



HSC(6) 32 24 Paper 4

# Chair of Betsi Cadwaladr University Health Board

Candidate Information Pack



Llywodraeth Cymru  
Welsh Government



The Commissioner for  
Public Appointments

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# 1. Introduction

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## **Message from Eluned Morgan, Minister for Health and Social Services, Senedd Cymru, Welsh Parliament**

Thank you for showing an interest in the position of Chair of the Betsi Cadwaladr University Health Board.

Now more than ever, the contribution made by our public appointees is critical in ensuring an improved health board that supports all staff to achieve their full potential.

The successful candidate will have a critical role in taking forward the strategy and plans of the Health Board. There are many opportunities to improve the health of the population of North Wales, ensuring they receive the services they deserve. I particularly value the contribution made by Chairs and public appointees to our NHS boards, and I will look to the successful candidate to provide leadership to the Board to ensure the delivery of my priorities of:

- Developing a closer relationship with local government in order to tackle the issue of delayed transfers of care;
- Improving access to primary and community care;
- Urgent and emergency care;
- Planned care and recovery;
- Cancer services; and
- Mental health and child and adolescent mental health services.

They will also have an important role in driving forward quality, safety and good clinical outcomes whilst ensuring financial stability, robust governance and leadership of the organisation.

It has been a very challenging time for the board following the recent escalation to special measures and here is an exciting opportunity for you to be involved in shaping and leading the organisation in providing the quality services that you and the people of North Wales expect. If you are interested in this role and would like to know more about the important role of a Chair within NHS Wales please contact Judith Paget, Director General Health and Social Services/NHS Wales Chief Executive who will be very happy to discuss this role with you on my behalf.

## 2. About Betsi Cadwaladr University Health Board

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Betsi Cadwaladr University Health Board (the Health Board or Betsi Cadwaladr) is the local NHS organisation for North Wales.

As the largest health board in Wales, with a workforce of over 19,000, we plan, organise and provide health services to more than 700,000 people.

We currently provide services across the six counties of north Wales:

- Anglesey
- Gwynedd
- Conwy
- Denbighshire
- Flintshire
- Wrexham

We are responsible for the provision of primary, community and mental health as well as acute hospital services. We operate three main hospitals (Ysbyty Gwynedd in Bangor, Ysbyty Glan Clwyd Hospital in Bodelwyddan and Wrexham Maelor Hospital) along with a network of community hospitals, health centres, clinics, mental health units and community team bases.



We coordinate the work of 96 GP practices, and NHS services provided by 83 dental and orthodontic practices, 69 optometry practices and opticians and 147 pharmacies in North Wales

Highly specialised services, such as some major trauma treatment, cardiac (heart) care, and complex burns, are organised through the national Welsh Health Specialised Services Committee. These services can be provided outside the boundaries of our area, for example in England, Swansea, or Cardiff.

### 3. Our Living Healthier, Staying Well Strategy

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The Health Board's purpose is to improve the lifelong health and well-being of the people of North Wales. As well as providing care, our role is to support people to look after their own health and well-being and to help make North Wales a healthy place to live.

Our long-term objectives are set out within our strategy, [Living Healthier, Staying Well](#), which are to:

- Improve physical, emotional and mental health and well-being for all
- Target our resources to people who have the greatest needs and reduce inequalities
- Support children to have the best start in life
- Work in partnership to support people – individuals, families, carers, communities – to achieve their own well-being
- Improve the safety and quality of all services
- Respect people and their dignity
- Listen to people and learn from their experiences

## 4. Escalation status

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On 8 June 2015, Betsi Cadwaladr University Local Health Board (the Health Board) was placed in special measures due to failings in service delivery, organisational effectiveness, and the quality and safety of care in a range of areas, including the provision of mental health services, maternity services and primary care including out-of-hours services.

