

The Robert Jones and Agnes Hunt Orthopaedic Hospital

NHS Foundation Trust



Non-Executive Director

Candidate information pack

April 2025

Welcome from the Chair

Thank you for your interest in the Non-Executive Director opportunity at The Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust.



I was appointed as Chair in 2022. The organisation has an outstanding reputation, both locally and nationally, as a specialist provider and I believe it is exceptional in the way in which it provides all aspects of care to our patients and to their families and friends.

We also know from our staff survey that it is a good place to work, and this is not surprising given the collaborative and team approach taken and the focus on staff wellbeing.

The Trust remains committed to delivering care of the highest standard and the Board continues to respond to the challenges and focus on the areas of improvement.

The Trust's strategy is based on its vision to provide world class care and our commitment to this is unwavering.

In order to achieve this vision, it is imperative that the organisation is led by an effective and compassionate unitary Board of Directors.

The Non-Executive Director role is integral to this as the successful candidate will provide diversity of the skill mix, expertise, and representation of the Board.

The Non-Executive Director will be a member of multiple Committees, including the Quality and Safety Committee. The Board is looking for medical expertise; prior experience as a secondary care clinician is highly desirable.

To find out more please contact James McLeod or Sam Cresswell at our recruitment partners, Hunter Healthcare by email: jmcleod@hunter-healthcare.com or phone **07842 424530** or scresswell@hunter-healthcare.com or phone **07562 650935**.

Yours sincerely

Harry Turner

Chair

The Robert Jones and Agnes Hunt
Orthopaedic Hospital NHS Foundation Trust

About RJAH

RJAH originated in 1900, taken into the NHS in 1948. We are one of five specialist Orthopaedic Centres in the United Kingdom and a leading orthopaedic centre of excellence with a reputation for innovation.

We provide both specialist and orthopaedic care and are a specialist centre for treatment of spinal injuries and specialist treatment for children with musculoskeletal disorders.

The Trust has nine inpatient wards and 13 operating theatres, it is a treatment centre for bone tumours and community-based rheumatology services. We are a single site in Oswestry providing services which are primarily commissioned by:

- NHS Shropshire, Telford, and Wrekin
- Health Boards in Wales
- Specialist Commissioners

The surrounding geographical area includes Shropshire, Wales, Cheshire, and the Midlands. As such, we serve the people of both England and Wales, as well as a wider national catchment. We also host some local services which support the communities in and around Oswestry. We value our links with the local community, who are strong supporters of the hospital. The Trust has contracts with a number of commissioners.

Our staff pride themselves on the standards we achieve and the feedback we receive from our patients tells us about the quality of the care and the services that we provide.

We are an inclusive employer, looking for talented individuals with different protected characteristics and lived experience to ensure diversity in our workforce and fresh perspectives which will help us continue to improve and shape our services.



Our Strategic Objectives



1 Deliver high quality clinical services

2

Develop our Veterans Service as a nationally recognised centre of excellence



3 Integrate the MSK pathways across Shropshire, Telford and Wrekin

4

Grow our services and workforce sustainably



5 Innovation, education & research at the heart of what we do



Our Vision and Values

Our vision is to improve lives through excellent and innovative care, which is supported by our core priorities of Caring for Patients, Caring for Staff and Caring for Finances.

The Trust has five core values that all staff should be aware of:

- **We are friendly** – patients are always put at ease and made welcome.
- **We strive for excellence** – the care we deliver has great outcomes for patients.
- **We are caring** – we put the patient first and are considerate of their needs.
- **We are professional** – we apply high professional standards to our work.
- **We show respect** – for our patients and each other.



