



Derbyshire Healthcare

NHS Foundation Trust



APPOINTMENT OF

The Director of Nursing, Allied
Health Professionals, Quality &
Patient Experience

A GREAT PLACE TO WORK



Derbyshire Healthcare
NHS Foundation Trust

AN EXCITING OPPORTUNITY

Hello and thank you for your interest in the Director of Nursing, Allied Health Professionals, Quality and Patient Experience role at Derbyshire Healthcare NHS Foundation Trust.

This is an exciting opportunity to join the Trust and a newly formed Executive Leadership Team. The successful postholder will be a key member of the Trust's Executive Team and Board of Directors, working closely with partner colleagues across our integrated care system, Joined Up Care Derbyshire, and the East Midlands region.

Our Trust provides mental health, learning disability and autism services across Derby and Derbyshire, alongside services for children and young people. We also offer a range of specialist services including substance misuse, gambling harms and eating disorders services. We have a strong organisational identity and are very proud of our values-led approach to healthcare.

We have a diverse range of colleagues, including over 1,550 nursing and AHP colleagues. We know that our colleagues are our most valuable asset, and we place great importance on ensuring we create an inclusive and supportive environment which supports our Team Derbyshire Healthcare approach.

Our latest staff survey results tell us that people find Derbyshire Healthcare a good place to work and receive care, but we want to make it even better. This role will play an important part in continuing these improvements, and will lead on improving the experience of our patients, including addressing health inequalities, social inclusion and diversity.

The experience people have of our services is very important and we are looking for someone who can build on the positive developments we have

undertaken to date. This role will promote excellence and best practice to the Trust's nursing family and non-medical professional clinical workforce.

It is an exciting time to join the Trust as we develop, with our partners, our new three-year Trust Strategy, which will set out our ambition to develop and diversify our workforce and enhance our culture, as we seek to become a truly high-performing organisation.

We are mid-way through an extensive capital builds programme, developing a range of exciting new services and facilities that will transform the care we offer to our local communities, by providing modern, state-of-the-art inpatient environments. This role will be pivotal in equipping our existing and new workforce to develop the new ways of working our new facilities will support.

The Trust has a strong and active role as a system partner and the postholder will be an ambassador of the Trust, building our reputation, especially with regards to nursing practice, patient experience, compassionate care and quality.

If you feel ready to take on the challenge I've described here, please get in touch to discuss this exciting opportunity further.

Mark Powell
Chief Executive



72% OF STAFF SAID THEY WOULD RECOMMEND THE TRUST AS A PLACE TO WORK
2023 NHS STAFF SURVEY

OUR VISION AND VALUES



Derbyshire Healthcare
NHS Foundation Trust



OUR TRUST VISION:

‘To make a positive difference to people’s lives by improving health and wellbeing’

reflects feedback from Trust colleagues about the reasons they chose to work for the NHS and Derbyshire Healthcare in particular. It brings together a common aim of all services and summarises the overall intention of the Trust.

OUR VALUES

The Trust’s vision is underpinned by four key values, which have been developed in partnership with our patients, carers, staff, and wider partners.

THE TRUST VALUES ARE:

People first We work compassionately and supportively with each other and those who use our services. We recognise a well-supported, engaged, and empowered workforce is vital to good patient care.

Respect We respect and value the diversity of our patients, colleagues, and partners and for them to feel they belong within our respectful and inclusive environment.

Honesty We are open and transparent in all we do.

Do your best We recognise how hard colleagues work and together we want to work smarter, striving to support continuous improvement in all aspects of our work.



77% OF STAFF SAY WE ARE COMPASSIONATE AND INCLUSIVE - NHS STAFF SURVEY 2023
ABOVE NATIONAL AVERAGE ON ALL THE NHS PEOPLE PROMISES

OUR STRATEGY 2022-2025



Derbyshire Healthcare
NHS Foundation Trust

OUR VISION IS SUPPORTED BY FOUR STRATEGIC OBJECTIVES, WHICH OUTLINE KEY AREAS OF FOCUS FOR THE TRUST:

1. GREAT CARE

We want people to have a positive experience of the care we provide, feeling safe and that their privacy and dignity is respected. We want our services to be easily accessible, reflecting the needs of our local communities and the latest national developments.

2. GREAT PLACE TO WORK

We want to be an employer of choice – retaining our existing staff and attracting new colleagues. We want colleagues to feel valued, respected and supported to stay well at work. We will continue to champion inclusion at all levels within the Trust, supporting and developing our diverse workforce.

4. GREAT PARTNER

We will be an active partner, working closely with local and regional colleagues and alliances to improve services, access and experiences for our local communities. We will work in equal partnership with people with lived experience and encourage joint working between our teams and services.

3. BEST USE OF RESOURCES

We want to develop and transform our services, making quality improvements that enhance patient care and offer value for money. We will make financially-wise decisions, embrace digital technologies and achieve long term sustainability.



