



Chief Nursing Officer

Candidate information pack

September 2022

WELCOME

Dear Colleague,

Thank you for your interest in joining Surrey and Borders Partnership NHS Foundation Trust (SABP) as our new Chief Nursing Officer and for taking the time to read this information pack.

We are proud to be the leading provider of health and social care services for people of all ages with mental ill health and learning disabilities in Surrey and North East Hampshire. Rated “good” by the CQC in 2020, we deliver high quality care across 140 services providing individual treatment and support to help people work towards recovery. We have a dedicated workforce of over 2,700 staff serving a population of 1.3 million. Our services are provided in community settings, hospitals and residential homes with an emphasis on providing local treatment and support close to people's homes wherever possible.



Our partnership agreement with Surrey County Council allows us to offer integrated health and social care to meet people's full range of needs. We work closely with other NHS and voluntary sector organisations that provide services and support people who use services and carers and we have recently opened a new mental health facility in advance of the opening of a new hospital in North West Surrey.

The last two years have seen unprecedented challenge for all parts of the NHS and we are no different. I joined SABP as Chief Finance Officer in 2015 and was delighted to be appointed as Chief Executive in 2021. I am impressed and Inspired by the commitment and dedication I have witnessed from our workforce. The pandemic continues to have a significant impact on people's mental health and we are seeing a significant rise in demand for services. Our staff continue to show resilience, compassion and professionalism to the pressure and demand of delivering care and supporting colleagues and we are focused on continuous improvement and development of our services to meet ever increasing demand.

Working with our partners across the Integrated Care Systems (ICS) for Surrey, Hampshire and parts of Sussex we are focused on remaining an organisation where people want to work and where our services provide safe and reliable care for every person, every time. As the ICSs take shape the focus on system leadership, reducing health inequalities and improving population health and wider wellbeing will increase. It is our role to ensure that the provision of excellent mental health and learning disabilities services remains a priority across our region.

As our Chief Nurse you will play a critical role in helping us to deliver our vision. As a member of the Trust Board and Executive you will share accountability for overall delivery of performance and financial sustainability as well as contribute to a culture which is person centered, empowers staff, promotes personal accountability, is fair and collaborative and delivers continuous improvement.

Providing visible and professional leadership to our nursing colleagues you will develop a regional presence so that we are able to engage on matters relevant to the people we serve and our nursing profession. This will include a focus on talent management, succession planning and development of education and research in these areas to ensure that we have a skilled workforce not only now, but in the future.

Working closely with the Chief Medical Officer, you will lead on clinical governance, safety and risk and the development of our 5 year quality improvement strategy as well as our carers strategy. If you are an experienced Director of Nursing with a breadth of experience, a reputation for clinical leadership, quality, improvement, a passion for the delivery of excellent services across mental health and learning disabilities, and a focus on equity and inclusion, both for our staff and populations, then I am keen to hear from you.

I encourage you, in the first instance to contact Julia St Clare our recruitment advisor from GatenbySanderson Julia.stclare@gatenbysanderson.com 07801 564631.

I look forward to hearing from you

Graham Wareham



ABOUT US

We are ambitious providers of mental health, drug and alcohol and learning disability services for people of all ages.

We provide a broad range of multi-disciplinary and multi-agency community services, early intervention and detection programmes, as well as highly specialised therapy and treatment. Our high-quality care focuses on enabling people to live well with their conditions and to work towards recovery.

On average we employ more than 2700 staff substantively to deliver our services. Many of these are highly skilled professionals who work with a variety of system partners across the public and voluntary sectors to ensure we deliver high quality care to our local population of 1.3 million.

We seek to involve and engage people who use our services and their families in our community, and we have approximately 7,000 public members of our Foundation Trust.

In April 2005 we were established as a health and social care partnership Trust and, in May 2008, we became an NHS Foundation Trust, the first mental health and learning disability Trust in the South East Coast NHS region to gain this status.

Our overall Trust income will be in excess of £300 million for 2021/22. In previous years we reported the income for Children and Family Health Surrey; this service now trades within the Trust.