A decision was made to de-escalate the health board from special measures to targeted intervention in November 2020. This decision was made in light of the progress in some of the areas that were previously of concern and recognising that the health board delivered a coherent and comprehensive response to the pandemic, demonstrating improved engagement with partners. The health board was placed in targeted intervention (TI) in November 2020 for the following areas:

- Mental Health (adult and children)
- Strategy, planning and performance
- Leadership (including governance, transformation and culture)
- Engagement (patients, public, staff and partners)

In May 2022, following patient safety, governance and assurance issues highlighted through a number of serious incidents and inspections, a decision was made to widen the targeted intervention status at Betsi Cadwaladr University Health Board to include:

- Ysbyty Glan Clwyd – patient safety, governance, leadership, operational oversight, clinical

safety governance including record keeping, incident management, team working, reporting concerns, and consent

- Vascular Services
- Emergency Department at Ysbyty Glan Clwyd

The extension of TI measures in May 2022 saw an increased support package targeted at the health board with a particular focus on Ysbyty Glan Clwyd.

Since this decision was taken, a number of concerns have been raised encompassing board effectiveness, organisational culture, service quality and reconfiguration, governance, patient safety, operational delivery, leadership and financial management within the board. There was sufficient evidence to indicate that significant and timely improvement was not happening under TI and further escalation was considered necessary and appropriate. A major consideration was the unitary board's effectiveness to develop and implement change and make the necessary improvements.

On 27 February 2023, the health board was escalated to special measures. The escalation to special measures reflects serious and outstanding concerns about board effectiveness, organisational culture, service quality and reconfiguration, governance, patient safety, operational delivery, leadership and financial management.

## **Special Measures**

Special measures are the highest level of escalation in the NHS Wales escalation and intervention framework. There are a number of areas of concern that resulted in the special measures status of the organisation. These are set out in the [special measures framework](#) which has been agreed with the Health Board. Each of these will receive directed intervention, support and de-escalation planning. The intervention plan for each domain will report into the overarching special measures process, this will incorporate areas previously subject to the targeted intervention status.



## 5. Values and behaviours

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Betsi Cadwaladr University Health Board has an important job to do. Our work matters because it is our job to care for our patients, enable, and empower our population to stay well. We all want to do this to the best of our abilities – but we know that good intentions are not always enough.

At Betsi Cadwaladr University Health Board, we have a set of values and behaviours that establish expectations for our people across the organisation. These values, developed with staff and stakeholders, provide the basis for our behavioural framework; appraisal and development.

### ***Our Values are***

- **Put patients first**
- **Work Together**
- **Value and respect each other**
- **Learn and innovate**
- **Communicate openly and honestly**

Our values set out how we are all expected to behave in our work roles. But they are more than just a set of words or a set of posters on the walls – they are a commitment we all make to “showing up” for those we care for and each other from a place of integrity, purpose and respect.

All of our people are expected to behave in accordance with our agreed values and are encouraged to challenge anyone in the organisation who appears not to be doing so.

### **Our Vision**

The Health Board’s vision is to create a healthier North Wales that maximises opportunities for everyone to realise

their full potential, reducing health inequalities. This means that, over time, the people of North Wales should experience better quality and length of life.

It aims to provide excellent care, which means its focus for the next three years will be developing a network of high-quality services that deliver safe, compassionate and effective care based on what matters to our patients. In addition, the Health Board will ensure its work is closely aligned with Welsh Government’s long-term vision for achieving a ‘whole system approach to health and social care’.

To do this, we will:

- Improve population health and well-being through a focus on prevention;
- Improve the experience and quality of care for individuals and families;
- Enrich the well-being, capability and engagement of the health and social care workforce; and
- Increase the value achieved from health and care funding through improvement, innovation, use of best practice practices, and eliminating waste.



