

Chief People Officer

Candidate Brief





Sir Richard Ibbotson

Chair

Welcome

Dear prospective colleague,

Thank you for showing an interest in joining us. I'm sure that you will conduct your own research about us. I, therefore, offer you some more personal insights from my role as Chair which might help you decide whether you possess the necessary attributes to contribute to our Board and our leadership as we progress on our integration journey.

After some years at the helm, I am perhaps in a position to reflect on our strengths and challenges. I judge that we are particularly fortunate in benefiting from an exceptionally stable and cohesive team. Bringing acute, community and social care all into one organisation has enhanced this immeasurably. Our unitary Board is equally populated with talented directors who all get along well. The task is simple: to provide the best care we can for the people we serve with the resources available. The delivery is more complex. Indeed, the competing priorities within an integrated care organisation comprise our biggest challenge.

To nurture these strengths and deliver against the challenge, I consider it imperative that those joining our Board must:

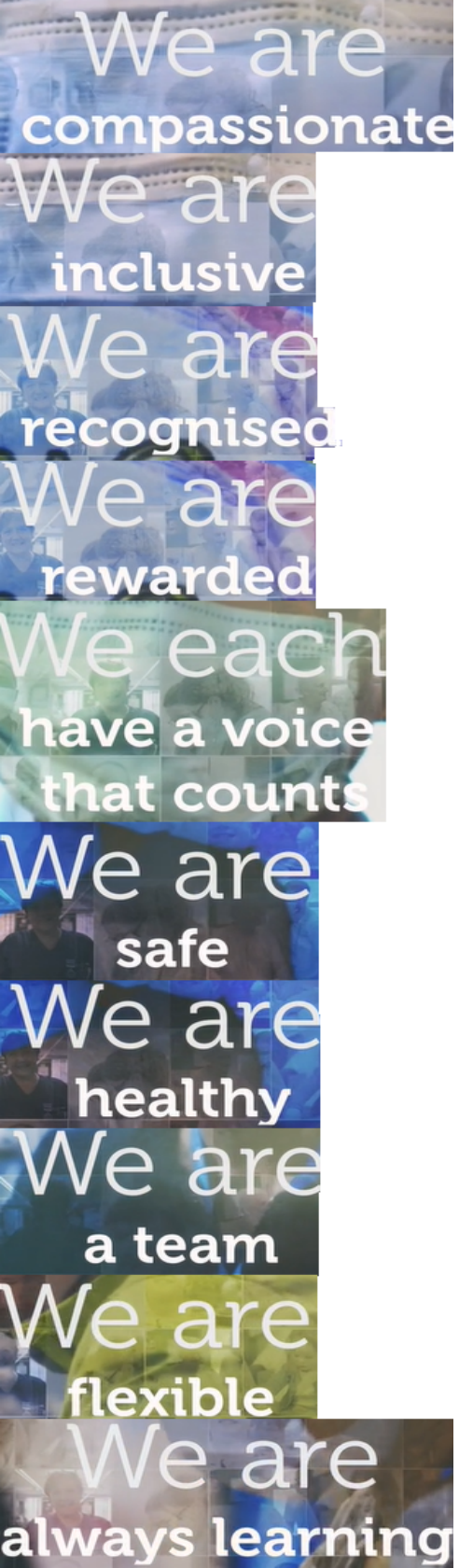
- demonstrate a track record of Board level leadership and personal achievement in a complex environment (either as an Executive or as a Non-Executive)
- have the ability to grasp the relevant issues; underpinned by an understanding of how to engage, listen and build relationships with other key stakeholders both internally and externally.
- understand our story, our background of integration, innovation and improvement and have the energy and vision to lead us into the next chapter with integrity and passion.

If you are still with me, then you probably have the skills, experience and character that we seek. Contributing to our leadership as an Executive Director is a real privilege. I stand ready to help you decide whether it is for you.

Additionally, should you require any further information, the Chief Executive and I, can be contacted for an informal discussion by contacting Sophie Byrne, PA to the Chair and Chief Executive on Tel: 01803 655703.

Yours sincerely

Sir Richard Ibbotson, Chair



Who are we

We are Torbay and South Devon NHS Foundation Trust. We are an integrated health and care organisation.