Our Commitment to Research

Our current research strategy aims to contribute to realising the goals of our Trust by:

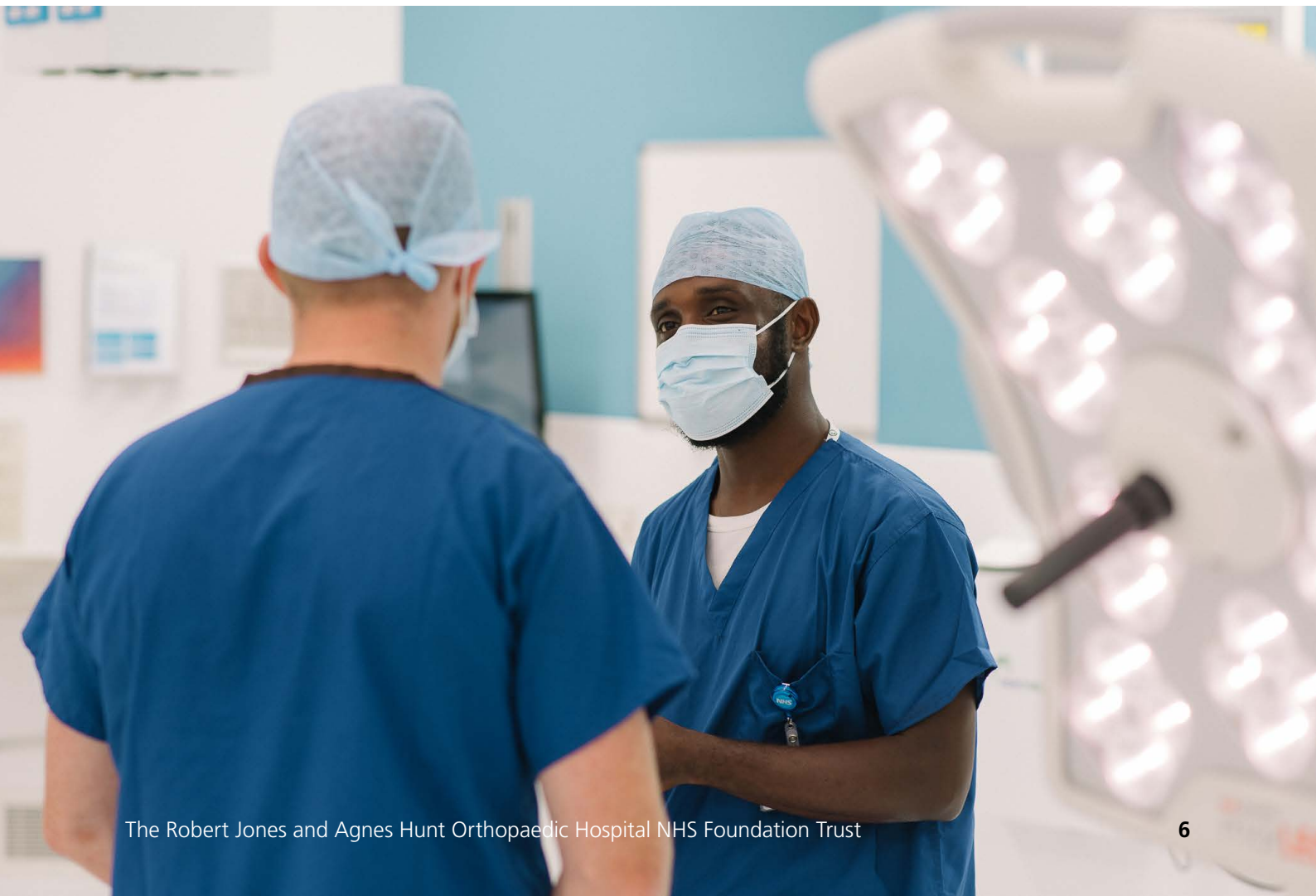
- Improving treatment of musculoskeletal conditions through innovation
- Improving the quality of care for patients
- Attracting high quality clinical staff
- Increasing our national and international reputation as a centre of excellence
- Developing strong academic partnerships
- Our continued success is underpinned by the long-standing partnerships we have formed and invested in for many years.

We have a long history working with **Keele University** through our Professorial Department and basic science laboratories. We continue to build on this successful relationship through closer working with basic scientists in addition to supporting our people to gain honorary contracts with Keele for access to academic resources.

Many of our nurses are trained at **Staffordshire University** and we have developed strong research links with this university, particularly in the research carried out by nurses and other allied health care practitioners – this has subsequently led to several opportunities for master's degrees for our staff.

