



Could you help lead a Provider Organisation in the NHS?

**Buckinghamshire Healthcare NHS
Trust**

Non-executive Director

Associate Non-executive Director

Candidate information pack

Reference: S2226



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

Buckinghamshire Healthcare NHS Trust has a vacancy for a Non-executive Director and an Associate Non-executive Director (NED). 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.

The Associate NED role is used successfully to allow for the development of the knowledge and skills required for a future full NED role. Associate NEDs cannot participate in any formal vote at Board.

The successful candidate will be appointed by the Trust but may also be considered for appointment as a NED of the Board in future, should a vacancy arise and they have the appropriate skills.

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 senior level experience in one of the following areas:

NED post: You will demonstrate recent, relevant finance experience gained at a senior level in either the public and/or third sector. Candidates should be financially qualified. The successful candidate may be asked to Chair the Audit Committee. A background or knowledge of social care would be advantageous but not essential.

Associate NED post: You will have a background in primary care, most likely as a GP, and will need to have a genuine commitment to patients and the promotion of excellent health care services. Your experience will have been gained at a senior level experience and will it is preferred that your background is as a GP, you may also have relevant skills as a registered medical practitioner, nurse, dentist, midwife or other healthcare professional registered with the Health and Care Professions Council. Clinical research/education experience would also be desirable.

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 live in or have strong connections with Buckinghamshire.

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 these roles is £11,500 per annum. Thereafter the remuneration will be applied in line with the framework for Chairs and NEDs. On this basis the successful candidate will receive an increase on 1 April 2021 to £13,000 (standard rate for all NEDs) per annum. Specific practice reimbursement can be organised if required.

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 Buckinghamshire Healthcare NHS Trust

As an integrated Acute and Community Trust, and a leading partner in health and social care across Buckinghamshire, we will work with our patients, partners and the public to maintain and improve the delivery of high quality integrated care.

The Trust (BHT) has around 6,000 highly-trained, qualified doctors, nurses, midwives, health visitors, therapists, healthcare scientists and other support staff caring for more than half a million patients from Buckinghamshire and neighbouring counties every year. There are major differences in terms of health inequalities across these communities.

In line with national policy the Trust is actively working with partner organisations in the local health and social care economy and this will increasingly become a major focus in setting objectives and delivering outcomes. A critical issue will be ensuring that public money is utilised efficiently, and clinical services are receptive and responsive to the needs of patients in quality and safety terms and providing value. The Trust is currently responding to some key financial challenges as part of its transformation.

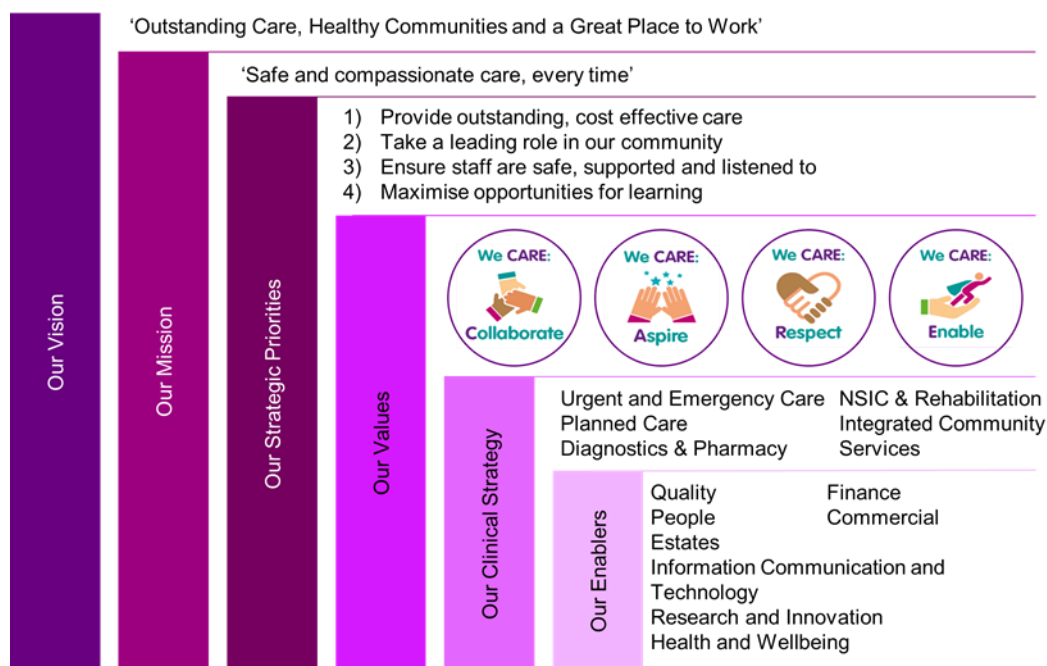
The Trust delivers this care in a range of ways; from community health services provided in people’s homes or from one of their local bases, to hospitals at Stoke Mandeville, Wycombe and Amersham.

