

Non-executive Director

Candidate information pack

Reference: N2971

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.



Welcome from our Chairman

Thank you for your interest in becoming a Non-Executive Director with Mid Yorkshire Teaching NHS Trust. This is an important appointment and the position offers the opportunity to influence our future at an exciting and challenging time. Although at times, the role will be difficult, I believe very firmly that it will also be rewarding.

Our Board is professional, ambitious and capable and has overseen a period of sustained improvement for the Trust; we have much to be proud of so far but the journey continues with high aspirations. Our performance is rated as 'Requires Improvement' by the Care Quality Commission (CQC) but who also, however, many identified examples of good services and practises and an improving trajectory. Our services operate across 3 major hospital sites in Wakefield, Pontefract and Dewsbury and the community in Wakefield District; in addition, the Trust is host to one of the Top 5 busiest emergency departments in the country.

The Trust believes passionately about the patient experience, innovation and continual improvement and we are fully committed to our vision 'We strive to achieve excellent patient experience each and every time' - we actively demonstrate and seek the values that we know will help us deliver it. We are clear about our purpose - to ensure that our patients and the people of Wakefield and North Kirklees get the very best services we can provide within the c£740 million worth of resources with which we are entrusted. We can only do this through effective collaboration with our partners in the health and social care economy and great relationships with all of our stakeholders. New ways of working are evolving, ensuring closer collaboration with key partners across both our local and regional communities and health economies. The past few years have brought much change to Mid Yorkshire- we are now a Teaching Trust, we are an active and heavily involved member of the West Yorkshire ICS, and digitisation of services continues apace. Yet, there is still much to do.

The Trust's 9400 fabulous, highly trained staff are key to our growing reputation as both a great provider and a great employer. They are our greatest asset and we work hard to ensure that all staff know they are greatly valued, and are well supported. For these reasons we have a growing national reputation.

I look forward to receiving your application and extending a warm welcome to Mid Yorkshire. I am sure your talents will contribute greatly to our further success.

Keith Ramsay

Chairman

Contents

1. The opportunity 4
2. The person specification and NHS Leadership Competency Framework 4
3. About the Trust 5

Appendix 1: Values and concepts from the NHS Leadership Competency Framework

Appendix 2: More information

Appendix 3: Making an application

Appendix 4: Key dates and getting in touch



1. The opportunity

There is a vacancy for a Non-Executive Director (NED) at Mid Yorkshire Teaching NHS Trust (MYTT). This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people who use the Trust's services.

Non-Executive directors play an active role in taking forward the Trust's strategic ambition to deliver excellent patient experience, by creating an empowered workforce that continuously improves performance, quality and use of resources.

The successful candidate will participate in a range of committees, depending on experience and where they can add greatest value, as well as being required to have visibility throughout the organisation.

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 ideally have senior strategic or Board level experience of:

- Leadership in an executive, non-executive or Trustee role in the public, voluntary or commercial sector
- Exposure to working in complex organisations and systems.

and

- Actively promoting greater equality for diverse social, economic and cultural groups. You will be able to demonstrate a depth of understanding of the communities of North Kirklees and Wakefield, gained through experience of community engagement, or of leading or delivering services that affect the wider determinants of health and well-being, including but not limited to health and social care, education, housing and the voluntary sector. You will need to have a genuine commitment to people and the promotion of excellent health care services.

OR

- Have expertise and knowledge of digital transformation and/or transformation using digital platforms to support data mining and analysis for driving large scale service change

The Trust's communities have a rich background of cultural diversity and we are committed to ensuring the organisation reflects this at all levels. We want to encourage applications from people who have experience of engaging with the diverse social, economic and cultural groups served by the Trust, particularly the black, Asian and minority ethnic communities. This may have been gained through personal experience, links with the voluntary or not for profit sectors, community involvement or business initiatives.

