

August 2025



Mid Cheshire Hospitals
NHS Foundation Trust

NON-EXECUTIVE DIRECTOR CANDIDATE BRIEFING



Because you ♥atter

WELCOME FROM THE CHAIR



Thank you for your interest in the Non-Executive Director (NED) positions at Mid Cheshire Hospitals NHS Foundation Trust.

If you have a commitment and passion for the NHS and want to contribute to a Trust that is ambitious, inclusive, and rooted in its community, we would be delighted to hear from you.

This is a significant opportunity to bring your experience and insight to a forward-thinking NHS organisation that is committed to improving the health and wellbeing of the communities we serve.

We are looking for collaborative and strategic candidates to provide support, oversight, governance and leadership, who can bring potential insights in the fields of workforce, digital, finance or clinical healthcare services. One of these roles will include chairing our Performance & Finance Committee.

You will join a strong and high-performing Board, comprised of individuals with a wide range of professional backgrounds and lived experience, to make a positive difference to the wellbeing of our communities and workforce.

We are currently developing our new five-year strategy (2026–31), building on the strong foundations laid over the past five years. Our previous goals were closely aligned with the key themes in the NHS Ten Year Health Plan - shifting care closer to home, embracing digital innovation, and focusing on prevention rather than just treatment. Our new strategy will take this further, setting out how we will deliver more responsive, integrated, and sustainable care - whether in hospital or in the community - while ensuring the best possible value for public money.

We recognise the challenges facing the NHS, including financial pressures, workforce constraints, and increasing demand. Yet we remain ambitious. Our Board is focused on navigating these pressures while delivering meaningful change. We are investing in digital transformation, workforce development, and environmental sustainability to ensure we are fit for the future.

In May 2023, the Secretary of State for Health and Social Care confirmed that hospitals built with Reinforced Aerated Autoclaved Concrete (RAAC) would be prioritised in the national New Hospitals Programme. As one of these sites, we are now formally part of the programme and serving as a pilot for the 'Hospital 2.0' blueprint. We are advancing our plans for a new Leighton Health and Care Neighbourhood, set to open at the turn of the decade - a state-of-the-art facility, designed around the clinical, mental health and care needs of our communities.

Our journey into our new estate will drive significant digital transformation as we become one of the most digitally advanced organisations in the country. In advance of that, we have taken a significant step as we launched our new Electronic Patient Record, developed in partnership with East Cheshire NHS Trust.

We know that partnership working is essential to delivering our vision. We are active contributors to the Cheshire & Merseyside Integrated Care System and work closely with our local place-based partnerships in Cheshire East and Cheshire West. These relationships are central to our ability to deliver joined-up, person-centred care.



Our people are our biggest asset and, through our Because You Matter employer brand, we are driving diverse and inclusive engagement across our workforce. Our three staff networks - representing Disability and Carers, LGBT+ and Cultural Diversity - play a key role in shaping our culture. In the past year, we co-produced an anti-racism statement with our Cultural Diversity Network, which led to the Trust being awarded Bronze status in the North West Anti-Racism Framework.

Our Charity also plays a vital role in enhancing patient care and experience. Recent initiatives include a new children's waiting room at Victoria Infirmary and an appeal to support end-of-life care, including complementary therapies for patients at home. The Charity has also launched a philanthropic business club to engage local businesses in our work and the future of our hospital estate.

We value diversity and so we are keen to ensure our Board represents the populations it serves and that we maintain a good balance of views, skills and experience in the Board.

