acute hospital, with the vision of providing outstanding healthcare to our local population every time, and in partnership with our health and care partners in West Essex and East Hertfordshire.

It is an exciting time for us. We have a bold ten year strategy, PAHT 2030, to support the delivery of our ambitions, at the heart of which is the once in a lifetime opportunity to build a brand new Princess Alexandra Hospital on a local green-field site as part of the Government's new hospital programme. Alongside the planning and preparations for the new hospital is the implementation of our specialty specific clinical strategies and our new models of care. In-line with the goals and objectives of the NHS Long Term Plan we look forward to working closely with our local health and care partners.

Underpinning our clinical service improvements and transformation is the digitisation of all that we do, with the first step towards this being the implementation of a full electronic health record to benefit our patients, our people and continue to improve the quality of care.

Our people have been through nearly two years of unprecedented demand and hard work in delivering care to meet the needs of our patients during the COVID-19 pandemic and have been amazing in all they have achieved. Supporting colleagues effectively to adapt to the continuing demands of COVID-19 and the recovery of our services; at the same time as learning from what has worked well over the last year and implementing these changes and the new models of care is the largest immediate challenge our board faces. It will require an ongoing focus on changing and improving our culture aligning behaviours with our values and supporting the health and wellbeing of our colleagues.

If you are passionate about the NHS and healthcare, about Harlow and about making a real difference then come and join us on our journey.

Best wishes

Hattie Llewelyn-Davies

Chair

The Princess Alexandra Hospital NHS Trust



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1. The opportunity

NHS England / NHS Improvement has a specific role in appointing and supporting NHS trust chairs and non-executives. We are looking for a Non-executive Director (NED) at The Princess Alexandra Hospital NHS Trust (PAHT). This is a unique opportunity to help shape the future of local services contributing to the shared responsibility for improving the health of PAHT's population by sharing your talents and expertise to help transform the hospital deepening the collaborative working essential to make a positive difference to their local community.

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 finance experience in a large and complex organisation with a recognised financial qualification. We welcome applications from candidates with NHS or other experience.

The Trust is taking positive action to increase the diversity of their board members and reflect the diverse population they serve. 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.

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, you 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 Essex.

- On average, this role will require the equivalent to two to three days a month, however the time commitment may vary and a flexible approach should be taken
- 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 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 Princess Alexandra Hospital NHS Trust

PAHT was established in April 1995. It is a small to medium-size hospital with an annual income of circa £250million. It comprises 414 general and acute beds and provides a full range of general acute services, including a 24/7 emergency department, an intensive care unit, a maternity unit, and a level II neonatal intensive care unit (NICU).

The Trust currently employs over 3,500 people and operates outpatient and diagnostic services from the Herts and Essex Hospital in Bishop’s Stortford and St Margaret’s Hospital in Epping as well as the main site in Harlow. The Breast Unit at St Margaret’s Hospital is one of the largest breast cancer clinical trials facilities in Hertfordshire, Essex and North London.



They serve a core population of about 350,000 and is the natural hospital of choice for people living in West Essex and East Hertfordshire, with a core population that is centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. The extended catchment area (radius of 11 to 13 miles) incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire, together with the south of the M25 in Essex.



Partnerships

In-line with the NHS Ten Year Plan, they are currently working towards establishing the One Health and Care Partnership that will bring PAHT together with local primary care, community services and charity and voluntary sectors in an integrated partnership. This is core to achieving their vision, to play a wider role in the provision of healthcare across the local communities and supporting the delivery of new models of clinical care aligned with the new hospital development. They are also a member of the Hertfordshire and West Essex Integrated Care System (ICS).

Strategy

PAHT recently launched their PAHT2030 strategy, which is summarised below:

Our PAHT 2030 vision is to be **modern, integrated** and **outstanding**.



Our priorities

Our five priorities provide the focus to achieving that vision over the next 10 years: **transforming our care, our culture, digital health, corporate transformation and our new hospital.**

Our objectives

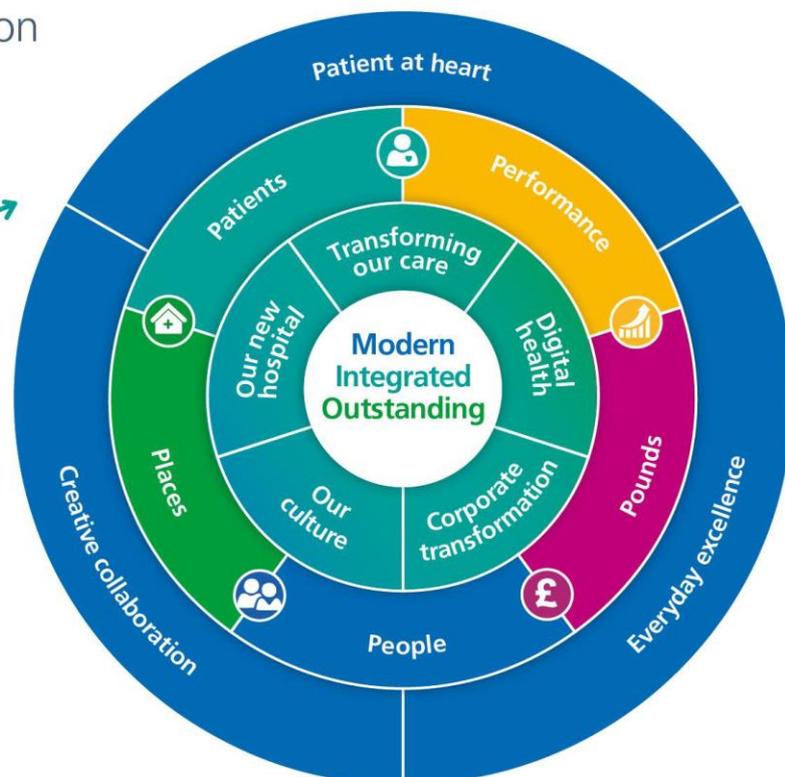
Our five core objectives: **patients, people, performance, places and pounds** hold us to account, keeping us grounded in reality and challenging us to keep improving the experience for our patients, visitors and people.

Our values

And throughout everything we do, we are guided at all times by our values: **patient at heart, everyday excellence and creative collaboration.**

PAHT2030

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Appendix 1: More information

For information about PAHT, such as business plans, annual reports, and services, visit our [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. They 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 the **privacy notice** so that you are fully aware of how your data will be used and why.

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: 22 December 2021 at 12 noon.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **Preliminary interviews:** Long-listed candidates will be invited for a preliminary interview with Thomas Patterson at Alumni Harvey Nash. To facilitate this, we will share your application with them. Feedback from these interviews will be given to the panel.
- **Shortlist date: 6 January 2022**
- **Virtual Stakeholder event: 14 January 2022 (afternoon).** Shortlisted candidates will be invited to meet groups of the Trust's key stakeholders
- **Interview date: 18 January 2022 (afternoon) in Harlow.** Interviews may take place in person or virtually depending on government advice at the time
- **Proposed start date: January/February 2022**

Getting in touch

- **Alumni Harvey Nash** are helping us to identify potential candidates, if you would like a confidential discussion about the role contact Thomas Patterson, director at thomas.patterson@harveynash.com or Beth Stickney, principal researcher at beth.stickney@harveynash.com or by calling **07703 821996**.
- We strongly recommend an informal and confidential discussion with Hattie Llewelyn-Davies, the Chair of PAHT. Please contact her executive assistant: Natalie Howard at n.howard2@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 and NHS Improvement



Email: NHSI.Chairsandneds@nhs.net

Website: england.nhs.uk