TRUST OF THE YEAR FINALIST
THE HEALTH SERVICE JOURNAL (HSJ) AWARDS 2022

DERBYSHIRE HEALTHCARE NHS FOUNDATION TRUST

Operating across three main sites and over 50 community sites, Derbyshire Healthcare NHS Foundation Trust (Derbyshire Healthcare) is a lead provider of inpatient and community based mental health and related specialist services across Derbyshire. The Trust also provides a wide range of services for children, together with learning disability and autism services for adults, across the city of Derby and southern Derbyshire. The Trust is rated 'Good' overall by our regulator, the Care Quality Commission (CQC). More information can be found on the [Derbyshire Healthcare CQC website](#).

A DIVERSE POPULATION

The Trust provides services to a diverse population, including areas of wealth alongside significant deprivation. The Trust's catchment area includes both city and rural populations, with over 70 different languages being spoken.

Significant national and local investment of more than £150m has been allocated for the development of new facilities across Derbyshire. These include the development of two new acute mental health units, a new male Psychiatric Intensive Care Unit (PICU) and an enhanced care service for female patients. These will be alongside the refurbishment of our acute wards on the Royal Derby Hospital site and the refurbishment of our older adult inpatient ward, at Walton Hospital, Chesterfield. These exciting developments are due to open during 2024 2025. [To find out more, click here.](#)

SUCCESSFUL PARTNERSHIP

Successful partnership working is essential to the delivery of many of our services. The Trust works in close collaboration with our commissioners and fellow providers of local healthcare services, together with local authority colleagues at Derby City Council and Derbyshire County Council, and voluntary and community sector organisations.

Derbyshire Healthcare is an active system partner in Joined Up Care Derbyshire (JUCD), a partnership of health and care organisations working collectively to address challenges and improve the level of joined up working within the local health and care economy.



"I love my role; I love leading and developing the team and I love seeing people go home after a period of severe illness almost back to themselves."

Derbyshire Healthcare colleague



TRUST OF THE YEAR - 2023
ASIAN PROFESSIONALS NATIONAL ALLIANCE (APNA)

NURSING

Nursing is the largest profession in our organisation and the workforce is around 1,000 strong, forming the backbone of our organisation.

We employ general nurses, mental health nurses, children's nurses, health visitors and learning disability nurses in a range of clinical, educational, Infection Prevention and Control (IPC) and research roles across our organisation.

We have a large support workforce of nursing assistants and are progressive with our workforce development, offering Trainee Nurse Associate apprenticeships, valuing people with lived experience in paid roles and working closely with universities to support students. We promote a culture of advanced clinical practice, and encourage and support professional development wherever possible.

ALLIED HEALTH PROFESSIONALS (AHPs)

Allied Health Professions form the third largest clinical workforce in the NHS and are professionally autonomous practitioners, comprising of 14 different occupations. AHPs work across all areas of health and social care; supporting people from birth to end of life. They focus on the prevention of ill-health alongside improving health and wellbeing to maximise the potential for people to live full and active lives within

their family circles, social networks, education/training settings and the workplace.

AHPs play a key role within Derbyshire Healthcare and we have Dietitians, Occupational Therapists, Physiotherapists, Speech and Language Therapists and Social Workers working within the Trust.

PATIENT EXPERIENCE TEAM

We want patients and carers to get a quick resolution to any queries or concerns and, if someone has a poor experience of our services, we encourage people to speak to the team in charge of their care to find a resolution.

However, if the patient doesn't feel able to speak to their care team, or if further exploration is required, the Patient Experience Team (formerly Complaints and PALS) is the central point of contact for people to provide feedback and raise concerns about the services provided by Derbyshire Healthcare.

The team makes sure that all feedback received is responded to in the most appropriate way.

This can include signposting people to other organisations, giving advice, offering listening support, responding to concerns or facilitating investigations for formal complaints.

The team also guides and advises Trust services and colleagues on how to deal with patient concerns in a quick and direct way. Learning from the feedback we receive is essential and this, along with guidance and top tips, are shared with all Trust staff.

ACTIVITY DATA DURING 2023/24



1,286
Inpatient
admissions



81,353
Children
treated this
year



87,323
Referrals
received



608,339
Attended
contacts



3,047
Babies born
in Derby City
were cared for



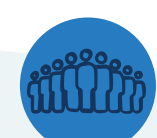
247
Inpatients
beds



7,506
Face to face
follow ups for
those in our
LD services



44,938
Adults
treated this
year



72,280
People
seen



**TRUST CHAIR, SELINA ULLAH, WAS NAMED A 'PIONEER'
AT THE 2023 ASIAN PROFESSIONAL NETWORK
ASSOCIATION (APNA) AWARDS**

Derbyshire Healthcare has a broad range of services that are structured within the following clinical divisions:

Acute mental health services for adults of a working age. This includes our adult inpatient services at both the Radbourne Unit and the Hartington Unit and urgent assessment and home treatment services, including our crisis services and liaison teams, and The Derbyshire Mental Health Helpline and Support Service.

