

To: Provider Leadership Committee

For meeting on: 27 July 2017

Agenda item: 4

Report by:

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Report on: Quarterly overview of the work of the Non-executive Appointments Team

Introduction

1. The purpose of this paper is to inform the Provider Leadership Committee (PLC) of the work of the Non-executive (NED) Appointments Team and is separated into the following areas:
 - Appointment activity – a breakdown of the NHS Trust chair, non-executive director (NED) and charity trustee appointments made by the PLC and its subcommittees during Q1 2017/18, and ongoing chair campaign activity;
 - Diversity overview – which monitors the impact these appointments have had on the overall diversity of the NHS Trust non-executive community and highlights work on initiatives to understand and improve diversity across the whole NHS provider sector;
 - Development – an outline of the ongoing support for the NHS provider non-executive community.

Appointment activity

Appointments made in 2017/18

2. The table below breaks down the number and types of appointments made to NHS trusts by NHS Improvement's PLC and sub-committees during Q1 of 2017/18:

Appointments made to NHS in 2017/18 (compared to 2016/17 full year)			
	Chairs (by the PLC)	NEDs (by the sub-committees)	Total
New appointments made	2 (16)	20 (97)	22 (113)
Re-appointments made	0 (32)	50 (157)	50 (189)
Sub total	2 (48)	70 (254)	72 (302)
NHS charity trustees			
		Trustees	
New appointments made		0 (6)	
Re-appointments		2 (3)	
		2 (9)	

3. This demonstrates that the number of appointments remains high, despite the freeze on recruitment activity and other appointments imposed by the pre-election period beginning midnight on 21 April 2017 and relaxed on 12 June 2017.

Active chair recruitment campaigns

4. New chair appointments were made to Nottingham University Hospital NHS Trust following an open competition and a 6 month interim appointment was made to Liverpool Community Health NHS Trust to support the management contract with Alder Hey Children's NHS Foundation Trust. Work is also underway to identify new chairs through open competition for the following NHS providers:
- Lewisham and Greenwich NHS Trust
 - Portsmouth Hospitals NHS Trust
 - North Bristol NHS Trust
 - Isle of Wight NHS Trust
5. There is a further list of providers on which the NED Appointments Team has a watching /supportive role as changes to these key leadership roles are being managed. A full list of current and upcoming chair and NED vacancies is also included at Annex A.

Update on remuneration issues

6. The PLC asked to be kept informed of requests made to the Secretary of State for Health (SofS) to increase the remuneration paid to individual NHS Trust chairs. In Q1, Ministers have agreed the increases to the rates of remuneration paid to the chairs of the following NHS trusts:
- Hounslow & Richmond Community Healthcare (from £18,621 to £30,000)
 - Solent Healthcare (from £18,621 to £35,000)
 - Portsmouth Hospitals (from £23,600 to £40,000)
7. [REDACTED]

Diversity overview

8. An overview of the diversity of the appointments made by NHS Improvement during Q1 of 2017/18 and the impact this has on the overall diversity of those appointed to NHS Trusts is included in Annex B. [REDACTED]
- [REDACTED]
 - [REDACTED]

[REDACTED]

9. [REDACTED]

- 10 [REDACTED]

[Redacted]

11. [Redacted]

12. [Redacted]

13. [Redacted]

14. [Redacted]

Development

Regional chair network events

15. During Q1 events took place across all four regions and feedback continues to be extremely positive with events scoring an overall average of 3.8 (out of 5). Chairs obviously appreciate the opportunity to network with their peers but also to hear from the Executive Regional Managing Directors on current regional and national issues. Future events will be arranged every 3 – 4 months. Details of upcoming events are provided in the table below:

Region	Date and board attendees
Midlands & East	19/07/2017 (Sarah Harkness attending)
North	14/09/2017
South	11/10/2017 (Sarah Harkness, Sigurd Reinton & Richard Douglas attending)
London	29/09/2017 (Sigurd Reinton attending)

NED/Lay Member events

16. Better co-ordination is underway between NHS Improvement and partner organisations to ensure that a range of development opportunities are available to the NED and Lay Member communities across providers and commissioners. Joint events are currently being planned for 11 September 2017 in London and 20th September in Leeds which will follow up on learning from the Sustainability and Transformation Plan workshop held earlier in the year.
17. Additionally events exclusively for the NHS provider NED community are being piloted in the London region. This is in the early stages of planning with the first event expected to will be held by the end of the year.