Megan Nurse
Chair

ABOUT THE TRUST



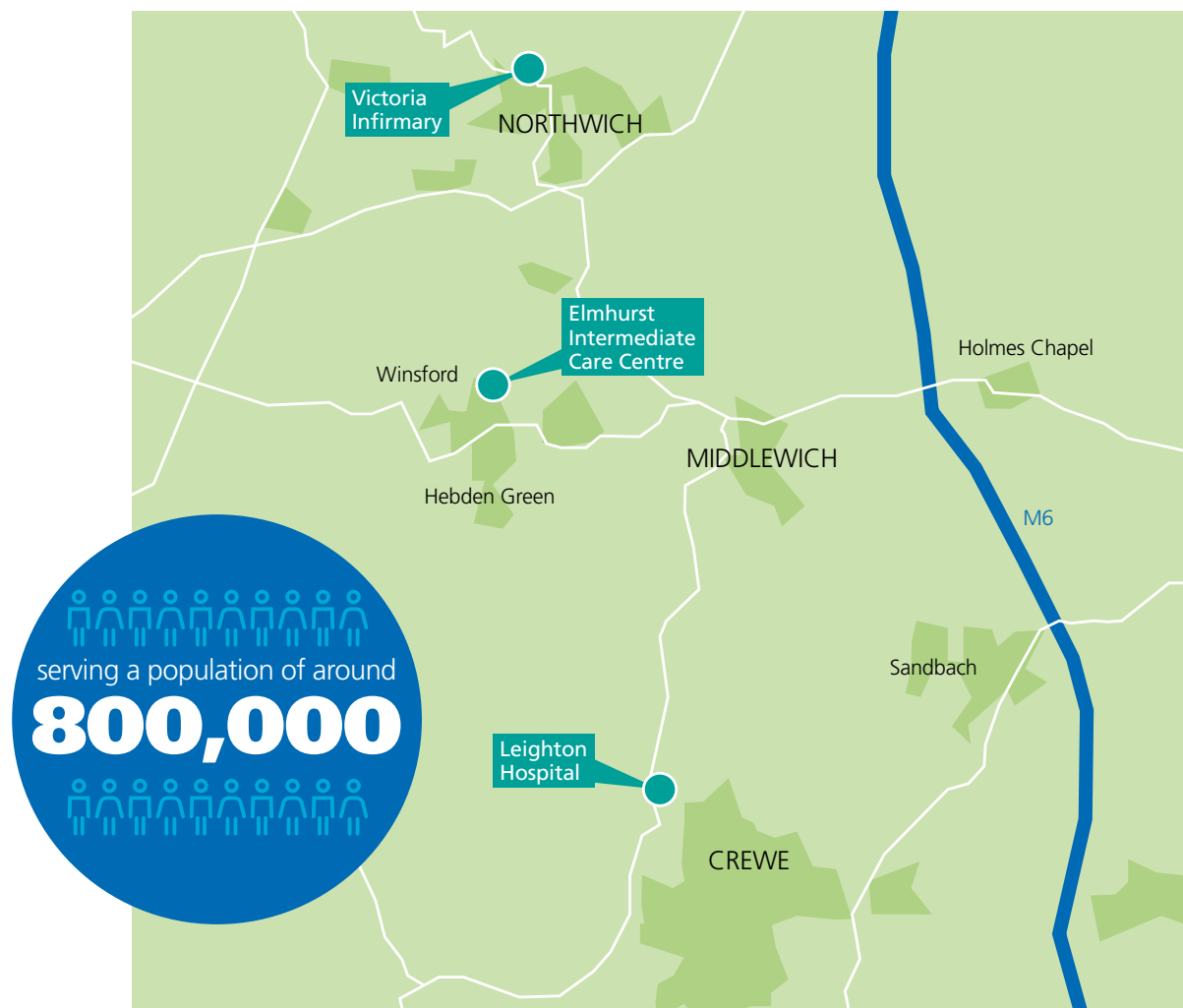
Mid Cheshire Hospitals Foundation Trust (MCHFT) is located in the heart of Cheshire and provides quality, safe and effective healthcare to the people of Cheshire and beyond.

We deliver essential services across three core sites - Leighton Hospital in Crewe, Victoria Infirmary in Northwich, and Elmhurst Intermediate Care Centre in Winsford.



We are also responsible for the provision of community services for people across Cheshire, working in partnership with local GPs and Cheshire & Wirral Partnership NHS Foundation Trust.

We employ almost 6,000 members of staff, have 502 hospital beds, with a range of services including accident and emergency, maternity, outpatients, therapies, and children's health.





With the formation of Integrated Care Systems in July 2022 MCHFT became a strategic partner in both Cheshire East and Cheshire West and Chester 'places' and is part of the Cheshire and Merseyside Health and Care Partnership caring for a population of over 2.7million.

We operate acute clinical services through four clinical divisions: Medicine and Emergency Care; Surgery and Cancer; Women and Children's, and Diagnostics and Clinical Support Services. Community services are managed through the Central Cheshire Integrated Care Partnership, with the Estates and Facilities and Corporate Services Divisions providing support to all areas.

It provides the following services:

- Emergency and elective inpatient services
- Day case services
- Outpatient services
- Diagnostic and therapeutic services
- Maternity
- Children's health
- Community services including preventative work



MEET THE BOARD

NON-EXECUTIVE DIRECTORS

NON-EXECUTIVE DIRECTORS



Megan Nurse

Chair



Lesley Massey

Deputy Chair



Tony Bristlin

Non-Executive Director



Andy Vernon

Senior Independent Director



Dr Andrew Wilson

Non-Executive Director



Diana Hampson MBE

Non-Executive Director



Tony Okotie

Non-Executive Director



Terry Whalley

Non-Executive Director

EXECUTIVE DIRECTORS

EXECUTIVE DIRECTORS



Ian Moston

Chief Executive Officer



Dr Clare Hammell

Chief Medical Officer and Deputy Chief Executive



Nicola Costin-Davis

Chief Operating Officer



Vacant

Chief People Officer



Scott Malton

Chief Nursing Officer



Claire Liddy

Chief Financial Officer

NON-VOTING DIRECTORS

NON-VOTING DIRECTORS



Russ Favager

Board Senior Responsible Officer - Leighton New Hospital Programme & Estates Redevelopment



