



Could you help lead the NHS in your area?

East Lancashire Hospitals NHS Trust

Non-executive Director

Candidate information pack

Reference: N2027



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. Welcome from the Chairman

Thank you for your interest in becoming a Non-Executive Director with East Lancashire Hospitals NHS Trust. This is an important appointment and the position offers the opportunity to influence our future at an exciting and challenging time.

Our Board is professional, ambitious and capable and has overseen a period of sustained improvement for the Trust; we have much to be proud of. Our performance is rated as 'good' by the Care Quality Commission who also identified some outstanding services and practices. We are host to one of the busiest emergency departments in the country.

We are fully committed to our vision 'to be widely recognised for the provision of safe, personal and effective care' and actively demonstrate and seek the values that we know will help us deliver it. We are clear about our purpose - to ensure that our patients and the people of East Lancashire get the very best services we can provide within the £500 million worth of resources with which we are entrusted. We can only do this through effective collaboration with our partners in the health and social care economy and great relationships with all of our stakeholders.

The Trust's 8000 fabulous, highly trained staff are key to our growing reputation as both a great provider and a great employer. They are our greatest asset and we work hard to ensure that all staff know they are greatly valued and are well supported. For these reasons we have a growing national reputation.

I look forward to receiving your application and extending a warm welcome to Team ELHT! I am sure your talents will contribute greatly to our further success.

Professor Eileen Fairhurst
Chairman

Impressive facts about us:



On average 98% of our inpatients would recommend us to their friends and family



We routinely meet our cancer targets and mortality rates are within expected levels. Our performance against all other targets is generally good



We have one of the lowest levels of complaints in the country – 0.19 per 1000 contacts



World's first UNICEF Baby Friendly Trust – Gold Standard holders (accreditation retained for 2019)



NHS Staff Survey 2018: above national average in all 10 key themes inc. staff morale, quality of care, supportive management, safe against bullying harassment and violence, safety culture and staff engagement.



In the top 20% of Trust for effective staff management and above average for staff recommending us as a place to work



Number one Trust in England with 92.3% of staff vaccinated against flu in 2018 (update: higher still at 93.6% in 2019)



Winner of prestigious Kate Granger awards for compassionate care in two of the last three years



Winner of the 2018 HSJ Award for 'Creating a Supportive Staff Culture'

2. The opportunity

We are recruiting a Non-executive Director (NED) to join the board of East Lancashire Hospitals NHS Trust (ELHT). This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in your community.

We are seeking candidates who are able to challenge constructively to think and deliver differently and stretch every NHS pound for maximum reach on behalf of local communities and citizens. There are three key aspects to the role; setting the culture, strategic direction and sharing the vision; ensuring the appropriate governance is in place to safeguard patients, staff and standards; and holding the board and executives to account for delivery.

We invite you to bring your insight, experience and entrepreneurial approach to assimilate and analyse complex information and use findings to influence, shape, transform services in unconventional ways, meet challenges, resolve issues and have the courage and confidence to speak out to challenge the status quo.

Your values really matter to ELHT too; if you support and value public service, share their [values](#) and behaviours, believe you can champion [the standards of public life](#) and can show you have influenced beyond the sphere of your role, the Chair would value a discussion. ELHT would like to add to their Board leadership team the following knowledge, skills and life experiences, including:

- If you are a woman or younger person
- Are open about faith, have an understanding of or have experienced social deprivation and used this to influence positively
- Live with a disability
- Are openly L/G/B or T
- Know from experience the most effective leaders retain accountability, although 'give away' power to gain momentum, progress and wider impact
- Have a socially responsible role that would add value beyond that in the existing Board team
- Have worked at the forefront of digital innovation and sector transformation or have commercial experience

3. The person specification

Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services. We are particularly keen to meet you if you can:

- Demonstrate an entrepreneurial approach, having worked in a transformed or transforming sectors/markets
- Bring insight and experience to digital change and/or bring a commercial background
- Whatever your background, we are interested in your ability to add to the existing board members' life experience and bring personal insights into one or more of the following:
 - The experience of gender and women's issues
 - Younger People
 - Those who are open about their faith
 - The lives of people from socially deprived backgrounds
 - Those who live with a disability
 - Those who are openly L/G/B/ or T

The Trust is committed to having a Board that represents the communities that they serve. We particularly welcome applications from people from the local black and minority ethnic communities, and disabled people who we know are under-represented in non-executive roles.

You will also be required to:

- Inspire confidence of the public, patients and our staff through compliance with the 'fit and proper persons' checklist
- Demonstrate a genuine commitment to improving services for our patients
- Proactively contribute to the values based culture of our organisation

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 East Lancashire.

- 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 to the role should be taken.
- 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](#).

4. About the East Lancashire Hospitals NHS Trust

East Lancashire Hospitals NHS Trust (ELHT) was established in 2003. They are a large, integrated healthcare organisation, providing acute secondary healthcare for the people of East Lancashire and Blackburn with Darwen, and community healthcare services for the population of East Lancashire. They serve some of the most socially deprived areas of England.

Quality and safety are at the heart of everything ELHT do and they are committed to providing harm free care. Patients are ELHT's priority and are central to the values they expect of all their staff:

- *put patients first*
- *respect the individual*
- *act with integrity*
- *serve the community*
- *promote positive change*

The Trust has a total of 1041 beds on five hospital sites at Blackburn, Burnley, Pendle, Accrington and Clitheroe. They treat over 600,000 patients every year in their hospitals and various community settings, using state-of-the-art equipment and facilities. ELHT provides a full range of acute hospital and adult community services and is a specialist centre for hepatobiliary, head and neck and urological cancer

services. In addition, they provide specialist cardiology services and are a network provider of Level 3 Neonatal Intensive Care. Their forward plans centre around neighbourhoods, where an effective, integrated health and social care service is delivered by them and their partners in the health economy, working together. ELHT's vision is for services to be delivered as close as possible to people's homes and in the community; their hospital based services are high quality, of sufficient capacity and affordable; and, their population can access strong, local, specialist services.

They recognise that education underpins their progress towards their vision and it is core business. Royal Blackburn Hospital and Burnley General Hospital are teaching hospitals and they are progressing towards a 'University Hospital' status. The Trust have growing links with the medical schools at both the University of Central Lancashire (UCLan) and Lancaster University, and also with local schools and further education colleges. They have just established a new Education Directorate and multi-professional strategy board to enable them to transform their workforce in preparation for the challenges ahead. Twenty two of their staff are Honorary Professors and Senior Clinical Lecturers at UCLan.

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: 14 October 2019 at 11am.**
Please forward your completed application to NHSI.Chairsandneds@nhs.net
- **Preliminary interviews: mid-late October 2019.** Long-listed candidates will be invited for a preliminary interview with Robin Staveley MBE, Partner from Gatenby Sanderson. To facilitate this, we will share your application with Gatenby Sanderson. Feedback from these interviews will be given to the panel.
- **Interview date: 19 November 2019**
- **Proposed start date: TBC**

Getting in touch

- **Gatenby Sanderson** are helping us to identify potential candidates, if you would like a confidential discussion about the role, please contact Robin Staveley MBE, Partner on 0113 205 6090
- **The Trust** - we strongly recommend an informal and confidential discussion about the role with Professor Eileen Fairhurst, the Chair of the Trust. To arrange this please contact Michelle Connolly on 01254 732801
- **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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