Community mental health services are provided across Derbyshire for people with mental health needs that require specialist mental health interventions and care. These teams focus on supporting people to recovery and receive care within the community, reducing inpatient admissions, and a living well approach.

Forensic and mental health rehabilitation and specialist services. Following commissioner investment, the division continues to develop the forensic service line. It includes a Community Forensic Team, a Criminal Justice Liaison and Diversion Team and a Placement Review Team with a Low Secure Inpatient Unit provided at the Kedleston Unit. Currently there is a rehabilitation inpatient service at Cherry Tree Close and there is an ongoing transformation to extend the rehabilitation pathway including a community rehabilitation team. The division also includes a number of specialist teams including perinatal services (inpatient and community), eating disorder services for adults, substance misuse services through Derby Drug and Alcohol Recovery Service and Derbyshire Recovery Partnership, physiotherapy and dietetics services.

Mental health services for older people. Provides an inpatient service for people with dementia on the Cubley Court wards and an inpatient service for older people experiencing functional mental illness. We are also creating a new specialist functional ward in Chesterfield - Bluebell Ward, opening later this calendar year. This division also delivers services locally across Derbyshire within the Community Mental

Health Teams (CMHT) and Memory Assessments Service (MAS) and provides an intensive alternative to hospital admission through the Dementia Rapid Response Teams (DRRT) and the In-reach and Home Treatment Team.

Children's care services. Provides Child and Adolescent Mental Health Services (CAMHS) including CAMHS RISE, a team supporting Accident and Emergency (A&E) liaison and acute inpatient services. It also includes 0 to 19 Universal Children's Services, with public health teams including health visitors and school nurses and specialist children's services providing therapy and complex needs services, and a service for looked after children in care.

"People come into hospital very unwell, we care for them and then they get better and go home back to their families. That is immensely rewarding."

Derbyshire Healthcare colleague

Neurodevelopmental services. This division provides Autistic Spectrum Disorder (ASD) assessment and Learning Disabilities (LD) services including an intensive LD support team to help prevent hospital admission.

Psychology and psychological therapies. This is a newly formed division which provides psychological assessment and interventions for patients across the Trust. Interventions are delivered in 1:1 or group format and utilise the range of psychological models highlighted in guidance. All talking therapies including Talking Mental Health Derbyshire (Improving Access to Psychological Therapies - IAPT) across all services sit within the Division. Psychological therapy is delivered by a range of therapists and clinical psychologists for all age groups and presentations in the community and in patient services. They are embedded in teams across the Trust.



On 1 October 2023, the **inpatient perinatal (mother and baby) mental health services** in the East Midlands region became the responsibility of a new local partnership of healthcare providers, taking over responsibility from NHS England Specialised Commissioning. The partnership is led by Derbyshire Healthcare across the East Midlands and includes five NHS trusts and one private healthcare provider from the region, who are working together as the East Midlands Perinatal Mental Health Provider Collaborative. We are excited to lead this collaborative, which will seek to maintain the high quality of perinatal services already provided in the East Midlands and further improve the experience of service users and their families and carers, by involving experts by experience and clinicians to ensure that the service user's voice is heard at every stage of their treatment and recovery.

Recently the Trust has launched the new **East Midlands Gambling Harms Service**, established to offer specialist treatment and support to people across the region struggling with a gambling problem. The service, which is based in Derby and funded by NHS England, will provide specialist therapies, treatment, and recovery to those affected by gambling addiction and gambling problems in Derbyshire, Leicestershire, Lincolnshire, Northamptonshire, Nottinghamshire, and Rutland.

We are also a member of several regional NHS provider collaboratives including:

East Midlands Adult Eating Disorder (AED) Provider Collaborative - which provides eating disorder services to patients from NHS organisations across the East Midlands.

Op Courage Midlands, the veterans' mental health and wellbeing service.

IMPACT - responsible for the commissioning of low and medium secure mental health services and low and medium secure learning disability and autism services for adults in the East Midlands.

CAMHS Tier 4 East Midlands Provider Collaborative - responsible for the commissioning of CAMHS Tier 4 (specialist) services in the region.

Making Room for Dignity programme - Significant national and local investment of more than £150m has been allocated for the development of new facilities across Derbyshire. This will create the development of two new acute mental health units. The Derwent Unit in Chesterfield and the Carsington Unit in Derby. A new male Psychiatric Intensive Care Unit (PICU) is also being developed at Kingsway Hospital, alongside enhanced care services for female patients. These will be alongside the refurbishment of our acute wards at the Radbourne Unit on the Royal Derby Hospital site and the refurbishment of our older adult inpatient ward, at Walton Hospital, Chesterfield. These exciting developments are due to open during 2024/2025.