Their nationally and internationally renowned National Spinal Injuries Services is also the birthplace of the Paralympics. Their stroke service is one of the best in the region and they are a regional centre for burn care, plastic surgery and dermatology.

The patients are at the heart of everything that BHT do, providing patients with safe and compassionate care, every time. The Trust’s focus is on providing right care, right place, right time, first time and everything they do is aimed at delivering high-quality care when and where patients need it.

BHT Mission, strategy, values and vision

‘The BHT Way’ sets out their ambition to be one of the safest healthcare systems in the country, delivering outstanding care, healthy communities and being a great place to work.



Latest CQC Inspection of BHT

The latest CQC report was published on 18 June 2019 following a series of inspections of a number of services across the Trust. The Trust is now rated as ‘Good’ overall as well as being safe, effective, responsive and outstanding for caring. The rating for Well Led has remained at ‘Requires Improvement’.

The new rating from the CQC is an improvement on the Trust’s previous rating of ‘Requires Improvement’.

The Partnership System

BHT works within a partnership and system environments consisting of Buckinghamshire, Oxfordshire, Berkshire West Integrated Care System (ICS) and Buckinghamshire Integrated Care Partnership (ICP) consisting of BHT, Buckinghamshire Council, Oxford Health NHS Foundation Trust, the Buckinghamshire Clinical Commissioning Group, FedBucks and the South Central Ambulance Service NHS Trust.

The ICS main functions include setting and leading the overall healthcare strategy, supporting acute collaboration, primary care development, managing collective resources and performance, identifying and sharing best practice to reduce unwarranted variations in care, and leading changes that benefit from working at scale.

The ICP covers the whole of Buckinghamshire population and consists of all providers and commissioners within the county and is where the majority for changes to services are designed and delivered.

The key role of the Board is to lead and steer the Trusts input into the ICS and ICP in relation to our strategy and partnership working.

Board of Directors

BHT's Board of Directors is responsible for the management of their hospitals and sets the future direction of the Trust. They are also responsible for monitoring performance against national, regional and local objectives and ensuring the highest levels of standards and performance.

One of the key roles of the NEDs is to obtain assurance that the correct governance, policies and procedures are in place and that performance is being appropriately managed at operational level. One of the ways it does this is through board committees responsible for:

- Audit
- Finance and performance
- Quality and Clinical Governance
- Strategic Workforce

There are two other board committees responsible for appointing and remunerating executive directors and for managing the charitable funds of the Trust.

Appendix 1: More information

We strongly recommend an informal and confidential discussion in the first instance with our recruitment partner Alumni Harvey Nash who in turn will be able to facilitate discussions with Hattie Llewelyn-Davies the Chair of the trust. Please contact Thomas Patterson on thomas.patterson@harveynash.com or 07970 339 151.

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](#)**

NHS England / NHS Improvement respect your privacy and is committed to protecting your personal data. We 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 our [privacy notice](#) so that you are fully aware of how and why we are using your data.

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: 12 February 2021 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net and thomas.patterson@harveynash.com
- **Preliminary interview: February 2021.** Long-listed candidates may be invited for a preliminary interview with Thomas Patterson, Director of Alumni Harvey Nash. To facilitate this, we will share your application with them. Feedback from these interviews will be given to the panel
- **interview date: 10 March 2021 (NED) and 17 March 2021 (Associate NED)**
- **proposed start date: April 2021**

Getting in touch

- Following initial discussions with our recruitment partner, Alumni Harvey Nash we strongly recommend an informal and confidential discussion with Hattie Llewelyn-Davies, the Chair of the trust which can be facilitated by Thomas Patterson.
- Alumni Harvey Nash are helping us to identify potential candidates, if you would like a confidential discussion about the role contact Thomas Patterson, Director of Healthcare, on thomas.patterson@harveynash.com or 07970 339 151.
- **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

Non-executive Appointments Team

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NHS England
NHS Improvement