Denise Frodsham

Director of Strategic Partnerships



Dylan Williams

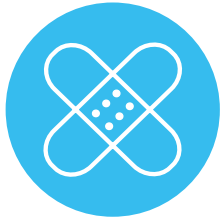
Chief Information Officer



Caroline Keating

Director of Corporate Affairs

OUR VITAL STATISTICS 2024/25



saw
316,739
outpatients



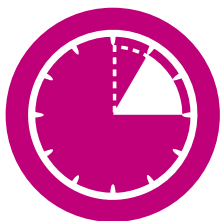
carried out
92,718
diagnostic tests



had
118,100
A&E attendances and
admitted **38,492**
emergency patients



322 patients were
treated at home supported
by Mid Cheshire IV service



**Over
100,000**
patients supported by the
2 hour Urgent Community
Response Service

At the end of 2024-25
the Trust received income of

£447.8m

and incurred annual expenditure of

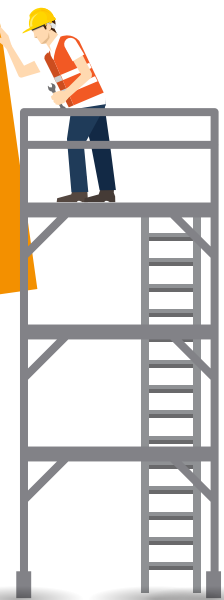
£466.6m

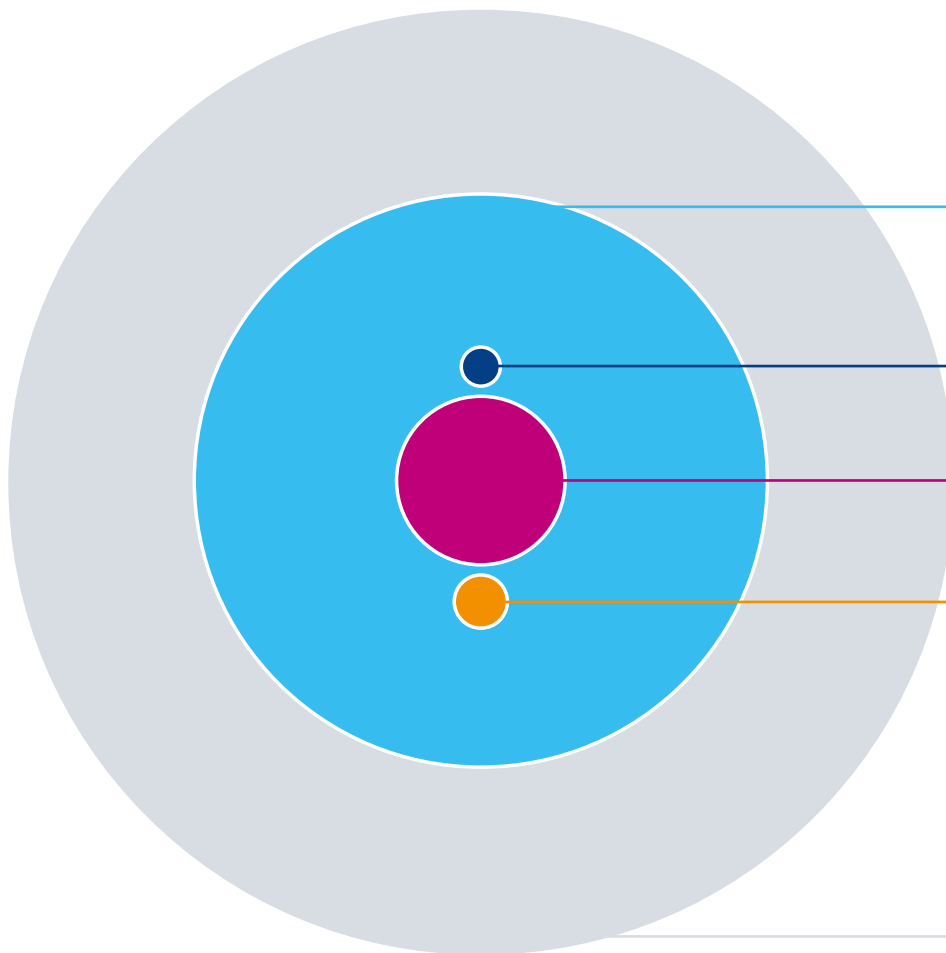


502
beds

Over **1500**
patients accessed the
Trust's **60** virtual beds

We invested
£61.5m
in building and
infrastructure projects





Numbers of staff:
5,937 (WTE):

doctors

415

nurses and midwives

1,752

allied health professionals

560

Number of
Foundation
Trust Members

9,681

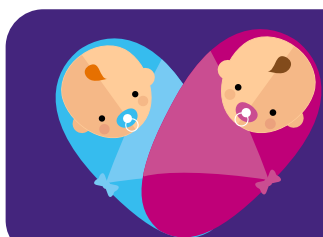
There were...