We see **48,000** people of all ages every year

➤ **1,250**



Admissions
to our hospitals

➤ **140**



Teams

➤ **39**



Locations

406,000 Community contacts



Helpful links:

- [CQC Report](#)
- [Annual Report 2020/21](#)

Ratings

Overall trust quality rating

Good ●

Are services safe?

Good ●

Are services effective?

Good ●

Are services caring?

Good ●

Are services responsive?

Good ●

Are services well-led?

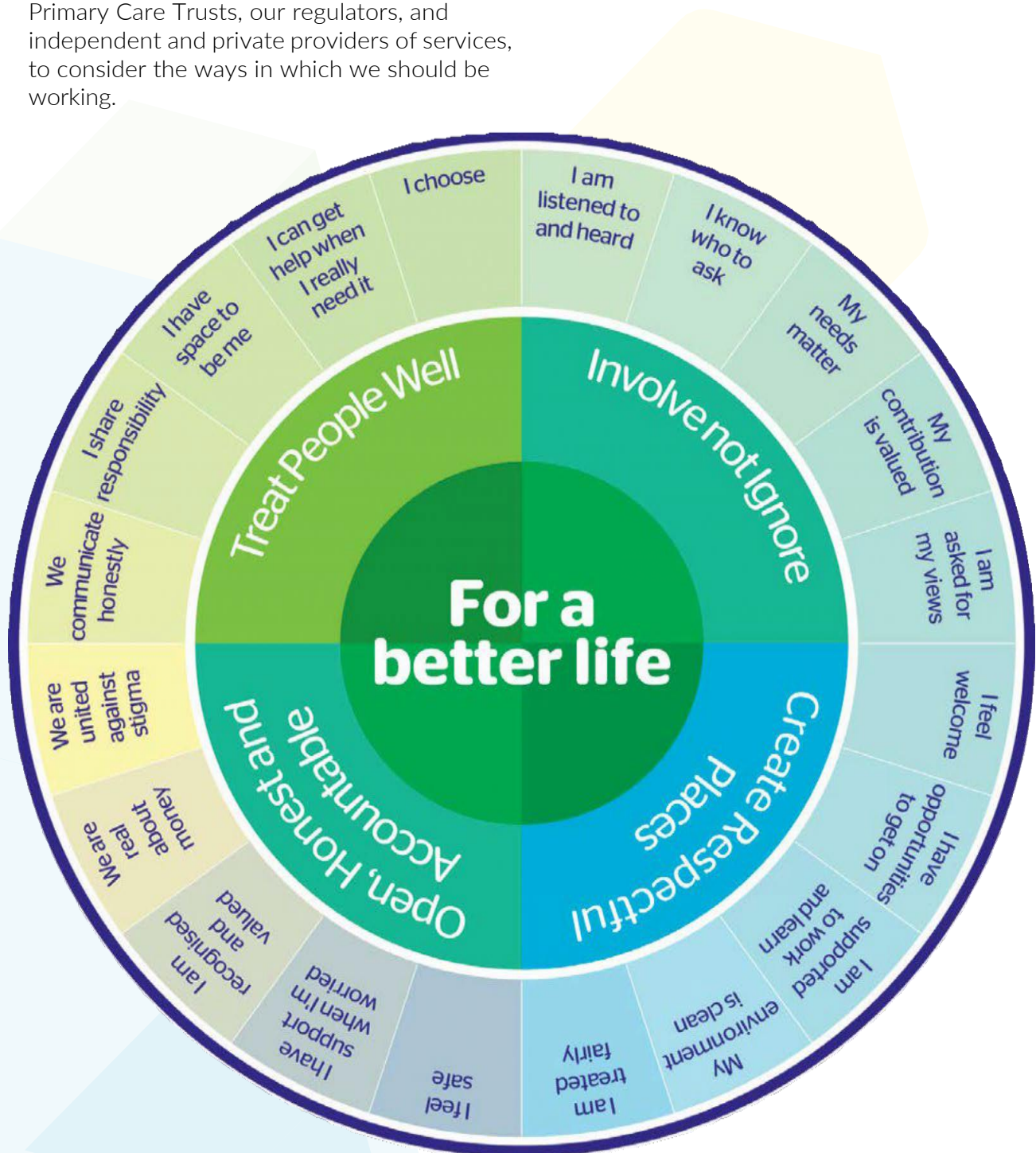
Good ●

OUR VISION AND VALUES

Our vision and values inform our core purpose: to deliver excellent and responsive assessment, treatment and care.