Appraisals

18. The 2016/17 appraisal round for NHS Trust Chairs & NEDs is now well underway. 93% of Chairs self-assessments have been received and are with the Executive Regional Managing Directors for review. Face to face appraisal meetings are being arranged as set out in the framework or for those who have specifically requested them but numbers are expected to be small.
19. NHS Improvement has asked NHS Trust Chairs to provide assurance that NED appraisals have been carried out by providing a summary sheet identifying the high-level outcomes as well as any learning and development needs. Returns received to date are at 66%.

Non-executive induction events

20. NHS Providers are running two day induction events throughout the year for newly appointed NEDs of all provider organisations. Two events took place in January and May 2017 and were well attended with further events confirmed for July and October. Feedback from the events has been very positive, receiving an overall score of 4.5 (out of 5) for the content of the event. The NED Appointments Team work closely with NHS Providers and are able to influence the agenda, as required, ensuring topics covered remain current.

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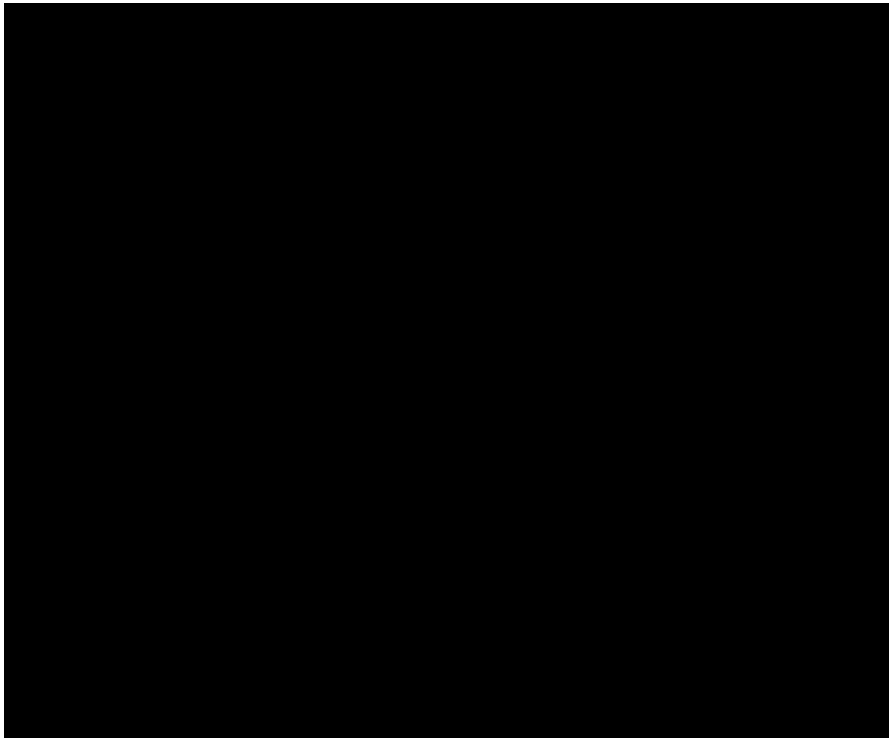
- 1. [Redacted]

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- 2. [Redacted]



- 3. [Redacted text block]



- 4. [Redacted text block]

