



<b>Report to:</b>	Integrated Care Board
<b>Date of Meeting:</b>	1 July 2022
<b>Subject:</b>	Appointment of Board and Executive Team
<b>Director Sponsor:</b>	Stephen Eames, Chief Executive
<b>Author:</b>	Karina Ellis, Executive Director of Corporate Affairs, Janine Lutz, Head of HR (NECS), Emma Kirkwood, Head of HR (ICB)

**STATUS OF THE REPORT:** *(Please click on the appropriate box)*

Approve  Discuss  Assurance  Information  A Regulatory Requirement

**SUMMARY OF REPORT:** *(A short summary of the key points set out within the report)*

The purpose of this report is to confirm in post from the 1 July 2022, the Executive Directors and Board Members (Ordinary and Participant) to the NHS Humber and North Yorkshire Integrated Care Board (the ICB) who have been appointed and have been operating in a designate capacity over the last few months.

**RECOMMENDATIONS:**

Members are asked to:

- i) Note the confirmation of the posts from the 1 July 2022.

**ICB STRATEGIC OBJECTIVE** *(please click on the boxes of the relevant strategic objective(s))*

Realising our vision	<input type="checkbox"/>
Improving outcomes in population health and healthcare	<input type="checkbox"/>
Supporting broader social and economic development	<input type="checkbox"/>
Tackling inequalities in outcomes experience and access	<input type="checkbox"/>
Delivering our operational plan 2022/23	<input checked="" type="checkbox"/>
Developing our ICS	<input checked="" type="checkbox"/>



<b>IMPLICATIONS</b> <i>(Please state N/A against any domain where none are identified)</i>	
Finance	Agreement of any remuneration and terms of service must be considered within the context of the overall affordability / cost envelope as set out within the ICB running cost allowance.
Quality	Effective leadership is critical to improve outcomes for local patients. The quality of the leadership is assessed annually through NHS England's Improvement and Assessment Framework.
HR	Rates for remuneration must be equitable to ensure compliance with the Equality Act 2010. Awards for successful claims of discrimination are uncapped.
Legal / Regulatory	Rates for remuneration must be equitable to ensure compliance with the Equality Act 2010. Awards for successful claims of discrimination are uncapped.
Data Protection / IG	All data is held by the HR team in accordance with existing IG requirements.
Health inequality / equality	Effective leadership is critical to improve outcomes for local patients.
Conflict of Interest Aspects	INEMS will not be present for the discussion / decision making in accordance with the ICBs conflicts of interest process.
Sustainability	NA

**ASSESSED RISK:** *(Please summarise the key risks and their mitigations)*  
 Failure to appoint to the statutory roles as set out in the ICB Constitution and other leadership roles would hinder the effectiveness of the organisation to deliver its objectives. This is mitigated by remunerating roles at a fair and equitable level.

**MONITORING AND ASSURANCE:** *(Please summarise how implementation of the recommendations will be monitored and the assurances that can be taken from the report)*  
 Standard HR process.

**ENGAGEMENT:** *(Please provide details of any clinical, professional or public involvement work undertaken or planned. Summarise feedback from engagement and explain how this has influenced your report. If you have not yet engaged with stakeholders include a summary of your plans.)*  
 The preparation of the report has been subject to engagement with relevant specialist advisors to the ICB.

**REPORT EXEMPT FROM PUBLIC DISCLOSURE** No  Yes

If yes, please detail the specific grounds for exemption  
 Personal Data.



## Appointment of the Board and Executive Directors

### 1. INTRODUCTION

- 1.1 The purpose of this report is to confirm in post from the 1 July 2022, the Executive Directors and Board Members (Ordinary and Participant) to the NHS Humber and North Yorkshire Integrated Care Board (the ICB) who have been appointed and have been operating in a designate capacity over the last few months.