We also recognise the importance of working closely with other academic institutions both in the UK and abroad to maintain cutting edge research capability. Whilst rheumatology and cellular treatments are well covered by Keele's capabilities, other academic partners are important. Recent successful and potential partnerships have included:

- The University of Cardiff,
- The University of Birmingham,
- The University of Edinburgh, and
- The University of Liverpool (Histopathology)



Our Medical Workforce

Orthopaedics

At present there are 48 consultant orthopaedic surgeons employed by the Trust, with each Consultant being attached to one of the following teams. Nine of these consultants also provide, as part of their job plan, orthopaedic trauma services to The Shrewsbury and Telford Hospitals NHS Trust.

- Arthroplasty
- Spinal Surgery
- Musculoskeletal Oncology
- Knee & Sports Injuries
- Hand and Upper Limb
- Foot and Ankle
- Paediatric Orthopaedic Surgery
- Professorial

The junior staffing at Oswestry consists of 18 Specialty Registrars who will usually be in the more senior years of training (ST5 – ST8). Orthopaedic Service Registrars also support the complement of Specialty Registrars in Orthopaedics.

Radiology

There are eight Consultant Musculo-skeletal Radiologists working at the Trust (inclusive of two posts currently being recruited) are supported by 2 Radiology Fellows.

Rheumatology and Metabolic Bone Services

The seven Rheumatologists provide the full range of adult rheumatological conditions, including metabolic bone disease, which is managed by the Trust. Transitional clinics for younger patients with rheumatic disorders are in development. Acute in-reach and ward consultations are provided at Royal Shrewsbury Hospital (RSH) and Princess Royal Hospital (PRH), Telford.

Outreach clinics are provided at Royal Shrewsbury Hospital, Whitchurch, and Ludlow Community Hospitals in Shropshire and Newtown Hospital in Powys. RJAH consultants and a specialist nurse provide the Rheumatology service based at TeMS in Telford, run by Shropshire Community Health Trust. This is part of an integrated community based MSK service which includes orthopaedic, therapy, pain, and orthotic services. There is a well-established and nationally renowned Metabolic Bone service, with over 30 years' experience in the diagnosis and management of bone disorders.

Spinal Injuries

There are 4 Consultants who work with The Midland Centre for Spinal Injuries. The philosophy of the Centre is to provide a holistic approach to the consequences of spinal cord lesions, which produce multisystem physical dysfunction and multifactorial lifestyle implications. This requires an effective multidisciplinary team, and the coordination of inputs from many medical specialties: rehabilitation is delivered through a patient centred interdisciplinary goal setting process; lifelong surveillance is offered to prevent/detect early/effectively treat the complications and problems that accompany living with a spinal cord injury.

Anaesthetics

The anaesthetic service is entirely non-trainee delivered with the department consisting of 23 consultants who perform techniques such as ultrasound guided regional anaesthesia, local anaesthetic catheter techniques, neuraxial blockade and fibreoptic and video-assisted intubation. Invasive monitoring is regularly employed for revision hip and major spinal surgery. There is a well-established enhanced recovery programme and advanced day case pathways for many procedures.

Armed Forces and Veterans Support

We are incredibly proud and privileged to be able to support and care for members of the armed forces and veterans. Working in partnership with Shropshire Council we provide Armed Forces Outreach Support for military personnel, veterans and their families, in addition to an NHS service exclusively for veterans with arthritis. Our Veterans' Orthopaedic Service is led by Lieutenant Colonel Carl Meyer and is open to those who have served with the UK military, including National Service, and treats arthritic lower limb problems, especially those requiring hip and knee replacements.

The pioneering Headley Court Veterans' Orthopaedic Centre was completed in 2021 following a £6 million donation from The Headley Court Charity. The two-storey building features nine standard examination and clinic rooms, an enhanced treatment room for minor outpatient procedures, an assessment room,

a splinting, and therapy room, as well as clinic space for virtual appointments.

