

Non-executive Director Candidate Information Pack



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Introduction from Trust Chair

I am delighted that you are interested in applying to join our Board at Kent and Medway NHS and Social Care Partnership Trust (KMPT). This is a really exciting time to be joining the NHS and our health and social care system in Kent & Medway.

KMPT has been on a journey of improvement over the past five years, and we are delighted that our 2022 Well-Led CQC inspection gave us a strong rating of Good. We are particularly proud of our rating of Outstanding for caring and for effectiveness which reflects the importance we place on our ambition to provide '**Brilliant Care through Brilliant People'**.

We do have challenges, not least because of our geography: 3,500 staff, three hospitals, more than 65 sites across 1,500 square miles of a county with uncomfortable differentials in quality-of-life expectancy. Patient safety and quality of care is always our first priority, but our key risks also include workforce concerns and estates. Our current strategy is designed to drive the transformation needed to ensure that we deliver a consistently outstanding service for the people of Kent & Medway, with its focus on three areas:

- Quality improvement
- Workforce well-being and leadership
- Partnership working

I believe that solutions to the considerable NHS and population health challenges lie in strong collaboration and the delivery of innovation in partnership across the health and care system. KMPT has embraced the principles of integrated care partnerships and is excited by the potential being unleashed by our Mental Health, Learning Disability and Autism Provider Collaborative Board. We have started to make a tangible difference to pathways of care and are ambitious to achieve more.

Who am I hoping to attract to this Non-executive Director role?

1. The Trust Board is the most senior leadership body in the organisation, and it is crucial that we lead by example, modelling the right culture and values that will enable the Executive team to flourish and the wider organisation to feel empowered. This means that I am keen to attract people who are committed to supporting and developing the organisation and the system with integrity, finding the right balance of challenge and rigour with support and understanding.
2. Boards thrive when individuals bring diverse experience and skills; this is not just about added value but also about creating healthy and constructive differences in perspective. It is for this reason that we are looking for an individual whose background in clinical leadership at a strategic level can challenge our thinking in relation to service transformation, pathways of care, digital transformation, partnerships and health inequalities.

Dr Jackie Craissati
Trust Chair

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The opportunity

There is a vacancy for a Non-executive Director (NED) at Kent and Medway NHS & Social Care Partnership Trust (KMPT). 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 successful candidate will chair the Quality Committee, which provides the Board with assurance concerning all aspects of quality and safety and patient and carer experience relating to the provision of services.

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 be able to demonstrate senior level experience in at least two of the following:

- Expertise in the delivery of clinical care, quality improvement or patient safety.
- Experience in senior leadership gained from nursing, medical, allied disciplines or social care experience
- Experience of working at a senior/leadership level in academia, research, regulation or policy development & analysis

You will also demonstrate an ability 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](#).

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Applicants should live in or have strong connections with the Kent and Medway areas.

- 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](#).

About Kent and Medway NHS & Social Care Partnership Trust

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.

Vision and values

The Trust's aim is to provide *Brilliant care through brilliant people*. They will do this by:

- Consistently delivering outstanding quality of care
- Recruit, retain and develop the best staff making KMPT a great place to work
- Place continuous improvement at the heart of what they do
- Develop and extend their research and innovation work
- Maximise the use of digital technology
- Meet or exceed requirements set out in the Five Year Forward View
- Deliver financial balance and organisational sustainability
- Develop their core business and enter new markets through increased partnership working
- Ensure success of their system-wide sustainability plans through active participation and leadership.

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Strategic priorities

[KMPT's Trust Strategy](#) sets out the ambition of the Trust. On an annual basis the Board will agree what the strategic priorities will be for any given year.

This year, the three priorities are:

- Accelerating an empowered culture to improve the quality of services
- Improving employee recruitment, retention and wellbeing
- Building partnerships with a purpose to improve key pathways of care

As part of supporting the Trust's delivery of those priorities, the Board has set out SMART goals, what the activity will look like, and the outcomes. Appendix 4 sets this out in tabular format.

Additional 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](#)

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To apply

Kent and Medway NHS Social Care Partnership Trust (KMPT) is keen to discuss the role of Non-executive Director with experienced clinicians have the requisite experience, skills and resilience as well as the relationship building and inspirational leadership capabilities to support Dr Jackie Craissati and the Board of KMPT. You will be a be a key member of the Board in transforming KMPT and ensuring it provides the best possible mental health and learning disability services to the 1.8 million population of Kent and Medway.

Your clinical background is not important and KMPT welcomes candidates from the NHS, local authority, third and private sector candidates.

It's an exciting and challenging time for KMPT and its partner organisations. If you would like to play a valuable part in the future of the organisation, we would very much like to hear from you.

If you wish to be considered for this role, please [click here](#) to visit the campaign microsite to 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 – **See Appendix 1** – Please return the completed form to both england.chairsandneds@nhs.net AND to katie.attrill@hays.com
- tell us about any dates when you will not be available

Informal discussion

To confidentially discuss the role in further detail, please contact:

Laurence Wolahan
Hays Executive
M: 07985 443 826
E: Laurence.wolahan@hays.com

James Laing
Hays Executive
T : 0333 010 2775
E : james.laing@hays.com

Marcia Williams
Hays Executive
M: 07515 482 954
E: marcia.williams@hays.com

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If you would like to arrange an informal and confidential discussion with Dr Jackie Craissati, the Chair of the Trust, please contact one of the Hays Executive campaign team.