At 31 March 2025,
36,496
patients referred for
treatment, of whom
56.7% were waiting
less than 18 weeks



20,089
patients referred under
the 2-week-wait cancer
pathway of which
94.3% were seen
within two weeks



2,993
births were supported

2024 Staff Survey



43% response rate,
a **7% improvement**
on 2023

Confidence in our services:



90% of Friends
and Family Test responses
were good or very good

OUR MISSION OBJECTIVES AND VALUES

What we want to achieve, how we will do this and what we believe in.

OUR MISSION IS:

To inspire hope and provide unparalleled care for the people and communities of Cheshire, helping them to enjoy life to the fullest.

OUR OBJECTIVES ARE:

- 1. Improving Health Outcomes** to deliver the best care and experience centred on the patient's needs
- 2. Working in Partnership** to collaborate across boundaries to enhance patient care
- 3. Empowering our staff** to be the best that they can be
- 4. Building a Better Tomorrow** to deliver a sustainable and innovative infrastructure

OUR VALUES ARE:



We put you first



We strive for more



We respect you



We work together

Because you ♥ matter

OUR STRATEGY



The Trust's five-year strategy 2021-26 is based on four models of care:

- **Help me stay independent:** We work with carers, patients and their local community to keep them well
- **Help me find out what's going on:** We provide the expertise, access and convenience to diagnose and develop treatment plans for our patients
- **Help me when things go wrong:** We provide medical and surgical services to treat our patient and deliver optimal outcomes
- **Help me to the end of Life:** We provide the best possible end of life care



These models are delivered through five strategic plans:

- | | |
|--------------|----------------------------|
| Partnerships | - Championing Partnerships |
| Leadership | - Commitment to Leadership |
| Workforce | - Inspire the workplace |
| Digital | - Embracing Digital |
| Estate | - Build for the Future |



Our strategy is driven by a strong focus on what our local population want and need to enable them to live health and happy lives. It is recognised that the Trust cannot deliver great care for the local population on our own and needed to adapt and become a key part of a wider ecosystem of partners to make this happen. This strategic ambition aligns with the national direction of the NHS and supporting legislation.

We focus on being an anchor institution that delivers great care, with our local partners, through a single strategic vision and the four care models. We collaborate with partners in both Cheshire East and Cheshire West Places, and in the Cheshire & Merseyside Provider Collaborative. Our strategic direction is aligned with the strategies of these system arrangements.

KEY RECENT ACHIEVEMENTS AND MAJOR PROJECTS



Digital Clinical System



- Launched our new Digital Clinical System (DCS) - a transformative Electronic Patient Record programme being delivered jointly by East Cheshire NHS Trust and Mid Cheshire Hospitals NHS Foundation Trust.
- Achieved the North West Black, Asian, and Minority Ethnic Assembly's bronze status, acknowledging our work towards becoming intentionally and unapologetically anti-racist.
- Retained our prestigious 'Veterans aware' status as well as receiving a Gold Award from the Ministry of Defence Employer Recognition Scheme.
- 'The Big Conversation' - our own large-scale programme of engagement aimed at gathering insights from staff, patients, and the community to help shape the future of healthcare.
- Our reasonable adjustments campaign focusses on reducing health inequalities by supporting our patients to come forward and share adjustments that would help and support them to access their care in ways that meet their needs.
- Supporting our patients to be surgery ready and reduce hospital length of stay by utilising state of the art AI technology to access personal health coaches.
- Enabling our local school children to 'Dream Big' through our comprehensive social value commitment and Healthier Futures legacy of lasting social and economic change.
- Funding awarded to install solar panels across our ED estate creating innovative and sustainable opportunities to generate energy.
- We have ranked in the top five Acute NHS Trusts in the North West in four of the six categories in the latest Patient-Led Assessments of the Care Environment (PLACE) results.
- Redeveloping the Leighton site - the revised Strategic Outline Case (SOC) was approved by the Board in June 2025 and is now moving through the national process. We aim to have the Outline Business Case approved by the Board in May 2026.
- End-of-Life Care - we developed the Signs, Words, Actions, Needs (SWAN) volunteers programme (pictured left) to support end-of-life and bereavement care, focussing on personalised, compassionate and dignified care for patients and their families. This programme is now live with 13 trained volunteers and has been shortlisted for an HSJ partnership award.

The BIG Conversation



'HEALTHIER FUTURES' AND THE NEW HOSPITAL PROGRAMME



Artist's impression - not final design.



Healthier Futures

We are developing an innovative health and care neighbourhood - a once in a generation opportunity to change how healthcare is delivered. This includes reimagining our new Leighton Hospital in Crewe, as part of the national New Hospital Programme.

The current estate, which is no longer fit for purpose due to its structural life coming to an end, will be replaced with a cutting-edge, intelligent facility that enables the transformation of healthcare, working closely with our many partners across the extensive Cheshire geographical footprint.

The new hospital will be more than just a building - pushing boundaries in clinical, digital, and environmental innovation that will meet the needs of a growing and ageing population. It will also offer major economic benefits, sustainable employment, and deliver the cost efficiencies associated with 'smart' buildings.