## **Organisational Culture Reset 2023**

In 2022, Audit Wales undertook its [review of board effectiveness](#). This identified serious issues around the way the Board operates as a unitary body. work has been started to support the health board in:

1. Defining the culture of the organisation
2. Reviewing our values
3. Defining and agreeing our behaviours.

## 6. Working with our partners

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We recognise that we cannot address our current and future health and care challenges alone. To successfully deliver our strategy, we work closely with a broad range of partners that includes:

- Other health boards, trusts and special health authorities.
- Llais (the Citizen Voice Body for Health and Social Care Wales).
- Local and community councils – Conwy, Denbighshire, Isle of Anglesey, Flintshire, Gwynedd and Wrexham that are within the Betsi Cadwaladr region.
- Welsh Ambulance Services NHS Trust, North Wales Police, and North Wales Fire and Rescue Service.
- Community groups.
- Our local voluntary organisations, third sector and charities

To learn more about our work, and how we work with partners and communities you can access our latest Annual Report [here](#) or the full suite of papers from the Annual General meeting [here](#).

## 7. The role of the Board

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All Betsi Cadwaladr Board members share corporate responsibility for formulating strategy, overseeing accountability, monitoring performance, and shaping culture, together with ensuring that the Board operates as effectively as possible.

The Board comprises of the following members:

### 11 Independent Members

Including the Chair and Vice-Chair who are appointed by the Minister for Health and Social Services.

### 9 Officer Members

Executive Directors, including the Chief Executive.

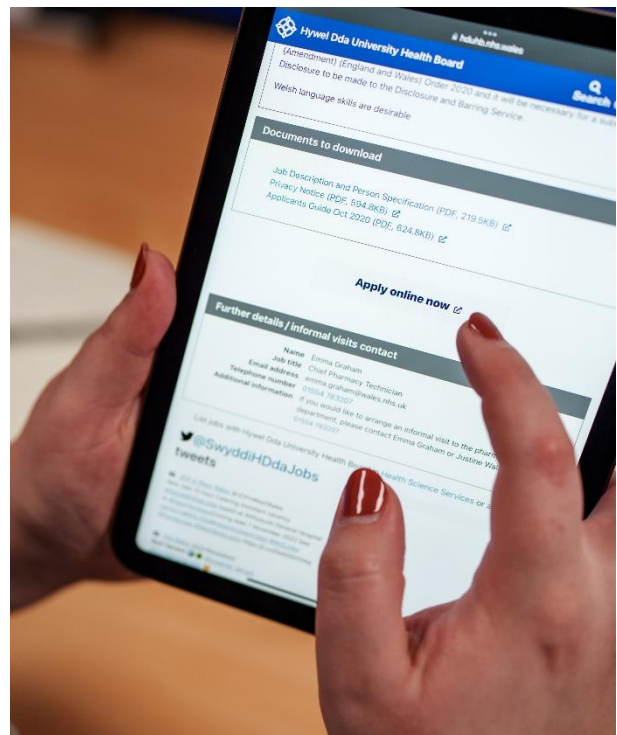
### 3 Associate (non-voting) Members of the Board

Chair of the Healthcare Professionals Forum, Chair of the Stakeholder Reference Group, and a Director of Social Services Representative.

We are looking for an individual who understands the needs of the Health Board's population and the importance of ensuring diversity and inclusion and promotion of the Welsh Language.

### Board Development

Led by the new Chair and Interim Chief Executive, the Health Board benefits from a continued commitment to personal, organisational and Board development. Development support is reflective of, and tailored to, the specific role accountabilities of each Executive and Independent Member of the Board, and furthermore on the dynamics and effectiveness of the Board as a whole.



## 8. Chair role – Key responsibilities

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NHS Boards play a key role in shaping the strategy, vision, purpose and culture of an organisation. They hold the organisation to account for service delivery, quality and safety, performance, value for money and strategic development and implementation.

They are also responsible for ensuring that risks to the organisation, staff and the public are effectively mitigated. Led by an independent Chair and comprised of a mixture of both Executive and Independent Members (also known in some organisations as Non-Executive Directors), the Board has a collective responsibility for the performance of the organisation.

