

Could you help lead the NHS in your area?

**Nottingham University Hospitals
NHS Trust**

**Up to 3 Associate Non-executive
Directors**

Candidate information pack

Reference: M2819



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 three Associate Non-Executive Director (NED) vacancies at Nottingham University 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.

The Associate NED role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Associate NEDs will report to the Chair and work alongside substantive NEDs, but they cannot participate in any formal vote at Board.

The successful candidate for the Associate NED role will be appointed by the Trust but may also be considered for appointment as a substantive NED of the Board in future, should a vacancy arise, and they have the appropriate skills.

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services.

The Trust is looking to attract three applicants, with senior level experience, as follows:

- **Role 1** – a candidate with a personal interest in equality, diversity and inclusion (EDI), who can demonstrate a track record on this important issue. The Trust is actively working towards a diverse, gender balanced and representative workforce and welcomes and encourages applications from all parts of the community. The Trust is working hard on a range of EDI issues and is making great progress; however, they acknowledge that there is still much to do and the successful applicant together with the Board will provide senior leadership and support to the Trust to address the challenges faced by the sector.
- **Role 2** – a qualified accountant, preferably with recent, relevant finance experience in a large and complex organisation
- **Role 3** - clinical and patient safety expertise gained from medical, nursing or allied disciplines, preferably with experience in quality improvement/management

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

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 the area 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 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 Nottingham University Hospitals NHS Trust

Team NUH is made up of just over 17,000 staff, making us one of the largest employers in the region. Our team works across Queen’s Medical Centre, the City Hospital, Ropewalk House and a number of community facilities within the region. We have an annual budget of around £1.5 billion, 98 wards and around 1,700 beds. We are based in the heart of Nottingham and provide services to more than 2.5 million residents of Nottingham and its surrounding communities. We also provide specialist services for a further 3-4 million people from across the East Midlands.

The Trust has a divisional structure incorporating six clinical divisions and a number of corporate departments.

At Nottingham University Hospitals our staff work incredibly hard to deliver high quality care whilst always putting the patient at the heart of what they do.

We were established in 2006 from the strong foundation, rich heritage and worldwide reputation that our city has for quality healthcare, clinical innovation and professional excellence. Recognised for our outstanding care, our organisation is made up of three campuses – City Hospital, Queen’s Medical Centre and Ropewalk House.

We are now one of the biggest and busiest NHS Trusts in the country and provide services to over 2.5 million residents of Nottingham, its surrounding communities, and a further 3-4 million people from across the region that need to use the specialist services we provide. We are national and international leaders for many of our specialist services, including Hearing, Stroke, Renal, Neurosciences and Cancer and our Major Trauma Centre is the largest in the country.

Our Nottingham Children’s Hospital is the first children’s hospital in Europe to achieve Pathway to Excellence ® accreditation from the American Nurses’ Credentialing Centre (ANCC) and are also the first acute hospital awarded Magnet® accreditation for the quality of our nursing.

We are the third biggest teaching hospital in the country and are proud of our strong links to the University of Nottingham, Nottingham Trent University and Loughborough University. This allows for the provision of excellent training and education for our students. We are also one of the most research active places outside of London-Oxford-Cambridge and host the National Institute for Health Nottingham Biomedical Research Centre and Nottingham Clinical Research Facilities, which together are centres of excellence for clinical research, as well as the life sciences and technology industries at which Nottingham excels.

Our Vision, Objectives and Values



How will we know we have achieved it?



This work will be underpinned by:



Our values in more detail

We build TRUST

- by demonstrating kindness, gratitude, compassion and care to ourselves and to others
- by recognising, rewarding and celebrating others
- by being sensitive and respectful, and recognising how our behaviour can impact on the feelings and lives of others
- doing what we say we will do

We EMPOWER people

- to be innovative and creative in their work, finding solutions to challenges
- by encouraging our staff to make positive choices that support healthier lifestyles
- by reflecting on our own experiences, and those of others, so that we may continuously learn, grow and improve
- by making best use of the resources entrusted to us

We are AMBITIOUS

- by encouraging staff to use quality improvement to transform their services
- by embracing innovation, research and applying evidence-based practice whilst evaluating our performance
- in the teaching, learning and education we deliver to our staff
- and we are known for clinical excellence and outstanding patient care