We are a pathfinder for delivering the national 'Hospital 2.0' concept and have recently approved the Strategic Outline Case for the new hospital. This is currently moving through the approval stages with the national Programme and represents a significant milestone in delivering our ambitious plan.

The new healthcare model enables people to receive care in the appropriate setting, whether that be in their homes or in the community, only going to hospital when they need to. A model where resources are utilised effectively, and people receive proactive and personalised care.

Our aim is to respond to the needs of today and also be fit for the future of tomorrow.

Further information on this exciting programme can be found at <https://www.healthierfutures.mcht.nhs.uk>



THE VICTORIA INFIRMARY, NORTHWICH



The Victoria Infirmary in Northwich provides a range of services to the local community, including a minor injuries unit, therapy services, and outpatient clinics such as cardiology, dermatology, and Ears, Nose and Throat.

New surgical centre



Officially opened in June 2025, the Cheshire and Merseyside Surgical Centre at the Victoria Infirmary provides a range of state-of-the-art clinical areas to support patient care. These include two advanced operating theatres - one dedicated to cataract surgery and the other functioning as a multi-specialty theatre accommodating orthopaedics, ENT, dermatology, general surgery, and pain management. There are also treatment rooms, a recovery area, and consulting rooms.

The centre treats a large number of 'high volume, low complexity' patients from across the region who require less complex operations and procedures. This helps reduce waiting times for patients, with a particular focus on those who have waited 52 weeks or more for treatment. The centre plans to treat around 12,000 patients each year.



Centre of excellence

Our ambition is that the new Cheshire and Merseyside Surgical Centre at Victoria Infirmary will become a cataract centre of excellence, providing eye care for the people across the region. This will mean there will be fewer people waiting for eye surgery across the region, as well as greatly improving patient care.

HEALTH AND WELLBEING

We recognise that staff health and wellbeing can not only affect sickness absence, retention and patient outcomes but also staff engagement and morale and how an individual experiences work.

The Trust is committed to supporting our workforce to take ownership and responsibility for their health and wellbeing by developing rapid access support systems such as physiotherapy and by helping staff to manage their stress effectively.



This is underpinned by a range of wellbeing support activities, a focus on building resilience and encouraging self-care.

An Occupational Health service is provided to all Trust employees and a small number of NHS and non-NHS clients. It is a nurse-led service which aims to promote, protect and prevent ill health for our people.

We also have Mental Health First Aiders who are a first point of contact for anyone experiencing a mental health issue or who are in emotional distress.

Equality Diversity and Inclusion (EDI)

The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all leadership posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

Each member of the Board has a specific objective in relation to EDI.

ROLE AND RESPONSIBILITIES

Role:

Non-Executive Director

Remuneration:

£13,000 per annum

Division:

Corporate

Department:

Trust Board

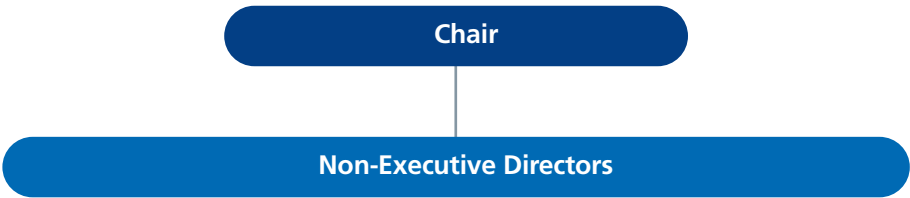
Location:

Trust Headquarters,
Leighton Hospital / Home

Job summary

As a member of a unitary Board, there is a shared and collective responsibility amongst all Board Directors for the overall strategic direction and performance of the Trust.

All Board members are required to challenge, scrutinise and add value to proposals brought to Board and must satisfy themselves as to the appropriateness and integrity of the information that is submitted. Board members are also responsible for satisfying themselves that effective controls and systems are in place to ensure good governance of the Trust and the Board is accountable for its performance, through the Non-Executive Directors, to the Council of Governors, ensuring that the Board acts in the best interests of its patients and the wider community.



Strategy and Accountability

- Contribute to the development of the Trust Strategy, including the setting of the Trust's strategic objectives, ensuring the necessary financial and human resources are in place and that performance is effectively monitored and reviewed.
- Ensure that the Trust manages risk effectively and that all risks taken can be managed.
- Provide independent judgement, expertise and challenge in the development of the Trust's strategy, vision and values, taking into account the views of the Council of Governors.
- Focusing on results and outcomes, hold the Executive Directors to account for the effective management and delivery against the Trust's strategic objectives.
- Participate with fellow directors in providing entrepreneurial leadership to the Trust within a framework of prudent and effective controls, which ensures the Trust assesses and manages risks effectively.
- Ensure that services are run for the people using them, with particular attention to alignment to the Trust's Vision, Mission, Strategy and Values.
- Promote safety and quality in all aspects of services and ensure that the Trust's Quality Strategy is adhered to.
- Ensure the long-term sustainability of the Trust.
- Build and maintain close relations between the Foundation Trust's constituencies and stakeholder groups to promote the effective operation of the Trust's activities. Act as an ambassador for the Trust in engagement with stakeholders.