They were created in 2005 following a series of conversations with staff, people who use services, carers and families, county council and social care staff, local voluntary groups, Primary Care Trusts, our regulators, and independent and private providers of services, to consider the ways in which we should be working.

The statements around these headings reflect how people described what they would like their experience of our Trust to be. Together we are committed to ensuring that our vision and values guide how we work and how we make our decisions. We actively use them to test how well we are performing.



WHAT WE DO

We are the leading provider of specialist services for people of all ages with mental ill-health, learning disabilities and substance misuse problems in Surrey and north east Hampshire.

We deliver high quality care across our 140 services, all of which are registered with the Care Quality Commission. Individual treatment and support, which helps people work towards recovery, is at the heart of everything we do.

Our core purpose is to work with people and lead communities in improving their mental and physical health and wellbeing for a better life through delivering excellent and responsive prevention, diagnosis, early intervention, treatment and care.

The ultimate benefit we aim to deliver is to improve the health and wellbeing of people who use our services and carers to help them achieve a better life.

Our services offer:

- Earlier intervention and prevention and health promotion
- Mind and body approach
- Targeted expertise
- Training and equipping others
- Consultancy and advice, as well as treatment
- Ready access to experts when needed

Our services in detail

We provide a wide range of health and social care and treatment through our community, hospital, rehabilitation and residential services offering:

- Early detection, assessment and diagnostic services
- Urgent and unplanned hospital and home treatment services
- Personal support and treatment programmes for health
- Specialist advice and liaison services
- Integrated care pathway and system support
- Registered residential care homes

These services are provided to the following communities:

Services	Surrey	Hampshire	East Berkshire
Children and young people's learning disabilities	✓	✓ *	
Adult learning disabilities	✓	✓ *	
Adult autism and ADHD	✓	✓	
Improving access to psychological therapies	✓		
Children and young people's mental health	✓	✓ * ^	✓ #
Working age adult mental health	✓	✓ *	✓
Older people's mental health	✓	✓ *	✓
Forensic mental health	✓		
Eating disorders	✓	✓ *	
Drug and alcohol	✓		

*North East Hampshire only; ^Early Intervention in Psychosis, and Crisis only; # CAMHS Crisis only

OUR INFRASTRUCTURE

Our new hospitals – Building for better care

Delivering high quality care is fundamental to what we do as a Trust; we have committed to develop three new mental health hospitals in Guildford, Chertsey, and East Surrey because we want our inpatient services to provide the very best in mental health services for our local communities.

Our first hospital at Farnham Road Hospital, Guildford, opened in December 2015. Following its completion, our focus moved to the Abraham Cowley Unit (ACU) on the St. Peter's Hospital site, Chertsey, and our hospital to be built in the east of the county. Construction of the new ACU commenced Spring 2022.

We want our new hospitals to facilitate that the person, not the condition, is at the heart of their inpatient experience. People who need our services should be able to access the best clinical practice available that promotes a holistic approach to recovery by connecting mind and body, family and friends, community, and the environment.

This programme is not just about bricks and mortar; it provides a once in a generation opportunity to transform inpatient mental healthcare for our local population.

Community Hubs programme

Our Community Hubs programme, which is focused on bringing our community services together into more centrally located and improved accommodation, is well underway. By relocating our services in this way we have been able to:

- Create better environments
- Enable closer working relationships
- Improve the accessibility of our services for those travelling by public transport and for people with additional needs
- Ensure we are more flexible with our resources so that our services are affordable and sustainable.

We have services operating from Community Hubs in Chertsey, Frimley and Redhill, and our newest hub, Horizon, in Epsom, opened in July 2021.



LIVING AND WORKING IN SURREY

Life in Surrey offers you and your family fantastic schools, beautiful countryside, bustling districts with fantastic leisure opportunities, and historic market towns with a vibrant café culture.