Job Title: Director of Nursing, Allied Health Professionals, Quality and Patient Experience

Location: Corporate, Kingsway

Reporting to: Chief Executive

Grade: VSM

JOB SUMMARY:

As Executive lead for regulatory matters, clinical governance, safeguarding and legal issues, patient safety and experience, the post holder will provide strategic leadership to establish effective systems and require assurances from service lines and corporate services to ensure compliance and continuous improvement across the organisation.

Working closely with the Medical Director you will provide joint leadership to the quality strategy and foster strong clinical leadership and engagement.

As a Director of the Board you will contribute fully to the development of strategy and policy and to the delivery of statutory and corporate responsibilities across all organisational matters. This includes promoting the vision, values, aims and priorities of the organisation through appropriate and visible leadership behaviours and actions.

This role will provide credible and passionate professional leadership to all nursing, AHP and wider staff employed by the Trust. You will also advise the Board, Chief Executive, Executive Directors and other members of the Senior Management Team on all professional matters relating to nursing, AHPs and non-medical professions.

It will be a requirement to remain abreast of national policy developments in relation to nursing, AHPs and non-medical professionals and ensure the implications of these are understood and considered by the Trust.

The post holder will ensure systems and processes are in place to support ongoing registration with the Care Quality Commission and other relevant external assessments, ensuring the Trust Board receives appropriate assurance on performance and compliance.

The role will also demonstrate leadership within a framework of prudent and effective controls which enable risk to be assessed and managed, in addition to undertaking specified responsibilities as set out in the risk management strategy, assurance framework and other supporting requirements.

The post holder will adhere to the NHS Code of Conduct for Managers, alongside their own professional code of conduct, where appropriate.

The Director will also have a role in supporting the delivery of the Trust Strategy and associated priorities. [Click here to see the current Trust Strategy.](#)

PRINCIPAL DUTIES AND TASKS: PATIENT EXPERIENCE

- To work alongside the Medical Director to collectively improve people's experience of our services, including addressing health inequalities, social inclusion and issues of diversity.
- To develop, manage and implement comprehensive systems of assurance and effectiveness, in relation to all aspects of service delivery.
- Use patient and family feedback to ensure learning informs practice.
- To lead on the Board visits programme, ensuring Board members are visible across our services and able to identify common themes and learning.
- To lead on patient compliments, complaints and real time feedback, ensuring effective and efficient arrangements are in place for dealing with complaints.
- Contribute to patient experience specific legal claims and litigation in line with national policy and local priorities.
- To ensure that there are effective and progressive systems in place to continuously improve the service users' and carers' experience and act as the Lead Director for the EQUAL Patient and Carers forum.



PROFESSIONAL LEADERSHIP

- To provide strong professional leadership, vision and strategic direction for the Trust's nursing family, AHPs, and non-medical professional clinical workforce. To promote excellence and best practice in all areas of service to patients.
- Create the conditions and culture of engagement that will ensure high standards of care are consistently delivered now and into the future through strategic planning and organisational development and training.
- To participate in workforce planning and redesign, including liaison with the multi-professional Deanery and educational providers.
- To support the Medical Director to develop and implement the clinical strategy.
- To develop and implement the Nursing Strategy and AHP Professional Practice Framework.
- To promote the Trust Values in behaviours of all staff.

BOARD MEMBERSHIP

- To lead in setting the Trust's strategic direction and oversee implementation of key areas pertaining to the clinical transformation of services.
- To monitor the performance of the Trust against agreed objectives and the delivery of action plans, taking corrective action as necessary.
- To ensure sound financial management of the Trust to meet statutory requirements and codes of good practice.
- To delivery high standards of corporate governance and personal behaviour.
- Lead on quality with external regulators, namely NHS England, Care Quality Commission and NHS Resolution.

- To share corporate responsibility for all Trust Board decisions and to agree specific objectives in line with the Trust's strategic direction.
- To be an ambassador for the Trust externally on regional, national and international platforms, building the reputation of the Trust, especially with regards to Nursing Practice, Patient Experience, Compassionate Care and Quality.

BOARD ASSURANCE

- Work closely with all Directors in the implementation and delivery of the Trust's agreed approach to Board Assurance.
- As a Board level Director contribute to the provision of effective risk management and governance structures and robust systems which assure implementation of the Trust's risk and governance objectives through the proactive identification and prioritisation of key organisational and clinical risks.

CONTRIBUTE TO THE EFFECTIVE MANAGEMENT OF THE TRUST'S RESOURCES

- Maintain effective information management and communication systems.
- Maintain delegated budgets in line with Trust policy and contribute to the development of cost improvement initiatives.
- Manage relevant budgets such that resources are targeted to meet agreed objectives.



RESEARCH AND DEVELOPMENT

- To contribute for nursing and other allied health professionals to the work of the Research and Development unit.
- To support the Medical Director in internally ensuring that research and audit is a vehicle to improve the patient experience via staff training, development and social evaluation.
- To contribute to an annual research and audit programme which supports the Trust's strategic objectives.