Shape culture and capability

- Support the Chair, Chief Executive and Executive Directors in promoting the Trust's values.
- Actively support a positive culture throughout the Trust and adopt behaviours in the boardroom and elsewhere that exemplify the corporate culture.
- Help develop proposals on values and standards.

Compliance

- Ensure that the Trust complies with its Terms of Authorisation, the Constitution and any other applicable legislation and regulations.
- Ensure the Trust meets its commitment to patients and targets for treatment.
- Maintain the financial viability of the Trust, using resources effectively, controlling and reporting on financial affairs in accordance with requirements set out by NHS England/Improvement.
- Ensure the Trust establishes and maintains the highest standards of clinical and environmental hygiene to assure robust infection control standards.

Specific Responsibilities of Non-Executive Directors

- Prepare for, attend and contribute to monthly Board of Directors' meetings, monthly meetings of Committees of the Board, quarterly Council of Governors' meetings and Board development activities.
- Participate in those activities where it has been agreed that Non-Executive Directors involvement would bring an external and independent perspective, for example appointments of senior staff.
- Provide independent scrutiny, ensuring excellence in management is achieved.
- Ensure effective stewardship through planning, strategy, control and value for money.
- Work in conjunction with the Council of Governors to promote public sector values and the interests of Foundation Trust members through good corporate governance.
- Attend the annual members meeting and, where appropriate, provide leadership to Board Committees as agreed with the Chair. The main Board committees are Audit, Quality & Safety, Performance & Finance, Workforce & Digital Transformation and Remuneration.
- Have on-going dialogue with the Council of Governors on the progress made in delivering the Trust's strategic objectives, the high level financial and operational performance of the Trust. To this end, participate in formal Governor meetings and informal meetings, as required.
- Participate in ward/departmental visits and occasional stakeholder meetings.
- Obtain assurance that financial and clinical quality controls and systems of risk management and governance are sound and that they are used.
- Understand relevant statutory and regulatory policies; and comply at all times with the Trust's published health and safety policies.
- Uphold the values of the Trust, be an appropriate role model and ensure that the Board promotes equality, diversity and inclusivity for all its patients, staff and other stakeholders.
- Be an ambassador for the Trust in engagement with stakeholders including the local community, dealing with the media in accordance with Trust policy.
- Be up to date with local/regional issues in order to represent the Trust's views with national, regional or local bodies or individuals and ensure that the views of a wide range of stakeholders are considered.
- Participate in the appointment of the Chief Executive, through the appropriate Committee, in consultation with the Council of Governors.
- Determine the appropriate levels of remuneration for the Executive Directors.
- Participate in an annual review and appraisal of own performance with the Chair and contribute to both the annual appraisal of the Chair and Executive Directors in addition to periodic reviews of the performance of the Board.
- Support the Chair, Chief Executive and Executive Directors in the governance and stewardship of the Trust.
- Work corporately with the Non-Executive Directors, Executive Directors and Governors of the Trust.

Time Commitment

The minimum time commitment to fulfil the duties and responsibilities of the role is 4 days per month plus any

additional time commitment that is likely to be needed at times of increased board activity. It is the responsibility of each Non-Executive Director to ensure that they can make sufficient time available to discharge their responsibilities effectively.

Remuneration

- Remuneration is currently £13000 p.a. subject to review by the Nominations & Remuneration Committee.
- Non-Executive Directors are eligible to claim allowances, in line with the Trust's agree rates, for travel and subsistence costs necessarily incurred on trust business, including travelling to the Hospital.

Appointment, Tenure and Termination of Office

- Non-Executive Directors are appointed for an initial period of three years, subject to satisfactory annual appraisal by the Chair and the Council of Governors. Furthermore, subject to the approval of the Council, they can be appointed for a second three-year term of office.
- These posts are public appointments or statutory offices and are not subject to the provisions of employment law. Non-Executive Directors are appointees not employees. To ensure that public service values are maintained at the heart of the NHS, all Directors of NHS Boards are required, on appointment, to agree to and abide by the Code of Conduct for the Trust's Board of Directors and the Nolan Principles (see details below).

- Non-Executive Directors are required by statute to formally become a member of the Foundation Trust (Public Constituency) prior to appointment.

Education/Learning

Non-Executive Directors should:

- participate in the Trust's induction programme including partnering Executive Directors, attending briefings, meetings and reading induction materials.
- familiarise themselves with documents set out in the director's induction schedule, particularly the key areas of risk facing the Trust.
- take opportunities to develop and refresh their knowledge and skills and ensure that they are well informed in respect of the main areas of the Trust's activity.

