

Candidate Information Pack ICB Associate Non-Executive Board Members

June 2024

ABMCB



Introduction

People living in Cornwall and the Isles of Scilly should be able to live happy and healthy lives, to be in control of their future, free from harm and have the same opportunities as everyone else, regardless of where they live. Our integrated care board (ICB) provides the foundation to achieve this by bringing together the NHS, local authorities, primary care, the ambulance service, the voluntary sector (to name a few) and other independent providers of care and services we all rely upon.

At its heart is our NHS integrated care board (ICB), which provides leadership to our integrated care system (ICS) and our integrated care partnership (ICP).

The ICB is responsible for setting our NHS priorities and making the best use of the £1.4 billion budget we are given to manage on behalf of the 555,000 people who rely on us. Our ICB leaders include doctors, nurses, GPs, social workers, community workers and people with a wealth of experience and passion who are committed to working in partnership with our communities to create a better place for us all to live.

Our new ICB organisation and statutory powers were launched on 1 July 2022 (as 1 of 42 Integrated Care Boards across England, in the Health and Care Act 2022) to enable partners to work even better together to provide the seamless care that people deserve and have told us they want to receive.



Population: 0.6m



Clinical commissioning groups: 1
• NHS Kernow Clinical Commissioning Group



Local authorities: 2
• Cornwall Council
• Council of the Isles of Scilly



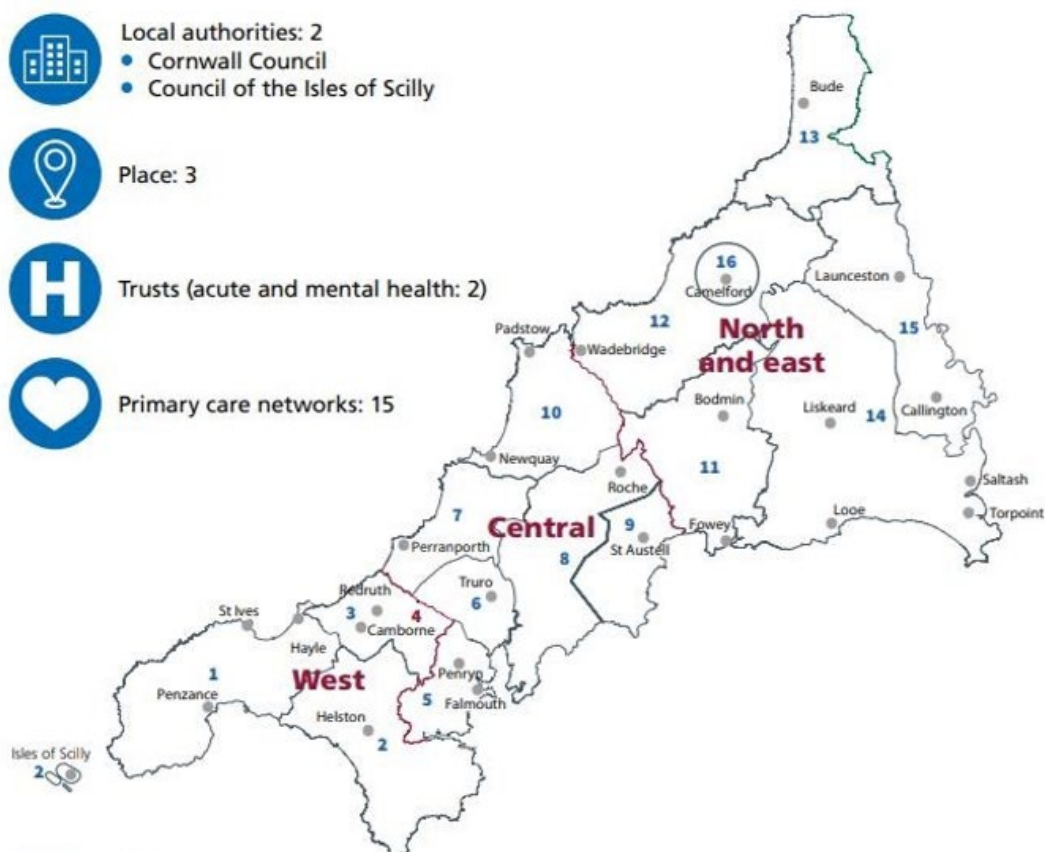
Place: 3



Trusts (acute and mental health): 2



Primary care networks: 15



ICB Associate Non-Executive Member

All roles in the ICB share the common purpose to meet the four core purposes of all ICS's; to improve outcomes in population health and healthcare; to tackle inequalities in outcomes, experience and access; to enhance productivity and value for money and to help the National Health Service (NHS) support broader social and economic development.

