



Llywodraeth Cymru  
Welsh Government

**Information pack for applicants**

**Powys Teaching Health Board**

**Appointment of a Chair**

**Closing date: 16:00, 25 April 2022**



**The Commissioner for  
Public Appointments**

# Powys Teaching Health Board

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## Powys Teaching Health Board

### Making an application

Thank you for your interest in the appointment of the Chair to the Powys Teaching Health Board. This is an exciting opportunity to lead Local Health Board covering approximately 25% of the land mass of Wales. The Health Board is unique as commissions a wide range of services for its population from neighbouring Health Boards and across the border in England. We are looking for an individual who understands the needs of the Health Board's population and the importance of ensuring diversity, inclusion and the promotion of the Welsh Language. The new Chair will be required to provide strong leadership of the Board and uphold the values of NHS Wales.

The attached Annexes provide details on the role of the Chair and the person specification, the role and responsibilities of Powys Teaching Health Board and the selection process.

To make an application please visit the Welsh Government public appointment website here <https://cymru-wales.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-2/candidate/jobboard/vacancy/7/adv/>.

To apply for this role, click on the Chair – Powys Teaching Health Board vacancy and click on 'Apply' at the bottom left hand corner. The first time you apply for a post, you will need to complete a registration form for the Welsh Government's online application system. You will only need to register once, and you will be able to keep yourself updated on the progress of your application, and any other applications you make, via your registered account.

Once you've registered, you'll be able to access the application form. To apply you will need to upload a personal statement and CV to the 'Reasons for applying' section of the online application form.

### Personal Statement

The personal statement is your opportunity to demonstrate how you meet each of the criteria set out in the person specification. How you choose to present the information is up to you. However, you should aim to provide detailed examples that demonstrate how your knowledge and experience matches each of the criteria, and which describe what your role was in achieving a specific result. It will also benefit the selection panel if you can be clear which particular evidence you provide relates to which criteria. Providing separate paragraphs in relation to each criterion is common practice.

Please limit your personal statement to **1000 words**. Your application may be rejected if you exceed this limit.

### CV

Your CV should be no more than **three pages**. Please ensure your CV includes brief details of your current or most recent post and the dates you occupied this role. Please identify any past or present Ministerial appointments.

### References

Please provide two referees (employer and personal) who will be contacted for successful candidates only. In order to preserve the highest standards of integrity and

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propriety, we are unable to accept Assembly Members or Welsh Government employees as referees for applications for membership of public bodies.

### Indicative timetable

Closing date:	25 April 2022
Shortlisting:	w/c 2 <sup>nd</sup> May 2022
Interviews:	w/c 6 <sup>th</sup> June 2022
Commencement in post:	1 October 2022

### Diversity Statement

The Welsh Government believes that public bodies should have board members who reflect Welsh society - people from all walks of life - to help them understand people's needs and make better decisions. This is why the Welsh Government is encouraging a wide and diverse range of individuals to apply for appointments to public bodies. Applications are particularly welcome from all under-represented groups including women, people under 30 years of age, black, Asian and minority ethnic people, disabled people, and lesbian, gay, bisexual and transgender people.

### Disability Confident

The Welsh Government accepts the social definition of disability, in which it is recognised that barriers in society act to disable people who have impairments or health conditions or who use British Sign Language. We are committed to removing barriers so that all staff can perform at their best. The Equality Act 2010 uses the medical definition of disability ("a physical or mental impairment which has a substantial and long-term impact on a person's ability to carry out normal day to day activities").

We guarantee to interview anyone who is disabled whose application meets the minimum criteria for the post. By 'minimum criteria' we mean that you must provide us with evidence in your application which demonstrates that you generally meet the level of competence for the role and any qualifications, skills or experience defined as essential.

If you would like a guaranteed interview, please contact the Public Appointments Team by email [PublicAppointments@gov.wales](mailto:PublicAppointments@gov.wales) to let them know.

If you have an impairment or health condition, or use British Sign Language and need to discuss reasonable adjustments for any part of this recruitment process, please contact the Public Appointments team as above as soon as possible and a member of the team will contact you to discuss your requirements and any questions you may have.

### Contacts:

For further information regarding the selection process, please contact:

Public Appointments Team  
Public Bodies Unit  
Email: [publicappointments@gov.wales](mailto:publicappointments@gov.wales)

For further information regarding the role of the Powys Teaching Health Board and the role of Chair please contact:

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The Diary Secretary to the Director General Health and Social Services/NHS Wales  
Chief Executive, Welsh Government

Email: [DStoDGforHealthandSocialServicesChiefExecutiveNHSWales@gov.wales](mailto:DStoDGforHealthandSocialServicesChiefExecutiveNHSWales@gov.wales)

James Quance, Interim Board Secretary, Powys Teaching Health Board

Email: [james.quance2@wales.nhs.uk](mailto:james.quance2@wales.nhs.uk)

If you need any further assistance in applying for this role, please contact  
[publicappointments@gov.wales](mailto:publicappointments@gov.wales).

