



NHS LANARKSHIRE

Non Executive Vacancies

12 October 2021

WELCOME and INTRODUCTIONS

- **Neena Mahal, Chair NHS Lanarkshire Board**
- **Lesley Thomson, Vice Chair**
- **Ally Boyle, Non Executive Director**
- **Paul Cannon, Board Secretary**

Format

- **About the Lanarkshire NHS Board**
- **Good Governance**
- **The Role of a Non Executive Board member**
- **Requirements for the 3 roles**
- **The assessment process and key dates**
- **Questions & Answers**



Population of around 660,000

Staff of around 12,000



Three acute hospitals

Around 100 GP practices, with 367 wte GPs

Spans two local authority areas



Annual Revenue Budget of £1.385 billion

Annual Capital Budget of £17.6 million

LANARKSHIRE'S PURPOSE

To improve the health of the population of Lanarkshire & support people to live independently at home, through collaborative working with health & social care partners

Strategic Priorities

- Covid-19 response, Test and Protect, Vaccination Delivery
- Remobilising, Redesigning & Transforming Services
- Maximising new and innovative working practices including digital opportunities
- Refreshing our Healthcare Strategy “ Achieving Excellence” to “Our Health Together”
- Delivering our plans to build a new digitally enabled University Hospital Monklands
- Addressing Socio –Economic and Health Inequalities challenges
- Health, Wellbeing and Resilience of our Staff – an Employer of Choice

High Quality, Safe and Effective Person Centred Care
Best Outcomes, Sustainability and Value for Money

NHS Scotland Blueprint for Good Governance - Pillars of Governance

Good governance drives the quality of our healthcare services and sits at the heart of the non-executive's role. [A Blueprint for Good Governance](#) - the NHS Scotland approach to governance - defines the functions of a corporate governance system as

- Setting the direction
- Holding the Executive Leadership Team to account
- Managing risk
- Engaging with stakeholders
- Influencing the Board's and the organisation's culture



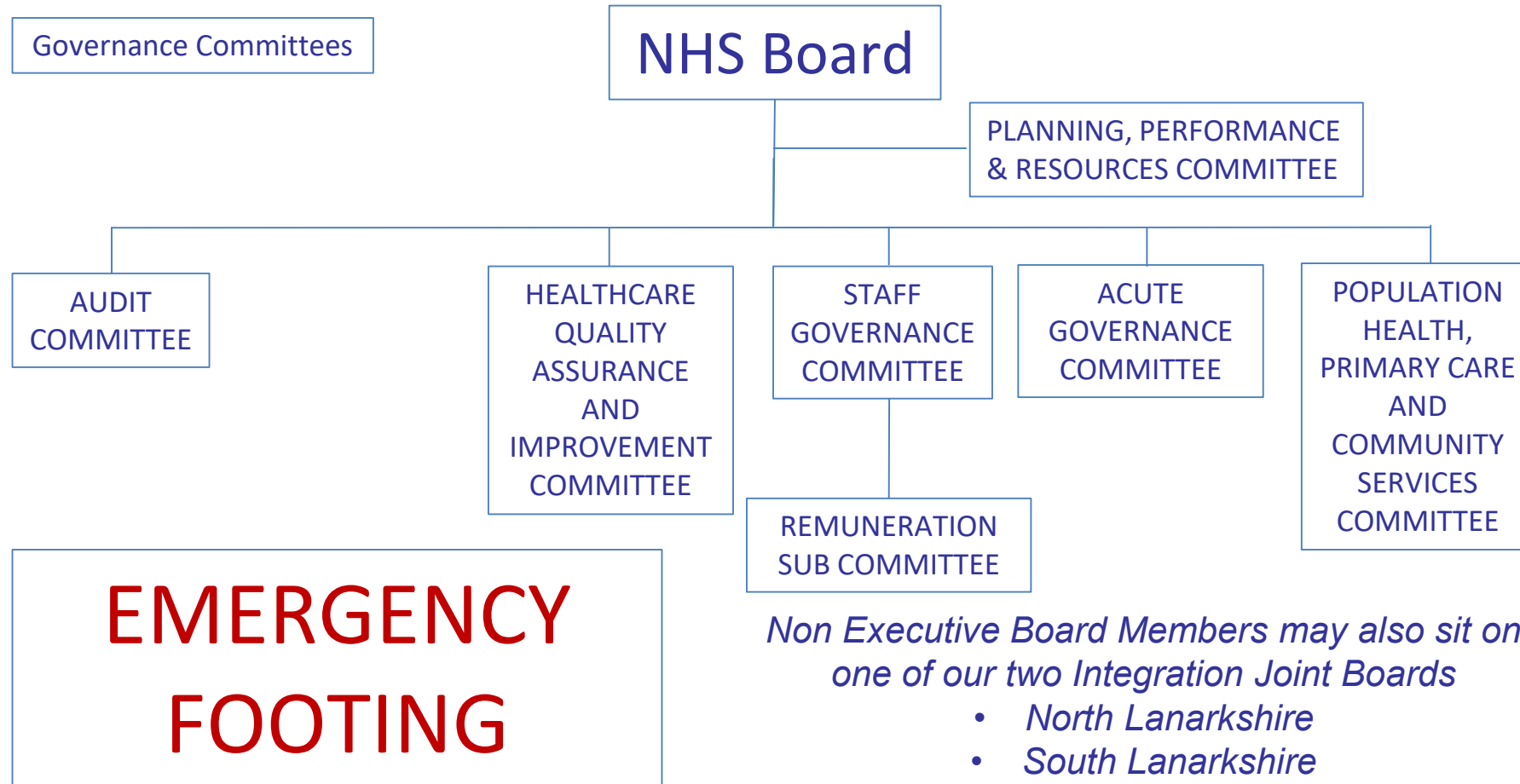
A diverse board strengthens the Board's decision making

