



# Could you help lead the NHS in your area?

**Nottingham University Hospitals  
NHS Trust**

**1 Non-executive Director**

**1 Associate Non-executive Director**

**Candidate information pack**

**Reference: M2353**



**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 one Non-executive Directors (NED) and one Associate Non-Executive Director (Associate NED) at Nottingham University Hospitals NHS Trust (NUH). This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in Nottingham and beyond.

As a NED you will provide additional support to the Board and will contribute to a range of Board committees which could include Finance and Investment, Quality and Assurance, People and Culture Committee and Audit Committee. You would also be expected to undertake additional activities such as chairing consultant recruitment panels.

The Associate NED role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Associate NEDs cannot participate in any formal vote at Board.

The successful candidate for the Associate role 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. Whilst you don't need to have had previous experience as a NED or Associate NED, you will have senior experience as follows:

- Recent, relevant experience in leading process management and service transformation within an environment of comparable complexity  
or
- Recent, relevant information management and technology experience within a large and complex organisation with a focus on digital services  
or
- Recent, relevant Organisational Development and Human Resources experience within a large and complex organisation  
or
- Recent, relevant experience in business planning within an environment of comparable complexity

or

- Recent, relevant finance and accountancy experience in a large and complex organisation, preferably with a current financial qualification
- The desire and demonstrable potential to work at a strategic level

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 and service delivery
- hold the executive to account by providing purposeful, constructive scrutiny and challenge
- shape and actively support a just and 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 within a reasonable commutable distance to Nottingham.

- On average this role will require the equivalent to 2 to 3 days a month. You may be required an additional day per month at certain times.
- 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 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](#).

NUH encourages you to bring your whole self to work. They love diversity and value difference, unique skills, knowledge and experience. They particularly welcome applications from people who identify as Black, Asian and Minority Ethnic, or Disabled, who are currently under-represented at NUH.

### 3. About Nottingham University Hospitals NHS Trust

**Nottingham University Hospitals (NUH) was established in 2006 from the strong foundations, rich heritage and worldwide reputation that the city has for quality healthcare, clinical innovation and professional excellence.**

Recognised for outstanding care, the organisation is made up of three campuses - City Hospital, Queen's Medical Centre and Ropewalk House.

Nottingham University Hospitals is now one of the biggest and busiest NHS Trusts in the country and provide services to over 2.5 million residents of Nottingham, its surrounding communities, and a further 3-4 million people from across the region that need to use the specialist services the trust provides. They have an annual income of approximately £1.3 billion.

NUH are, by any measure, a large, complex, person-centred organisation. With over 17,000 employees from a wide range of professional backgrounds, they are one of the region's largest employers. NUH vision is "to be outstanding in health outcomes and patient and staff experience". NUH is a successful and progressive organisation; absolutely committed to their values and to working in partnership with stakeholders to deliver new models of care that meet the populations' future health and care needs and improve their wellbeing.

As a first wave Integrated Care System, their role in the wider health and social care economy is evolving and the trust is working with partners to meet increasing demands and to effect sustainable system change. NUH is an ambitious organisation; committed to thinking differently about how they integrate services in order to deliver safe, high quality and effective care that is sustainable for the future health and wellbeing of our populations.

NUH has an excellent national and international reputation for the quality of their patient care and for their research, education and innovation. They have strong links to the University of Nottingham, Nottingham Trent University and Loughborough University. This allows for the provision of excellent training and education for their students, as well as being a major research organisation.

 **5,541**  
patients discharged  
following a stay with Covid-19\*

 **1,400**  
staff supported to  
work from home

**53,000+**  
visits to the Covid-19 support  
and information section on our  
public website ([www.nuh.nhs.uk](http://www.nuh.nhs.uk))  
in the last year

**168,096**  
Covid-19 tests  
processed by our  
Microbiology  
department\*

 **2.4 Million**  
meetings held via MSTeams

 **14,915**  
members of staff have had a  
COVID risk assessment

**700+**  
people have used our  
Messages to Loved  
Ones service

**17,000**  
additional cleans of our  
hospitals since March



**15,704**  
NUH staff members vaccinated\*



**1,600**  
Posters  
put up to remind  
people to  
social distance  
and wear face masks

 **40+ Million**  
individual PPE items given out  
since March 2020

**10,000**  
patients recruited to  
Covid-19 vaccine trials



**2,000**  
additional laptops  
and PC's and 446 iPads  
provided to staff to  
support working from  
home



**18,000**  
Lateral Flow Test boxes given out to  
staff during the second phase of testing

**200**  
iPhones repurposed to help  
patients keep in touch with families



**304,066**  
virtual and remote  
appointments



**40,535**  
people vaccinated at NUH\*



**100+**  
COVID-19 email  
briefings sent  
out to keep staff  
up to date



**£850,000**  
in donations received from  
the community to support NUH



**7,377**  
births between March 2020  
and the end of January 2021



 **Help Your Hospital**  
appeal raised more than  
**£300,000**

# COVID-19 Achievements

**3,337**  
cancer surgeries from 18 March to 29 December  
(only slightly down on the same period last year)

## Vision and values

**NUH vision for the future of their hospitals is to become “outstanding in health outcomes and patient and staff experience”.**