EDUCATION TRAINING AND DEVELOPMENT

- Ensure the full development of Nurses and Allied Health Professionals' academic activity in conjunction with universities.
- Contribute to the development of a learning culture within the organisation.
- Work in conjunction with the Director of People, Organisational Development and Inclusion regarding the Trust's relationship with relevant workforce forums.
- Secure effective pre-registration commissioning for Allied Health Professionals/Nursing via workforce plans.
- Ensure all Nurses and Allied Health Professionals have access to mandatory training and opportunities for studying at appropriate levels.
- Create a culture in which good clinical care will flourish. Ensure all nursing and AHP staff embrace clinical governance through effective supervision and appraisal and have time for reflective practice.

INNOVATION AND QUALITY

- Lead the production of the annual Quality Account, and provide regular reports to the Board to outline performance against agreed quality targets.
- Recognise and reward innovation, quality initiatives and ways of working.
- Encourage and support ideas and innovation from all staff within the Trust, and engender cross organisational working.
- Promote devolved authority and control, and encourage team based empowerment models of problem solving.
- Encourage, capture and implement innovation identified by service users.
- Encourage benchmarking and best practice identification, in both the public and private sector, to accelerate service improvements.

SAFETY

- Board Lead for safeguarding children, safeguarding adults, MAPPA, sexual safety, SEND and domestic violence.
- Executive Lead (DIPC) for infection control and clean environments across the Trust.
- Management of violence and aggression - includes reducing restrictive practice and reducing the use of seclusion.



EVIDENCE BASED PRACTICE

- To be the Director Lead for implementing the requirements of national guidance e.g. NICE, Care Quality Commission, professional college's guidance and guidelines where applicable.
- To ensure implementation of learning from internal findings e.g. audit, complaints, serious untoward incidents, research.
- To review national and local inquiries, benchmarking the organisation against any recommendations and leading on organisational learning.
- Lead on the implementation of recovery principles as part of quality priorities which are determined each year.

COMMUNICATION, LIAISON AND RELATIONSHIPS

- Excellent communication skills are an essential requirement, as the post holder will make a leading contribution to the continuing development and improvement of all health services, requiring them to liaise with staff at all levels and with external partner organisations.
- The post holder will require strong leadership skills to secure the support and commitment of others.

ADDITIONAL REQUIREMENTS: THE POST HOLDER:

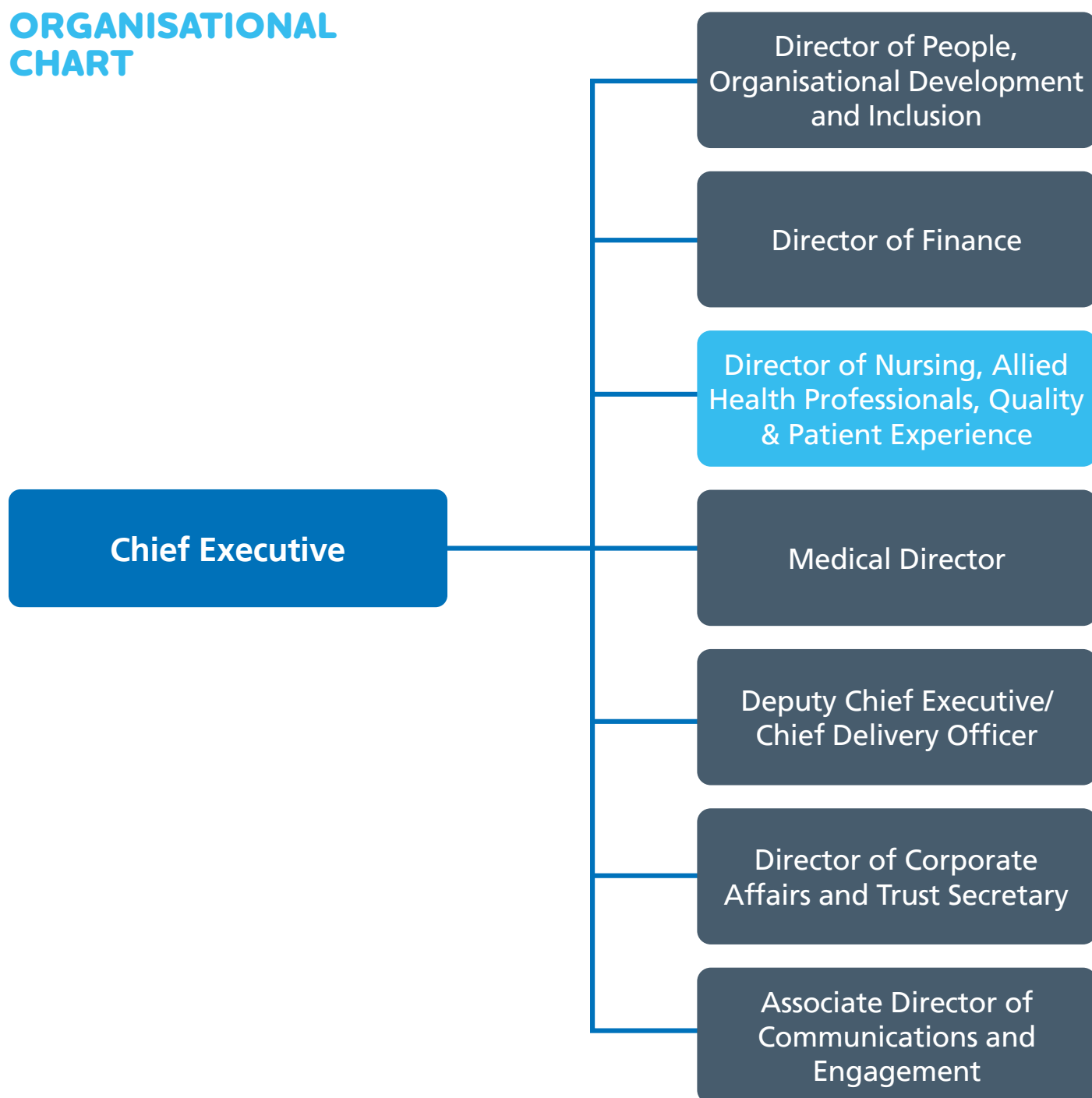
- Is expected to actively promote and implement the Trust's equal opportunities policies and procedures.
- Must ensure that personal information for patients, members of staff and all other individuals is accurate, up to date, kept secure and confidential at all times in compliance with the Data Protection Act 1998, the Caldicott principles and the common law duty of confidentiality.