With all this on your doorstep, it might feel like you're a million miles from the capital – but our excellent road and rail network means you can be in central London within forty minutes. You're also just a quick hop from the South coast, and if you feel like venturing further afield then Gatwick and Heathrow airports are within easy reach.

Schools

There are a wealth of options in Surrey to give your children the best possible education, whatever type of school you're looking for.

Find out more about:

- [State schools \(primary and secondary\)](#)
- [Private schools](#)
- [Special schools](#)

or use this [comparison tool](#) to assess a number of local options at once.

Transport

By rail

- Southwest Trains provide services to and from London Waterloo
- Southern operates to and from London Victoria

By road

- Easy access to the M25, M3, M23

Sports & leisure activities

Want to find out more? Check out these local websites to discover more about what Surrey can offer you:

- [Surrey County Council](#) for details of schools, services, and leisure opportunities
- [Surrey Tourist Information](#) to find out about local attractions and places of interest



JOB DESCRIPTION

ROLE AND COMPETENCY PROFILE

Job Title	Chief Nursing Officer
Pay band/Grade AfC	Very Senior Pay (Local Contract)
Directorate	Chief Executive's Office
Job Description Reference	CEO-CNO&DCEO-DIR-L1

My job makes better lives by providing inspirational leadership in our Trust's Board and our Nurse Directorate to improve the outcomes and experience of people, their families and staff through the strategic development, sustained organisational quality improvement and excellent corporate management of our Trust.

Job Overview

You are accountable in our Trust Board for developing and managing sustainable quality and service improvement programmes and for providing assurance. You are accountable in our Trust Board to ensure there are robust safety and risk systems and processes in place across our organisation. You are the responsible person registered with CQC and must hold all colleagues to account for the quality of all of our services. You will be our Board lead for involvement of people and carers and physical health care. You will be the guardian of our practice in the application of the Mental Health Act and Mental Capacity Act to ensure it is respectful at all times in line with our values and people's Human Rights. You are the Caldicott Guardian. You will work in collaboration with our Executive Team and Executive Board to make the right decisions for people who use services and their families.

NHS Competency	Level
Communication	4
Personal and People Development	4
Health, Safety and Security	4
Service Improvement	4
Quality	4
Equality and Diversity	4
Mandatory Requirements	
IOSH Health and Safety / Risk	

SABP Leadership Competency	
Strategic Leadership	1
People Leadership	1
Performance Leadership	1
Personal Motivation	1
Values	
Treat People Well	
Create Respectful Places	
Open, Honest and Accountable	
Involve not Ignore	

Qualifications required

- Registered Nursing qualification and NMC Registration
- Post Graduate or equivalent qualification
- General management qualification and/or demonstrable equivalent experience

Experience required

- Considerable and recent experience as a director in a complex health and social care or equivalent environment; managing safety critical services
- Considerable experience of leading and shaping sound health and social care governance
- General management experience at a senior level, including managing large budgets, with a track record of partnership working producing tangible outcomes through influence and relationship management