The Role of a Board Member

- Maintain public confidence in the organisation as a public body
- Ensure the Board follows the principles of Good Governance
- Account individually and collectively for the effectiveness of the Board
- Provide assurance by purposeful oversight and scrutiny
- Promote an organisational culture that has equality and diversity at its heart and demonstrates NHS core values
- Chair or participate as a member of Board Governance Committees / IJBs
- Serve as a Trustee of the Board's Endowment Fund

Structure of the Board:

18 Board Members – 13 Non Executive & 5 Executive



Specific requirements of the role

Priority Criterion – candidates who provide strongest evidence against the priority criterion will be considered most able for the role. You must also meet the skills, knowledge, experience and values under the general criteria but the priority criterion will be weighted over the general criteria

Priority Criterion

Post 1: Strategic Digital Transformation Experience

Post 2: Financial Governance Experience

Post 3: Insight into the issues faced by Ethnic Minority communities in relation to the delivery of and access to health and social care services in Lanarkshire

Priority Criterion	What does this mean?	How will this be tested?
Strategic leadership experience of achieving major organisational impact through digital transformation within a complex environment	<p>We are looking for someone who has strategic leadership experience of digital transformation and is able to use their knowledge and skills to provide oversight and assurance. You will have:</p> <ul style="list-style-type: none"> • Personal experience of developing or working in an environment which has been digitally transformed • A full understanding of the cultural change inherent in digital transformation • Good understanding and experience of the inter-related aspects of digital transformation • An understanding of the opportunities, barriers and challenges of digital transformation • The capacity to transfer your experience and skills of digital transformation to a health and care setting 	<p>We want you to tell us in your personal statement at the application stage how you meet this criterion. (400 word limit)</p> <p>We will also ask you to complete a practical exercise as part of the final stage of assessment and have a follow up discussion with you during the interview.</p>

POST TWO Priority Criterion	What does this mean?	How will this be tested?
Financial governance experience	<p>We are looking for someone who has experience of financial governance. This may have been gained in a non-executive position, or from being a senior finance executive reporting to a Board. This person would be able to participate in Board Committees, such as Audit; Performance, Planning and Resources; and possibly an Integration Joint Board. You will have:</p> <ul style="list-style-type: none"> • Direct experience of dealing with financial complexity and sustainability at a strategic level; • Experience in the development of financial strategy; and • Experience of analysing and managing risk, with a developed understanding of the need for robust and compliant audit and risk systems being in place. <p>It is likely that many individuals who meet this criterion will also have a professional accountancy or other financial qualification. Where applicants offer equal evidence of merit, any professional qualifications will be recognised as an additional strength.</p>	<p>We want you to tell us in your personal statement at the application stage how you meet this criterion. (400 word limit)</p> <p>We will also ask you to complete a practical exercise as part of the final stage of assessment and have a follow up discussion with you during the interview.</p>

POST THREE Priority Criterion	What does this mean?	How will this be tested?
<p>Insight into the issues faced by Ethnic Minority communities in relation to the delivery of and access to health and social care services in Lanarkshire</p>	<p>We are looking for someone who can bring their insight into the issues faced by Ethnic Minority communities in relation to the delivery of and access to health and social care services in Lanarkshire. You will be able to:</p> <ul style="list-style-type: none"> • Demonstrate your insight into the challenges experienced by Ethnic Minority communities in relation to the delivery of and access to health and social care services • Demonstrate your appreciation of issues that impact both positively or negatively on the health and social care experience of Ethnic Minority communities <p>It is likely that individuals who meet this criterion will have gained their insight in different contexts, such as direct lived experience or through their professional work. The panel particularly encourages applications from those with the insights that come through direct lived experience.*</p>	<p>We want you to tell us in your personal statement at the application stage how you meet this criterion. (400 word limit)</p> <p>We will also ask you to complete a practical exercise as part of the final stage of assessment and have a follow up discussion with you during the interview.</p>

