NHS
The Princess Alexandra Hospital
NHS Trust

Lay Chair of the Advisory Appointment Committee

Candidate information pack



modern • integrated • outstanding

patient at heart • everyday excellence • creative collaboration

The Princess Alexandra Hospital NHS Trust

Welcome from Lance



Dear applicant

Thank you for expressing an interest in the post of Lay Chair for the Advisory Appointment Committee at The Princess Alexandra Hospital NHS Trust. This is a opportunity to join us in supporting our appointment process for our future medical consultant workforce.

An Advisory Appointments Committee (AAC) is a legally constituted interview panel established by an employing body when appointing medical consultants. The function of an AAC is to decide which, if any, of the applicants is suitable for appointment and to make a recommendation to the employing body.

At PAHT we have a very exciting future, we are planning our new Princess Alexandra Hospital which will be a world-class facility delivering first-rate care for our patients and providing the best place to work for our people. It will be a hospital for the future; one that will care for many generations to come.

Our people are at the centre of our plans and strategy for our new hospital. As we drive these forward, our people will:

- Work in a high-quality environment with world-leading technology
- Be supported to learn, develop, and achieve their career goals in a modern medical setting
- Deliver outstanding holistic care to patients using state-of-the-art equipment.

We are interested in hearing from people from a range of backgrounds who understand the needs and priorities of our local community.

If you have any questions or would like to discuss the role in more detail, please contact Ogechi Emeadi, director of people, on 01279 827834 or via Jill.vaughan@nhs.net.

I look forward to hearing from you,

Yours faithfully

Lance McCarthy
Chief Executive

About us



The Princess Alexandra Hospital NHS Trust provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford and St Margaret's Hospital in Epping. We employ 3,500 people and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

We have 414 general and acute beds at the Princess Alexandra Hospital and provide a full range of general acute services, including a 24/7 emergency department; an intensive care unit; a maternity unit and a neonatal intensive care unit. We also provide outpatient and diagnostic services across all three hospital sites.

Our objectives

Patients
We will continue to improve the quality of care, outcomes and experiences that we provide our patients, integrating care with our partners and reducing health inequity in our local population.

People
We will continue to improve the quality of care, outcomes and experiences that we provide our patients, integrating care with our partners and reducing health inequity in our local population.

Performance
We will meet and achieve our performance targets, covering national and local operational, quality and workforce indicators.

Places
We will maintain the safety of and improve the quality and look of our places and will work with our partners to develop an outline business case (OBC) for a new hospital, aligned with the further development of our local Integrated Care Partnership.

Pounds
We will manage our pounds effectively to ensure that high quality care is provided in a financially sustainable way.

Our vision

- To be **modern**: always using up to date treatments, technology and facilities
- To be **integrated:** working as one to provide joined up healthcare that always puts patients first
- To be **outstanding:** delivering healthcare that our patients deserve and that makes us proud



Our priorities

Transforming our care

The most up to date and expert care designed to meet the individual needs of the patient, where and when they need it.

We will:

Work with health system partners to empower patients to take more control over their care and in monitoring their health.

Enable our people to work in connected, streamlined ways to deliver the right care, at the right time, in the right place.

Drive continuous improvement using real time data to enable PAHT to be a truly learning organisation

Our Culture

Fostering and nurturing an inclusive environment that champions diversity and equality, and where our people are engaged, supported and helped to learn and grow.

We will:

Foster a healthy workplace where wellbeing is paramount and staff feel valued, supported and safe to speak up

Create new and enhanced ways of working, with a focus on greater collaboration as well as individual professional development

Offer great career and development opportunities and be a model for diversity and inclusion

Digital health

Harnessing new technology and digital solutions to transform patient care and improve how we work.

We will:

Use innovative technologies to capture, share and learn from the latest patient and clinical data

Create a digitally enabled hospital that will increase efficiency and improve staff experience and patient outcomes Rollout our new Electronic Patient Record.

Corporate transformation

Modernising our corporate services to support our clinical teams in providing outstanding care.

