

Could you help lead the NHS in your area?

**Herefordshire and Worcestershire
Health and Care NHS Trust**

**1 Associate Non-executive Director
(Finance and Audit)**

Candidate information pack

Reference: M3166

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

A role for an Associate Non-executive Director (ANED) is available at Herefordshire and Worcestershire Health and Care NHS Trust. This is an exceptional opportunity 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 our Board succession strategy and achieving a balance of Board level skills. Associate NEDs cannot participate in any formal vote at Board.

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

2. The person specification

Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have senior level experience in one of the following:

- Recent and relevant corporate financial experience in a senior or board level position gained within a large, complex commercial or public sector organisation
- Holding or recently held a professional accountancy, audit or financial qualification

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.

- We would welcome applications from people living or having a close connection in the Herefordshire and Worcestershire (H&W) Integrated Care System (ICS) area.



- 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 Herefordshire and Worcestershire Health and Care NHS Trust

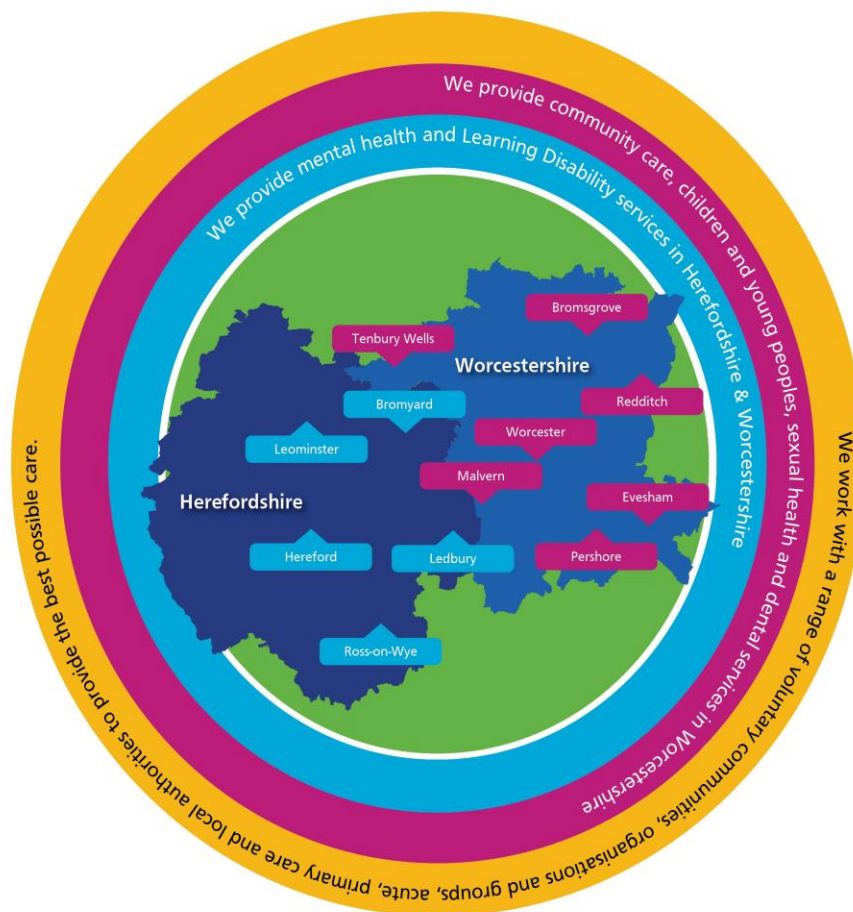
The Trust is the main provider of community and mental health services in Worcestershire, as well as delivering mental health and learning disability services in Herefordshire. Delivering a wide range of services in a variety of settings, including in people’s homes, care homes, schools, community centres and their inpatient facilities, including their seven community hospitals.

Herefordshire and Worcestershire Health and Care NHS Trust provide services to people across all age groups, from Health Visitor services for new born babies and their families through to services which support older people with complex physical and mental health needs, as well as specialist end of life services.

The Trust serves a population of approximately 740,000 across an area of approximately 1,500 square miles, with a relatively high proportion of residents aged 65 and above. Urban areas include the towns of Worcester, Bromsgrove, Hereford, Kidderminster, Redditch, Droitwich, Evesham, and Malvern. It is in these areas that the majority of the population live.

The Trust’s services are mainly commissioned by the Herefordshire and Worcestershire Integrated Care Board although a number of their services are commissioned by Worcestershire County Council through their public health responsibilities.





The Trust's operational services are split into 5 service delivery units:

- Primary and Community Mental Health Services
- Specialist Mental Health and Learning Disability Services
- Children, Young People & Families and Specialist Primary Care
- Countywide Community Services
- Integrated Community Services



Together we can make a positive difference every day

It starts with
our values:

cares

Courageous
Ambitious
Responsive
Empowering
Supportive



Underpinned by our
core beliefs:



- ⇒ We are all unique and our **diversity will be respected and celebrated.**
- ⇒ Good physical and mental health is essential to **happy, healthy lives.**
- ⇒ Our **teams are amazing** and we will support people to **achieve their potential.**

So **together** we can achieve
our strategic priorities:



- ⇒ Significantly **improve health outcomes** and **reduce inequalities.**
- ⇒ Be **ambitious and constantly innovate** to deliver outstanding care.
- ⇒ Be **efficient and effective.**
- ⇒ Work with our partners to **add value** and collectively develop **healthier more inclusive communities.**
- ⇒ Be a **fantastic place to work.**

And deliver
our vision:

Working
Together for
Outstanding
Care

3.1 Integrated Care



Integrated care is about giving people the support they need, joined up across local councils, the NHS, and other partners. It removes traditional divisions between hospitals and family doctors, between physical and mental health, and between NHS and council services. In the past, these divisions have meant that too many people experienced disjointed care.

ICSs are partnerships between the organisations that meet health and care needs across an area, to coordinate services and to plan in a way that improves population health and reduces inequalities between different groups.

The *NHS Long Term Plan* confirmed that all parts of England would be served by an integrated care system from April 2021. The H&W system has worked together for some time to develop an ambitious and detailed plan to meet this broad transformation agenda and has developed proposals for an ICS that have been accepted and are now operational.



3.1. 5. Useful Information

Follow the links for more information about:

- [Non-executive appointments: why become a non-executive director?](#) – Outlines what is expected of non-executive directors and gives advice for anyone considering applying for a role
- [Non-executive appointments: about the non-executive director role](#) – Outlines the roles and responsibilities of the non-executive director.
- [Non-executive appointments: applying to become a non-executive director](#) – Outlines considerations for candidates, advice on building a good application and the steps involved in the application process.

Terms and conditions of chair and non-executive director appointments

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

- **closing date for receipt of applications: 10 am on Monday 8th July 2024.** Please forward your completed application to england.chairsandneds@nhs.net quoting reference **M3166**



- **interview date: morning of 19 July 2024.**
- **proposed start date:** on completion of fit and proper person checks

Getting in touch

- We strongly recommend an informal and confidential discussion with Mark Yates, the Chair of the Trust. Please contact Rachel Godby by emailing rachel.godby@nhs.net
- **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