The Chair will be accountable to the Minister for Health and Social Services for the performance of the Board and its effective governance, upholding the values of the NHS, and promoting the confidence of the public and partners.

### **KEY RESPONSIBILITIES**

The Chair will:

#### **Strategy**

- Lead the Board's development of a strategic vision for the organisation, identifying and realising the inherent potential and skills within the organisation to develop an innovative and world leading service.
- Provide independent judgement and advice on issues of quality, strategy, vision, performance, resources and standards of conduct.
- Constructively challenge, influence and work with the Executive Directors to develop proposals on such strategies.
- Support fellow Board members in providing leadership within a framework of prudent and effective controls to ensure the long term sustainability of the organisation.
- Ensure that risks to the delivery of the organisation's strategy are articulated and managed.

#### **Planning**

- Be accountable for the performance of the Board at community, regional and national levels through the agreement of a three year medium term plan ( or annual delivery plan); and the annual evaluation of achievements against the plan.
- Ensure the Board provides effective scrutiny of the three year medium term (or annual) plan, ensuring that it establishes clear objectives to deliver the strategy; encompasses the necessary quality, workforce, operational and financial resources for the organisation to meet its objectives and regularly reviews performance against the plan.

## **Performance**

- Receive, review and apply appropriate scrutiny to safety, quality, performance, workforce and financial data and information to compare achievements against targets and, where necessary, support the implementation of remedial action.
- Agree challenging objectives for the Chief Executive and the Board for improving performance; agree objectives for the Vice Chair and Independent Members/Non-Executive Directors and undertake annual appraisals.
- Ensure effective control and, where relevant, commissioning arrangements are in place to secure the financial viability of the organisation.

## **Governance**

- Hold the Chief Executive to account across the breadth of their responsibilities.
- Provide strong, effective and visible leadership and communication across the breadth of the organisation's responsibilities, internally through the organisation and externally through their connections with a wide range of stakeholders and partners within and outside of the NHS at a national, community, and local authority level.
- Ensure the organisation's commitment to the highest standards of governance, such that it acts in the interests of the population and partners it serves and is seen to be accountable for the services provided and the resources used.
- Ensure the provision of accurate, timely and clear information to the Board and directors to meet statutory requirements.
- Seek assurance that internal controls and systems of risk management are robust and well governed.
- Analyse and interpret information provided to the Board, seeking clarification, further assurances and triangulation of information, wherever possible.
- Ensure the organisation complies with its Standing Orders, policies and relevant legislation and regulations.

## **Culture and Behaviour**

- Demonstrate the Seven Principles of Public Life (also known as the Nolan Principles) of selflessness, integrity, objectivity, accountability, openness, honesty and leadership and ensure the principles are upheld by all Board members.
- Embrace and promote the importance of Welsh Language bilingualism and Welsh culture in all organisational activities.
- Instil a culture that encourages staff, patients, families, and the public to raise concerns that are then appropriately addressed.
- Embrace and promote equality, diversity, and inclusion for the organisation's population, patients, staff and stakeholders, reflecting and learning from own or the lived experiences of others.
- Ensure the highest standards of probity, integrity, and governance, and that the organisation's governance arrangements comply with best practice and statutory requirements.

- Provide visible compassionate leadership in supporting and promoting a healthy culture for the organisation and reflect this, and the values of the organisation, in their own behaviour.
- Bring past professional and lived experience, knowledge and influence to the work of the Board to promote innovation, curiosity, and to challenge norms.

## **Engagement**

- Build and maintain strong partnership relations between the organisation's partners and stakeholder groups to promote the effective operation of the organisation's activities.
- Provide leadership to support and encourage effective working with partners, in particular with Health Boards, NHS Trusts, Special Health Authorities, local authorities, the third sector and social care partners, to ensure the planning and delivery of safe, effective services.
- Attend Welsh Government, health body peer groups and other stakeholder meetings where required.
- Undertake an external ambassador role, delivering in the public spotlight and instilling public confidence.
- Be expected, with support, to understand the business of the organisation through active involvement.