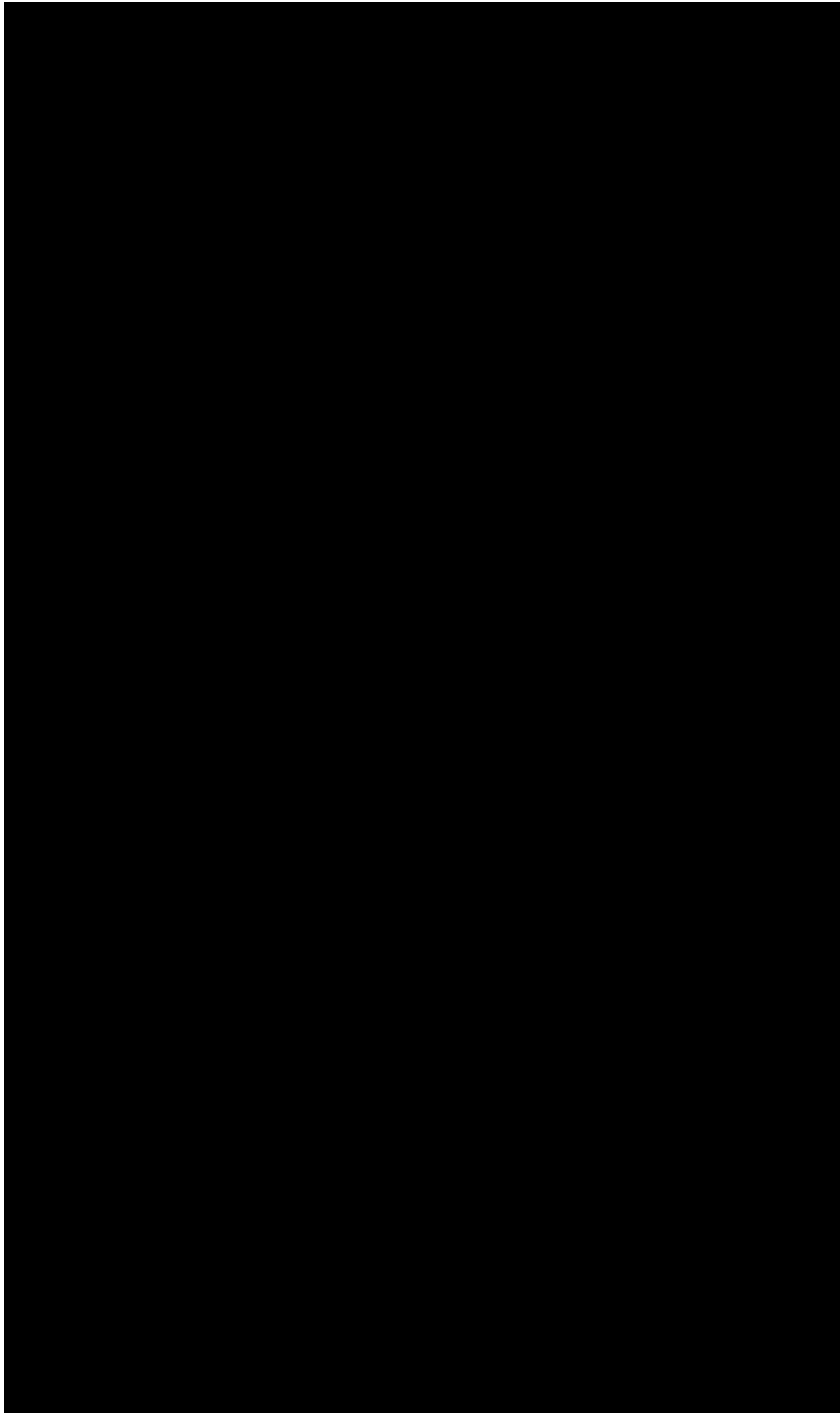
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- 5. [Redacted text block consisting of approximately 10 lines of blacked-out content]