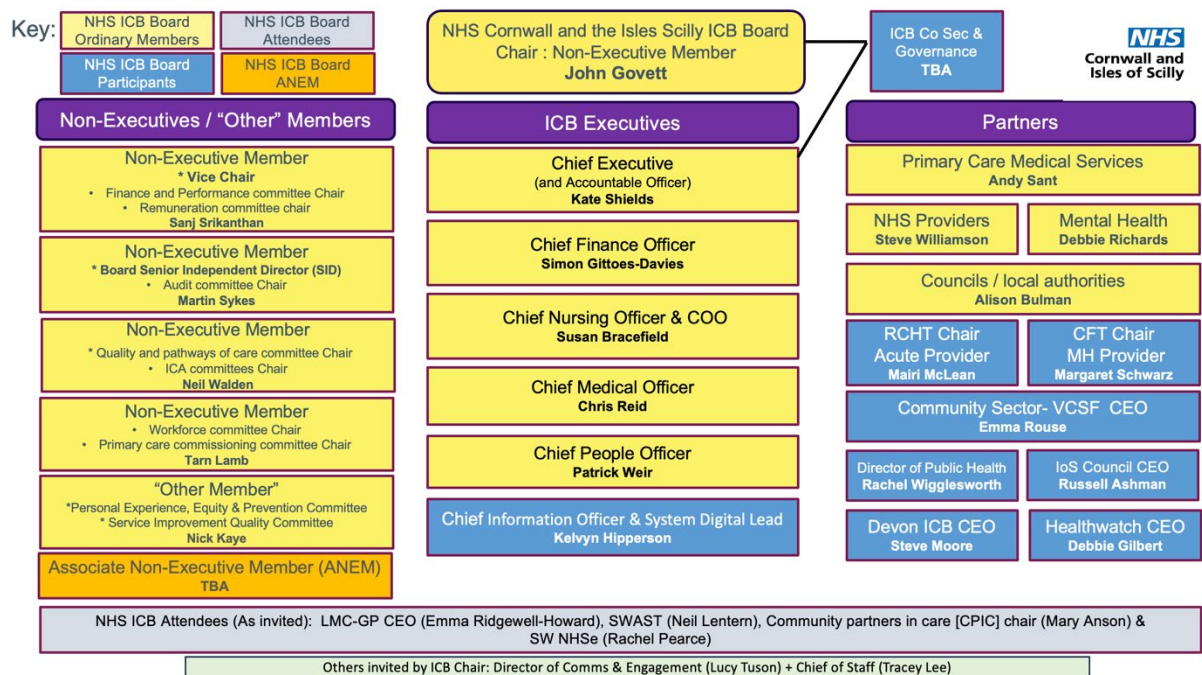
Our vision for our citizens is that Cornwall and Isles of Scilly (CioS) is;

“a great place to be born, to live and to age”.

We want to ensure that our citizens experience excellent health and care at all stages of their lives and that we are giving them the tools to also look after themselves. As a senior leader in the ICB you contribute to the development of CioS's strategic direction and will have a key leadership role in collectively:

- Formulating strategy that delivers long term transformation
- Creating a compassionate and inclusive culture
- Building trusted relationships with partners and communities
- Leading for social justice and health equality
- Helping drive high quality sustainable outcomes
- Providing robust governance and assurance support

Role Context (Organisational Chart)



Principal Duties & Responsibilities

1. The opportunity

We are now seeking 1-2 **Associate Non-executive Members (ANEMs)** at NHS Cornwall and Isles of Scilly ICB (CIOS).

This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by the ICB system.