### **We build TRUST**

by demonstrating kindness, gratitude, compassion and care to ourselves and to others

by recognising, rewarding and celebrating others

by being sensitive and respectful, and recognising how our behaviour can impact on the feelings and lives of others

doing what we say we will do

### **We EMPOWER people**

to be innovative and creative in their work, finding solutions to challenges

by encouraging our staff to make positive choices that support healthier lifestyles

by reflecting on our own experiences, and those of others, so that we may continuously learn, grow and improve

by making best use of the resources entrusted to us

### **We are AMBITIOUS**

by encouraging staff to use quality improvement to transform their services

by embracing innovation, research and applying evidence based practice whilst evaluating our performance

in the teaching, learning and education we deliver to our staff

and we are known for clinical excellence and outstanding patient care

### **We are MINDFUL**

by helping one another and always making time for each other

by taking the time to listen and be considerate in our responses

by welcoming and inviting feedback so we can improve

by ensuring that we have thought through the impact our decisions may have on others

## We are **NURTURING**

by encouraging our teams to be the best they can be through reflection and feedback

by promoting and supporting a culture of continuous improvement where all are able to develop and flourish

by encouraging people to learn and develop so that can be the best that they can be

by acknowledging those things that make a difference to those around them, whether they are large or small

## We are **UNITED**

by valuing everyone's contribution and taking time to tell them

by recognising that we are part of a wider team and that we are best when we work together

by working with system partners to ensure that we are doing the best for local people and inclusive, promoting equality and diversity, and challenging discrimination

## We are **HONEST**

by ensuring that we communicate in an open, consistent and honest way by being sincere, saying sorry, when we don't get things right

by explaining why we are not able to do something

by supporting one another to speak up, and acting on concerns that are raised to us



## Promises

To help them achieve their vision, they set out a ten year strategy in 2018 which included six promises: Patients, People, Places, Performance, Partners and Potential.

### Our Patients

We will ensure our patients receive consistently high quality, safe care with outstanding outcomes and experience

### Our People

We will build on our position as an employer of choice; with an engaged, developed and empowered team that puts patient care at the heart of everything it does

### Our Places

We will invest in our estate, equipment and digital infrastructure to support the delivery of high quality patient care

