



Could you help lead the NHS in your area?

**Lincolnshire Community Health
Services NHS Trust, 3 Non-executive
Directors**

and

**United Lincolnshire Hospitals NHS
Trust, 2 Non-executive Directors**

Candidate information pack

Reference: M2660 & M2270



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

The NHS in Lincolnshire is currently recruiting Non-executive Directors (NED) for two of its NHS Trusts, Lincolnshire Community Health Services NHS Trust (LCHS) and United Lincolnshire Hospitals NHS Trust (ULHT). These opportunities come at a very interesting time for the NHS in Lincolnshire as they progress their application for designation as an integrated care system.

In Lincolnshire, NHS Trusts have a long history of strong, effective joint working and partnership with Local Authority Public Health, the third sector, Social Care, Housing and Children's services. Together they jointly lead programmes to address the factors that determine health throughout the course of an individual's life and to seek to reduce demand on healthcare services in an increasingly preventative and proactive way. The movement to become an Integrated Care System (ICS) is a key priority in the ongoing evolution of their partnerships and joint working as they seek to improve population health outcomes.

Both LCHS and UHLT have critical roles to play in the successful delivery of integrated care. These NED appointments offer an exciting opportunity for the right individuals to be key drivers and system leaders to further develop assurance processes that are essential to the effective governance of the new arrangements.

We are seeking 5 new NEDs, 3 in LCHS and 2 in ULHT, to join the respective organisation's Board of Directors in a range of challenging yet rewarding roles.

We welcome and encourage applications from people of all backgrounds. We aim for diversity within each of the NHS Trusts, across their workforce and in their leadership teams. It is important to the trust that their workforce represents the community of Lincolnshire that they serve and would particularly encourage applications from Black, Asian and Minority Ethnic (BAME) people that are under-represented in their current Board memberships.

2. The person specification

Essential criteria

For all roles you will need to have a genuine commitment to patients and the promotion of excellent health care services in Lincolnshire.

The available roles are:

LCHS:

Post 1: Chair of the Quality and Risk Committee. The applicant must have current or recent clinical and patient safety expertise gained from a medical, nursing, allied discipline experience and have a senior level experience of governance and the effective management of risk.

Post 2: Chair of Finance, Performance and Investment Committee. The applicant must have recent relevant finance experience in a large and complex organisation, preferably with a financial qualification. Experience of strategic responsibility for other organisational resources, e.g. people, digital and estates portfolios would be an advantage.

Post 3: Non-executive Director. This applicant must have recent experience of strategic partnership development with a proven record in the involvement and engagement of key stakeholders. Experience gained in a community-based setting would be an advantage.

ULHT:

Post 1: Chair of Finance, Performance and Investment Committee. The applicant must have a recognised financial qualification and current or recent relevant finance experience in a large and complex organisation. Experience of strategic responsibility for other organisational resources, e.g. people, digital and estates are also desirable.

Post 2: Chair of People and Organisational Development Committee. The applicant must have current or recent experience at a strategic level of the management of people in a large and complex multidisciplinary setting. Experience of managing cultural change would be an advantage.

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 Lincolnshire.

- 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 £13,000 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 Lincolnshire Community Health Services NHS Trust

Lincolnshire Community Health Services NHS Trust (LCHS) provides community-based healthcare services for the population of Lincolnshire, one of the largest healthcare communities in the country. LCHS provides a range of high quality, diverse and complex healthcare services to a population of over 750,000 spread over 2,500 square miles.

In partnership with other health and social care services LCHS cares for thousands of patients across Lincolnshire every day. The Trust delivers joined-up care in a range of community settings appropriate to the needs of the patient including: patients’ homes or a place of residence they call home, including nursing and care homes; GP surgeries; community clinics; hospices; homes providing community transitional care beds; community hospitals; and within acute hospital settings. This puts LCHS at the heart of the Lincolnshire healthcare economy.

The Trust has a wide portfolio of healthcare services that include:

- children’s and young people’s services including looked after children and children’s therapy services
- electronic assistive technology service (EATS)
- general and specialist integrated community nursing
- immunisation and vaccination services
- inpatient beds and outpatient clinics in four community hospitals
- musculoskeletal (MSK) physiotherapy services
- occupational therapy, physiotherapy and speech and language therapy
- podiatry service
- primary care services in Boston and Spalding
- safeguarding services for both children and adults
- sexual health and contraceptive health services
- urgent care services including Urgent Treatment Centres at Louth, Skegness, Lincoln, Boston, Peterborough and on a temporary basis at Grantham

After being rated an ‘Outstanding’ organisation overall by the Care Quality Commission (CQC) following the last inspection in June 2018, all of their people have worked incredibly hard to maintain and build on this achievement and make sure this translates into ‘great care close to home’ for the people of Lincolnshire.

Their values are expressed **The LCHS Way** in The LCHS Way is:

We listen: *we engage with everyone we work with | we are united | we are always positive*

We care: *everyone is valued, respected and developed | knowledge and skills are nurtured | success is celebrated*

We act: *clear goals and the right resources | freedom coupled with accountability | emphasis on simplicity*

We Improve: *we are creative, resourceful and innovative | integration & collaboration is the way forward | we’re always striving to do better*

STRATEGIC AIMS

LCHS’ mission is to provide outstanding community care. By providing services aimed at preventing health problems from getting worse the Trust helps to support a shift from care in acute hospitals into more joined-up care close to the patient’s home. Patients are at the heart of everything they do and it is important that they are involved not just in decisions about their care, but also in decisions that shape the current and future health services in Lincolnshire.