We will:

Modernise our systems and services to support better care delivery making the Trust an amazing place to work and thrive
Collaborate with the Integrated Care System and Integrated Care Partnership for greater service integration
Build high quality working environments for greater efficiency and cross departmental working.

Our new hospital

A world-class hospital for the future, providing first-rate care for our patients and the best place to work for our people.

We will:

Improve outcomes for patients and future-proof our service delivery through smart, flexible building design
Become more sustainable across everything we do, achieving our target of net zero carbon
Exploit our greenfield location as a place of wellness not illness, for the benefit of staff and patients and local biodiversity.

What this means for our patients

Our patients are the heart of this strategy, and we will provide them with the best care and outcomes.

Quicker diagnosis and faster access to services whoever or wherever they are.

Innovative and responsive care in different settings, including patients' homes, the community and our new hospital.

Holistic care with **increased self management and prevention support** to help them remain healthier for longer and out of hospital.

Accessible services tailored to the needs of our population with easy access and a seamless patient experience



"I have never been in a hospital where I have witnessed such teamwork. They say laughter is the greatest medicine, if that's the case then PAHT staff must be overflowing with it" - Patient



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What this means for our people

You are key to driving this strategy forward and through creative collaboration we will achieve our vision. **You will be proud** of the work that you do and feel valued and respected.

You will be listened to and your ideas, issues and concerns acted upon to deliver real change.

You will be supported to learn and develop, fulfilling your personal and career ambitions.

Your uniqueness will be celebrated and you will have equality of opportunity to grow, develop and achieve.

You will work in a high quality environment with world leading technology that helps you deliver excellence everyday

What we need from you

We need you to live by our values every day. It's that simple

Our values are our guide through the exciting and challenging times that lie ahead and they will help us achieve our vision for a modern, integrated and outstanding PAHT, together.

Patient at heart

Always holding the patient and their well-being at the centre of our thoughts and efforts.

Everyday excellence

Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both.

Creative Collaboration

Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care.

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Our future PAHT



We are on the verge of a defining moment in PAHT's history. What lies ahead is a journey of transformation and improvement that will lead us successfully into the future, enabling us to deliver modern, integrated and outstanding care that keeps our growing and ageing population healthier.

Against a backdrop of NHS and system transformation, the relentless pace of scientific, technical and clinical innovation, and our amazing opportunity to build a brand-new hospital, we need a strategy that is big, bold and ambitious.

This is PAHT 2030, our organisational roadmap for the next 10 years. It is designed to inspire and challenge us, to guide and unite us in working smarter and better to achieve our vision.

We have already made great progress, but there is much more to do. Now, more than ever, we need to come together as one team, working with our local, regional and national partners, our patients and our communities to make PAHT the centre of excellence we know it can be.

We hope you are excited by the strategy, and eager to embrace the challenges ahead.

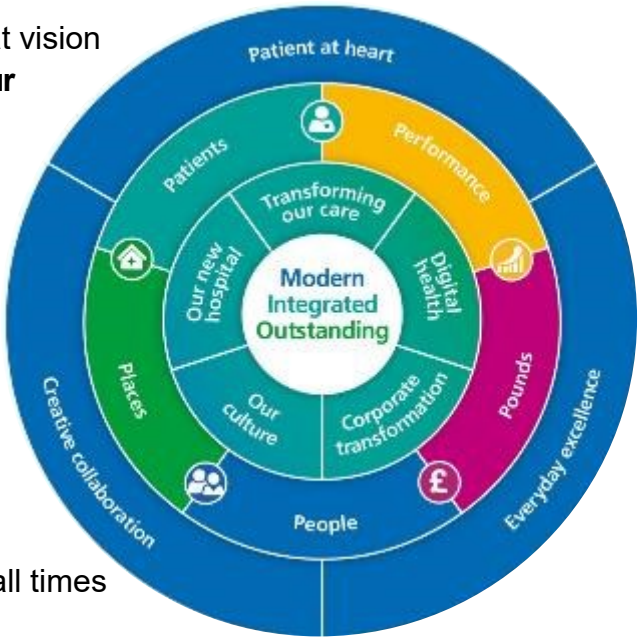
Best wishes

Lance McCarthy
Chief executive

PAHT2030
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Our priorities

Our five priorities provide the focus to achieving that vision over the next 10 years which will be **transforming our care, our culture, digital health, corporate transformation** and **our new hospital.**



Our objectives

Our five core objectives, **patients, people, performance, places and pounds** hold us to account, keeping us grounded in reality and challenging us to keep improving the experience for our patients, visitors and people.