We are MINDFUL

- by helping one another and always making time for each other
- by taking the time to listen and be considerate in our responses
- by welcoming and inviting feedback so we can improve
- by ensuring that we have thought through the impact our decisions may have on others

We are NURTURING

- by encouraging our teams to be the best they can be through reflection and feedback
- by promoting and supporting a culture of continuous improvement where all are able to develop and flourish
- by encouraging people to learn and develop so that can be the best that they can be by acknowledging those things that make a difference to those around them, whether they are large or small

We are UNITED

- by valuing everyone's contribution and taking time to tell them
- by recognising that we are part of a wider team and that we are best when we work together
- by working with system partners to ensure that we are doing the best for local people
- and inclusive, promoting equality and diversity, and challenging discrimination

We are HONEST

- by ensuring that we communicate in an open, consistent and honest way
- by being sincere, saying sorry, when we don't get things right
- by explaining why we are not able to do something
- by supporting one another to speak up, and acting on concerns that are raised to us

How the trust is organised

NUH Trust board

Our 6 Clinical Divisions

Clinical Support Division

Critical care | Theatres (excluding EO & daycase) | **Anaesthetics** | Critical care outreach (CCOT & resus) | **Spiritual and pastoral care** | Pain Management (acute) | **Imaging (all locations)** | Pharmacy | **Pharmacy Production** | Medical Physics and Clinical engineering (MPCE) | **Clinical Neurophysiology** | Bowel Cancer Screening | **Sterile Services** | Physiotherapy | **Occupational therapy** | Dietetics | **Speech and Language Therapy (SALT)** | Orthotics | **Clinical Psychology**

Surgery Division

Colorectal Surgery | Elective Orthopaedics (inc pre-op and theatres) | **Endoscopy** | Endocrine Surgery | **General Surgery (inc emer GS)** | Major Trauma | **Neurosurgery** | Neurology | **Spinal** | Trauma & Orthopaedics | **Upper Gastro Surgery** | Vascular surgery | **Sport and Exercise Medicine** | Gastro | **Neuro-rehabilitation** | NRC | **ENT** | Maxfax | **Audiology (inc implants)** | Hepatobiliary/ Pancreatic Surgery

Cancer & Associated Specialties Division

Cell Biology | Chemical Pathology | **Sarcoma** | Breast Services | **Clinical Haematology** | Clinical Oncology | **Renal and Transplant Surgery** | Nephrology | **Palliative Care** | Pathology (microbiology, blood sciences and cell pathology) | **Burns and Plastics Surgery** | Thoracic Surgery | **Urology** | Infectious Diseases | **Genomics**

Family Health Division

Genetics | Gynaecology | **Maternity** | Neonatal Unit | **Nottingham Children's Hospital** | Sexual Assault Referral Centre | **Integrated Sexual Health and HIV** | Fertility

Ambulatory Care Division

Chronic Pain Management | Diabetes/Endocrinology | Rheumatology | **Outpatients** | **Pre-op (incl B50)** | Ophthalmology (inc Eye Cas and diabetic retinopathy) | **Dermatology** | Day theatres (City Day Surgery, QDSU and TC) | **Referral centre (central appointments)** | Pre-hab | **Private Patients** | Short Stay Unit | **Clinical Immunology and Allergy** | Health Promotion | **Phlebotomy** |

Medicine Division

Acute Medicine | Cardiology | **Cardiac Surgery** | Emergency Medicine | **HCOP** | Respiratory | **Stroke** | Hospital at night

Tomorrow's NUH

Tomorrow's NUH is the name for our programme to develop and modernise our hospitals in ways that support us to deliver effective and efficient patient care. We want to provide outstanding environments for our staff to work in, and in which we can train the next generation of healthcare workers.

The Queen's Medical Centre and City Hospitals merged in 2006, and whilst the merger was a success in many ways, it has left us with two large hospitals that have a duplication of services, or services that need to work together to give patients the best outcome, spread too far apart. Both hospitals were designed at a different time to care for fewer patients with different needs than our patients in 2022. Our ageing estate is not designed to help us deliver the best and most efficient services, and through Tomorrow's NUH we plan to change that.