- AIM 1: PROVIDE SAFE, HIGH QUALITY, PERSONALISED POPULATION HEALTHCARE**
- AIM 2: DELIVER SUSTAINABLE 21ST CENTURY COMMUNITY HEALTH SERVICES**
- AIM 3: BUILD A PRODUCTIVE, QUALITY AND SUPPORTED WORKFORCE**
- AIM 4: ENSURING VALUE FOR MONEY AND FINANCIAL SUSTAINABILITY**
- AIM 5: COLLABORATE TO LEAD SYSTEM INTEGRATION & INNOVATION**

4. About United Lincolnshire Hospitals NHS Trust

United Lincolnshire Hospitals Trust (ULHT) serves one of the largest geographical areas in England with a population of over 750,000. Providing acute and specialist services to the people of Lincolnshire and neighbouring counties. Lincolnshire is the second largest county in the UK, characterised by a dispersed population in towns in the city of Lincoln and largely rural communities.

The Trust has an annual income of over £500 million and provides services from three acute hospitals in Lincolnshire with a bed stock, excluding obstetrics, of 974 and around 7,500 members of staff, all working to provide the best possible care to the people of Lincolnshire.

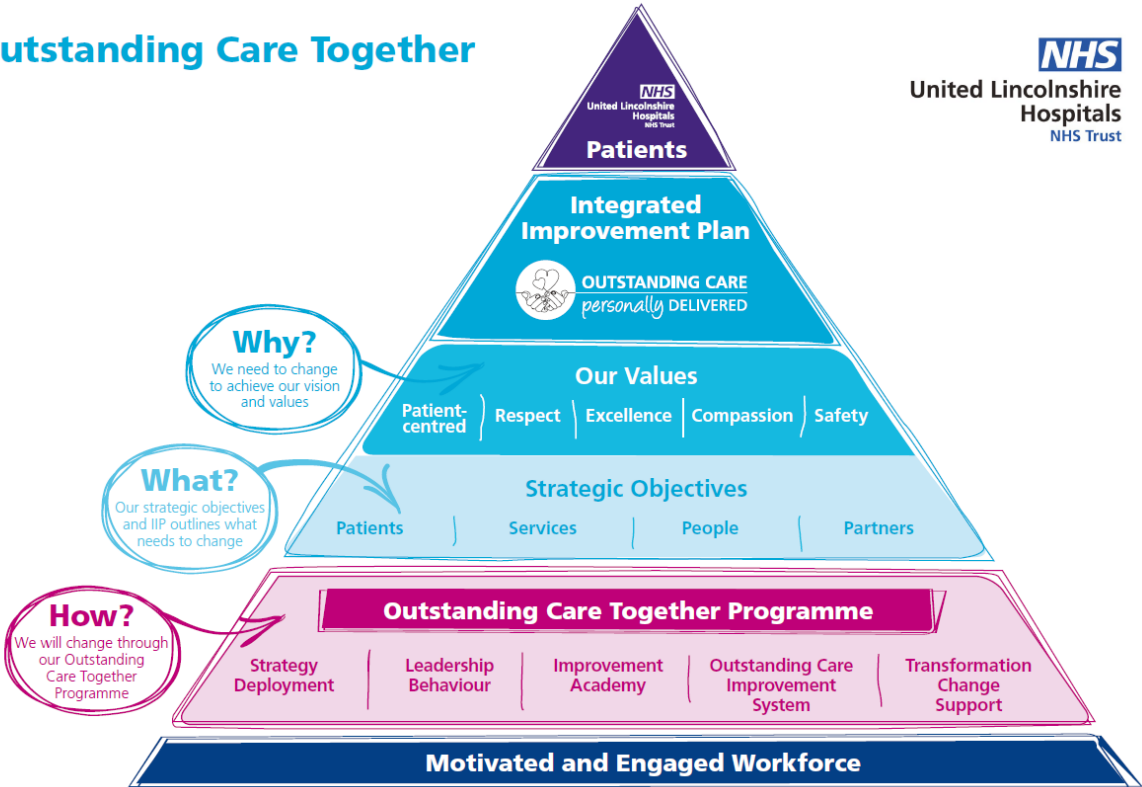
The Trust also provides a wide variety of outpatient, day case and inpatient services from a range of other community hospitals operated by Lincolnshire Community Health Services NHS Trust or local GP clusters. These include:

- Louth County Hospital
- John Coupland Hospital, Gainsborough
- Johnson Community Hospital, Spalding
- Skegness and District General Hospital

In an average year, they treat more than 140,000 accident and emergency patients, over 600,000 outpatients and over 140,000 inpatients, and deliver around 5,000 babies.

During 2020/21 whilst responding to the Coronavirus pandemic, the Trust was also focussed on making the changes needed to improve the quality and safety of care being delivered and responding to the challenges highlighted in the most recent CQC inspections. This is being delivered through the Outstanding Care Together Programme, which brings together the Trust Values, Strategic Objectives and their Integrated Improvement Programme

Outstanding Care Together



Appendix 1: More information

For information about the Trusts, such as business plans, annual reports, and services, visit their websites:

- [Lincolnshire Community Health Services NHS Trust](#)
- [United Lincolnshire Hospitals NHS Trust](#)

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 clearly indicate which role you are applying for** and 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: 26 March 2021 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **stakeholder panel date: 7 April 2021**
- **interview dates: 8 and 9 April 2021**
- **proposed start dates: May 2021**

Getting in touch

- We strongly recommend an informal and confidential discussion with Elaine Baylis, the Chair of both Trusts. Please contact rachel.lane7@nhs.net
- **NHS England / NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2038 or by emailing miriam.walker@nhs.net

NHS England / NHS Improvement

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NHS Trust

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