We provide health and social care services to our people in their own homes or in their local community. We also run Torbay Hospital (providing acute hospital services) as well as five community hospitals, stretching from Dawlish to Brixham.

We support around 500,000 face-to-face contacts with patients in their homes and communities each year and see over 78,000 people in our A&E department annually. We serve a resident population of approximately 286,000 people, plus about 100,000 visitors at any one time during the summer holiday season.

We are passionate about creating a fairer and more inclusive NHS for everyone.

We employ over 6,500 staff, including doctors, nurses, occupational therapists, social workers, consultants, and physiotherapists, as well as highly skilled managers, administrators and technical experts. Our people work in a wide range of settings and locations across our communities, depending on their individual role or circumstances.

We also have over 800 volunteers who make a difference every day to the people we care for and the services we provide.

We were proud to be the first NHS Trust in England to integrate hospital and community care with social care.

Now, as a well-established integrated care organisation (ICO) of more than five years' standing, we know first-hand the positive impact that working together in partnership with others has on our local population – giving everyone a brighter future.

We have been given a share of £3.7 billion government funding for a new hospital development. This is fantastic news and a once in a lifetime opportunity to make a real difference in how we deliver services with, to and for our people.

It is not just about building a better hospital in Torquay, it is about building further on our integrated approach to service delivery. We are exploring opportunities to deliver our services in ways that provide better outcomes for our population and better working environments for staff across all the communities that we serve.

Our strategy

We are clear about our leadership role in our local health and care system and as an anchor institution in our local communities.

We recognise the challenge of both maintaining and developing our own organisation while collaborating with partners to improve the health and wellbeing of everyone in the geographical county of Devon as a whole.

Our vision is better health and care for all. Our vision and strategy build on the core principles of the strategy we developed with local partners 17 years ago. We have used what we have learnt to evolve and grow our strategy to help us build a brighter future for everyone in Torbay and South Devon.

Through collaboration with our partners, we will deliver high quality integrated care with our communities, reinforcing our longstanding commitment to ensure that we care for people by focusing on what matters to them, putting them at the centre of everything we do and integrating services around them.

Delivering better health and care for all

Purpose

What is our role in society?

To support the people of Torbay and South Devon to live well

Goals

How do we measure our success?

Excellent population health and wellbeing

Excellent experiencing receiving and providing care

Excellent value and sustainability

Priorities

What do we need to focus on to achieve our goals?

More personalised and preventative care: 'what matters to you matters to us'

Reduce inequity and build a healthy community with local partners

Relentless focus on quality improvement underpinned by people, process and technology

Build a healthy organisational culture where our workforce thrives

Improve access to specialist services through partnerships across Devon

Improve financial value and environmental sustainability

Delivery

How are we going to make our strategy real?

Enabling plans

- health and care plan
- health and social care governance framework
- people promise and people plan
- financial plan
- digital plan
- estates plan
- green plan
- engagement, partnership and transformation plan
- building a brighter future programme

Outcomes

What will be different?

Outcomes

- more care delivered in people's home and in our communities, with less reliance on hospital-based care
- more specialist care is delivered through provider networks with reduced and more equitable waiting times
- younger people's health improves, with earlier intervention and preventative services resulting in better health as people age
- improved value for money and greater clinical, environmental and financial sustainability
- patients and staff have excellent experiences and improved wellbeing



Liz Davenport
Chief Executive

Hello,

A very warm welcome to Torbay and South Devon NHS Trust.

I know I speak for us all when I say I am delighted to hear from people who want to join our Torbay and South Devon family! I hope you enjoy reading this booklet and finding out more about the amazing opportunities we have to work, learn and live in this beautiful part of the country.

Thank you for taking the time to find out more about us, and, hopefully, I will see you very soon as a new member of our team.

Best wishes

Liz Davenport
Chief Executive

Our executive team

Our executive team provide leadership for our people, our services and our teams. They work together to set goals, develop strategies and articulate a clear vision and focus for our integrated care organisation. Each of them is an experienced NHS professional with extensive knowledge and expertise. Together they are responsible for the day-to-day running of our services.

We fully recognise and understand that how our executive team function as a collective leadership body, and how they interact with each other and with our people, has a direct impact on our organisational performance and culture.

Our executive team embrace and value their differences, skills and experience. They are committed to listening and communicating well, seeking input from each other and trusting and respecting one another and their colleagues. Their work is overseen by our Board of Directors.