- Must comply with the Freedom of Information Act 2000.
- To be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues.
- Is expected to take responsibility for self-development on a continuous basis, undertaking on-the-job and other training as required.
- May be required to undertake duties at any location within the Trust, in order to ensure safe, effective continuity of services.
- To maintain a portfolio of Trust-wide responsibilities as directed by the Chief Executive.
- Participate in the Director on call rota.
- Demonstrate and meet the NHS leadership competency domains for Board members (NHS England » NHS leadership competency framework for board members)
- Driving high-quality and sustainable outcomes
- Setting strategy and delivering long-term transformation
- Promoting equality, inclusion and diversity, and reducing health and workforce inequalities
- Providing robust governance and assurance
- Creating a compassionate, just and positive culture
- Building a trusted relationship with partners and communities

This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.



ORGANISATIONAL CHART



**WE HAVE A POPULAR DEED STAFF RECOGNITION
SCHEME THAT CELEBRATES COLLEAGUES WHO
DELIVERY EXCELLENCE EVERY DAY**

PERSON SPECIFICATION

Requirements	Essential	Desirable
Education/Qualifications	<ul style="list-style-type: none"> • Current Nurse registration with the NMC (RMN or RNLD) • Master's Degree or can demonstrate equivalent level of knowledge and skills gained through experience • Evidence of continued professional development • Evidence of management and leadership development 	
Previous Knowledge and Experience	<ul style="list-style-type: none"> • Extensive senior nurse management experience in a senior role within the NHS or similar complex and highly regulated healthcare environment including working with Boards • Extensive experience and successful track record in the leadership and management of clinical and nursing services • Experience of working within a Mental Health organisation • In-depth knowledge of the challenges facing Mental Health Trusts • Significant experience of taking the lead in the development of strategic direction which aligns with regulatory scrutiny and delivery of high quality, safe care • Comprehensive knowledge of patient safety systems and processes including clinical risk and safeguarding vulnerable people • Knowledge and understanding of the current NHS agenda and policies • Knowledge, understanding and experience of leading CQC compliance • Building personal and professional credibility with Board, management teams and staff 	<ul style="list-style-type: none"> • Experience of operating at Board level



OUR TRUST SCORED HIGHER THAN THE AVERAGE COMPARATOR SCORE IN THE LATEST STAFF SURVEY FOR STAFF ENGAGEMENT AND MORALE

PERSON SPECIFICATION

Previous Knowledge and Experience

- Experience and knowledge of equalities issues and success in addressing discrimination and inequalities in employment and service delivery
- Experience of service innovation and development with proven positive outcomes for patients
- Knowledge, understanding and evidence of senior leadership and delivery of Infection Prevention & Control, and Safeguarding
- Able to make a significant contribution to Trust's cost improvement programme to reconcile affordability, safety and quality
- Evidence of report writing and presentation skills, to include board reporting and formal presentations.