## **Board Activities**

- Plan Board meetings with the Chief Executive and Board Secretary and design a Board development programme to deliver high performance.
- Facilitate the effective contribution of Board Members and ensure constructive relations within the organisation and between Executive Directors and Independent Members.
- Chair the organisation's Board meetings and lead development sessions and other meetings of members as appropriate.
- Participate fully in the work of the Board and Committees, including pre- and post- meeting engagement and annual evaluations to support good governance.
- In conjunction with the other Board Members and where applicable, discharge their duties as Chair of the organisation's Charitable Fund, of which the Board acts as the corporate trustee.
- Undergo an annual personal performance appraisal, participating in any additional training and development highlighted as a result of the evaluation process to ensure personal objectives are delivered.

## 9. Person specification

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To be considered, you must be able to demonstrate that you have the qualities and experience to meet all the essential criteria for this appointment. Some of these are more easily demonstrated at the application stage whilst others are better explored at interview (please see below). An opportunity will also be taken at interview to explore in more detail some of the criteria evidenced in your personal statement.

### **Section 9(a)**

#### **Essential criteria to be evidenced in personal statement.**

##### **Values**

- Commitment to engaging with people who use our services, their carers and families, our staff and stakeholders.

##### **Skills**

- A track record of strategic, Board level leadership in a public sector, private or third sector organisation.
- Ability to instil vision and lead the development of defined strategies in the pursuit of achieving long, medium and short-term goals.
- Ability to understand and facilitate the understanding of complex issues.
- Strong interpersonal and influencing skills and ability to act as an effective advocate and ambassador.
- Ability to work collaboratively and as part of a team to meet common goals.
- Evidence of an understanding of effective governance.

#### **Desirable criteria to be evidenced in personal statement where relevant.**

##### **Experience**

- An understanding of risk management and systems of internal control and assurance.

### **Section 9(b)**

#### **Essential criteria to be evidenced at interview.**

##### **Values**

- Commitment to adhering to the Seven Principles of Public Life (Nolan Principles) and the values of the organisation.

##### **Skills**

- Ability to provide, and encourage others to provide, independent challenge and scrutiny whilst maintaining constructive relationships.
- Ability to show an appreciation of bilingualism and culture, and a commitment to promoting and mainstreaming of the Welsh language.



- An understanding of and commitment to equality, diversity, and inclusion, including ability to reflect on and learn from your own lived experiences.
- Astute and able to grasp relevant issues and understand the relationships between interested parties demonstrating sound judgement, sensitivity and political awareness.
- Ability to motivate and develop the Board, to define roles and responsibilities, ensuring ownership and accountability.

**Desirable criteria to be evidenced at interview where relevant.**

**Experience**

- Demonstrable leadership and strategic change management experience including culture change.

Welsh language skills are desirable; however, all candidates will be expected to show commitment towards the language and culture and demonstrate leadership to strengthen and promote bilingual service provision within the NHS in Wales (see above essential skills and experience). We are looking for individuals who understand the importance of providing services in Welsh without people having to ask for it.

Welsh Government recognises the importance of developing and growing bilingual skills and encourages applications for the Welsh desirable members' roles from Welsh learners and applicants who may not feel confident speaking Welsh or do not speak Welsh.

Where a candidate wishes to demonstrate they meet the desirable criteria, they should provide an indication of their skills against the following level of skill:

Understanding	Can understand routine work-related conversations
Reading	Can read some basic words and phrases with understanding
Speaking	Can converse in some work-related conversations
Writing	Can write some basic messages on everyday topic

## 10. Key facts about the post

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### **Location**

Corporate Offices Block 5, Carlton Court St Asaph Business Park St Asaph, Denbighshire LL17 0JG.

