

ITEM: 09/121
Doc 02

Meeting: Trust Board
Date: 16 September 2009

Title: Appointment of Specialist Adviser to the Trust Board

Executive

Summary: The Trust has recruited a Specialist Adviser to the Trust Board to commence 12 October 2009. The role has particular emphasis upon understanding health and social care issues facing minority groups within its patients and to bring expertise in engaging with the Trust's diverse and multi-cultural patients and communities.

The recruitment process was carried out by the Appointments Commission on the Trust's behalf:

- 2 open information sessions were held to attract a wide recruitment field
- 18 applications were received.
- Initial assessment and shortlisting was carried out by an Independent Public Appointments Assessor
- 5 candidates were interviewed by an Appointments Panel on 8 July 2009
- Marisha Ray has been appointed to commence 12 October 2009

Action: To confirm appointment

Report from: Margaret Boltwood, Director of Human Resources
Alison Pennells, Appointments Commission

Sponsor: Joe Liddane, Chairman

Reason for the appointment

The Trust wishes to appoint a Specialist Adviser to the Board, Non-Executive Director (Designate) to work with the Board. The successful candidate's role will be very similar to that of a Non-Executive Director, contributing to the Trust Board meetings and other meetings that they may be asked to attend. However it is a non-voting role. The role has particular emphasis upon understanding health and social care issues facing minority groups within the local population and the Trust's patients and to bring expertise in engaging with the Whittington Hospital's diverse and multi-cultural patients and communities.

Should a non-executive vacancy arise on the Board then consideration will be given to making this into a full Non-Executive Director. This would be subject to the Board requirements at the time and the approval of the Commissioner for Public Appointments and the Appointments Commission's Health and Social Care Appointments Committee.

Appointment process adopted

The Trust engaged the Appointments Commission to act as their recruitment advisors. The campaign was managed by the Appointments Commission who worked closely with Margaret Boltwood, Director of Human Resources, The Whittington Hospital NHS Trust. Mr Rudi Page acted as Independent Public Appointments Assessor.

Information sessions were held on 22 April and 9 June 2009 for prospective candidates interested in the role. This was an opportunity to find out more about the Trust, its services and plans for the future.

Initial assessment and shortlisting

For this campaign Mr Rudi Page, Independent Public Appointments Assessor pre-assessed the applications prior to distribution to the other panel members. The panel for shortlisting and interviews was as follows:

- Joe Liddane Chairman, The Whittington Hospital NHS Trust
- Ann Lloyd Panel Chair, Commissioner, Appointments Commission
- Rudi Page Independent Public Appointments Assessor

Interviews

The interviews were held on Wednesday 8 July 2009 at The Whittington Hospital NHS Trust. Each candidate was interviewed for 60 minutes and was tested against the criteria and competencies as specified in the advertisement and candidate information pack.

Recommended candidate

Marisha Ray is currently a Councillor for the London Borough of Islington where since 2004 she has been the vice-chair of their Pensions sub-committee and their Overview & Scrutiny Committee. She was previously a full time executive (cabinet) member (2006-2008), Chair of the Regeneration Review Committee (2004-2006), Member of the Regional Health Scrutiny Committee (2004-2006) and the Chair of the South Area Committee (2002-2003).

Previously she was a Business Analyst for Marks and Spencer Plc (1998-2004) where she was active in supply chain strategy and she was also a consultant for General Electric Information Services, Montrouge France (1996-1997) where she worked on a pan-European restructuring project.

She is a former Member of the Council of City University (2003-2006), a Member of the Members' Council (Governing Body) of University College Hospital and a Member of the City Fringe Partnership Board (2002-2006). She is currently a Member of the City University Advisory Body (2006-2009), a Trustee of a local charitable trust (2003-2009) and a Member of the Governing Body of two schools.

Conflict or Potential Conflict of Interest identified

Marisha Ray is currently a local councillor at Islington Local Authority and Vice chair of their Health Overview and Scrutiny Committee. She will be resigning from her role with the Overview and Scrutiny Committee before taking up her appointment with The Whittington Hospital.

Panel decision

Following the interviews, the panel would like to recommend to the Trust Board the appointment of Marisha Ray for the post of Specialist Advisor to the Board, Non-Executive Director, (Designate) at The Whittington Hospital NHS Trust for a period of 3 years, commencing 12 October 2009.