### Our Performance

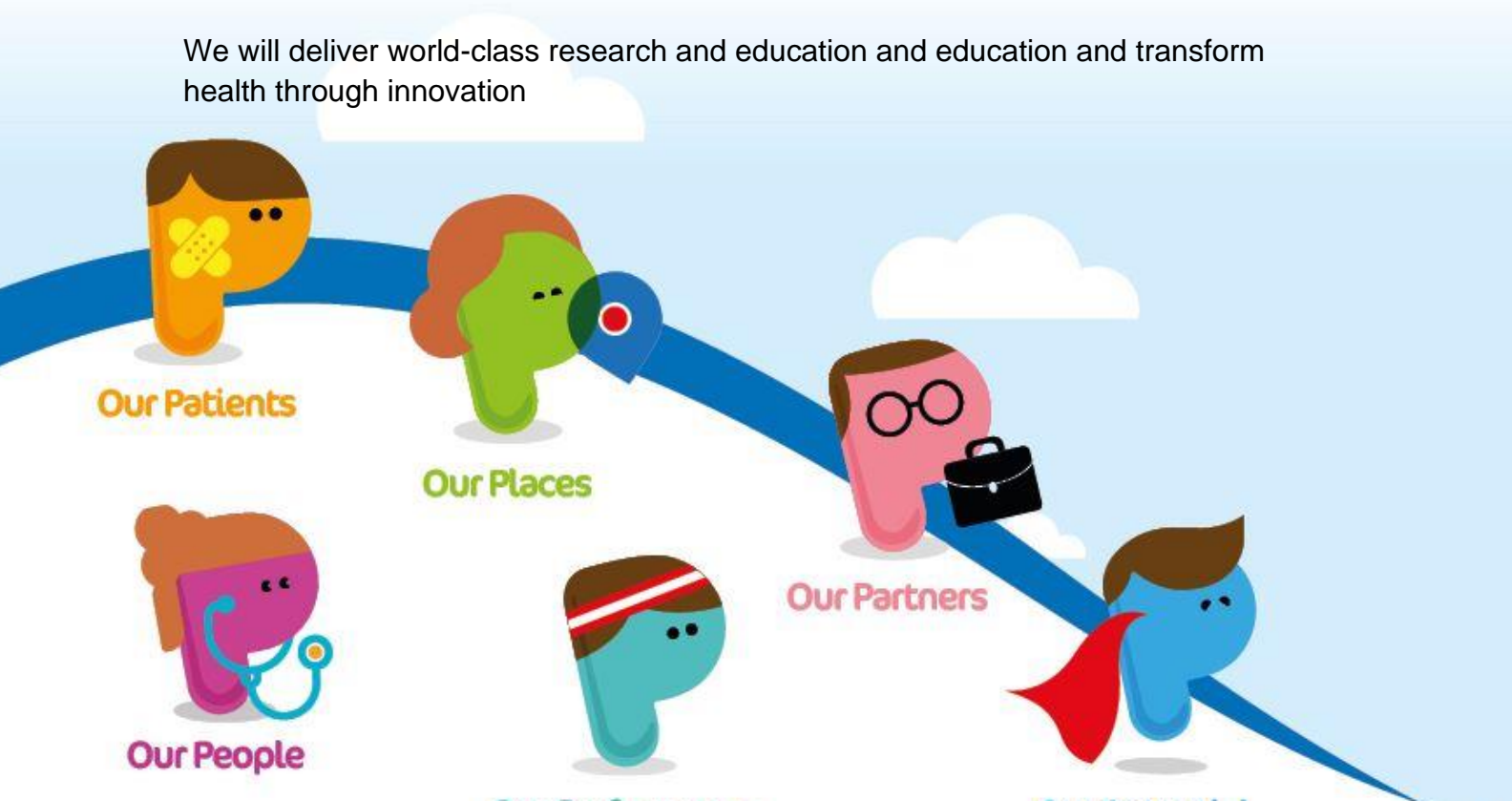
We will consistently achieve our performance standards and make the best use of resources that contribute to an affordable healthcare system

### Our Partners

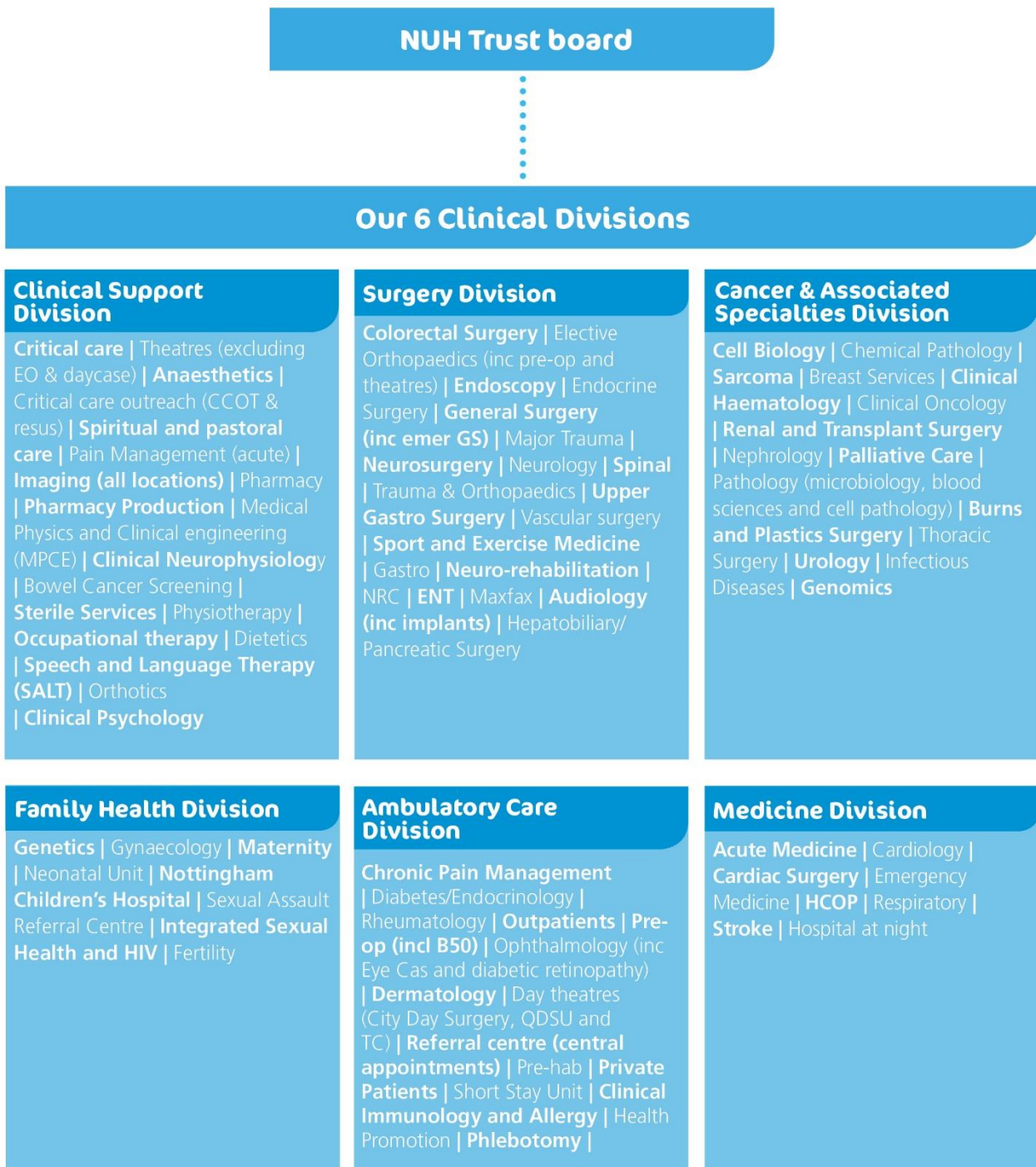
We will support the improvement of the health of the communities we serve through strong system leadership and innovative partnerships to deliver integrated models of care