In the main entrance of the building, there is the RV café and dedicated Veterans' Hub where Shropshire Council and various military charities provide support to veteran patients and their family and friends, with issues that range from homelessness, finance, debt management, welfare, post-traumatic stress disorder (PTSD), benefits and more. The Upstairs of the centre includes dedicated research offices, clinical teaching and training space for staff, a multi-disciplinary team room, and an office for admin staff. This is also where you'll find our Simulation Lab, designed to provide an immersive and hands-on learning experience for healthcare professionals at all levels. We offer state-of-the-art facilities and a range of services to support skill development, team training, and clinical decision-making in a controlled, risk-free environment.



Job Description

Job Title:	Non-Executive Director
Accountable to:	Chair
Time commitment:	Four days per month (on average)
Term of office:	Normally three years
Remuneration:	£13,000 per annum

Role Summary

- To support the Chair in ensuring high standards of probity and governance and that the Trust remains within its Terms of Authorisation and to act as a representative of the Trust within the local community
- To support the Chair in ensuring the success of the organisation using available resources to deliver excellence in quality of care and provide a comprehensive range of services to local people
- Bring independent and objective judgment to bear on issues of strategy, performance, and resources
- To support the Board in ensuring the Trust is a great place to work and the organisation can attract and retain staff for the benefit of our patients
- To attend, as requested by and agreed with the Chair, relevant Committees of the Board. It is anticipated that the attendance requirements would include, but not be limited to, three committees plus the Board of Directors
- Provide independent judgement and advice on issues of strategy, vision, performance, resources, and standards of conduct and constructively challenge, influence, and help the executive board develop proposals on such strategies
- Challenge the performance of management in meetings in relation to the agreed goals and objectives
- In accordance with agreed board procedures, monitor the performance and conduct of management in delivering agreed goals and objectives and statutory responsibilities, including the preparation of annual reports and annual accounts and other statutory duties
- Obtain assurance that quality information is accurate, and that safety controls and risk management systems are robust and defensible
- As a member of board committees, support, encourage and where appropriate mentor senior executives
- Bring independent judgement and experience based on clinical, commercial, financial, legal or governance expertise from outside the Trust and apply this to the benefit of the Trust, its stakeholders, and its wider community
- Assist fellow directors in setting the Trust's strategic aims, ensuring that the necessary financial and human resources are in place for the Trust to meet its objectives, and that performance is effectively monitored and reviewed

Responsibilities to include the following:

- Ensure corporate and clinical governance is the highest standard of best practice
- Take an active part in other committees established by the board of directors to exercise delegated responsibility
- Commit to working to, and encouraging within the Trust, the highest standards of probity, integrity and governance and contribute to ensuring that the Trust's internal governance arrangements conform with best practice and statutory requirements

- Assist fellow directors in providing entrepreneurial leadership to the Trust within a framework of prudent and effective controls, which enable risk to be assessed and managed
- Assist fellow directors in living the Trust's values and standards and ensure that its obligations to its stakeholders and the wider community are always understood and balanced

Corporate and Collective Board Responsibility

All board directors have the following responsibilities as a Unitary Board:

- Provide active leadership of the Trust within a framework of prudent and effective controls which enables risk to be assessed and managed
- Ensure compliance by the Trust with its terms of authorisation, its Constitution, mandatory guidance issued by relevant statutory requirements and contractual obligations
- Set the Trust's strategic aims, taking into consideration the views of the Council of Governors and ensuring that the necessary financial and human resources are in place for the Trust to meet its objectives, and to review management performance, ensuring they are aligned to the strategic objectives of the Integrated Care System (ICS)
- Ensure the quality and safety of healthcare services, education, training, and research delivered by the Trust and apply the principles and standards of clinical governance set out by the Department of Health, the Care Quality Commission and other relevant NHS bodies
- Ensure that the Trust exercises its functions effectively, efficiently and economically
- Represent the Board of Directors at STW System meetings as required and ensure the Trust meets its responsibilities within the system
- In addition to the above, the Non-Executive Director role is a voting member of the Board of Directors



Person Specification

The role is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people in your community.