For further information about Public Appointments in Wales, please visit  
[www.gov.wales/publicappointments](http://www.gov.wales/publicappointments)

## Appointment of Chair of the Powys Teaching Health Board

### Role description and person specification

#### Role and Responsibilities

The Chair will be accountable to the Minister for Health and Social Services for the performance of the Board and its effective governance, upholding the values of the NHS, and promoting the confidence of the public and partners throughout the Health Board area.

The Chair of Powys Teaching Health Board will:-

- **Lead the Board in the Development of a Strategic Vision** for the Health Board's services of the future, realising and building on the inherent potential and skills within the organisation to develop an innovative and exemplar service with the aim of improving well-being and outcomes for the population;
- **Provide effective and visible leadership** across the breadth of the Board's responsibilities, internally through the Board and externally through connections with a wide range of stakeholders and partners at community, local authority, Health Board and national levels;
- **Ensure the Board delivers effectively together** the strategic and operational aims of the Health Board through delivery of strategic aims, policy and ensuring good governance;
- **Be responsible for maintaining** the highest quality of public health standards and practices, and improving quality and safety of healthcare;
- **Be accountable for the performance of the Board** at community, local authority, Board and national levels through the agreement of a three year Integrated Medium Term Plan (IMTP) and an annual delivery plan and the annual evaluation of achievements against the plan in public by the Minister for Health and Social Services;
- **Hold the Chief Executive to account** across the breadth of their responsibilities;
- **Work effectively with partners**, in particular with primary care contractors and other NHS bodies, Universities, Local Authorities, the Third Sector and Social Partners, to ensure the planning and delivery of safe, effective, person centred services aiming to improve population outcomes;
- **Provide the assurance and governance for the proper stewardship of public money and other resources** for which the Board is accountable;

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- **Provide the assurance for ensuring that the Board is governed effectively** within the framework and standards set for the NHS in Wales, with a particular emphasis on ensuring openness and transparency;
- **Undertake an external ambassador role**, delivering in the public spotlight and instilling public confidence.
- **Act as a Corporate Trustee** of PTHB Charity

### Person Specification

To be considered, you must be able to demonstrate that you have the qualities, skills and experience to meet all the essential criteria for appointment.

### Essential Criteria

#### *Knowledge and Experience*

- Ability to instil vision and lead the development of defined strategies in the pursuit of achieving long and short-term goals;
- Ability to facilitate the understanding of complex issues while demonstrating respect for the views of others;
- Ability to ensure a board works together effectively through their active involvement in a robust and transparent decision making process;
- Ability to motivate and develop the board to define roles and responsibilities to ensure ownership and accountability;
- A clear commitment to understanding and promoting equality, diversity and inclusion; and
- Ability to show an appreciation of bilingualism and culture, and a commitment to promoting and mainstreaming of the Welsh language.

#### *Personal Attributes*

- Strong interpersonal and influencing skills and ability to act as an effective advocate and ambassador;
- Sound judgement, sensitivity and political awareness;
- Capacity to be independent and resilient;

### Desirable

- The ability to speak Welsh

### Welsh Language

Welsh Language Skills are desirable, however, all candidates will be expected to show commitment towards the language and culture, and demonstrate leadership to strengthen and promote bilingual service provision within the NHS in Wales. The level of the skill that is considered desirable is as follows:

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### *Desirable*

Understanding = 2 - Can understand basic conversations about everyday topics

Reading = 2 - Can read simple material on everyday topics with understanding

Speaking = 3 - Can converse in some work-related conversations

Writing = 1 - Can write basic messages on everyday topics

### **Key facts about the post**

Location:	Glasbury House, Bronllys, Brecon
Time Commitment:	Minimum of 15 days per month
Tenure of office:	Initial appointment of up to 4 years, to be determined by the Minister for Health and Social Services.
Remuneration:	£44,820 per annum plus travel and other reasonable expenses within reasonable limits

### **Eligibility**

A person shall be disqualified from appointment if he/she:

- a. has within the preceding 5 years been convicted in the UK, Channel Islands or the Isle of Man of any offence and has had passed on him/her a sentence of imprisonment (whether suspended or not) for a period of not less than 3 months;
- b. has been adjudged bankrupt or has made a composition or arrangement with his creditors;
- c. has been dismissed, otherwise than by reason of redundancy, or non-renewal of a fixed term contract, from any paid employment with a health service body;
- d. is a person whose tenure of office as the chair, member or director of a health service body has been terminated because his/her appointment is not in the interests of the health service, for non-attendance at meetings or for non-disclosure of pecuniary interest; and
- e. is an employee of a Trust or Health Board.