Already recognised for providing outstanding care, we believe our patients deserve to be treated in outstanding, modern and safe environments. We also believe that to recruit and retain the best people we need hospitals that support them to provide state of the art healthcare that will give their patients the best outcomes.

The New Hospital Programme (NHP) is the Government's commitment to build more than 40 new hospitals by 2030, backed by an initial £3.7 billion. The commitment forms part of the wider Health Infrastructure Plan announced in September 2019, a strategic long-term investment to ensure the NHS has the world-class facilities it needs for the future so that it can provide better care for patients, an improved working environment for our NHS people and reach its net zero carbon ambition.

Tomorrow's NUH is one of the 'full adopter' schemes in the NHP, set to receive funding in the second half of the decade, allowing us to take forward our exciting plans for the future of our hospitals. The significant investment will enable us to consider construction of some new buildings and to carry out refurbishment of other parts of our estate. Certainly, it will lead to major improvements both in health outcomes, and in people's experience of using our services, as well as a reduction in health inequalities.

We have been working with our local partners across the health and care system to develop a 'proposed way forward'. We plan to share and test these plans with the public through a formal consultation later in the year.

Nottingham and Nottinghamshire Integrated Care System

The Nottingham and Nottinghamshire ICS covers a diverse population of over 1 million people living in the City of Nottingham (332,000) and Nottinghamshire County (833,400). This includes the residents of Bassetlaw who will move from being a part of the South Yorkshire and Bassetlaw healthcare system to the Nottingham and Nottinghamshire ICS under proposed legislative changes. The ICS is underpinned by

4 Place based partnerships encompassing Nottingham City, South Notts, Mid Notts and Bassetlaw.

The last three years has seen increasing partnership working between our general practitioners and primary care teams, our community and mental health service providers, the two local acute hospital trusts, the ambulance service, the two local authorities, patient representatives and many others. This partnership working has been recognised nationally and in 2018 our health and care system was selected to become one of the first Integrated Care Systems (ICS).

People in Nottingham and Nottinghamshire are living longer but spending more years in poor health. This undermines the capacity for people to fulfil ambitions such as enjoying independence in their later years. It also represents an increasing window of need during which people are in receipt of health or social care services. There is a wide range of difference in deprivation levels across the ICS with some parts of the City and County being in the most deprived districts in the country. We know that our deprived communities have the greatest exposure to a range of factors that impact adversely on their health. This is why the evolution of the ICS represents an opportunity to address health inequalities and improve our population health. Significant progress has been made with beginning to 'join up care' through our partnerships however, there remain many opportunities to integrate care more effectively.

For more information on our progress in this area please visit www.healthandcarenotts.co.uk

National Rehabilitation Centre

In addition to Tomorrow's NUH, we also have responsibility for another scheme in the New Hospital Programme, the National Rehabilitation Centre (NRC).

This scheme is to build a new NHS 70-bed rehabilitation facility in the grounds of the Stanford Hall Rehabilitation Estate near Loughborough. We are hoping that the NRC will open at the end of 2024, and our existing rehabilitation beds will transfer there from the City Hospital.

The NRC will be built close to the existing Defence Medical Rehabilitation Facility which opened in 2018, in order to facilitate the sharing of best practice in clinical rehabilitation. Through an academic partnership with the University of Nottingham and Loughborough University, the NRC will also be able to integrate research into clinical practice, as well as providing education and training in this field.

More information about the NRC is available at:

www.nationalrehabilitationcentre.nhs.uk

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: 17 March 2023 at 11am.** Please forward your completed application to england.chairsandneds@nhs.net
- **interview date: 29 March 2023**
- **proposed start date: 17 April 2023**

Getting in touch

- We strongly recommend an informal and confidential discussion with Nick Carver, the Chair of the Trust. Please contact Janine Barrowcliffe, his PA by emailing janine.barrowcliffe@nuh.nhs.uk
- **NHS England** – for general process enquiries contact Helen Barlow by emailing helen.barlow2@nhs.net

NHS England

E: england.chairsandneds@nhs.net

W: england.nhs.uk