### 2. BACKGROUND

- 2.1 In readiness for ICB establishment, recruitment and selection processes for appointments to the Board and the Executive Team have been carried out.
- 2.2 All appointments to the Board and Executive Team have been on a designate basis prior to the ICB establishment and hosted by NHS Hull Clinical Commissioning Group before transferring to the ICB on 1 July 2022.
- 2.3 During the process actions were taken to invite diverse panel members representative of the shortlisted candidates, particularly in relation to gender and ethnicity.
- 2.4 All roles were advertised, and applications were explicitly invited from people with diverse background. The diversity of candidates has been monitored at each stage of the recruitment and interview process.
- 2.5 As the ICB is established further strategies will be developed to ensure equality, diversity and inclusion are embedded in the culture of the ICB.
- 2.6 All appointments were subject to the Fit and Proper Persons checks.

### 3. ASSESSMENT

#### 3.1 Chair appointment

- 3.1.1 Following due process, Sue Symington was appointed by the Secretary of State for Health as Chair Designate. This appointment commenced on 1 December 2021.

#### 3.2 Chief Executive Appointment

- 3.2.1 Following due process Stephen Eames was appointed by NHS England as Chief Executive Designate. This appointment commenced 1 December 2021.



### 3.3 Executive Directors

- 3.3.1 All Executive Director posts were deemed to be new. These new posts were therefore not subject to any slotting in, or ring-fencing arrangements associated with organisational change processes.
- 3.3.2 The new posts were advertised nationally via NHS Jobs, supported by other promotional activity. Some posts were supplemented with an executive search, undertaken on behalf of the ICB by Gatenby Sanderson.
- 3.3.3 Shortlisted candidates for all new posts were required to participate in an interview.
- 3.3.4 The appointments are set out in table 1.

Table 1 – ICB Executive Director Appointments \* - Also Ordinary Members of the Board

Position	Appointee
Executive Director of Finance & Investment*	Jane Hazelgrave
Executive Director of Clinical & Professional Services*	Nigel Wells
Executive Director of Nursing and Quality*	Teresa Fenech
Chief Operating Officer / Deputy Chief Executive*	Amanda Bloor
Executive Director of People	Jayne Adamson
Executive Director of Corporate Affairs	Karina Ellis
Executive Director of Communications, Marketing and Media Relations	Anja Hazebroek

### 3.4 Independent Non-Executive Members

- 3.4.1 Appointments to the Independent Non-Executive Members (Non-Executive Directors) have been made following a national recruitment process.
- 3.4.2 The new Independent Non-executive members (INEM) posts were advertised on the national independent non-executive recruitment microsite, supported by other promotional activity. The recruitment process was supplemented with an executive search, undertaken on behalf of the ICB by Gatenby Sanderson.
- 3.4.3 Shortlisted candidates were required to participate in a stakeholder event and interview.
- 3.4.4 Table 2 sets out the appointments made.

Table 2, Independent Non-Executive Director Appointments

Position	Appointed Candidate
Independent Non Executive Member - Audit	Stuart Watson
Independent Non Executive Member - Remuneration	Mark Chamberlain

### 3.5 Partner Members

- 3.5.1 The membership of the ICB includes three places for 'partner members': one from each of the following: local government, primary care, and trusts or foundation trusts. These partner members are jointly nominated by the eligible organisations from within their respective sectors.
- 3.5.2 A nomination process was established for each of the partner members with the eligible organisations making their joint nominations. For each partner member a selection panel considered and held a discussion with the nominees.
- 3.5.3 The appointment of the partner members have been approved by the Chair.

Table 3 – Partner Member Nominations for Board.

Position	Appointed Candidate
NHS trusts and foundation trusts	Simon Morrill
Primary medical services (general practice) providers	Dr Bushra Ali
Local Authority	Cllr Jonathan Owen

### 3.6 Participants

- 3.6.1 In accordance with the ICB Constitution 'participant members' of the Board have been identified, nominated and then appointed to the Board. Table 4 sets out the Participant Members.

Table 4 – Participant Member Nominations for Board.

Area of focus	Appointed Candidate
Local Government (x2)	Cllr Michael Harrison Second to be confirmed
Community Interest	Andrew Burnell
Mental Health, Learning Disabilities & Autism	Michele Moran
Voluntary and Community Sector	Jason Stamp
Public Health	Louise Wallace
Patient Advocacy representation	Helen Grimwood

## 4. RECOMMENDATIONS

- 4.1 Members are asked to note the confirmation of the posts from the 1 July 2022.