

Could you help lead the NHS in your area?

**Worcestershire Acute Hospitals NHS
Trust**

Non-executive Director x2

Associate Non-executive Director x1

Candidate information pack

Reference: M2720



Welcome from Anita Day, Chair

Thank you for taking the time to look into these roles. Worcestershire Acute Hospitals NHS Trust is an ambitious trust which has been on a successful improvement journey for the last 4 years. We have made some real progress and are now in a position to expand our Board to make sure that we are equipping ourselves with the right blend of skills and experience to continue our progress.

We are looking for three individuals who are passionate about working with our local communities, patients, staff and system partners to bring about improvements in patient access, outcomes and experience. Increasingly, this will require individuals who are able to think laterally and creatively to help us solve more of our challenges, and so start to tackle the health inequalities which exist in Worcestershire.

This is an exciting time to be joining us. Working with our partners across health and social care, together we are building something that is going to really support our local population to achieve better health outcomes and healthier life expectancies.

I'd be delighted to have a further conversation with you about our Trust and these roles. Thank you once again for considering this opportunity.

Anita



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) and one Associate NED at Worcestershire Acute Hospitals NHS Trust. These are exceptional opportunities to share your talents and expertise to make a positive difference to the lives of people served by the Trust.

NEDs are full Board Members who will be expected to take significant roles in Board meetings and sub-Board committees, including chairing meetings as needed. The Associate NED role is used primarily in the NHS as a taster role ideally suited to someone who has not been a NED in the NHS before, but is an important component of the Board's succession strategy. Associate NEDs cannot participate in any formal vote at Board meetings, but will otherwise perform very similar roles to NEDs in meetings.

The successful candidate for the Associate role may also be considered for appointments as NEDs of the Board in future, should vacancies arise where they have the appropriate skills.

We need diverse, inclusive and compassionate leaders who not only reflect the community they serve and the staff employed, but have the leadership style and breadth of perspective to make good collective decisions.

There is emphatic evidence that diverse boards make the best decisions. We want to increase the diversity of NHS boards. In non-executive roles nationally, it is known that women, people from the local Black Asian and Minority Ethnic communities, LGBT communities, younger people and those with lived experience of disability are all under-represented. We want to change this and positively welcome applications from individuals who have lived experience.

We are really interested in receiving applications from people with different backgrounds, skills and experience.

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:

- Recent, relevant finance, commercial *or* estates management experience in a large and complex organisation. You will preferably have a financial or legal qualification or experience of leading large estates development programmes.

- Data analytics or process optimisation expertise, and experience of leading transformational programmes in a large and complex organisation.
- Experience of leading HR or workforce optimisation programmes in a large and complex organisation, or experience of leading significant engagement initiatives with local communities for the voluntary sector

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
- work collaboratively with colleagues across partner organisations, and engage with patients, staff and other stakeholders
- bring independence, external perspectives, skills and challenge to strategy development
- hold the executive to account by providing respectful, 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 Worcestershire.

- On average this role will require the equivalent of around 3-4 days a month, however the time commitment may vary and a flexible approach may be needed.
- The remuneration payable for this role is £13,000 per annum (nationally set rate).

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 Worcestershire Acute Hospitals NHS Trust

Worcestershire Acute Hospitals NHS Trust provides hospital-based services from three main sites; the Alexandra Hospital in Redditch, Kidderminster Hospital and Treatment Centre, and Worcestershire Royal Hospital in Worcester as well as some community based services.

The Trust provides a wide range of services to a population of more than 595,786 people in Worcestershire as well as caring for patients from surrounding counties and further afield. In 2020/21 it provided care to more than 242,643 different Worcestershire patients – that is 40% of the Worcestershire population receiving care at one of the Trust’s hospitals.

The Trust employs nearly 6,800 people and has an annual turnover of over £559 million. The Trust provides a range of Acute Services for the people of Worcestershire. This includes general surgery, general medicine, oncology, emergency care and women and children services. There are a range of support services as well including diagnostics and pharmacy.