Meet our executive team on the next page

Meet our Executive team



Dave Stacey - Deputy Chief
Executive & Chief Finance Officer



Deborah Kelly - Chief Nurse



John Harrison - Chief Operating
Officer



Ian Currie - Medical Director



Judy Falcao - Chief People Officer



Adel Jones - Director of
Transformation, Partnerships & SIRO



Joanne Watson - Health and Care
Strategy Director

About our people directorate

The People Directorate provides a range of services to our people to help, enable and develop them to be at their best in providing our services to the population of Torbay and South Devon.

Through our diverse and specialist teams we have a broad set of skills, experience and expertise to support and enable our managers, teams and individuals to attract, develop and retain our workforce.

We set out in our people promise, people plan, our ambitions and priorities and how we will measure the impact of them to enable the Trust to achieve its objectives, ensuring recovery of our services and our people as we emerge from the pandemic.



Sarah Lehmann



Darran Armitage



Chris Edworthy

About the role

Hear about the role from Vicki Matthews Non-executive Director and Chair of the people committee

About the Role

Our Chief People Officer is a critical role and a voting member of our Board, reporting to our Chief Executive. You will be part of the Executive team, responsible for the delivery of our strategy and specifically accountable for the development and implementation of our ambitious people and workforce strategy, underpinned by exemplary people practices and policies. As Chief People Officer you will be central to setting and stewarding the organisational culture and embedding our values and behaviours, ensuring a vibrant, empowering and inclusive working environment.

You will be the Executive lead for Freedom to Speak up, ensuring that speaking up is actively promoted and encouraged, and that learning is fed back in to the system, driving continuous learning and improvement.

You will also have Executive accountability for equality, diversity and inclusion, promoting the contribution of all people in the workforce and equality of opportunity for career development opportunities.

We have been given a share of £3.7 billion government funding for a new hospital development. This investment will drive a once in a lifetime programme of service transformation, and you will be integral to the success of our programme by ensuring an innovative workforce plan, dovetailed to the NHS' longer term, workforce ambitions.

Critical to this role will be the building of partnerships and collaborations that enable delivery of the highest quality of health and social care services to our local community. We are the largest employer in Torbay and South Devon and as such, have a key role to play in supporting local economic regeneration and employment opportunities for local people. This requires you to establish strong partnerships with local community groups and be a proactive Ambassador for us and our ambitions around high-quality, integrated care.

We are a key member of the Devon health and care system and you will have a significant system leadership role, influencing and shaping the people strategy in Devon, and ensuring that we are in the best position to deliver sustainable health and care services to our local population.

You will help drive innovation in our people practices, ensuring that we build on our work to develop a high performing, inclusive and empowering culture. We are looking to be a national exemplar for focussed and compassionate people practices and so this is an extraordinary opportunity for a strategic, creative and dynamic professional to join our high calibre executive team. There is much work to do, and some of the work will be challenging as we recover from the last two years, but the opportunities are endless, if we stay focussed and work together.

[Find out more](#)[Apply](#)

To you from us

We believe your employment with us is about more than just pay. We are proud to provide some of the most comprehensive and attractive employment packages.

We offer a range of fantastic support, benefits and opportunities, including

Flexible working opportunities. We recognise the importance of supporting a healthy work life balance and provide a number of flexible working opportunities.

Generous annual leave. Depending on your length of service this starts at 27days and increases to 33days plus bank holidays after 10 years NHS service.

Parental leave and pay. Occupational benefits for maternity, adoption and shared parental leave are available after 12 months continuous service. Subject to qualifying criteria, you will receive full pay for 8 weeks, followed by half pay plus statutory pay for an additional 18 weeks, followed by a further 13 weeks of statutory pay.

Sickness benefits. Starting at 1 months full pay and 2 months half pay, your occupational sickness benefits increase after 5 years service to 6 months full pay and 6 months half pay.