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

NHS leadership competency framework for board members

Leaders in the NHS help deliver better health and care for patients by setting the tone for their organisation, team culture and performance. We have worked with a wide range of leaders from across the NHS to help describe what we do when we operate at our best.

The competency domains reflect the [NHS values](#) and the following diagram shows how they are aligned:





Working together for patients*	Compassion
Building a trusted relationship with partners and communities	Creating a compassionate, just and positive culture
Respect and dignity	Improving lives
Promoting equality and inclusion and reducing health and workforce inequalities	Setting strategy and delivering long term transformation Driving high quality sustainable outcomes
Commitment to quality of care	Everyone counts
Driving high quality and sustainable outcomes Setting strategy and delivering long term transformation	Promoting equality and inclusion and reducing health and workforce inequalities Creating a compassionate, just and positive culture
Providing robust governance and assurance	

The competency domains are aligned to [Our NHS People Promise](#), [Our Leadership Way](#) and the [Seven Principles of Public Life](#) (Nolan Principles).

The six NHS leadership competency domains:

Driving high-quality and sustainable outcomes

The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.

Setting strategy and delivering long-term transformation

The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.

Promoting equality and inclusion, and reducing health and workforce inequalities

The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities, and promotes inclusion.

Providing robust governance and assurance

The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principles of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the board to drive delivery and improvement.

Creating a compassionate, just and positive culture

The skills and behaviours needed to develop great team and organisation cultures. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.

Building a trusted relationship with partners and communities

The need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities, and our workforce. Strengthening relationships and developing collaborative behaviours are key to the integrated care environment.

The best boards are those that reflect the workforce and communities they serve. We particularly welcome applications from women, people from local black, Asian and minority ethnic communities, and people with disabilities, who we know are all under-represented in these important roles.

- Applicants should live in or have strong connections with the areas served by the Trust.
- 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 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 England and the Trust make 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 Mid Yorkshire Teaching NHS Trust

The Trust provides acute hospital services to more than half a million people living in the Wakefield and North Kirklees districts of West Yorkshire. It offers services in three main hospitals – Pinderfields (Wakefield), Dewsbury and District and Pontefract. In addition, the Trust provides community services to the people of Wakefield district in a range of community settings such as health centres, clinics, GP surgeries, family centres and in people’s own homes. This means their patients benefit from hospital and community services working more closely together to ensure they receive their care in the most appropriate place for them – when and where they need it.

The Trust also provides two specialist regional services, in burns and spinal injuries, which are renowned across the North of England and beyond.

With more than 9,000 staff and an income of c£740 million, the Trust provides its services by working locally in partnership with a range of organisations. This includes being part of the West Yorkshire ICS (Integrated Care System), working more locally with two Local Authorities, two ICB (Integrated Care Board) Places, Wakefield, and Kirklees, and a wide range of other providers including voluntary organisations and the private sector, as well as service users, their carers, and the public.

The Trust's vision, values and priorities:

The Trust's mission statement:

To provide high quality healthcare services at home, in the community and in our hospitals, to improve the quality of people's lives.

The Trust's vision statement:

To achieve excellent patient experience each and every time.

The Trust's core values:

Caring, High Standards, Improving and Respect



Trust Strategy

The Trust's new strategy, "Delivering MY Future 2023-28", is an evolution from their previous "Striving for Excellence Strategy" continuing to focus on the same vision, mission and values. The Trust's revised strategic goals are:

- *Ensure our **Population** has trust and confidence in the services we deliver.*
- *Be a great place to work where we develop **People** to achieve their full potential.*
- *Deliver our **Purpose** by using our resources sustainably and effectively with due care for the environment.*
- *Be a valued partner working for the benefit of the **Places** we serve.*
- *Be an innovative Teaching Trust making **Progress** to University Hospitals status.*

The Five 'P's – Our Strategic Goals

To realise our vision we will...



The Trust's strategy describes their ambitions for each strategic goal and what they will do to achieve them. Through their 3 year Operating Plan, Clinical Service Strategy, enabling strategies and plans they will deliver and monitor progress in achieving their goals and vision.