It is the policy of the Welsh Government that all recent employees of LHBs and NHS Trusts should serve a non-involvement break before being considered for an NHS Public Appointment

In addition to the above a person shall not normally serve concurrently as a non-officer member on the board of more than one NHS body in Wales.

Applicants should also note that being a member of Powys Teaching Health Board is a disqualifying post for membership of the National Assembly for Wales under the National Assembly for

Wales (Disqualification) Order 2015.  
<http://www.legislation.gov.uk/uksi/2015/1536/contents/made>

If you are successful, you will receive a letter from the Minister for Health and Social Services appointing you as the Chair of Powys Teaching Health Board, which will confirm the terms on which the appointment is offered. Your appointment will be



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subject to a reference check undertaken by the Welsh Government's Public Bodies Unit and to a DBS check undertaken by the NHS Wales Shared Services Partnership. Attendance at the NHS Wales Independent Member Induction Programme is mandatory on appointment and you will be required to attend the next available course.

### **Conflict of Interests**

When applying you will be asked to declare any private interests which may, or may be perceived to, conflict with the role and responsibilities as the Chair of Powys Teaching Health Board, including any business interests and positions of authority outside of the role in Powys Teaching Health Board.

Any conflicts of interest will be explored at interview. If appointed, you will also be required to declare these interests on a register which is available to the public.

### **Due Diligence**

Welsh Government Public Bodies Unit will undertake due diligence checks on all candidates successfully sifted to interview. This will include, but not necessarily be limited to social media and Internet searches. As a result, you may be asked questions at interview in relation to any due diligence findings.

### **Standards in public life**

You will be expected to demonstrate high standards of corporate and personal conduct. All successful candidates will be asked to subscribe to the Code of Conduct for Board Members of Public Bodies, you can access this document at:

<https://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies>

## The role and responsibilities of Powys Teaching Health Board

### Background

#### Powys Teaching Health Board

Powys is one of the most rural counties in the UK. Whilst the county is approximately 25% of the landmass of Wales, it has only 5% of the population. The population in Powys is older compared to the rest of Wales and the proportion of older people is growing. The working age adult population is smaller compared to Wales and it is predicted that the number of young people and working age adults will decrease, whilst the number of older people will increase. It is predicted that there will be an 8% decline in the Powys population by 2039.

The county has a strong network of small towns and villages with a high level of community commitment and a strong voluntary sector. Unemployment is low, however Powys has a low income economy with low average earnings and house prices that are high when compared to other areas in Wales. Five areas (Lower Super Output Areas) are among the most deprived 30% in Wales, clustered around the main market towns with higher residential populations.

There are generally good health outcomes in the County and people live longer and spend more years in good health than the national average, eating a healthier diet and being more physically active. Fewer people feel lonely and there is a greater sense of community and satisfaction with life. 83% report that they feel they belong to their local area, compared to 75% in Wales as a whole. However, whilst general health is good, there are issues that have informed the long term strategy. 1 in 5 people still smoke, 1 in 4 children are overweight or obese on entering school and 6 in 10 adults are overweight or obese. Health inequalities amongst people living in the most deprived areas of Powys are significant; a child born in the most deprived area lives approximately 10 years (boys) to 14 years (girls) less than a child born in the least deprived area.

Powys Teaching Health Board is both a commissioner and a direct provider of healthcare and different to other health boards in Wales in relation to the proportion of services that are provided to the population by other health care providers. The health board's budget is circa £300m. 50% is spent on secondary and specialist care, 20% is spent on primary care and 30% is spent on directly provided services. The directly provided services are delivered through a network of community services and community hospitals which includes mental health, learning disabilities, maternity and children's services. Care is also provided in Powys through primary care contractors such as General Practices, Dental Practices, Pharmacists and Optometrists, as well as the Third Sector. There is also provision of an increasing range of consultant, nurse and therapy led outpatient sessions, day theatre and diagnostics in community facilities, bringing care closer into Powys itself and closer to people's own communities and homes.

In relation to commissioning, there are some unique characteristics that set the Powys context. Being an entirely rural County with no major urban conurbations and no acute general hospitals, people in Powys have to travel outside the county for many

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services, including secondary and specialist healthcare, higher education, employment and leisure.