NHS Pensions benefits are extremely competitive and include:

- employer contribution of 20.68%
- option for tax free retirement lump sum
- pension payable for life revalued at consumer price index
- life cover including a lump sum and dependent pension
- ill health retirement benefits
- children's pension
- early and flexible retirement options including step down, wind down and retire and return opportunities
- **Total Reward Statement** describes simply and easily, in one place, your total benefits from NHS employment and includes a financial summary, annual pensions benefit statement and employer benefits





A growing number of staff networks and forums. We are committed to creating a more diverse and inclusive organisation and ensuring that we support all our staff. We have developed a number of staff networks including our Black and Minority Ethnic network, Menopause group, LGBT+ network, young person forum, disability network and mental health forum.

Recognition awards. We are incredibly proud of all of our teams and the amazing care, compassion and dedication they show in supporting our communities to live well. We have a number of awards that recognise outstanding contribution including our Daisy awards and Our People awards, as well as awards that recognise length of service and retirement.

[Find out more](#)



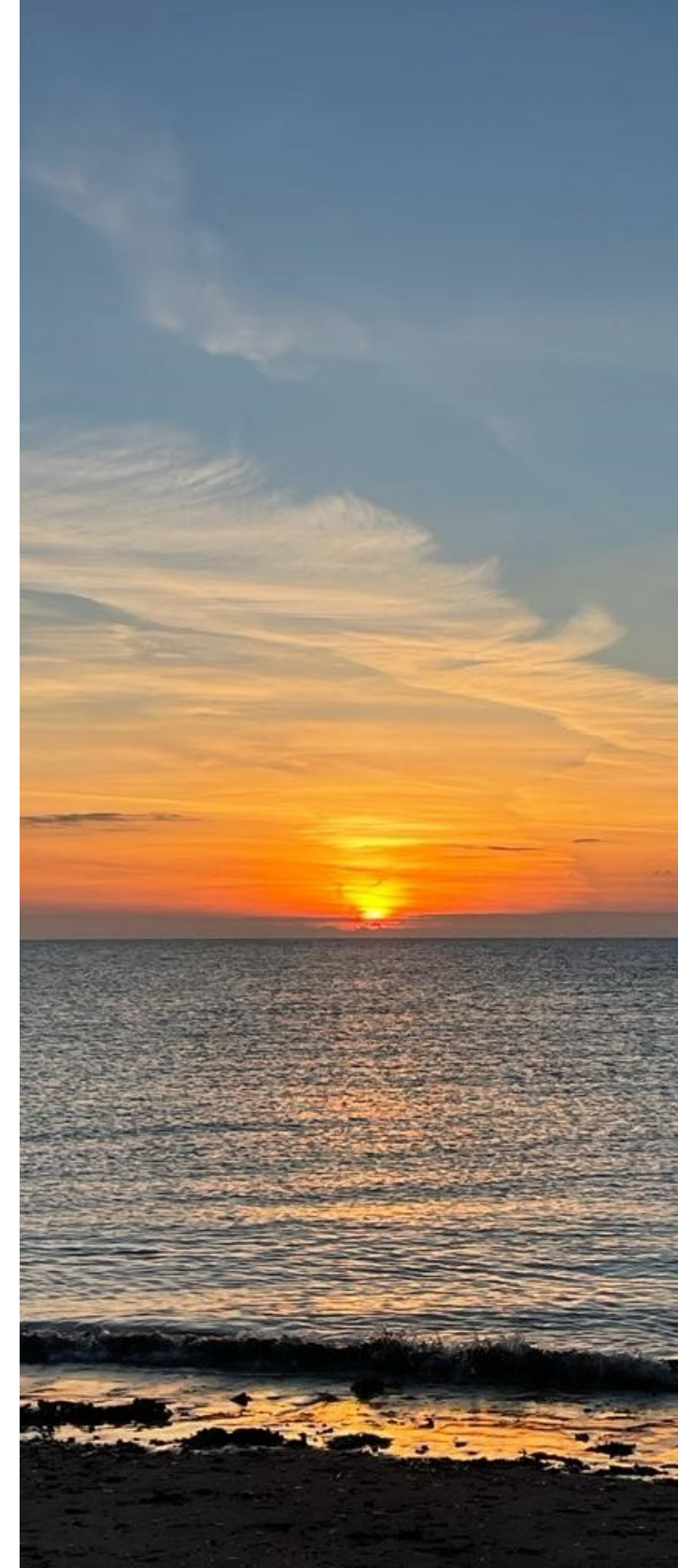
Location, Location, Location

South Devon is famous for its mild climate and wonderful Mediterranean-style coastline. The Torbay area takes in three towns - Torquay, Paignton and Brixham with a combined population of 123,000.