<https://www.midyorks.nhs.uk/download.cfm?doc=docm93jjm4n2896.pdf&ver=3719>

Quality Strategy

The Chief Nurse and Director of Nursing and Quality are currently working with key stakeholders to refresh its Quality Strategy. The new strategy will provide a direction to support delivery of the new Corporate Strategy, with a particular focus on:

- *Delivering outstanding high quality, safe and patient-centred care*
- *Coproduction of quality improvements with our staff, service users, patient, and communities*
- *Ensuring that our Quality Approach and Annual Quality Goals are delivered and supported by MYQIS*
- *Working in partnership to accelerate innovation and quality improvement*
- *Developing quality improvement capabilities and capacity within the organisation and strengthen the culture of continuous quality improvement*

These five priorities are built on the foundations of the Mid Yorkshire Quality Improvement System (MYQIS) which is based on lean methodology, local learning and having effective clinical governance arrangements. A new focus in this strategy is to introduce annual corporate quality goals e.g. delivering the fundamentals of care, improving sepsis care. A copy of the document is available on request.

Appendix 1: Values and concepts from NHS Leadership Competency Framework

Our people promise

- We are compassionate and inclusive
- We are recognised and rewarded
- We each have a voice that counts
- We are safe and healthy
- We are always learning
- We work flexibly
- We are a team

NHS values

- Working together for patients
- Respect and dignity
- Commitment to quality of care
- Compassion
- Improving lives
- Everyone counts

Our leadership way

We are compassionate

- We are inclusive, promote equality and diversity, and challenge discrimination
- We are kind and treat people with compassion, courtesy and respect.

We are curious

- We aim for the highest standards and seek to continually improve, harnessing our ingenuity
- We can be trusted to do what we promise

We are collaborative

- We collaborate, forming effective partnerships to achieve our common goals
- We celebrate success and support our people to be the best they can be

Health and Care Act 2022

- Collaborate with partners to address our shared priorities and have the core aim and duty to improve the health and wellbeing of the people of England.

- Improve the quality, including safety, of services provided.
- Ensure the sustainable, efficient use of resources for the wider system and communities

Seven principles of public life

- Selflessness
- Integrity
- Objectivity
- Accountability
- Openness
- Honesty
- Leadership

Appendix 2: 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 Senior Appointments and Assessment 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 3: 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. In accordance with [NHSE's FPPT framework](#) if appointed your references and other background checks will be shared with the Trust.
- 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 4: Key dates

- **virtual open evening: Friday 3 May 2024, 16:00-17:00**
- **closing date for receipt of applications: Friday 10 May 2024, 9:00**
Please contact Robin Staveley or Emily Smith on emily.smith@gatenbysanderson.com or Isha Hussain on isha.hussain@gatenbysanderson.com
- **interview date: w/c 17 June 2024**
- **proposed start date: 1 July 2024**

Getting in touch

- We strongly recommend an informal and confidential discussion with Keith Ramsay, Chair of the Trust. This can be arranged via our partners at Gatenby Sanderson. Please email emily.smith@gatenbysanderson.com or isha.hussain@gatenbysanderson.com.
- **GatenbySanderson** are helping us to identify potential candidates. For a confidential discussion about these posts, please contact Robin Staveley or Emily Smith on 0113 205 6071 or emily.smith@gatenbysanderson.com
- We would like to invite you to join the Trust Chair Keith Ramsay and other senior colleagues at a webinar on Friday 3 May 2024, 16:00-17:00, where you can hear more about the Trust's work and culture, its ambitions, and the role of a Non-Executive Director, and where we can answer your questions. If this is of interest, please email with your details to:
Sophie.pringle@gatenbysanderson.com

- [NHS England](#) – for general process enquiries contact Jane Hundley by emailing jane.hundley@nhs.net.

[NHS England](#)

E: england.chairsandneds@nhs.net

W: england.nhs.uk

