

# Could you help lead the NHS in your area?

**Worcestershire Acute Hospitals NHS  
Trust**

**Non-executive Director**

**Candidate information pack**

**Reference: M2372**



**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.**

## Contents

- |                             |   |
|-----------------------------|---|
| 1. The opportunity          | 4 |
| 2. The person specification | 4 |
| 3. About the Trust          | 5 |

Appendix 1: More information

Appendix 2: Making an application

Appendix 3: Key dates

---

## 1. The opportunity

There is a vacancy for a Non-executive Director (NED) at Worcestershire Acute Hospitals 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.

## 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 experience in **one or more** of the following:

- Clinical and patient safety expertise gained from medical, nursing, allied disciplines or social care experience at a senior level in an academic, research, regulatory or clinically focused role
- Significant experience of working in, and a strong understanding of the Worcestershire Health economy.

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 Worcestershire.

- 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 / NHS Improvement 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 Worcestershire Acute Hospitals NHS Trust**

Worcestershire Acute Hospitals NHS Trust provides hospital-based services from three main sites; the Alexandra Hospital in Redditch, Kidderminster Hospital and Treatment Centre, and Worcestershire Royal Hospital in Worcester as well as some community based services.

The Trust provides a wide range of services to a population of more than 595,786 people in Worcestershire as well as caring for patients from surrounding counties and further afield. In 2020/21 it provided care to more than 242,643 different Worcestershire patients – that is 40% of the Worcestershire population receiving care at one of the Trust’s hospitals.

The Trust employs nearly 6,800 people and has an annual turnover of over £559 million. The Trust provides a range of Acute Services for the people of Worcestershire. This includes general surgery, general medicine, oncology, emergency care and women and children services. There are a range of support services as well including diagnostics and pharmacy.

The Trust’s catchment population is both growing and ageing when considered within the population demographics. Both the male and female population show a projected increase by 2025 in the 70-plus age groups. This is especially apparent in the 75-79 age range, although proportionally the projected rise in the 90-plus age range is higher. The forecast increase in numbers of older people is due to increased life expectancy resulting in greater numbers of older people, particularly females, surviving to very old age.

It is noted from national statistical data that the number of older people with dementia is expected to double in the next 20 years. Of note the rate of population growth is greatest in the very old age groups who present the greatest requirements for ‘substantial and critical’ care. Worcestershire has proportionally a greater number of resident older people than the nation in general.

The Trust’s catchment population extends beyond Worcestershire itself, as patients are also attracted from neighbouring areas including South Birmingham, Warwickshire, Shropshire, Herefordshire, Gloucestershire and South Staffordshire.

This results in a catchment population which varies between 420,000 and 800,000 depending on the service type.

## Purpose, vision and values

The Trust's purpose, vision and values are set out in the strategic 'Pyramid' outlined below



Their **purpose** is plain and simple: *“Putting Patients First. That’s why we’re all here”*

Their **purpose** shapes their **vision**: *“Working in partnership to provide the best healthcare for our communities, leading and supporting our teams to move 4ward.”*

Their **purpose** and **vision** shape their **objectives**:

**Best Services for Local People:** *“We will develop and design our services with patients, for patients. We will work actively with our partners to build the best sustainable services which enable people in the communities we care for to enjoy the highest standards of health and wellbeing.”*

**Best experience of care and best outcomes for patients:** *“We will ensure that the care our patients receive is safe, clinically excellent, compassionate and an exemplar of positive patient experience. We will drive the transformation and continuous improvement of our care systems and processes through clinically-led innovation and best use of technology.”*

**Best use of resources:** *“We will ensure that services – now and in the future – meet the highest possible standards within available resources for the benefit of our patients and the wider health and care system.”*

**Best people:** *“We will invest in our people to ensure that we recruit, retain and develop the right staff with the right skills who care about, and take pride in, putting patients first.”*

These objectives are underpinned by the trusts 4ward behaviours all staff will strive to model as positively as they can as often as they can:

- Do What We Say We Will Do
- Listen, Learn, Lead
- No Delays, Every Day
- Work Together, Celebrate Together

Better never stops, and their Clinical Services Strategy provides a clear future vision for the Trust, its hospitals, services and role in the wider health and care system.

The delivery of the Clinical Services Strategy is supported by a number of enabling strategies and they are also developing plans to adopt a Trust wide single improvement methodology to help further accelerate transformation and innovation across all wards and departments.

## 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 / NHS Improvement 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: 14 September 2021 at 11am.**  
Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: 29 September 2021**
- **proposed start date: to be confirmed**

## Getting in touch

- We strongly recommend an informal and confidential discussion with Sir David Nicholson, the Chair of the Trust. Please contact Donna Wark on 01905 733960
- **NHS England / NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2059 or by emailing [miriam.walker@nhs.net](mailto:miriam.walker@nhs.net)

### **NHS England / NHS Improvement**

Non-executive Appointments Team  
Room 1W06  
Quarry House  
Leeds LS2 7UE

E: [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)

W: [england.nhs.uk](http://england.nhs.uk)

  
**Worcestershire  
Acute Hospitals**  
NHS Trust

**NHS England  
NHS Improvement**