Serving on Public Bodies

It is a condition of appointment that those holding director and director-equivalent posts provide confirmation in writing, on appointment and thereafter on demand, of their fitness to hold such posts. Your post has been designated as being such a post. Fitness to hold such a post is determined in a number of ways, including (but not exclusively) by the Trust's Provider Licence, the Health and Social Care Act 2008 (Regulated Activities) Regulations 2008 ("the Regulated Activities Regulations") and the Trust's Constitution.

Fit and Proper Persons Requirement

Candidates will need to demonstrate that they meet the requirements for the 'fit and proper person' test which came into effect at the end of November 2014. A person is not considered a fit or proper person, that is, they do not satisfy all the requirements set out in paragraph (3) of Regulation 5 of The Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.

Declaration of Interests

All Directors are required to declare to the Board their interests and the interests of their family which are relevant and material. In addition, all other significant commitments must be declared prior to appointment, e.g. other executive or non-executive directorships. The Non-Executive Directors' other significant commitments should be disclosed to the Council of Governors before appointment.

Criteria for Disqualification – Trust Constitution

A person may not become a Director of the Trust or shall be disqualified as a Director of the Trust if:

- they are not considered a fit or proper person, that is, they do not satisfy all the requirements set out in paragraph (3) of Regulation 5 of The Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.
- they have been adjudged bankrupt or their estate has been sequestrated and in either case has not been discharged.
- they are a person in relation to whom a moratorium period under a debt relief order applies (under Part 8A of the Insolvency Act 1986).
- they have made a composition or arrangement with, or granted a trust deed for, their creditors and have not been discharged in respect of it.
- they have within the preceding five years been convicted in the British Islands of any offence, and a sentence of imprisonment (whether suspended or not) for a period of three months or more (without the option of a fine) was imposed.
- on the basis of disclosures obtained through a Disclosure and Barring Service check, they are not considered suitable by the Chair and/or Chief Executive, with appropriate advice from Human Resources, to become or continue as a director.

Independence

On appointment, the Non-Executive Director must meet the independence criteria as set out in the Code of Governance for NHS provider trusts i.e. must not:

- have been an employee of the Trust within the last 5 years.
- have had within the last three years, a material business relationship with the Trust either directly, or as a partner, shareholder, director or senior employee of a body that has such a relationship with the NHS Foundation Trust.
- have received or receives additional remuneration from the NHS foundation trust apart from a director's fee or is a member of the NHS foundation trust pension's scheme.
- have close family ties with any of the Trust's advisors, directors or senior employees.
- hold cross-directorships or have significant links with other directors through involvement in other companies or bodies.
- have served on the Board for more than six years from the date of their first election.

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.
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role for which you are applying. 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.

Code of Conduct

Three crucial public service values underpin the work of the Trust:

- Accountability – Everything done by those who work in the Trust must be able to stand the test of parliamentary scrutiny, public judgements on propriety and professional codes of conduct.
- Probity – There shall be an absolute standard of honesty in dealing with the assets of the Trust, integrity shall be the hallmark of all personal conduct in decisions affecting patients, staff and suppliers and in the use of information acquired in the course of the Trust duties.
- Openness – There shall be sufficient transparency about the Trust's activities to promote confidence between the Trust and its staff, patients and the public.

The Nolan Principles – The Seven Principles of Public Life

Board members are also required to show commitment to the values of the Trust and to the Seven Principles of Public Life, as drawn up by the Committee on Standards in Public Life.

Selflessness

Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family or their friends.

Integrity

Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.

Objectivity

In carrying out public business, including making public appointments, awarding contracts, or recommending individuals for rewards and benefits, holders of public office should make choices on merit.

Accountability

Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.

Openness

Holders of public office should be as open as possible about all the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.

Honesty

Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.

Leadership

Holders of public office should promote and support these principles by leadership and example.

Person specification

Role:

Non-Executive Director

Remuneration:

£13,000 per annum

Division:

Corporate

Department:

Trust Board

Location:

Trust Headquarters,
Leighton Hospital / Home

Essential	Assess by
Qualifications / Knowledge / Previous Experience	
Board experience, particularly as a Non-Executive Director, in the private or public sector in an organisation of comparable complexity to the Trust. Accustomed to a high level of accountability	A/I
A keen interest in healthcare issues and able to demonstrate an understanding of the future direction of hospital and community services, including the national Ten Year Plan	A/I
Able to formulate strategies and plans of action to achieve objectives	A/I
Excellent knowledge of financial management and performance systems	A/I
Sound knowledge of corporate governance and risk management	A/I
Experience of building effective relationships with other public sector and commercial organisations	A/I
Evidence of exercising independence of judgement	A/R
Experience of leading or managing significant change possibly through the implementation of technology, estates or workforce strategies	A/I/R
Experience of managing situations which may have impacted on an organisation's reputation	A
Eligible to be a member of the NHS Foundation Trust (i.e. live within one of its public membership constituencies)	A/I