There is an array of leisure opportunities – marinas, subtropical public gardens, scenic walks, seafood and international restaurants, theatres, attractions and events.

Inland, the countryside is equally picturesque, with Devon thatched cottages and Dartmoor National Park.

Along the South Devon coast, there are further attractive resorts and estuaries. The City of Plymouth and Exeter are also a short journey away.



Care to join us?

For a confidential discussion, please contact our recruitment advisers at GatenbySanderson

Melanie Shearer, Partner: melanie.shearer@gatenbysanderson.com or 07785 616 548

Joanna Riley - Senior Researcher, Health:
joanna.riley@gatenbysanderson.com or 07807 624 332

Candidates will be selected for interview based on how closely they demonstrate their skills and experience in relation to the job description and person specification.

Applications should consist of a **full curriculum vitae** detailing career and achievements, as well as a **supporting statement** which addresses the role description and person specification. Applications should be made via our website:

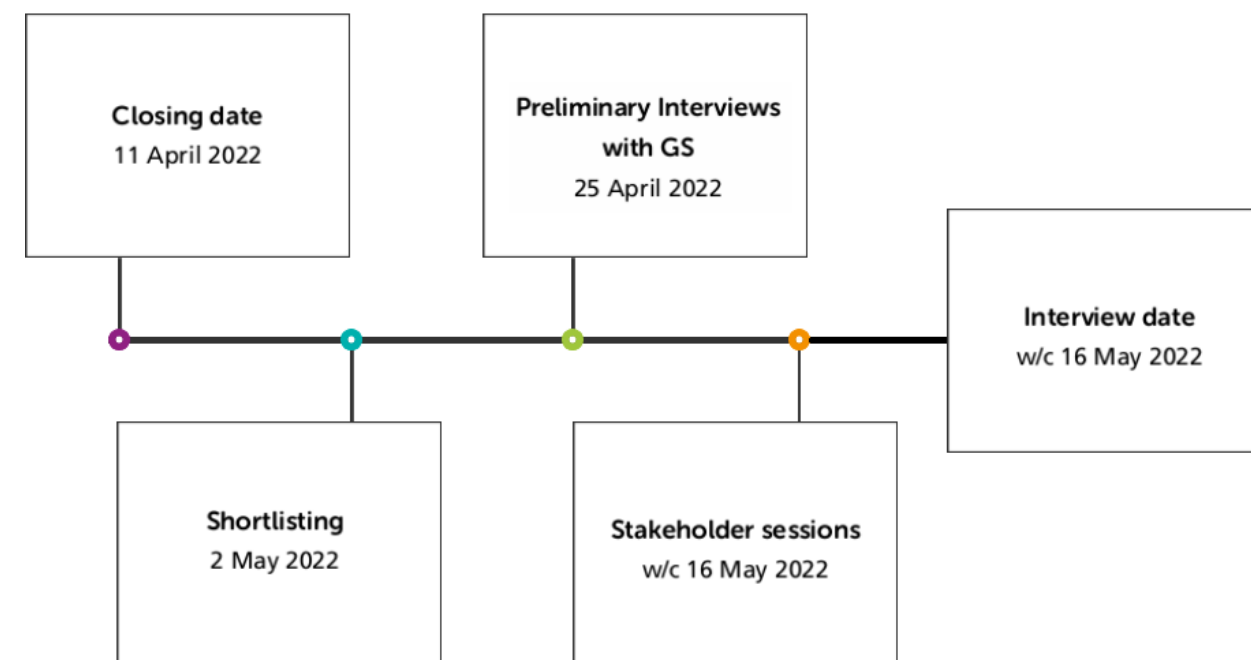
<https://www.gatenbysanderson.com>

In addition, please ensure that you provide the attached information which can be found on the useful information button.

The closing date for applications is **Monday 11 April 2022**.

Once the closing date for applications has passed, applications will be evaluated according to the person specification and the Selection Panel will determine which candidates will be invited to take part in the next stage of the process.

Please note that at first interview with GatenbySanderson, you will be required to provide proof of identity and, where necessary, permission to work as required by the appropriate National Government.



Key dates

Find out more



Useful Information





Torbay and South Devon NHS Foundation Trust