The successful candidate will likely have a clinical background in secondary care or provider setting. You will be expected to:

- Support the chair of the Quality and Safety Committee, providing assurance to the Trust Board
- Provide exceptional input to the Board of Directors, Board Committees, and the Council of Governors, playing a central role in delivering the Trust's objectives
- Ensure the Trust maintains its momentum around the continuous improvement of patient services and ensure all clinical and financial targets are met or exceeded through the delivery of safe, high quality and cost-effective care which has our people at the centre of its thinking.
- Ensure corporate and clinical governance is to the highest standard and best practice

You will have the following skills and experience:

- A secondary care clinician and experience of working for a complex organisation
- Experience in contributing to formal committees or Board level meetings
- A strategic thinker with highly developed interpersonal and communication skills with good political awareness and a commitment to the values of the Trust, and ethos of public service and the NHS
- Able to bring independent and objective judgment to bear on issues of strategy, quality, performance, and resources
- Experience in NHS risk management and assurance

Time commitment

The time commitment is currently approximately four days per month (on average) although flexibility will be required as this will be during the working day or in the evening and includes remote working. All members of the Board of Directors are required to attend the monthly meetings of the Board and allocated Committees.

Remuneration

Remuneration, as determined by the NED Remuneration Committee, and approved by the Council of Governors, is £13,000 per annum, taxable under Schedule E and subject to Class I National Insurance contributions. It is not pensionable.

NEDs are eligible to claim allowances for travel and subsistence costs necessarily incurred on Trust business in accordance with Trust Policy. The NED Remuneration Committee will review and recommend levels of future remuneration, subject to Council of Governors final approval.

Appointment, tenure, and termination of office

The NED is appointed for an initial period of three years, subject to satisfactory appraisal. The appointment may be renewed for a second three-year term, subject to the approval of the Council of Governors. Tenure beyond two terms will only be considered in exceptional circumstances. The NED may be removed from office in accordance with the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014 (the "Regulations"), (b) the conditions of the Monitor Provider License, and/or (c) the Trust's constitution.

This post is a public appointment and is not subject to the provisions of employment law. The NED is an appointee not an employee. To ensure that public service values are maintained at the heart of the NHS, all Directors are required, on appointment, to agree to and abide by the Code of Conduct for the Trust's Board of Directors and the Fit and Proper Persons Requirements.

Person Specification

Qualifications and Experience	
Essential	
<ul style="list-style-type: none"> • Clinical qualification 	CV
<ul style="list-style-type: none"> • Proven experience gained at or near board level in a large and complex organisation 	CV
<ul style="list-style-type: none"> • Excellent track record of achievement 	CV
Desirable	
<ul style="list-style-type: none"> • Prior experience of operating as a Non-Executive Director 	CV
Patient and community focus	
<ul style="list-style-type: none"> • High level of commitment to providing quality service and care to service users, carers and the community and to tackling health inequalities. 	CV & Interview
Strategic direction	
<ul style="list-style-type: none"> • The ability to think and plan ahead, balancing needs and constraints. 	CV & Interview
Holding to account	
<ul style="list-style-type: none"> • The ability to accept accountability, probe, and challenge constructively. 	CV & Interview
Effective influencing and communication	
<ul style="list-style-type: none"> • Be able to influence and persuade others. 	CV & Interview
Team working	
<ul style="list-style-type: none"> • Be committed to working as a team member. 	CV & Interview
Self-belief and drive	
<ul style="list-style-type: none"> • The motivation to improve NHS performance and confidence to take on challenges. 	CV & Interview
Intellectual flexibility	
<ul style="list-style-type: none"> • The ability to think clearly and creatively. 	CV & Interview

How to Apply

The closing date for applications is **23.59 on 27 April 2025**.

Applications should be made by submitting a full and updated CV, with a covering letter of no more than two sides of A4. Your supporting statement should give evidence of how you meet the requirements of the person specification relating to the role. Along with your application, please include:

- Contact details of referees covering the last six years of employment (who will not be contacted without your permission)
- A contact email address and telephone number
- A completed **Diversity Monitoring Form** and **Fit and Proper Person Monitoring Form**

All applications should be sent to:
applications@hunter-healthcare.com.

