

Could you help lead the NHS in your area?

The Shrewsbury and Telford Hospital NHS Trust

- **Non-executive Director x 1**
- **Associate Non-executive Director x 2**

Candidate information pack

Reference: M2507



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.

Contents

1. The opportunity	4
2. The person specification	4
3. About the Trust	6
Appendix 1: More information	
Appendix 2: Making an application	
Appendix 3: Key dates	

1. The opportunity

There are vacancies for one Non-executive Director (NED) and two Associate Non-executive Directors (ANEDs) at The Shrewsbury and Telford Hospital NHS Trust (SaTH). 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.

You will join the Trust Board of Directors and drive forward the Trust's strategic development, and, working closely with the Trust Board Chair, you will have a strong commitment to the principles of the NHS and provide strategic direction, leadership and challenge at the Board of Directors.

Your role will be to ensure that the Trust fulfils its statutory and legislative responsibilities through utilising your professional skills and perspective to add value to the governance and strategic development of the Trust, holding senior managers to account, and offering collaborative challenge and advice. You are likely to have close links with SaTH's catchment area and will be committed to making a difference to the way care is delivered to patients.

The Associate NED role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. ANEDs cannot participate in any formal vote at Board. The successful candidates for the Associate roles will be appointed by the Trust but will also be considered for appointments as NEDs of the Board in future, should appropriate vacancies arise.

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2. The person specification

Essential criteria

As in all NHS Trusts, SaTH has a unitary Board, within which there is a shared and collective responsibility amongst all the Directors for the overall strategic direction and performance of the Trust. As a NED, you will work alongside other NEDs and Executive Directors as an equal member of the Board, and you will share responsibility with other Directors for the decisions made by the Board.

You will be a collaborative individual who is progressive, ambitious and committed, with a proven record of delivery and ability to establish relationships across complex stakeholder landscapes. You will be able to provide constructive challenge as

necessary and be able to satisfy yourself as to the appropriateness and integrity of the information that comes to the Board and the efficacy of the controls and systems in place to ensure the good governance of the Trust.

It is expected that you will bring fresh perspectives to governance, reflecting your wider experience and skill-sets acquired outside the Trust.

You will have held a senior leadership or consultancy position in either the public or private sector, preferably operating at Board or strategic level, or a senior clinical leadership role within a healthcare environment. You will need to have a genuine commitment to patients and the promotion of excellent health and care services.

The successful candidate will be able to demonstrate an ability to operate as a strategic non-executive director promoting patient interests in Trust decision making; and will share and have a commitment to the values of the Trust – detailed below.

You will have senior level experience in one of the following areas:

Post 1, Non-executive role 1: Recent, relevant corporate finance experience in a large and complex organisation, ideally with a recognised financial qualification, and a specific interest or expertise in audit.

Post 2, Associate Non-executive role: Clinical and patient safety expertise gained from medical, nursing, allied disciplines or social care experience at a senior level in an academic, research, regulatory or clinically focused role

Post 3, Associate Non-executive role: Recent, relevant legal or finance experience in a large and complex organisation, or a firm that services complex organisations, ideally with a recognised legal/finance qualification

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 ideally should live in or have strong connections with the Midlands region or the Shropshire/Mid Wales border.

- 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 £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 Shrewsbury and Telford Hospital NHS Trust

There hasn't been a more interesting or challenging time to join the NHS and The Shrewsbury and Telford Hospital NHS Trust (SaTH) as a NED/ANED. Whilst living through a global pandemic, the NHS is facing its biggest ever financial challenge alongside significant changes in how services are commissioned and delivered. The impact of Covid-19 on staff and communities served will be felt for many years to come; however, within this challenging context the staff of SaTH have demonstrated an amazing resilience and an appetite and ability to innovate.

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of district general hospital services for nearly half a million people in Shropshire, Telford & Wrekin and mid Wales. Their main service locations are the Princess Royal Hospital in Telford and the Royal Shrewsbury Hospital in Shrewsbury, which together provide 99% of their activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical and critical care. In addition, the Princess Royal Hospital provides specialist Head and Neck services and includes inpatient women and children's care. The Trust has around 700 beds, assessment and treatment trolleys, employs more than 6,400 staff, and has an annual turnover of over £440M.

Throughout the crisis, they found, working with system partners, new and more efficient ways to ensure they safely provide effective care to their patients. But they recognise that they need to rethink how they deliver care to their communities in the future, many of whom are ageing, rural and/or disadvantaged.

Vision

SaTH is an organisation that strives to provide high quality, safe care for their patients in an environment which their staff are proud to work in.

SaTH believe that by adhering to their Vision and working with their Values in mind they can behave in a way which will ensure the right results for the people that matter most – their patients and their families.



Their **Values** are:

Partnering – *working effectively together with patients, families, colleagues, the local health and care system, universities and other stakeholders and through our improvement alliance*

Ambitious – *setting and achieving high standards for ourselves personally and for the care we deliver, both today and in the future. Embracing innovation to continuously improve the quality and sustainability of our services*

Caring – *showing compassion, respect and empathy for our patients, families and each other, caring about the difference we make for our community*

Trusted – *open, transparent and reliable, continuously learning, doing our best to consistently deliver excellent care for our communities*

The first letter of each of their Values spells **PACT**, which represents their joint commitment to embrace and live their Values.



Quality Improvement Programme

SaTH is on a significant improvement journey, having been rated inadequate by the CQC since 2018, and additionally been subject to an independent review of its Maternity Services by Donna Ockenden; the first Ockendon Report was received in December 2020, and the final Review expected in early 2021. The Board of Directors have a particular focus on quality and safety, including changing the culture across, and developing the leadership capability within, the Trust. Progress is evidenced by the 2021 CQC inspection, which demonstrates that they are making progress towards their aim of Getting to Good, despite the challenges of the pandemic.

They are looking to grow the capability within the Board of Directors, to continue supporting this improvement work and embed the changes made.

Hospitals Transformation Plan

The Hospitals Transformation Plan supports the reconfiguration of where and how services will be delivered across Shropshire, Telford and Wrekin. Whilst this is a system-wide plan, SaTH are commissioned as the lead Trust for delivery, and the plan includes the modernisation of the Trust facilities and infrastructure. Their aim is to provide high quality environments that are designed to deliver the most modern clinical care; giving people the best chance to recover in the best environment, and supporting staff to deliver the outstanding care their service users deserve from them.

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: 17 February 2022 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **interview dates: 16 March 2022** (post 1 NED, Finance) and **22 March 2022** (posts 2 & 3, ANEDs)
- **proposed start dates:** to be confirmed

Getting in touch

- We strongly recommend an informal and confidential discussion with **Dr Catriona McMahon**, the Chair of the Trust. Please contact Isla Tomkiss on 01743 261000
- **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


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