



Could you help lead the NHS in your area?

East Sussex Healthcare NHS Trust

**Two Associate Non-executive
Directors**

Candidate information pack

Reference: S2016



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 are two vacancies for Associate Non-executive Directors (NEDs) at East Sussex Healthcare NHS Trust. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in your community.

Associate NEDs provide additional support the Board and contribute to a range of Board committees including the Audit Committee, Finance and Investment Committee, People and Organisational Development Committee and Quality and Safety Committee.

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 cannot participate in any formal vote at Board.

The successful candidates will be appointed by the Trust but may also be considered for appointment as a 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. You will have senior or board level experience in one or more of the following areas:

- recent finance experience ideally with a recognised financial qualification
- commercial experience gained at a senior level; for example, bringing sales, marketing, customer focus, company growth, and business development expertise
- strong track record in partnership working across a range of stakeholders
- legal expertise ideally gained working in a corporate or commercial environment
- a healthcare background with experience of the NHS

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 East Sussex or the surrounding area.

- On average this role will require the equivalent to 2 to 3 days a month.
- The remuneration payable for this role is £6,157 pa.

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 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 East Sussex Healthcare NHS Trust

The role of East Sussex Healthcare NHS Trust (ESHT) is to provide the best possible healthcare service to patients, who come first in everything the organisation does. The organisation provides acute hospital and community health services for people living in East Sussex and surrounding areas. Acute services are mainly provided from two District General Hospitals (DGH), Conquest Hospital and Eastbourne DGH both of which have Emergency Departments and provide care 24 hours a day. They offer a comprehensive range of surgical, medical and maternity services supported by a full range of diagnostic and therapy services.

Outpatients, ophthalmology, day surgery, rehabilitation and intermediate care services are provided at Bexhill Hospital and outpatient and inpatient intermediate care services are provided at Rye, Winchelsea and District Memorial Hospital. ESHT also provide day surgery and outpatient care at Uckfield Community Hospital and the community staff also provide care in the patient’s own home and from a number of clinics and GP surgeries.

Around 525,000 people live in East Sussex and the Trust is one of the largest organisations in the county. ESHT employs nearly 7,000 dedicated staff with an annual turnover of £410 million. The organisation has around 800 beds and 110,000 inpatient spells each year. During 2018/19, there were close to 130,000 attendances at the Emergency departments and there were over 413,000 outpatient attendances.

Patients come first at East Sussex Healthcare NHS Trust

Values of the Trust

- **Respect and Compassion** - We care about acting with kindness.
- **Engagement and Involvement** – We care about involving people in our planning and decision-making.
- **Improvement and Development** – We care about striving to be the best.
- **Working Together** – We care about building everyone’s strengths.

Strategic Objectives

- Safe patient care is the highest priority. Provide high quality clinical services that achieve and demonstrate optimum clinical outcomes and provide an excellent care experience for patients.
- All ESHT's employees will be valued and respected. They will be involved in decisions about the services they provide and offered the training and development that they need to fulfil their roles.
- Work closely with commissioners, local authority, and other partners to plan and deliver services that meet the needs of the local population in conjunction with other care services.
- Operate efficiently and effectively, diagnosing and treating patients in timely fashion and expediting their return to health.
- Use resources efficiently and effectively for the benefit of patients and their care to ensure services are clinically, operationally, and financially sustainable.

ESHT has implemented many improvements over the last 3 years and there is a growing confidence and commitment to achieve the ambition of being an outstanding organisation by 2020. The organisation has transformed the way it provides urgent and emergency care, and regularly exceeds 90% and is in the top 30 Trusts in the country for achieving the A&E 4 hour standard. Quality management systems have been embedded, there is better identification and support for those patients at the end of their life, patient falls and pressure ulcers have reduced, mortality indices have improved and there is effective detection and management of infections.

Following a positive CQC inspection the Trust was removed from special measures for quality however, it has been in special measures for finance since October 2016.

Key challenges

The Trust faces a number of challenges, both ESHT and its commissioners are in a significant deficit position and there is a focus on achieving a balanced whole system financial recovery plan whilst maintaining quality and performance.

The Trust has experienced an increase in non-elective activity and cancer referrals in some specialties. This has an impact on the organisation's ability to realise benefits of improved efficiency and achievement of constitutional standards.

Recruitment is also a challenge, particularly in respect of appointing to "hard to recruit medical specialties" where there are national shortages.

The Trust has capital constraints and investment is required for estate infrastructure, IT and medical equipment.

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:

- [Becoming a non-executive director](#)
- [About the non-executive role](#)
- [Advice on applying for the role](#) such as:
 - Building your application
 - Sources of information and useful reading
 - Eligibility and disqualification criteria
 - Terms and conditions of chair and non-executive director appointments

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: 13 June 2019 at 11am.** Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **information evening:** An information evening for those interested in the roles is due to take place on **Thursday 6 June at 5pm** at Bexhill Health Centre, Bexhill Hospital, Holliers Hill, TN40 2DZ. To confirm your attendance please contact Peter Palmer on 07976 793249 or email peterpalmer@nhs.net
- **interview date: 25 June 2019**
- **proposed start date: TBC**

Getting in touch

- We strongly recommend an informal and confidential discussion with Steve Phoenix, the Chair of the Trust, please contact Kelly Porter on 01323 435653
- **NHS Improvement** – for general enquiries contact Miriam Walker on 0300 123 2059 or by emailing miriam.walker@nhs.net

About NHS Improvement

NHS Improvement is responsible for overseeing Foundation Trusts, NHS Trusts and independent providers. We offer the support these providers need to give patients consistently safe, high quality, compassionate care within local health systems that are financially sustainable. By holding providers to account and, where necessary, intervening, we help the NHS to meet its short-term challenges and secure its future.

Contact us

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