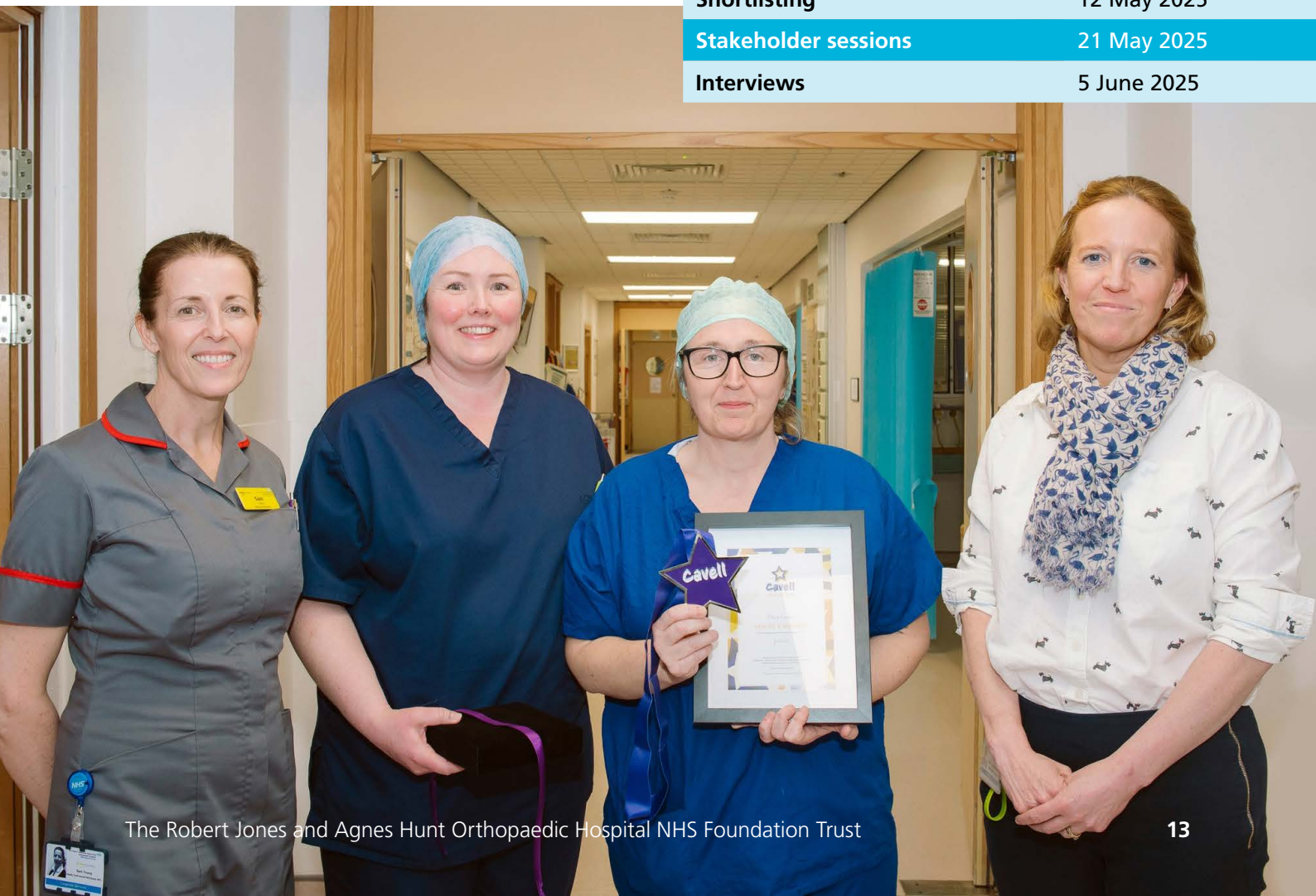
All applications will be acknowledged.

RJAH is seeking to promote the employment of people with disabilities and will make any adjustments considered reasonable to the above duties under the terms of the Equality Act 2010 to accommodate a suitable disabled candidate.

For an informal conversation about the post, please contact James McLeod or Sam Cresswell at our recruitment partners, Hunter Healthcare by email: jmcleod@hunter-healthcare.com or phone: **07842 424530** or scresswell@hunter-healthcare.com or phone **07562 650935**.

KEY DATES:

Application deadline	27 April 2025
Shortlisting	12 May 2025
Stakeholder sessions	21 May 2025
Interviews	5 June 2025





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