NHSI - Current chair and non-executive director vacancies

19 July 2017

Organisation	Post Type	Status	Closing Date	Region	Weblink	Person specification	Trust information
Northern Devon Healthcare NHS Trust	Non-executive Director	Live	23-Jul-17	South	Website	Senior level experience in corporate strategic finance including internal control and corporate governance expertise. Must also have a financial qualification.	The Northern Devon Healthcare NHS Trust has its headquarters in Barnstaple. The Trust manages acute services from North Devon District Hospital and community services across northern Devon. They employ over 4,500 people and approximately 52% of their staff work in community settings. In 2016/17, staff at Northern Devon Healthcare NHS Trust treated 28,122 inpatients, 21,804 day cases, 353,650 outpatients and delivered 1,548 babies. They also saw 45,050 people in their accident and emergency department, and 25,413 in our minor injuries units. The trust has an annual turnover of £217m in 2016/17.
Hull and East Yorkshire Hospitals NHS Trust	Associate Non-executive Director	Live	25-Jul-17	North	Website	Senior level clinical and patient safety expertise	Hull and East Yorkshire Hospitals NHS Trust (HEY) is a large acute trust situated in Kingston upon Hull and the East Riding of Yorkshire. The Trust has two main sites, the Hull Royal Infirmary (HRI) and Castle Hill Hospital (CHH) and it employs approximately 7,000 staff (WTE). It has an annual income of circa £550m. It is also a university teaching hospital and partner in the Hull York Medical School.
North Staffordshire Combined Healthcare NHS Trust	Non-executive Director	Live	25-Jul-17	Midlands and East	Website	Recent finance experience gained in a large, complex organisation. Financial qualification with the ability to Chair the Audit Committee	North Staffordshire Combined Healthcare NHS Trust works from both hospital and community based premises, operating from approximately 30 sites, providing services to people of all ages with a wide range of mental health and learning disability needs. The trust also provides specialist inpatient and day patient care to children across the West Midlands with severe or complex mental health conditions and substance misuse services to people throughout Staffordshire. They serve a population of approximately 464,000 people from a variety of diverse communities across Northern Staffordshire. The budget expenditure for 2017/18 is £80m.
Worcestershire Health and Care NHS Trust	Non-executive Director and 2 Associate Non-executive Directors	Live	27-Jul-17	Midlands and East	Website	Senior board level experience in one or more of the following areas: <ul style="list-style-type: none"> •Recent financial experience with a financial qualification •Mental health, learning disability, or children's services •Public, voluntary, community or charity sectors 	Worcestershire Health and Care NHS Trust is the main provider of community and mental health services in Worcestershire. The trust serves a population of approximately 560,000 across an area of approximately 500 square miles, including areas such as the towns of Worcester, Bromsgrove, Kidderminster, Redditch, Evesham and Malvern. The trust employs over 4,000 staff and has a turnover of over £170m.

Organisation	Post Type	Status	Closing Date	Region	Weblink	Person specification	Trust information
Norfolk Community Health and Care NHS Trust	Non-executive Director and Associate Non-executive Director	Live	27-Jul-17	Midlands and East	Website	<p>Senior board experience in finance gained within a large complex organisation with a relevant financial qualification. Desirable expertise</p> <ul style="list-style-type: none"> •Working with a Unitary Board and Audit Committee/ board committee or sub-committee •Experience of working on an NHS or NHS Foundation Trust board 	Norfolk Community Health and Care NHS Trust serve a population of 1.5 million people and over 3,000 staff, in and around Norfolk and Suffolk, making them one of the largest providers of community health and care services in the NHS. The Trust's services include adult community services, generalist children's services, specialist rehabilitation, learning disability services, palliative care and care for vulnerable people. It has an annual turnover of over £120 million.
East and North Hertfordshire NHS Trust	Non-executive Director and a Designate Non-executive Director	Live	31-Jul-17	Midlands and East	Website	<p>Non-executive Director Delivering cultural change, embedding efficiency and best practice; Developing financial strategy for an organisation</p> <p>Designate Non-executive Director Finance experience with qualifications; risk management and assurance; audit.</p>	The Trust provides a wide range of acute and tertiary care services from its four hospitals, namely the Lister in Stevenage; New Queen Elizabeth II in Welwyn Garden City; Hertford County in Hertford; and the Mount Vernon Cancer Centre in Northwood, Middlesex. The area served by the Trust for acute hospital care covers a population of around 600,000 people and includes south, east and north Hertfordshire, as well as parts of Bedfordshire. The Mount Vernon Cancer Centre provides specialist cancer services to some two million people from across Hertfordshire, Bedfordshire, North West London and parts of the Thames Valley. There are 5,000 staff employed by the Trust and its annual budget is approximately £425 million.
Dorset HealthCare NHS Foundation Trust	Non-executive Director	Live	31-Jul-17	South	Website	<p>Board level experience within complex organisations that have experienced significant amounts of successful change and transformation.</p>	Dorset HealthCare employs over 5,300 members of staff and have a budget of over £250 million serving a population of over 750,000 people. They provide a comprehensive range of integrated healthcare services, including community and mental health services, to people of all ages. Twelve community hospitals offer services including elderly care, inpatient rehabilitation, outpatient appointments, theatre, therapy services, and minor injury services.