Campaign dates:

Closing date:	13 th November 2022
Preliminary interviews:	To be confirmed (Virtual)
Formal interviews:	W/C 5 th December 2022 (In person)
Proposed start date:	To be confirmed

The above dates are subject to change

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Appendix 1 – Monitoring form and other information

Kent and Medway NHS and Social Care Partnership NHS Trust
Ref S2723

Please mark your preference in each of the categories below.

Candidate details

Title Name Title Postcode

Address

Principal Residence

Which region does your principal residence fall within?

North East	East	Wales
North West	London	Scotland
Yorkshire & Humber	South East	Northern Ireland
East Midlands	South West	I prefer not to say
West Midlands		

Special category monitoring information

We respect your privacy and are committed to protecting your personal data. These special categories of personal data will not be shared with third parties, unless expressly stated. It is important that you read [this information](#) together with our [privacy notice](#) so that you are fully aware of how we use your data.

Date of birth

I prefer not to say

Gender

Male Female I prefer not to say

I self-identify as:

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Disability

Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?

No Yes I prefer not to say

If you have answered yes to the question above, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry out day-to-day activities?

Yes, a lot Yes, a little No

Information on whether these questions on disability and long-term conditions apply to you, can be found on the [Public Appointments](#) website.

Ethnic Origin

Please mark the option that most accurately describes your ethnicity:

White English / Welsh / Scottish / Northern Irish / British
Irish
Gypsy or Irish Traveller
Any other white background, please describe

Black African / Caribbean / British
African
Caribbean
Any other Black / African / Caribbean background, please describe

Asian Indian
Pakistani
Bangladeshi
Chinese
Any other Asian background, please describe

Mixed / Multiple Ethnic Groups
White & Black Caribbean
White & Black African
White & Asian
Any other Mixed / Multiple ethnic background, please describe

Other Ethnic Group
Arab
Other Ethnic group, please describe

I prefer not to say

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Religion or beliefs

How would you describe your religion or beliefs?

- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- No religion or Athiest
- Other
- I prefer not to say

Sexual orientation

How would you describe your sexual orientation?

- Bisexual
- Gay or Lesbian
- Heterosexual
- Other
- I prefer not to say

Do you hold any other public appointments?

This includes all non-departmental public bodies (NDPBs), NHS bodies, parole boards and research councils. It does not include sitting as a school governor, being a magistrate or any positions within charities.

- No
- 1
- 2
- 3
- 4
- 5/9
- 10 or more
- I prefer not to say

The information in the following sections will be shared with the panel.

Your principal employment

Please describe your main employment and tick the occupational sector that best describes your background (for regulated activities - please also provide your professional registration number)

- Mostly private sector
- Mostly civil service
- Mostly wider public sector
- Mostly third sector
- Mixed
- Other (eg Retired or Student)
- I prefer not to say

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Significant Political Activity

Have you undertaken any significant political activity for a political party in the last five years?

Significant political activity is defined as being employed by a political party, holding significant office in a party, standing as a candidate for a party in an election, having publicly spoken on behalf of a political party or having made significant donations or loans to a party. Significant loans and donations are those of a size which are reported to the Electoral Commission, in line with a central party's reporting threshold.

No	Yes	If yes, please indicate the parties	
Conservative	Labour	Liberal Democrats	Independent
Other party (please specify)			

Other information

Declaration of interests and ensuring public confidence

Do you have any business or personal interests that might be relevant to the work of the body for which you have applied and which could lead to a real or perceived conflict of interests were you to be appointed?

No Yes

NHS England has a duty to ensure that those we appoint to NHS boards are of good character, have not been associated with any serious misconduct or mismanagement relating to any current or past office or employment, and will ensure an open and honest culture across all levels of the organisation. Is there anything in either your professional or personal history which may affect your suitability for appointment to this post or may cause embarrassment or bring the organisation into disrepute, were you to be appointed?

No Yes

If you answered yes to either question, please give details below. This information will be shared with the selection panel and should you be invited to interview, the selection panel will explore this in the context of performing the role for which you are applying. Failures to disclose such information could result in an appointment being terminated.

Please tell us how you found out about this post:

Thank you for taking the time to complete this form

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This diversity information is collected by government departments managing appointments to the board of public bodies, on behalf of the Cabinet Office and The Office of the Commissioner for Public Appointments (OCPA). This data will not be connected to your name when it is shared, it is supplied anonymously. It is collected for the purposes of measures or decisions with respect to your application for a government public appointment.

OCPA collects diversity information in order to produce management information about the public appointments process, and the diversity of the field of applicants. It will be published on OCPA's website, in summary form, in order to enable government to meet its public sector equality duty under section 149 of the Equality Act 2010 and section 75 of the Northern Ireland Act 1998.

This data is collected and held on the basis that you consented to provide this information to departments alongside your application and you have not given notice that you do not wish for your data to be processed for this purpose.

This data may be held for up to 5 years by OCPA, Cabinet Office and the Government Department, who are the co-controllers of the data. This data shared with Cabinet Office IT suppliers, identified as processors, in order to securely collect and store the data.