

NED recruitment - Introduction from David Sallah

JIM CANNING (GATENBY SANDERSON)

Hi everyone, my name's Jim Canning and I'm here from GatenbySanderson and I'm joined today by Professor David Sallah, the chair of Birmingham Community Healthcare NHS Foundation Trust. Thanks very much for your time, David. Really good to see you again. And like I said, I was just hoping to get a bit more of an understanding about the trust and the non-executive director appointments that we're supporting you with. So I suppose just to start off with and almost set the scene, what do you feel are some of the opportunities and challenges that are facing the trust at the moment?

DAVID SALLAH (BIRMINGHAM COMMUNITY HEALTHCARE NHS FOUNDATION TRUST)

Yeah, Jim is great to be doing this and I'm very pleased. I'm very delighted to be introducing this chance to find the right person for us and also hopefully that right person, my finance, the right of consistency to work with.

In terms of opportunities, I deal with that first. I say the challenges later. So in terms of opportunity, this is a very, very high performing organization. We manage a budget extremely well and we've been doing that for many, many years in terms of surpluses. We have a healthy balance.

It's also a great opportunity, a great opportunity for anybody what coming to say, a Community Trust with all its complexity then to hospital, original rehabilitation center, health visiting side. There are learning disabilities. These are all areas that most Community Trust do not have, and if they do have at all, it's usually when they have a mental health component to it. So it's a great opportunity to then move into the mental health world to look, look at how we can work with people who have physical disabilities, particularly in terms of long term conditions who do need mental health support and equally we in the physical health world will be able to work with the mental health system to improve the mental health, physical health of people who have mental health problems. The other big opportunity for us is looking forward, which is working as a integrated care system. We are a great contributor to that. We support it completely. We lead on the community integrator. Some of you may know them as collaboratives. We are supposed to work primary care, acute trusts,

and partners and social care, the voluntary sector, and we are called connected already. So it's a great opportunity to work on those.

In terms of challenges, well, like all NHS organizations, we have our challenges in terms of workforce, our workforce.

It's also very tight because within Birmingham that's quite a big organizations in Birmingham and all of us are trying to fish from the same pool, but we do very well. We don't, we are not desperate, but we could do with more. So we can do the things that we can we want to do faster.

The other bigger problem we have or rather the challenge we have is the whole area about uh integration

Uh, now integration is a nice word. If you said it's our local level, everybody wants to work together all of the time. But to actually put that idea into practice is a a lot of work so.

We have to work with central example, local authorities, the acute sector the mental health side and if all of those people are not on the same wavelength as us, it's a little bit challenging. But I can I show you it is working with starting to move pretty well. So without laboring it, those are the big areas that we need to be focused on as as we move on.

JIM

Thanks, David. That's that's really helpful. And so I mean obviously, there's a certain types of experience that you're hoping for in, in the role and obviously all of that's outlined in the in the JD and person spec. But I suppose as as chair of the board and chair of the Council of Governors, what what are you hoping to see from individuals coming in? What sort of skills, what sort of leadership style, what sort of values are you hoping to see? Obviously, you'd hope that they'd align with the trust values, but, but, you know, still flesh that out a little bit for me, if you would.

DAVID

OK. Well, yes, I will have to have trust values that scare and openness. We want to respectful, responsible and we want to be inclusive in what we are doing. Can just say that it is absolutely important for us that whoever is successful and interview the issue of inclusion is a very, very serious one for us. And we really are making sure that we are inclusive and will represent that diversity across the board.

So in terms of the board itself, I have to say this is after a quite a thorough process of identifying the skill sets we have on the board because going forward we need to be absolutely show that we got this skill set to be out there. So for the first one, what we want is someone who's got an industry, particularly commercial knowledge, without some knowledge of finance as well.

But that's not a deal breaker. If you like it. We really want somebody who understands the the real measure that they can bring to that to us in terms of how they can make us more efficient in the things we're doing and and move us on. So we want somebody who who has that.

Uh commercial acumen. If I put it that way, the other big area we want to is I said earlier that we are going into a stage where we're going to be working more in the communities that we, we we serve and also dealing with the professional groups in the communities that we serve. So we're looking for somebody from primary care, maybe GP or not, it may be somebody from social care.

Or maybe it's somebody who's have completely different perspective about life, about how we can engage in communities and so forth. This individual.

Will be as a supporting us in chairing our mental health legislation committee, so it it's useful to say here that we will need somebody who actually understands the needs of this groups of patients, learning disabilities, perhaps mental health.

Uh, and also their place in the community about they can harness as in there.

This particular role is impressive, is important to us, and that's simply because as we move on into the Community, this trust has the leadership role for the Birmingham Collaborative House outside. So this individual will be the one connecting us to the various services who understand what we can do more and make sure that we are in the right place at the right time.

JIM

Perfect. Thanks, David. And finally, I mean I I suppose you've touched on some of this already kind of when you when you talked about the the sheer breadth of services, the the Birmingham Community, Healthcare provides you know you're looking at services for adults, children, people with learning disabilities, rehabilitation needs, dental services and that's over 100 clinical services

across. I think it's over 200 hospitals now that's you are one of the largest if not the largest provider of these sorts of services in the country, which I think makes this a fascinating opportunity.

You know, you you've been at the trust now for for several first as a non executive director and now as the chair.

What makes Birmingham Community healthcare special? What makes it special for you?

DAVID

It is really a very, very positive place to work.

I can't remember ever falling out with anybody.

We are, you know, we, we we do our challenges tough. You know we don't let off. But after all that you sit back and have coffee with somebody and have a chat and smile about it. So that is the measure of what can be achieved when everybody understands their roles.

And we respect each other as we do so. So that's aligned with our values. I said before respectful for example, I not go also inclusiveness because it's about hearing everybody and acting on that individuals about the individuals saying to, you know, not just it doesn't mean that you're only sitting listening. We want you to contribute as well.

And when you contribute, we listen. So for me, this trust is something that is pretty special for me. The boat we creating the new board going, the two joins us, it will continue the work within within a unitary faction.

And it's important to say what we mean by that. It's not a case that well, yeah, we also run and have coffee, and I agree, rather is that we share responsibility for everything that is good.

And equally, we share responsibility for everything that goes wrong. We're we don't go wrong that often, but should it happen every everybody's got that responsibility and this actually increases our enrich debate, making sure that people are, you know, really I'm on board with what we're doing and not just agree for the sake of it. So we want to hear people, people who are going to speak out. People are who are going to be speaking out.

With respect to who they are addressing and making sure that everybody is focused on the the challenges that we need and deliver effectively on this.

JIM

Perfect. Thank you. Well, look, thank you so much for your time today, David. It's been really fascinating kind of getting a bit more of a bit more of a feel for for the trust as an organization. And I think this is a, these are both really, really exciting opportunities. And often the chance to make a real impact across millions of people's lives, which is so unprecedented, I think in some of these roles. And if you'd like to know more information, hopefully this microsite will give you a bit more of an insight and do please feel free to contact us as well and we'd be more than happy to.

To talk through things in more detail, but for now, thank you so much again for your time, David, and we'll hopefully look forward to receiving applications from you very soon. Bye, bye.

DAVID

Bye bye.