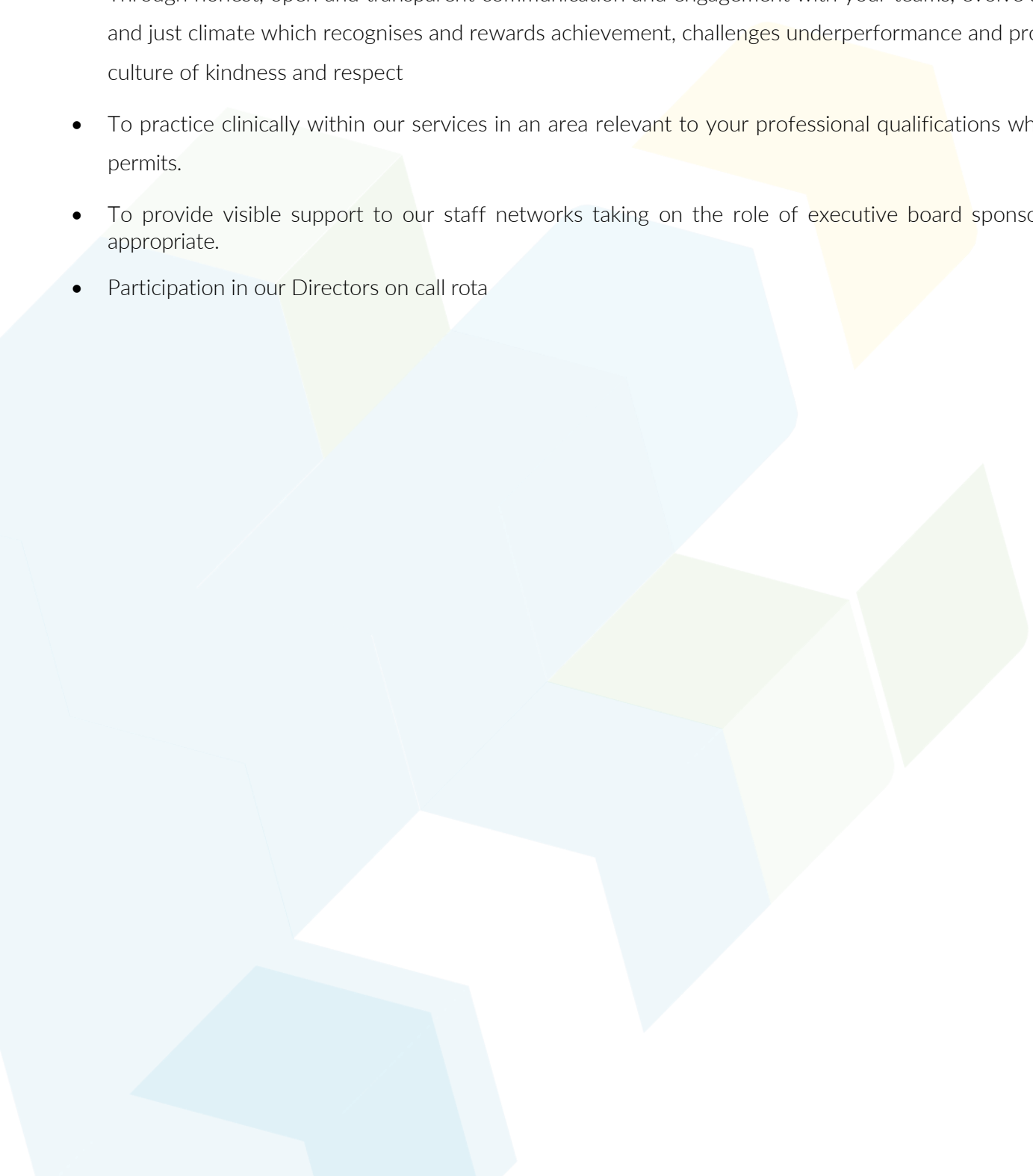
- Experience of leading and managing successfully significant assurance, change and improvements programmes

Suitable for someone who has the capability and drive to provide collaborative leadership, bringing innovative solutions across all aspects of the professional management role. You will demonstrate the ability to think and act strategically and be able to inspire teams through your excellent communication. With a demanding workload the role would suit someone who is resilient and can manage and support yourself and others well, deliver organisational change, whilst working through people to ensure the continued delivery of high quality safe services.

Key accountabilities in the role:

- To develop and implement a quality management strategy that will consistently deliver excellent clinical practice across all areas of the Trust in a manner that is aligned with the vision and values of the Trust and our overall strategy.
- To develop a five-year quality improvement programme that will ensure the people of Surrey and North East Hampshire receive the very best services that can be delivered within the resources of the organisation.
- To work closely with the Chair of the Quality Assurance Committee to ensure that the committee has a clear programme of work that enable it to provide assurance to the Trust Board in accordance with its Terms of Reference
- To design and implement a system of clinical governance, quality, safety and risk. To develop processes that are compliant with regulations and provide optimum opportunity to predict and prevent harm to people who use services, families, visitors and staff; ensuring learning from events is embedded across the organisation.
- Accountable as the responsible person registered with CQC.
- To develop and implement a Carers Strategy across the organisation that values the carer voice, embodies them in the spirit of co-production and supports them to enable the people we serve to live the best life they can.
- To develop and implement a User Involvement strategy throughout our organisation that enables the delivery of services consistent with the values of co-production. Providing leadership to our people's experience groups and promote a strong culture of people's participation. To provide leadership to our complaints function ensuring we respond promptly to concerns and evidencing our ambition to be a listening, learning organization that values the feedback from people who use our services their families and carers.
- To provide leadership to the Mortality Review and Serious Incident Learning process working closely with the Chief Medical Officer to identify trends and themes from mortality and serious incident reviews that help improve our practice and reduce the risk of serious harm or suicide.