It will also be necessary for the post holder to attend Health Board sites and attend Health Board, regional and national meetings. Whilst we are returning to face-to-face meetings, some continue to be held virtually as appropriate. There will also be the opportunity for some remote working.

### **Time Commitment**

15 days per month.

### **Tenure of Office**

Initial appointment of up to four (4) years.

### **Remuneration**

£69,840 per annum plus reasonable expenses.

### **Making an application**

To make an application please visit the Welsh Government public appointment website here <https://cymru-wales.tal.net/vx/lang-en-GB/mobile-0/appcentre-3/brand-2/candidate/jobboard/vacancy/7/adv/>.

To apply for this role, click on the Betsi Cadwaladr University Health Board vacancy and click on 'Apply' at the bottom left-hand corner. If this is the first time you have applied for a post, you will need to complete a registration form for the Welsh Government's online application system. You will only need to register once, and you will be able to keep yourself updated on the progress of your application, and any other applications you make, via your registered account.

Once you have registered, you will be able to access the application form.

To apply you will need to submit two supporting documents:

- A full Curriculum Vitae (CV)\*; and
- A personal statement detailing how you meet the person specification (9a).

The two documents should be uploaded to the "Attach Supplementary Document(s)" section of the online application form. Failure to do so or follow the guidance below may lead to your application being rejected.

If you need adjustments to be put in place to enable you to make an application or any assistance or guidance, please contact the Public Appointments Team at [PublicAppointments@gov.wales](mailto:PublicAppointments@gov.wales)

### **Curriculum Vitae (CV)\***

Please ensure your CV includes brief details of your current or most recent posts and the dates you occupied these roles. Please identify any past or present Ministerial appointments.

**Your CV should be no more than three pages long.**

### **Personal Statement**

The personal statement is your opportunity to demonstrate how you meet some of the criteria set out in the person specification in this pack in **section 9 (a)**.

**Note:** as mentioned above, you need not include all of your skills and experience in the personal statement. An opportunity will also be given to demonstrate the skills and experience in **section 9(b)** at interview.

The statement should include examples that show how your knowledge and experience matches each of the criteria. These examples should describe what your role was, the approach you took to achieving a specific result and how you would use this experience in the role you are applying for; you are welcome to use examples of both professional and lived experience.

How you choose to present the information is a personal choice; however, the appointment advisory panel will need to be able to assess how the examples provided relate to the criteria, and so we encourage you to avoid using statements, which simply reference the criteria without giving examples.

You should ensure you also follow the principles of 'name-free' recruitment in your personal statement, ensuring you do not inadvertently include any of the items highlighted above, for example, the name of an educational institution.

Please limit your personal statement to **1000 words**.

Your application may be rejected if you exceed requirements relating to the length of your CV or personal statement.

### **References**

Please provide two referees who will be contacted for successful candidates only.

In order to preserve the highest standards of integrity and propriety, we are unable to accept Senedd Members or Welsh Government employees as referees for applications for membership of public bodies.

## Selection Process

The Minister for Health and Social Services will appoint the Chair of Betsi Cadwaladr University Health Board.

The appointment will be a significant appointment by Welsh Ministers and is regulated under the Governance Code on Public Appointments.

The Minister for Health and Social Services will be assisted in their decision making by an Advisory Assessment Panel. This panel will be made up of the Director General Health and Social Services/NHS Wales Chief Executive; an Independent Panel Member; a Senior Independent Panel Member; and the Director of Workforce and Corporate Business, Health and Social Services Group, Welsh Government. In undertaking their assessment of candidates, the role of the Panel is to decide objectively who meets the published selection criteria for the role, in other words, who is appointable to the role. The Director General Health and Social Services/NHS Wales Chief Executive will chair the panel.

The panel will select for interview only the applicants who it feels have demonstrated that they best meet the criteria set out in Section 9(a) of the person specification. They will rely only on the information you provide in your CV and personal statement to assess whether you have the skills and experience required. However, if you have applied under the guaranteed interview scheme (see below) **and you meet the minimum essential criteria** for the post, then you will also be invited for interview.