Skills, and abilities

- Ability to contribute to effective Board working and organisation, monitor compliance with risk management, legal, ethical, clinical, social and environmental requirements
- Clear vision for Nursing, AHP, Quality and Patient Experience and the ability to secure the active commitment of multi disciplinary staff in working towards achieving this
- Proven ability to set high standards of patient care and influence significant change to nursing practice
- Exceptional communication, interpersonal, negotiating and influencing skills and the ability to build professional and personal credibility with colleagues and teams.
- Ability to set out a clear strategic direction, inspire others and assume command, together with an ability to translate strategic objectives into deliverable operational plans
- Ability to formulate and implement plans whilst liaising with and engaging all appropriate stakeholders
- Advocate for all staff groups and individuals particularly those with protected characteristics and promote equality, diversity, and inclusion



PERSON SPECIFICATION

Skills, and abilities

- Ability to analyse and interpret complex data to lead improvements in patient care
- Ability to motivate, support, coach and mentor staff
- Excellent organisational and time management skills. Able to prioritise work demands and meet deadlines
- Highly skilled at addressing and resolving conflict

Values and Board level requirements

- Professional approach that is in tune with and demonstrates our [Trust vision and values](#)
- Meet [Fit and Proper Persons requirements](#)
- Meets [NHS leadership competency framework for board member](#)

Other

- Ability to travel regularly across the whole of the county and to attend regional and national events as required

"I was in a dark place when I came onto Morton Ward in 2018 and four years later, I no longer have my mental health diagnosis... I cannot begin to tell you how much you all impacted my life for the better."

- A Derbyshire Healthcare patient



A GREAT PLACE TO PUT DOWN ROOTS



Derbyshire Healthcare
NHS Foundation Trust

DERBYSHIRE

Derbyshire is a wonderful place to live. Our county has stunning countryside, amazing history and of course, fabulous people.

Derbyshire is an area of great natural beauty with rugged, peat-covered moorlands and magnificent limestone dales, with picturesque towns and villages, historic churches and some grand houses. It is the location of Britain's first National Park - the Peak District National Park, a popular place for walkers and climbers.



"From grand rural vistas to inner-city challenges, the world is here and yet we work in a close-knit and supportive organisation. Give us a try and you are likely to get hooked."

Derbyshire Healthcare colleague

Whether you enjoy your shopping or leisurely sightseeing trips, Derbyshire's lively towns offer a delightful array of attractions. Derby itself offers the best of both worlds – multicultural city life on the doorstep of a stunning rural environment.

TOP 5 REASONS TO LIVE IN DERBYSHIRE

1. It offers a mix of thriving towns, a busy, buzzing city and beautiful countryside
2. It is one of the most affordable places to live in the country and the perfect place to buy a house. Derbyshire offers great value for money, with Zoopla figures showing that the average price of a house in the county is well below the national figure, and nearly half the average price of the south-east of the UK.
3. Some of the best schools in the country – both state and private
4. Super-central location – so family and friends are never far away
5. The home of the Peak District – need we say more?



SUSIE SCALES - QUEEN'S NURSE AWARD 2023
FOR DEMONSTRATING A HIGH LEVEL OF COMMITMENT TO PATIENT CARE AND NURSING PRACTICE WITHIN THE COMMUNITY

A GREAT PLACE FOR YOU



Derbyshire Healthcare
NHS Foundation Trust

Our Trust is committed to ensuring equality, diversity and inclusion, and human rights are central to the way we deliver healthcare services to our service users and how we support staff.

This means we all play our part:

- To be a caring and forward thinking organisation that promotes equality, values and celebrates diversity and creates an inclusive and compassionate environment for receiving care and as a place to work;
- To ensure that our staff provide inclusive services that are equally good to all service users, which meet their needs and are delivered with kindness, dignity and respect;
- To ensure that all our team members are engaged, valued and treated equally with kindness, dignity and respect.

We recognise that the Trust has a diverse workforce and we have the following staff networks to offer colleagues a safe place to receive support, advice and encouragement about work related issues. They also serve as forums to exchange views and experiences and raise concerns.

- Our Armed Forces Network
- Our Black and Minority Ethnic (BME) Staff Network
- Our Disability and Wellness Staff Network
- Our LGBTQ+ Staff Network
- Our Christian Network
- Our Multi Faith Forum
- Our Women's Network

To learn more and view a video where Trust colleagues share what inclusion means to them, visit: derbyshirehealthcareft.nhs.uk/about-us/equality-and-diversity



"There are lots of opportunities within the Trust. You have the chance to work with other people and get to know them and try different things that make use of your skills."

Derbyshire Healthcare colleague



**THE TRUST WAS SHORTLISTED FOR
'BEST EMPLOYEE EXPERIENCE INITIATIVE'
CIPD PEOPLE'S MANAGEMENT AWARD 2022**

YOUR EMPLOYMENT PACKAGE

We offer a comprehensive and competitive employment package to ensure you benefit from the work you do here with us. Working here you will not only become an integral part of delivering high-quality care, but also become part of a friendly organisation that nurtures and encourages you to make the most of our progressive employment policies and excellent benefits.

1. LEASE CAR SCHEME



Working in partnership with our lease car partner GMP Drivercare, the salary sacrifice lease car scheme uses the latest tax incentive benefits offered by HMRC which - particularly on electric vehicles - provide a competitive way to car leasing. As a Trust we also pass back some of the employer savings to our staff making cars even more affordable.