- To work collaboratively across the system and particularly with Surrey County Council on reducing the risk of suicide through the re-design of system structure, processes and ways of working through transformation and education of the public and Health and Care professionals
- Provide visible and inspiring professional leadership of our nursing workforce, ensuring effective policies, process and structures are in place for robust governance, safe standards of clinical practice, personal development, talent management and career progression, performance and engagement.
- Professional direction for recruitment, retention and deployment of suitably skilled nursing staff, to meet the safety needs of our services. Guaranteeing sufficient supervision of all nursing staff and with our Workforce Director be responsible for the strategic nursing workforce plans
- Discharging the duties and responsibilities to ensure the implementation and maintenance of an effective system to support nurse revalidation
- As Caldicott Guardian role, ensuring information governance is effective and the management of clinical records is safe and responsive
- Accountable for our quality accounts and for the quality assurance of our reporting processes and systems
- Board leadership and delivery of our physical health care strategy ensuring we work collaboratively with primary and acute colleagues to ensure we support the people who use our services to have the very best physical healthcare.
- To provide leadership and direction to our Mental Health Act Team and functions ensuring we fully comply with relevant legislation and guidance and protect the rights of the people who use our services to the best of our ability.
- Develop strong clinical leadership across our organisation, in particular for our nurse leaders, in partnership with your fellow clinical Board Directors
- Working together with the Chief Medical Officer, Chief Therapies Officer and Chief Operating Officer to ensure that the quality of our services is consistently safe, clinically effective, provides a positive experience and can demonstrate positive outcomes for all across our communities, including those with protected characteristics, and its regulated activity is fully compliant with the CQC requirements.
- Contributing to our annual plan, delivery of our clinical strategy, quality improvement plan and development aspirations. Controlling and monitoring income and expenditure and taking corrective action to sustain financial plans and targets

- Working with the Chief Therapies Officer to adopt and promote our Qi methodology, in line with our values and culture, to empower yourself and colleagues to achieve continuous improvement in the best interests of people who use our services, their carers and families and our staff.
 - Engaging positively and proactively to develop strong and effective relationships with system partners in line with our strategy and values, to optimise the potential of ICS and other system opportunities to improve the experiences and outcomes of people who use our services, their carers and families and make best use of the resources available locally.
 - Through honest, open and transparent communication and engagement with your teams, evolve a diverse and just climate which recognises and rewards achievement, challenges underperformance and promotes a culture of kindness and respect
 - To practice clinically within our services in an area relevant to your professional qualifications where time permits.
 - To provide visible support to our staff networks taking on the role of executive board sponsor where appropriate.
 - Participation in our Directors on call rota
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PROCESS & TIMESCALES

Closing date	30th September 2022
Preliminary Interviews with GS	6th or 7th October 2022
Psychometric Assessments	12 th October 2022
Final panel interview	24 th & 25 th October 2022

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

HOW TO APPLY

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

Melanie Shearer, Partner

E: melanie.shearer@gatenbysanderson.com

T: +44 (0) 7785 616 548

or

Julia StClare, Associate Consultant

E: julia.stclare@gatenbysanderson.com

T: +44 (0) 7807 631 564

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 following information:

- Your latest remuneration including any benefits and notice period.
- Daytime, evening and/or mobile telephone numbers as well as your personal email address (to be used with discretion).
- Contact details for two referees. Referees should be people who can comment authoritatively on you as a person and as an employee and must include your current or most recent employer or his/her authorised representative. Confidential references are taken up on candidates shortlisted for formal interviews. However, we will refer back to you for confirmation that referees may be approached before any contact is made with them.
- Confirmation of your availability for meetings on key dates as outlined above.

The closing date for applications is **30th September 2022**.

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





**Surrey and Borders
Partnership**
NHS Foundation Trust