The health board buys services on behalf of the population from 15 main NHS provider organisations across England and Wales. Shrewsbury and Telford Hospitals NHS Trust makes up the largest proportion of our commissioned activity and Wye Valley NHS Trust is the second largest. In Wales, the health board buys services from Hywel Dda, Aneurin Bevan, Swansea Bay and Cwm Taf Morgannwg University Health Boards and others in smaller proportions. This covers all specialities, however Powys Teaching Health Board is not the majority commissioner of any acute provider.

### The Board

The purpose of NHS Boards is to govern effectively and in doing so to build public and stakeholder confidence that their health and healthcare is in safe hands. This fundamental accountability to the public and stakeholders is delivered by building confidence:

- In the quality and safety of health services.
- That resources are invested in a way that delivers optimal health outcomes.
- In the accessibility and responsiveness of health services.
- That the public can appropriately shape health services to meet their needs.
- That public money is spent in a way that is efficient and provides value for money.

The three key roles through which the Board demonstrates leadership within the organisation are:

- **Formulating strategy.**
- **Ensuring accountability** by holding the organisation to account for the delivery of the strategy and through seeking assurance that systems of control are robust and reliable.
- **Shaping a positive culture** for the Board and the organisation.

## The selection process

The interview panel will assess candidates' CVs and personal statements to determine who it believes best meet the criteria for the role, and who will be invited to interview. The panel will rely only on the information you provide in your CV and statement to assess whether you have the skills and experience required. Please ensure that you provide evidence to support how you meet all of the essential criteria.

The selection panel will be chaired by Judith Paget, Director General of Health and Social Services and NHS Wales Chief Executive, Welsh Government, and will comprise of Mick Giannasi, Chair Social Care Wales, Becky Gorman, Welsh Government and a Senior Independent Panel Member (to be confirmed).

Your application may be "long-listed", subject to the volume of applications received, before it is passed to the shortlisting panel for consideration. You should be aware that in this situation, your application might not be considered in full by all of the panel.

It is our intention that interviews will take place via Microsoft Teams.

The panel will select for interview only the strongest applicants who it feels have demonstrated that they best meet the criteria set out in the person specification. However, if you have applied under the guaranteed interview scheme **and you meet the minimum essential criteria** for the post, then you will also be invited for interview.

If you are invited to interview and if the interview date is not already provided in this information pack, we will aim to provide you with as much notice as we can of the interview date. If you are unable to make the arranged interview date, we will endeavour to re-arrange it but it might not be possible due to time constraints within the appointment timetable or selection panel availability.

You will receive email communication from Welsh Government's application centre to let you know whether or not you have been invited to be interviewed.

If invited to interview, the panel will question you about your skills and experience, asking specific questions to assess whether you **meet the criteria** set out for the post.

Candidates who the panel believe are 'appointable', will be recommended to Ministers who will make the final decision. The Minister may choose to meet with appointable candidates before making a decision. If they do, they will meet all candidates and in the presence of the panel chair or their nominated representative. There will be a time gap between interview and a final appointment decision being made. Candidates who have been interviewed will be kept informed of progress.

If you are successful, you will receive a letter appointing you as Chair of the Powys Teaching Health Board, which will confirm the terms on which the appointment is offered.

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If you are unsuccessful at interview, you will be notified through the Welsh Government's application centre. We appreciate it takes a lot of time and effort to apply for roles and that feedback is a valuable part of the process. As a result, the letter will provide the details of who you may approach for feedback on your interview and application, if you so wish.

### **Pre-Appointment Hearing**

If you are successful at interview, you will be asked to attend a Senedd Cymru – Welsh Parliament Committee hearing.

Pre-appointment scrutiny by select committees is an important part of the process for some of the most significant public appointments made by Ministers. It is designed to provide an added level of scrutiny of the overall process and verify that the recruitment meets the principles set out in the Governance Code on Public Appointments\*. This scrutiny may involve the relevant select committee requesting and reviewing information from the Department and the Minister's preferred candidate. The select committee may also choose to hold a pre-appointment hearing.

Pre-appointment hearings are held in public and involve the select committee taking evidence from the Minister's preferred candidate. These public hearings take place before an appointment is confirmed, but after the selection process has taken place.

Where a public appointment is subject to pre-appointment scrutiny, it is a matter for the relevant select committee to decide whether to undertake such scrutiny, including whether to hold a pre-appointment hearing. Following a review of information provided by the Department about the recruitment process, the select committee may decide that a pre-appointment scrutiny hearing is not required before it publishes its report, if it agrees with the Minister's choice of candidate.

### **Queries**

For queries about your application, please contact [publicappointments@gov.wales](mailto:publicappointments@gov.wales).

### **If you are not completely satisfied**

Welsh Government will aim to process all applications as quickly as possible and to treat all applicants with courtesy. If you have any complaints about the way your application has been handled, please contact [publicappointments@gov.wales](mailto:publicappointments@gov.wales).