Our values

And throughout everything we do we are guided at all times by our values; **patient at heart, everyday excellence** and **creative collaboration.**

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Never before has the reality of a new hospital been so close, having submitted our pre-consultation business case in September 2019, coinciding with the launch of the government's Health Infrastructure Plan (HIP) Programme.

The *New* Princess Alexandra Hospital

In October 2019, the Department of Health announced that PAHT would be one of six trusts in the first wave of the HIP programme. Giving the go ahead for us to develop our outline business case, with a new hospital build on a greenfield site as the preferred way forward. With the development of a national new hospital programme, we are one of the frontrunner eight organisations working closely with the national team to deliver a new hospital for Harlow and surrounding areas.



It will be a world-class hospital for the future, providing first-rate care for our patients and the best place to work for our people.



Our new hospital will be a hospital for the future.

To meet NHS targets for net zero carbon by 2045, our new hospital will need to reduce its carbon impact in its construction and day-to-day operation. In a nutshell, we will aim to achieve net zero by:



carbon emissions

being lean – designing our building to use less energy
being clean – supplying our own low carbon energy efficiently
being green – using renewable energy to offset our emissions
being seen – monitoring and targeting reductions in our energy use

Led by our clinicians and an outstanding team of architects, the design of the **New Princess Alexandra Hospital** will be a far cry from a traditional district hospital.

Instead, it will be a campus of vitality and wellbeing. A beacon of health for the whole community, set in a therapeutic landscape. It will lead the way for other hospital buildings to follow. An exemplar of modern architecture that will deliver the best setting for our people to deliver the best care for you.

In short, a hospital like no other.

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About the role

Role title	Lay Chair for the Advisory Appointment Committee
Remuneration	Daily rate
Commitment	2-3 days per year
Tenure	Initially 2 years, with option for extension
Reporting to	Director of People, OD and Communications

Background

The appointment of Consultants is governed by the National Health Service (Appointment of Consultants) Regulations 1996. As stated in the Regulations, to make an appointment in a substantive Consultant role, the employing body must constitute an AAC.

We are looking to appoint external lay chairs with the aim of providing an independent viewpoint and an external perspective to our appointment process, previously our AAC panels have been chaired by our Chair or non-executive directors.

Role purpose

- The Lay Chair is responsible for making sure that each AAC is planned effectively, conducted according to the policy/ national regulation and that matters are dealt with in an orderly, efficient manner.
- Facilitate constructive and productive panel discussions, enabling all panel members to contribute to decision making and managing disagreements between panel members.
- Bring independence, external perspectives, skills and challenge to strategy development
- Ensure that key decisions around selection are objective, based upon the person specification and that these decisions can be justified
- Promote equality and fairness during the process

What we are looking for

- You will need to have a genuine commitment to patients and the promotion of excellent health care services.
- Educated to degree level or equivalent, or other relevant experience.
- Ability to make sound, impartial and independent decisions by exercising reasoned judgement and applying professional expertise and knowledge.
- The ability to facilitate constructive and productive panel discussions, enabling all panel members to contribute to decision making and managing disagreements between panel members.
- Experience chairing senior committees and working in complex governance structures.
- There is no requirement to have a background in healthcare but the post holder must have an awareness of the range of work undertaken by PAHT.
- We particularly welcome applications from women, people from the local black and minority ethnic communities, and disabled people. Our Trust is taking positive action to increase our diversity and reflect the diverse population we serve.
- Ability to prepare written outcomes that explain and justify decisions in an accurate, clear, and concise manner.
- Applicants should live in or have strong connections with Essex.