

Could you help lead the NHS in your area?

**The Mid Yorkshire Hospitals NHS
Trust**

Non-executive Director x2

Candidate information pack

Reference: N2685



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 are vacancies for two Non-executive Directors (NED) at The Mid Yorkshire Hospitals NHS Trust (MYHT). These are exceptional opportunities to share your talents and expertise to make a positive difference to the lives of people served by the Trust.

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 ideally have senior level experience in one or more of the following areas:

- Recent and relevant financial experience in a Board level position in a large and complex organisation. Applicants should ideally hold a financial qualification. The successful individual would be a member of the Trust's Audit Committee
- Expertise and knowledge of digital transformation and/or transformation using digital platforms to support data mining and analysis for driving large scale service change
- Knowledge and experience of population health and/or health inequalities

We are particularly keen to hear from individuals with a wider range of experiences that may additionally include commercial or strategy roles.

The Trust's communities have a rich background of cultures and we are committed to ensuring the organisation reflects this at all levels. We want to seek people who have experience of engaging with the diverse social, economic and cultural groups served by the Trust, particularly the black, Asian and minority ethnic communities. This may have been gained through links with the voluntary or not for profit sectors, community involvement or business initiatives.

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 ideally live in or have strong connections with the areas served by the 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 £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 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 Mid Yorkshire Hospitals NHS Trust

The Trust provides acute hospital services to more than half a million people living in the Wakefield and North Kirklees districts of West Yorkshire. It offers services in three main hospitals – Pinderfields (Wakefield), Dewsbury and District and Pontefract. In addition, the Trust provides community services to the people of Wakefield district in a range of community settings such as health centres, clinics, GP surgeries, family centres and in people’s own homes. This means their patients benefit from hospital and community services working more closely together to ensure they receive their care in the most appropriate place for them – when and where they need it.

The Trust also provides two specialist regional services, in burns and spinal injuries, which are renowned across the North of England and beyond.

With more than 9,000 staff and an income in excess of £680 million, the Trust provides its services by working locally in partnership with a range of organisations. This includes being part of the West Yorkshire ICS (Integrated Care System), working more locally with two Local Authorities, two ICB (Integrated Care Board) Places, Wakefield,

and North Kirklees), and a wide range of other providers including voluntary organisations and the private sector, as well as service users, their carers and the public.

The Trust's vision, values and priorities:

The Trust's mission statement:

To provide high quality healthcare services at home, in the community and in our hospitals, to improve the quality of people's lives.

The Trust's vision statement:

To achieve excellent patient experience each and every time.

The Trust's core values:

Caring, High Standards, Improving and Respect



Each value is accompanied by a statement of 8 behaviours to help make it clear to everyone of what is expected and required

Trust Strategy

The Trust is about to launch its new strategy “Delivering MY Future 2023-28” which will be approved by the Board in Spring. Their new strategy is an evolution from their previous “Striving for Excellence Strategy” continuing to focus on the same vision, mission and values. The Trust’s revised strategic goals “The 5 Ps” will be:

- *Ensure our **Population** has trust and confidence in the services we deliver.*
- *Be a great place to work where we develop **People** to achieve their full potential.*
- *Deliver our **Purpose** by using our resources sustainably and effectively with due care for the environment.*
- *Be a valued partner working for the benefit of the **Places** we serve.*

- *Be an innovative Teaching Trust making **Progress** to University Hospitals status.*

The Five 'P's – Our Strategic Goals

To realise our vision we will...



The Trust's strategy describes their ambitions for each strategic goal and what they will do to achieve them. Through their 3 year Operating Plan, Clinical Service Strategy, enabling strategies and plans they will deliver and monitor progress in achieving their goals and vision.

Quality Strategy

The Chief Nurse and Director of Nursing and Quality are currently working with key stakeholders to develop the 2023 to 2026 Quality Strategy that will build on the 2018 to 2022 Quality Strategy. The new strategy will provide a direction to support delivery of the new Corporate Strategy and in particular they focus on:

- *Deliver outstanding high quality, safe and patient-centred care*
- *Coproduce quality improvements with our staff, service users, patient, and communities*
- *Ensure that our Quality Approach and Annual Quality Goals are delivered and supported by MYQIS*
- *Work in partnership to accelerate innovation and quality improvement*
- *Develop quality improvement capabilities and capacity within the organisation and strengthen the culture of continuous quality improvement*

These five priorities are built on the foundations of the Mid Yorkshire Quality Improvement System (MYQIS) which is based on the Virginia Mason / Toyota Lean approach, local learning and having effective clinical governance arrangements. A new focus in this strategy is to introduce annual corporate quality goals e.g. delivering the fundamentals of care, improving sepsis care. A copy of the working draft document is available on request.

Appendix 1: More information

For information about the Trust, such as business plans, annual reports, and services, visit their [website](#). Follow the below 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: 14 March 2023 at 11am.** Please forward your completed application to england.chairsandneds@nhs.net
- **Longlist Stage and Preliminary interviews** arranged with GatenbySanderson during March/April 2023
- **Interview date: 24 April 2023**
- **proposed start dates: 1 June 2023 and 1 January 2024.** The successful candidate for the second post will be appointed by the Trust as an Associate NED until 31 December 2023.

Getting in touch

- **GatenbySanderson** are helping us to identify potential candidates. For a confidential discussion about these posts, please contact Robin Staveley or Emily Smith on 0113 205 6071 or emily.smith@gatenbysanderson.com
- We strongly recommend an informal and confidential discussion with Keith Ramsay, the Chair of the Trust. Please contact Sophie Johnson on 01924 546419 to arrange this.
- **NHS England** – for general enquiries contact Miriam Walker on 0113 825 0009 or by emailing miriam.walker@nhs.net

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk



The Mid Yorkshire Hospitals
NHS Trust