There will also be a stakeholder session stage for shortlisted candidates, which will be made up of individuals from within the Health Board and partner organisations. Shortlisted candidates will be required to engage with stakeholders during the session on a relevant and critical topic, which will be agreed nearer the time. If you are unable to make the arranged stakeholder engagement session or interview date, we will endeavour to re-arrange it, but it might not be possible due to time constraints within the appointment timetable or availability of participants.

You will receive email communication from Welsh Government's application centre to let you know whether or not you have been invited to be interviewed. If invited to interview, the panel will question you about your skills and experience, including those referenced in Section 9(b) above, asking specific questions to assess whether you **meet the criteria** set out for the post.

Advert Closing date	20 October 2023
Sift	31 October 2023
Stakeholder session (in person)	w/c 20 November 2023
Interviews	29 November 2023
Pre-appointments hearing (provisional)	24 January 2024
Appointment confirmed	February 2024
Appointment start	1 March 2024

Candidates, who the panel believe are 'appointable', will be recommended to the Minister who will make the final decision. The Minister may choose to meet with

appointable candidates before making a decision. If they do, they will meet all candidates and in the presence of the panel chair or their nominated representative. There will be a time gap between interview and a final appointment decision being made. Candidates who have been interviewed will be kept informed of progress.

In addition to the stakeholder session and interview, the Minister's preferred candidate will be required to attend a pre-appointment hearing, conducted by the Senedd's Health and Social Care Committee. The Committee will take evidence from the preferred candidate before the appointment is confirmed, but after the selection process has taken place. Provisional date for the hearing is 24 January 2024.

### **Diversity Statement**

The Welsh Government believes that public bodies should have board members who reflect Welsh society - people from all walks of life - to help them understand people's needs and make better decisions. This is why the Welsh Government is encouraging a wide and diverse range of individuals to apply for appointments to public bodies.

Applications are particularly welcome from all under-represented groups, including women, people under 30 years of age, black, Asian and minority ethnic people, disabled people, and lesbian, gay, bisexual and transgender people.

### **Disability Confident**

The Welsh Government accepts the social definition of disability, in which it is recognised that barriers in society act to disable people who have impairments or health conditions or who use British Sign Language. We are committed to removing barriers so that all staff can perform at their best. The Equality Act 2010 uses the medical definition of disability ("a physical or mental impairment which has a substantial and long-term impact on a person's ability to carry out normal day to day activities").

We guarantee to interview anyone who is disabled whose application meets the minimum criteria for the post. By 'minimum criteria' we mean that you must provide us with evidence in your application which demonstrates that you generally meet the level of competence for the role and any qualifications, skills or experience defined as essential.

If you would like a guaranteed interview, please contact the Public Appointments Unit at [publicappointments@gov.wales](mailto:publicappointments@gov.wales) to let them know.

If you have an impairment or health condition, or use British Sign Language and need to discuss reasonable adjustments for any part of this recruitment process, please contact the Public Appointments Unit as above as soon as possible and a member of the team will contact you to discuss your requirements and any questions you may have.

## **Personal Development and Performance Review**

Welsh Government values the contribution made by public appointees and wishes to ensure, in association with Betsi Cadwaladr University Health Board that post holders are able to access a range of personal development opportunities. On appointment, a personal development plan and objectives will be agreed with the Minister. Successful candidates will also be required to attend an induction programme. Academi Wales deliver a range of leadership development programmes across the public service in Wales and opportunities to access these and other programmes will be explored on appointment.