Skills	
Ability to demonstrate leadership skills, team working and engender respect from others	A/I
Strong interpersonal skills, loyalty and strength of character	A/I/R
Exceptional communication skills, capable public speaker and able to manage the media	A/I
Ability to influence key stakeholders at a local and national level	A/I
Politically astute, able to grasp relevant issues and understand the relationships between interested parties. Be independent in judgement and think creatively	A/I/R
Intellectual flexibility, integrity and high ethical standards	A/I/R
A proven negotiator with an understanding of the wider implications of decisions. The ability to constructively question, challenge and influence	A/I

Key:

A Application form

I Interview

R References

Ability to understand and accept the legal duties and liabilities of the NEDs	A/I
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Essential	Assess by
Values	
A commitment to NHS values and principles.	A/I
A recognition of the importance of showing respect, dignity and compassion to patients and colleagues.	A/I
A listening, learning and leading approach.	A/I
A commitment to work together to create the best outcomes.	A/I
Must demonstrate the Trust's values around both raising concerns at work, and how to treat others who raise concerns.	A/I

Behaviours	
Promote inclusive and accessible service provision, staff development and a culture that values and respects difference.	A/I
Must be willing to act as a role model.	
Must be willing to take personal responsibility	A/I
Must have the courage to speak up	A/I
Must value and appreciate the worth of others.	A/I

Non-Executive Directors at MCHFT have a responsibility to:

- Adhere to all Trust policy, procedures and guidelines
- Adhere to Trust standards of behaviour and expected performance
- Comply with Infection Prevention and Control (IP&C) policies and procedures as appropriate to their role and responsibilities
- Ensure they work in accordance with local procedures and report any issues which they consider to be a risk to the health and safety of themselves and/or others
- Act in accordance with the Trust's values and behaviours.

How to apply

Key dates

**Closing date for applications –
Sunday 7 September 2025**

Successful candidates will be invited to attend interviews with Mid Cheshire Hospitals NHS Foundation Trust on Wednesday 24 September.

How to apply

Please apply online at Current Vacancies:
<https://www.mcht.nhs.uk/work-us/current-vacancies>

If you are unable to apply online, please email: recruitment@mcht.nhs.uk

All applications will receive an automated response.

The application form will ask you for the following information:

- A Supporting Statement explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post (no more than 2 sides of A4).
- Your previous work history explaining what you have done in previous roles and how this is relevant to the role of Non-Executive Director
- All candidates are also requested to complete Equal Opportunities Monitoring information.
- This will assist Mid Cheshire in monitoring their selection decisions to assess whether equality of opportunity is being achieved. The information you give will be treated as confidential and is for monitoring purposes only; it will not form part of the application process.

- The successful applicant will be subject to Identity, Right to work, Disclosure and Barring Service Occupational Health and professional reference checks., and to the Fit and Proper Persons Requirement (FPPR). All organisations regulated by the Care Quality Commission need to ensure that successful candidates meet the Fit and Proper Persons Requirement (Regulation 5, The Health and Social Care Act 2008 (Regulated Activities) Regulations Act.

This means that the care provider must not appoint a director unless:

- The individual is of good character;
- The individual has the qualifications, competence, skills and experience which are necessary for the relevant office or position or the work for which they are employed;
- The individual is able by reason of their health, after reasonable adjustments are made, to properly perform tasks which are intrinsic to the office or position for which they are appointed or to the work for which they are employed;

- The individual has not been responsible for, been privy to, contributed to or facilitated any serious misconduct or mismanagement (whether lawful or not) in the course of carrying on a regulated activity or providing a service elsewhere which, if provided in England, would be a regulated activity; and
- None of the grounds of unfitness specified in Part 1 of Schedule 4 apply to the individual (e.g. bankruptcy, sequestration and insolvency, appearing on barred lists and being prohibited from holding directorships under other laws)
- Good character is measured by the criteria set out in Part 2 of Schedule 4 of the Regulations:
- Whether the person has been convicted in the UK of any offence or been convicted elsewhere of any offence which if committed in any part of the UK would constitute an offence; and
- Whether a person has been erased, removed, or struck off a register maintained by a regulator of a health or social work professional body.

Disability Confident employer

As a Disability Confident employer, we positively welcome applications from people with a disability or impairment. We are committed to making reasonable adjustments to ensure that everyone can participate fully in the recruitment and selection process so please specify these in your application.

We, at Mid Cheshire, will offer a guaranteed interview scheme for all disabled applicants who provide evidence of meeting the minimum essential requirements necessary for the post, as set out in this applicant pack.

We are committed to ensuring everyone can access our website and application processes. This includes people with sight loss, hearing, mobility and cognitive impairments. Should you require access to these documents in alternative formats, please contact recruitment@mcht.nhs.uk

Contact details

For a conversation in confidence, please contact

Caroline Keating,
Director of Corporate Affairs
(caroline.keating@mcht.nhs.uk)



Mid Cheshire Hospitals NHS Foundation Trust
Middlewich Road, Crewe, Cheshire CW1 4QJ

mcht.nhs.uk   MidCheshireNHS

Because you tter