



Interested in becoming a
**Non-Executive
Board Member?**

Bring your experience. Make a difference.



NHS Grampian Board

What does the NHS Grampian Board do/what role does it play?

The NHS Grampian Board provides leadership and oversight for health services across the region. Its main purpose is to assure that care is safe, effective, and meets the needs of our communities. The Board makes sure resources are used responsibly to deliver the best possible outcomes for patients.

The Board plays a vital role in shaping the future of healthcare in Grampian. It makes key decisions about strategic priorities and ensures policies set by NHS Grampian and the and the Scottish Government are implemented effectively. By listening to patients, staff, and partners, the Board ensures services are designed around people and delivered to the highest standards.

What do Executive NHS Grampian Board members do?

Executive Board members are senior leaders within NHS Grampian. They bring professional expertise and operational knowledge to help develop strategies and translate them into action. Their role includes overall responsibility for ensuring the quality and safety of services, as well as supporting staff to deliver excellent care.



**Representing staff
(not just patients).**



What do NHS Grampian Non-Executive Board Members do?

Provide independent oversight and challenge

They ask the right questions, scrutinise decisions and hold the Board to account in the interests of patients, staff and the public.

Help shape the future of healthcare services

They contribute to setting the strategic direction and priorities to improve health and wellbeing across Grampian.

Represent the voices of patients and communities

They ensure the experiences and needs of local people are heard and considered in every decision.

Support transparency and accountability

They promote high standards of governance and make sure decisions are fair, open and in the best interest of everyone.



You don't need to be a healthcare professional!



Who are we looking for?

You don't need a background in healthcare to make a difference – we're looking for people with a range of skills, experiences and perspectives.

What type of person are we looking for to join the NHS Grampian Board?

We're looking for people who care deeply about improving health and wellbeing in our communities. You don't need to be a healthcare professional – what matters most is your ability to bring fresh perspectives, ask thoughtful questions, and help make decisions that put patients and staff first. If you're passionate about making a difference and willing to work collaboratively, you're exactly the kind of person we want.

What skills or qualifications do you need to be a non-executive member of the NHS Grampian Board?

Formal qualifications aren't essential. What we value most are skills like strategic thinking, the ability to digest large amounts of information and challenge constructively. Experience in areas such as finance, governance, community engagement, or leadership can be helpful, but the key is your commitment to public service and your willingness to learn.



We recognise people from a diverse range of backgrounds (including non-care).



What to expect

How much time does being a member of the NHS Grampian Board take up?

The time commitment will vary week to week, but you must be able to make a firm commitment to spend on average eight hours per week (equivalent to 52 days per year) on board business plus additional time required for Integration Joint Board (IJB) business, normally up to a further one day per week. This time will be a mix of daytime board meetings, committee and Integration Joint Board (IJB) meetings, reading documents and attending stakeholder events. You will need to have flexibility to attend at a greater frequency subject to the board's ongoing business needs.

We understand people have busy lives, so we aim to keep things manageable, but it is a significant commitment reflecting this varied and important role.

Do Non-Executive Board Members get paid?

£16,224 per annum (non-pensionable) is payable for your one day per week commitment to NHS Board business. You will receive additional remuneration (also non-pensionable) for your Integration Joint Board (IJB) commitment, paid at a daily rate of £312.00. You will also be entitled to reimbursement for all reasonable travel and subsistence costs and any reasonable dependant-carer expenses incurred whilst undertaking Board/IJB duties and for support required to help you carry out your duties effectively.



We understand people have busy lives, so we aim to keep things manageable.



What to expect

How long do Non-Executive members of the NHS Grampian Board Members serve?

Typically, Non-Executive Board Members are appointed for four years, with the option to renew if both you and the Board agree. This gives you time to make a real impact and see the results of your contributions.

What support and training is provided to new Non-Executive Members of the NHS Grampian Board?

You won't be left to figure things out alone. We provide a comprehensive induction, ongoing training, and access to experienced mentors. You'll also have plenty of opportunities to learn about NHS priorities, governance, and leadership so you can feel confident in your role.

Interested?

We're looking for people with a range of skills, experiences and perspectives.

To apply to become a Non-Executive Board Member please email gram.involve@nhs.scot



You can make a real impact and see the results of your contributions.



This publication is available in other languages and formats on request. Please call NHS Grampian on 01224 551116 or email: gram.communications@nhs.scot

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