- 1.1 **The Associate NEM (ANEM) role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills.** The Associate NEM is an advisory non voting role which is being put in place as part of succession planning.
- 1.2 **The Associate NEM will participate in all activities of the ICB Board, as guided by the ICB Chair.**
- 1.3 **An Associate NEM will likely Chair a new informal Committee of the ICB Board (ICB Lived Experience Board)** made up of a new group of members who are from our local communities and disadvantaged groups. This ANEM Chair role will meet with the "Lived Experience Board" (after ICB Board papers are public and before the ICB Board meets to discuss). The ANEM will debrief the ICB board on the Lived Experience Boards insights, (and is supported by the ICB Company Secretary and Governance team).

The successful candidate(s) for the Associate NEM role will be appointed by the ICB Chair and panel but may also be considered for appointment as a NEM of the ICB Board in the future, subject to a vacancy arising, and subject to performance and having the appropriate skills.

The ICB would be keen to hear from prospective candidates from backgrounds currently underrepresented at Board level, for example disabled people, or people from minority ethnic backgrounds.



Diversity, inclusion and belonging

NHS Cornwall and Isles of Scilly ICB is committed to promoting equality in access to services, health outcomes and in employment. We aim to ensure that equality and diversity is at the centre of our work. It is also integral to all our functions and policies.

Our people

Cornwall and the Isles of Scilly has a diverse population. Recognising and embracing our diversity helps us to better understand our population's needs. Data helps us with this.

The 2021 Census data tells us the following:

- We have a growing population and an ageing population. Between the last 2 censuses, the average, or median, age of Cornwall increased by 2 years. It increased from 45 to 47 years of age. We have a higher average age than the south west region and England.
- We have a higher-than-average number of people who identify as lesbian, gay, bisexual, or other, when compared to other rural areas.
- In 2021, 8.1% of Cornwall residents identified as disabled and limited a lot in their daily lives. This is higher than the averages for the south west region and for England.

By recognising the needs of the diverse communities we serve, we continue to promote equality in access to services, health outcomes, and in employment.



Person Specification

Essential criteria – Associate Non-Executive Member (ANEM)

You will need to have a genuine commitment to patients and the promotion of excellent health care services.

You will have senior level experience in one or more of the following:

- Clinical, medical services or social care gained at a strategic level
- Digitalisation and IT experience gained at a strategic level
- Commercial or contracting experience gained at a strategic level in a strong customer focused industry where quality is a priority
- Research experience with links with the local University
- Financial experience at a strategic level
- HR/OD development of complex teams at a strategic level

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, thus having experience of working with senior leaders and/or boards or committees
- Bring independence, external perspectives, skills and constructive challenge to strategy development
- Hold the executive team to account by providing purposeful, constructive scrutiny and challenge
- Shape and actively support a healthy culture for the Board.

Other details

You'll not have a conflict of interest with this role (e.g. currently employed in CIOs NHS or CIOs ICB system provider is seen as a conflict).

Associate NEMs, like all non-executive/other Members 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 preferably in Cornwall, or in the South-West or have strong connections with Cornwall.

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](#).

Terms of Appointment

Remuneration: £7,500 per annum.

Time Commitment: 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.

Contract: 2 year term (and subject to references and Fit and Proper Persons Test).

Reports to: ICB Chair.



How to apply

If you wish to be considered for the role please provide:

- A CV that includes your address and contact details, highlighting and explaining any gaps in your employment history.
- A cover letter (maximum 2 pages) 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.
- Please complete the online equal opportunities monitoring* form.
- Tell us about any dates when you will not be available.

Key Dates

- Closing date for receipt of applications: 12th July 2024.
- Interview date: W/c 26th August - w/c 2nd September 2024.
- Proposed start date: W/c 9th September 2024.
- First Board meeting date: Thursday 12th September 2024 – successful candidates will be asked to join this first Board meeting

Saxton Bampfylde Ltd is acting as an employment agency advisor to NHS Cornwall and Isles of Scilly Integrated Care Board on the 1-2 ANEM appointments.

Candidates should apply for these roles through our website at <https://www.saxbam.com/appointments> using code **ABMCB**.

Click on the 'apply' button and follow the instructions to upload a CV and 2 page maximum cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is **midday on 12 July 2024**.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