Organisation	Post Type	Status	Closing Date	Region	Weblink	Person specification	Trust information
Salford Royal NHS Foundation Trust	Non-executive Director	Live	04-Aug-17	North	Website	Strategic business development guidance and challenge, building strategic partnerships and understanding/experience of digital transformation strategies and innovative investment strategies.	Salford Royal NHS Foundation Trust are an integrated provider of hospital, community and primary care services, including the University Teaching Trust. Their team of 7,000 staff provide local services to the City of Salford and specialist services to Greater Manchester and beyond. It has an approximate turnover of £600 million.
North Middlesex University Hospitals NHS Trust	2 Associate Non-executive Directors	Live	07-Aug-17	Midlands and East	Website	Senior experience in large and complex organisations Desirable Public, voluntary, community and/or charity sector with experience in financial management, corporate governance and/or patient care	North Middlesex University Hospital, (NMUH), provides services in collaboration with a range of partners, including local GPs, acute, mental health and community health service providers. With over 3,000 staff the trust is a major local employer, with over 60% of the staff living locally. NMUH is one of London's busiest acute hospitals, serving more than 350,000 people living in Enfield and Haringey and the surrounding areas, including Barnet and Waltham Forest. Over 2,000 patients use the trust's services every day and last year NMUH had a total annual income of £244million.
Derbyshire Healthcare NHS Foundation Trust	Chair	Live	14-Aug-17	Midlands and East	Website	Leading organisational and cultural change; providing robust and visible leadership, building strong relationships; governance, organisational and financial skills	Derbyshire Healthcare NHS Foundation Trust is a leading provider of mental health, learning disabilities, substance misuse and children's services in Derby city and Derbyshire county, delivering services to a population of approximately 1 million people. We employ over 2,400 staff based in over 60 locations and have an annual turnover of around £130 million.
East Lancashire Hospitals NHS Trust	Non-executive Director	Live	29-Aug-17	North	Website	Senior level clinical and patient safety expertise	East Lancashire Hospitals NHS Trust is a large integrated health care organisation providing acute secondary healthcare, primarily for the people of East Lancashire and Blackburn with Darwen which have a combined population in the region of 530,000. The Trust employs 7,000 staff, treats over six hundred thousand patients a year from the most serious of emergencies to planned operations and procedures. They offer care across five hospital sites, and various community sites, using state-of-the-art facilities and has a total of 996 beds.

Organisation	Post Type	Status	Closing Date	Region	Weblink	Person specification	Trust information
Isle of Wight	Chair	Live	04-Sep-17	South	Website	Leading organisational and cultural change; providing robust and visible leadership, building strong relationships; governance, organisational and financial skills	Isle of Wight NHS Trust is the only integrated acute, community, mental health and ambulance health care provider in England. They have a turnover of approximately £170m and they employ around 2,700 staff (full time equivalent). They have a small catchment population (approximately 140,000) but the population doubles during the summer month and it has one of the highest proportions of older people in the UK.
Portsmouth Hospitals NHS Trust	Chair	Live	07-Sep-17	South	Website	Leading organisational and cultural change; providing robust and visible leadership, building strong relationships; governance, organisational and financial skills	Portsmouth Hospitals NHS Trust provides a range of acute services at Queen Alexandra Hospital. There are 6,300 full time equivalent staff including Ministry of Defence employees and it is the second largest employer in the area. The Trust hosts the largest of one of five Ministry of Defence Hospital Unit (MDHU) in England and it has a turnover of over £503 million.