2. RELOCATION



If you are looking to move to beautiful Derbyshire, we will pay relocation of up to £8,000 subject to HMRC requirements.

3. ANNUAL LEAVE



We reward you with a generous 27 days per year plus eight bank holidays. This increases to up to 33 days depending on service. This service does not have to be continuous. You can also buy up to 10 additional annual leave days per year.

4. FAMILY AND CARER LEAVE



We offer comprehensive maternity, paternity, adoption and shared parental leave schemes with benefits in excess of the statutory schemes. We also recognise that many employees have caring responsibilities outside work and that from time to time, emergency leave may be required. We have a supportive Special Leave policy that covers a variety of life events and circumstances.

5. SICKNESS ABSENCE PAY



You are entitled to occupational sick pay. You may be entitled to up to six months at full pay and six months at half pay, depending on your length of service

6. CYCLE TO WORK



Derbyshire Healthcare is part of the government's tax-free 'Cycle to Work' initiative. The scheme allows staff to save up to 37% on a bicycle along with safety and security accessories of their choice, to a maximum value of £10,000, which will be paid for through easy monthly payroll reductions.

7. PENSION SCHEME



You'll automatically be able to join the NHS Pension Scheme as soon as you start working with us. Employer pension contributions are generous and as your contributions are taken from your salary before tax, so you receive tax relief on any amount you pay. The NHS pension scheme is guaranteed by the government and protected against inflation.

8. STAFF DISCOUNTS



Working for the NHS comes with a range of staff discounts accessed via Health Service Discounts or the Blue Light card programme. Both provide access to a huge range of NHS discounts and healthcare staff benefits.

9. FLEXIBLE WORKING



Although our standard working week is 37.5 hours, we are committed to helping staff balance the demands of both their work and personal needs through flexible working and retirement arrangements. As a flexible working friendly organisation, we want to be sure that you can work in a way that is best for our service and for you. Speak to us about how we might be able to accommodate a flexible working arrangement whether that's job share, part time or another flexible pattern.



68% OF STAFF SAID THEY WOULD RECOMMEND THE TRUST'S SERVICES TO THEIR FRIENDS AND FAMILY IF THEY NEEDED SUPPORT.
2023 NHS STAFF SURVEY

A GREAT PLACE FOR WELLBEING



Derbyshire Healthcare
NHS Foundation Trust

The health and wellbeing of all our colleagues is and will remain a priority for the Trust. Our leaders are constantly seeking innovative ways to support our staff and we have a wide range of wellbeing offers in place, to both prevent and respond to health and wellbeing needs.

We have a dedicated wellbeing team who are on hand to support colleagues whilst focussing on developing and improving our staff wellbeing offer, as well as providing access to 24/7 counselling support when needed.



SOME OF THE WAYS WE SUPPORT YOUR HEALTH AND WELLBEING

- Resolve Staff Support service for confidential counselling
- Urgent and proactive support with our Employee Assistance Programme
- Schwartz Rounds
- Financial wellbeing support including access to low cost loans
- Physical activity opportunities and sessions
- Health and wellbeing training
- Resources to support your and your team's wellbeing
- Peer support groups
- Physiotherapy
- Lifestyle advice and resources



EXPERT BY EXPERIENCE COLLEAGUE, LEANNE WALKER,
AWARDED NATIONAL SERVICE USER AWARD IN 2023

HOW TO APPLY



Derbyshire Healthcare
NHS Foundation Trust

Grade: Very Senior Manager (VSM)

Base: Kingsway Hospital, Derby

Salary: Competitive dependent on experience

CLOSING DATE SUNDAY 16 JUNE 2024

Please apply via Trac jobs where you need to register to submit your covering letter and CV.

Please note any correspondence will be sent to this registered emailed address so please check your junk folder on your email account.

You should outline your motivation for applying for this position and the knowledge, skills and experience you have that will make a positive impact on achieving our strategic objectives. In addition, you should highlight how you align with our vision and values and how these contribute to the delivery of high quality care. Please ensure your CV covers your full employment history.

THE SELECTION EVENTS

Online stakeholders panel – 9 July 2024

Face to face interviews – to be confirmed

Our Trust is a Disability Confident employer and a signatory to the Armed Forces Covenant. If you meet the essential criteria on our person specification and have declared a disability on your application form or are part of the armed forces you will be guaranteed an interview.

If you require any support applying or would like an application form in a different format please contact our recruitment team on

dchst.recruitment@nhs.net.

For an informal discussion about the role please initially email either

Mark Powell – Chief Executive

mark.powell8@nhs.net

Alex Dougall – Strategic Recruitment Lead

alex.dougall@nhs.net • 07341 790552



"The Trust fosters a culture of support and compassion for its staff and understands the need for those working in the front line to be involved in decision making which will affect patient care."

Derbyshire Healthcare colleague



OUR SPECIALIST COMMUNITY MENTAL HEALTH SERVICES FOR CHILDREN AND YOUNG PEOPLE IS RATED OUTSTANDING BY THE CQC