General Criteria

- Demonstrate that your behaviour is aligned to the values of the NHS in Scotland
 - care and compassion;
 - dignity and respect;
 - openness, honesty and responsibility; and
 - quality and teamwork
- **Other General Essential Criteria laid out in application pack**

Assessment process

Stage 1

Application Form

- Statement on how you meet the priority criterion for the role
- Statement on motivation for applying, what you would bring and how you would add value to the Board
- Relevant career/life history information

Stage 2 if shortlisted

Practical exercise in advance of interview with response to be presented at interview

Interview Questions – hypothetical and competency

Key Dates

- Closing date is **21st October 2021**
- Interviews will be held on **15th, 18th, 19th November 2021**
- Start date **1 March 2022**

The appointments process

This appointment is regulated by the **Ethical Standards Commissioner**

Appointments are made by the **Cabinet Secretary for Health and Social Care**

Selection Panel

- Panel Chair: Robert Kirkwood, Head of the Office of the Chief Executive NHS Scotland, Scottish Government
- Panel Member: Neena Mahal, Chair, Lanarkshire NHS Board
- Panel Member: Lesley Thomson, Vice Chair, Lanarkshire NHS Board
- Panel Member: Ali Jarvis, Public Appointments Adviser, Office of the Ethical Standards Commissioner

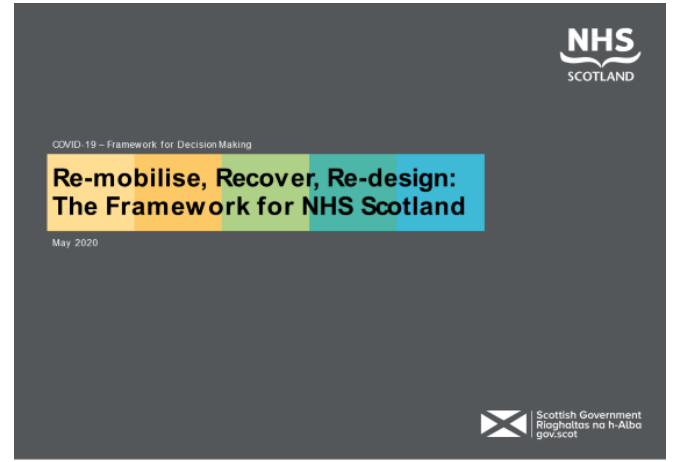
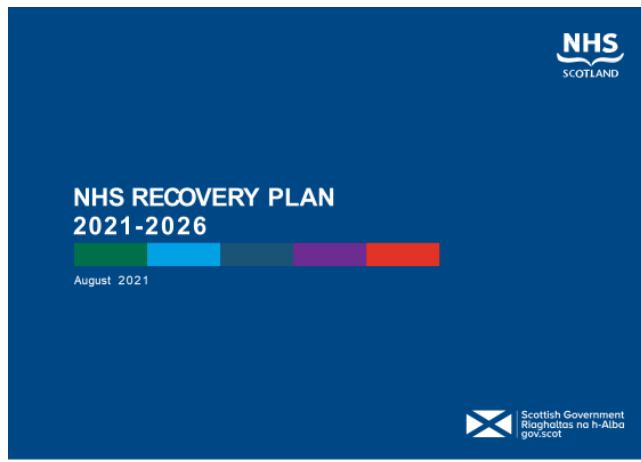
Background Information



NHS LANARKSHIRE REMOBILISATION PLAN (RMP3)

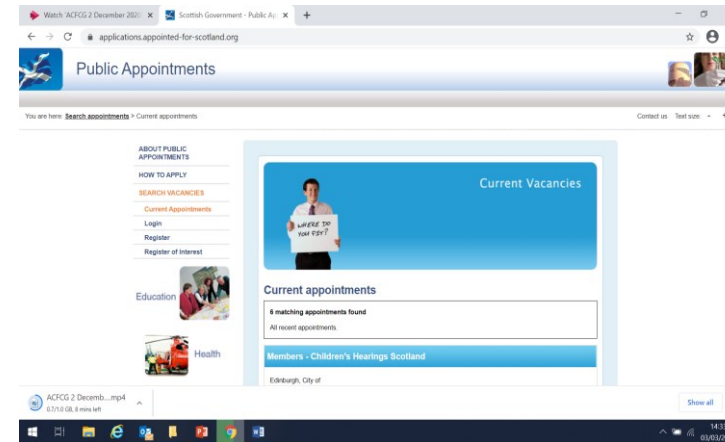
April 2021 – March 2022

position at 26th February 2021
Final Draft



Next steps: after tonight

- Go to www.gov.scot/collections/public-appointments



- Or www.nhslanarkshire.scot.nhs.uk
- Any questions or problems, call the public appointments team on **0300 244 1898**

Questions & Answers