### Our Potential

We will deliver world-class research and education and education and transform health through innovation



## How the trust is organised



## Tomorrow's NUH

**Tomorrow's NUH is the programme to create a modern, fit for purpose hospital estate that will allow the most effective and efficient patient care whenever needed. It will also provide an outstanding environment for staff and for training the next generation of health care workers.**

The Queen's Medical Centre and City Hospitals merged in 2006, and whilst the merger was a success in many ways, it has left two large hospitals that have a duplication of services, or services that need to work together to give patients the best outcome spread too far apart. Both hospitals were designed at a different time to care for fewer patients with different needs than their patients in 2021.

Already recognised for providing outstanding care, NUH believe their patients deserve to be treated in outstanding, modern and safe environments. They also believe that to recruit and retain the best staff they need hospitals that support them to provide state of the art healthcare that will give their patients the best outcomes.

Their ageing estate is not designed to help them deliver the best and most efficient services, and through Tomorrow's NUH they plan to change that.

In September 2019 the Department of Health & Social Care announced a long-term, rolling programme of investment in health infrastructure, which included money to build new hospitals, modernise primary care estate, invest in new diagnostics and technology, and help eradicate critical safety issues in the NHS estate.

The Health Infrastructure Plan (HIP) is a new hospital building programme to ensure the NHS' hospital estate can provide world-class healthcare services. They committed to fund and build 40 new hospitals over the next ten years. Six major projects were given the go-ahead immediately (HIP1 wave 1), with a further 21 schemes in the second wave (HIP2); NUH is one of those organisations and this scheme will allow them to take forward their exciting Tomorrow's NUH reconfiguration programme.



The significant investment will enable the trust to consider construction of some new buildings and to carry out refurbishment of other parts of their estate. Certainly, it will lead to major improvements both in health outcomes, and in people's experience of using their services, as well as a reduction in health inequalities.

When it comes to women and children's services, NUH believe that to provide the best care, they need to bring services together onto a single site as a Women and Children's Hospital, sitting alongside their emergency services for adults. This is one of a number of design principles informing the future vision for their services. It will allow the trust to implement the recommendations of the Neonatal Critical Care Transformation Review and the Better Births Report. It will also enable them to make sure that patients and their families have access to all of the services they need by providing the right amount of capacity and workforce.

## 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**

*NHS England / NHS Improvement respects 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: 10 June 2021 at 11am. Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)**
- **interview date: Wednesday 23 June 2021**
- **proposed start date: to be agreed following interview**

### Getting in touch

- We strongly recommend an informal and confidential discussion with Eric Morton, the Chair of the trust. Please contact Janine Barrowcliffe on 0115 9709121 or [Janine.Barrowcliffe@nuh.nhs.uk](mailto:Janine.Barrowcliffe@nuh.nhs.uk)
- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow on 0300 123 2038 or by emailing [helen.barlow2@nhs.net](mailto:helen.barlow2@nhs.net)

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