The Trust’s catchment population is both growing and ageing when considered within the population demographics. Both the male and female population show a projected increase by 2025 in the 70-plus age groups. This is especially apparent in the 75-79 age range, although proportionally the projected rise in the 90-plus age range is higher. The forecast increase in numbers of older people is due to increased life expectancy resulting in greater numbers of older people, particularly females, surviving to very old age.

It is noted from national statistical data that the number of older people with dementia is expected to double in the next 20 years. Of note the rate of population growth is greatest in the very old age groups who present the greatest requirements for ‘substantial and critical’ care. Worcestershire has proportionally a greater number of resident older people than the nation in general.

The Trust’s catchment population extends beyond Worcestershire itself, as patients are also attracted from neighbouring areas including South Birmingham, Warwickshire, Shropshire, Herefordshire, Gloucestershire and South Staffordshire. This results in a catchment population which varies between 420,000 and 800,000 depending on the service type.

The System

The Trust is part of the Herefordshire and Worcestershire Integrated Care System (ICSs). ICSs are partnerships of health and care organisations, local government, and the voluntary sector. They exist to improve population health, tackle health inequalities, enhance productivity and help the NHS support broader social and economic development.

Organisations in the Herefordshire and Worcestershire ICS footprint serve a local population of 800,000 people, spread across a huge geographical area made up of urban and sparsely populated rural areas. The system provides services to approximately 40,000 people in mid Wales. Consisting of a single Integrated Care Board (ICB), three NHS Trusts, Seven Local Authorities, 15 Primary Care Networks, 80 GP Practices, 123 community pharmacies, 96 dentists and 64 optometrists.

The system’s health and social care statutory organisations employ in excess of 20,000 people. In addition, there are more than 30,000 staff working in domiciliary care or in care homes.

Purpose, vision and values

The Trust’s purpose, vision and values are set out in the strategic ‘Pyramid’ outlined below



Their **purpose** is plain and simple: *“Putting Patients First. That’s why we’re all here”*

Their **purpose** shapes their **vision**: *“Working in partnership to provide the best healthcare for our communities, leading and supporting our teams to move 4ward.”*

Their **purpose** and **vision** shape their **objectives**:

Best Services for Local People: *“We will develop and design our services with patients, for patients. We will work actively with our partners to build the best sustainable services which enable people in the communities we care for to enjoy the highest standards of health and wellbeing.”*

Best experience of care and best outcomes for patients: *“We will ensure that the care our patients receive is safe, clinically excellent, compassionate and an exemplar of positive patient experience. We will drive the transformation and continuous improvement of our care systems and processes through clinically-led innovation and best use of technology.”*

Best use of resources: *“We will ensure that services – now and in the future – meet the highest possible standards within available resources for the benefit of our patients and the wider health and care system.”*

Best people: *“We will invest in our people to ensure that we recruit, retain and develop the right staff with the right skills who care about, and take pride in, putting patients first.”*

These objectives are underpinned by the trusts 4ward behaviours all staff will strive to model as positively as they can as often as they can:

- Do What We Say We Will Do
- Listen, Learn, Lead
- No Delays, Every Day
- Work Together, Celebrate Together

Better never stops, and their Clinical Services Strategy provides a clear future vision for the Trust, its hospitals, services and role in the wider health and care system.

The delivery of the Clinical Services Strategy is supported by a number of enabling strategies and they are also developing plans to adopt a Trust wide single improvement methodology to help further accelerate transformation and innovation across all wards and departments.

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 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: 8 November 2022 at 11am.** Please forward your completed application to england.chairsandneds@nhs.net
- **interview date: 30 November 2022**
- **proposed start dates: TBC**

Getting in touch

- We strongly recommend an informal and confidential discussion with Anita Day, the Interim Chair of the Trust. Please contact Donna Wark on 01905 733960.
- **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