### **Eligibility**

A person shall be disqualified from appointment if he/she:

- a. has within the preceding five (5) years been convicted in the UK, Channel Islands or the Isle of Man of any offence and has had passed on him/her a sentence of imprisonment (whether suspended or not) for a period of not less than three (3) months.
- b. has been adjudged bankrupt or has made a composition or arrangement with her/his creditors.
- c. has been dismissed, otherwise than by reason of redundancy, or non-renewal of a fixed term contract, from any paid employment with a health service body, and;
- d. are a person whose tenure of office as the chairman, member or director of a health service body has been terminated because his/her appointment is not in the interests of the health service, for non-attendance at meetings or for non-disclosure of pecuniary interest.
- e. has within the preceding year been in the paid employment of Velindre University NHS Trust or the Welsh Ambulance Services NHS Trust.

Whilst employment with other NHS bodies in Wales does not, at present mean a person is disqualified from appointment it will be necessary to consider any potential conflicts of interest which may arise (see below).

An individual shall also not normally serve concurrently as a Non-Officer Member (Chair, Vice-Chair or Independent Member) on the Board of more than one NHS body in Wales.

If candidates require any further clarification regarding the above eligibility criteria they should contact [PublicAppointments@gov.wales](mailto:PublicAppointments@gov.wales) providing the question to which they require a response.

Applicants should also note that membership of a Health Board is a disqualifying post for membership of the Welsh Parliament under the Senedd Cymru (Disqualification) Order 2020.

### **Conflicts of Interest**

When applying you will be asked to declare any private interests, which may, or may be perceived to conflict with the role and responsibilities as Chair of Betsi Cadwaladr

University Health Board, including any business interests and positions of authority outside of the role in Betsi Cadwaladr University Health Board.

Any conflicts of interest will be explored at interview. If appointed, you will also be required to declare these interests on a register, which is available to the public.

## **Due Diligence**

The Welsh Government's Public Bodies Unit will undertake due diligence checks on all candidates successfully sifted to interview. This will include, but not necessarily be limited to, social media and Internet searches. As a result, you may be asked questions at interview in relation to any due diligence findings.

## **Standards in public life**

You will be expected to demonstrate high standards of corporate and personal conduct. All successful candidates will be asked to subscribe to the Code of Conduct for Board Members of Public Bodies and the Codes of Conduct and Accountability for NHS Boards and the Code of Conduct for NHS Managers Directions 2006. You can access these documents at:

<https://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies>, and

[NATIONAL ASSEMBLY FOR WALES \(gov.wales\)](https://www.gov.wales)

## **Making an appointment**

If you are successful, you will receive a letter from the Minister for Health and Social Services appointing you as Chair to Betsi Cadwaladr University Health Board, which will confirm the terms on which the appointment is offered. Your appointment will be subject to a reference check undertaken by the Welsh Government's Public Bodies Unit and to pre-appointment checks, including a DBS check undertaken by the NHS Wales Shared Services Partnership.

## **Contacts**

For further information regarding the selection process or applying for the role, please contact: Public Appointments Team, Public Bodies Unit, and Email: [PublicAppointments@gov.wales](mailto:PublicAppointments@gov.wales)

For further information regarding the role of Chair of Betsi Cadwaladr University Health Board, please contact:

- Judith Paget, Director General Health and Social Services/NHS Wales Chief Executive, Welsh Government; email: [pstodgforhsscenhswales@gov.wales](mailto:pstodgforhsscenhswales@gov.wales)
- Phil Meakin, Director of Corporate Governance and Board Secretary, Betsi Cadwaladr University Health Board; email [Phil.Meakin@wales.nhs.uk](mailto:Phil.Meakin@wales.nhs.uk)



For further information about Public Appointments in Wales, please visit [www.gov.wales/publicappointments](http://www.gov.wales/publicappointments)

**If you are not completely satisfied**

Welsh Government will aim to process all applications as quickly as possible and to treat all applicants with courtesy. If you have any complaints about the way your application has been handled, please contact [publicappointments@gov.wales](mailto:publicappointments@gov.wales) .

Additionally, you can write to Office of the Commissioner for Public Appointments  
G/08, 1 Horse Guards Road, London SW1A 2HQ.