

Non-executive directors

Duties and role

As a non-executive director you will work alongside six other lay people and six executive directors of the trust as an equal member of the Board of Directors. You will share responsibility with the other directors for the success of the organisation in delivering healthcare to your community.

Your role as a non-executive will be to use your skills and your personal experience as a member of your community to:-

- contribute to the development of plans for improving health and providing better mental health and learning disability services for the community that take account of the views of the council of governors;
- help ensure that the board sets challenging goals and objectives for health services and meeting targets for treatment;
- monitor the performance of the executive team in meeting the agenda goals;
- ensure that management systems are in place to give accurate information to the board such as information about financial resources and clinical quality. (You may be asked to sit on the Audit and Risk Assurance Committee or a governance committee on behalf of the board.)
- take part in the appointment of the chief executive and other senior staff (and if you are asked to sit on the Remuneration Committee, to decide on their remuneration).
- ensure that the board always acts in the best interests of the patient community and the wider public and within the Trust's terms of authorisation and constitution.

Training

All new non-executive directors are required to attend induction training. Other training is available and will be undertaken as part of annual development plans.

Time Commitment

Non-executives normally devote a minimum of 4 days a month to their board responsibilities. This may be during the working day or in the evening. Membership of specific board committees may require the commitment of additional days on top of this.

Remuneration

- Non-executive remuneration is set by our Council of Governors.
- Remuneration is taxable under Schedule E, and subject to Class I National Insurance contributions. It is not pensionable.
- Non-executives are also eligible to claim allowances, at rates set centrally, for travel and subsistence costs necessarily incurred on trust business.

Appointment and Tenure of Office

- Non-executives are appointed for an initial period of up to three years.
- Appointments can be renewable at the end of the first and second period of office subject to consistently good performance, the needs of the organisation and agreement by our Council of Governors. A degree of change is often sought on boards and there should therefore be no expectation of automatic reappointment.
- You should also note that these posts are public appointments or statutory offices rather than jobs and are not subject to the provisions of employment law. To ensure that public service values are maintained at the heart of the National Health Service, all directors of NHS boards are required, on appointment, to subscribe to the Codes of Conduct and Accountability for NHS boards.
- As a non-executive you must demonstrate high standards of corporate and personal conduct. Details of what is required of you and the NHS board on which you serve are set out in the Codes.
- You should note particularly the requirement to declare any conflict of interest that arises in the course of board business and the need to declare any relevant

business interests, positions of authority or other connections with commercial, public or voluntary bodies. These will be published in the annual report with details of all board members' remuneration from NHS sources.