

AGENDA

An Extraordinary meeting of the Council of Governors
to be held on Tuesday, 31 March 2026 at 17:00 to 18:00 hours
To be held via MS Teams - [Join the meeting here](#)

For the purpose of transacting the business set out below:

No.	Agenda item	Format	Purpose	Time
1. CORE BUSINESS ITEMS				
1.1	Welcome and Apologies for absence Murray Macdonald, Interim Group Chair	Verbal	Information	17:00
1.2	Declarations of Interest Murray Macdonald, Interim Group Chair	Verbal	Information	
2. ITEM FOR APPROVAL				
2.1	Appointment of NLaG Non-Executive Director – Murray Macdonald Ian Reekie, Lead Governor	CoG(26)031 Attached	Approval	17:05
2.2	Appointment of the Group Chief Executive – Lyn Simpson Murray Macdonald, Interim Group Chair	CoG(26)032 Attached	Approval	17:10
3. OTHER				
3.1	Any Other Urgent Business Murray Macdonald, Interim Group Chair	Verbal	Information	17:55
4. DATE OF THE NEXT MEETING				
4.1	The next meetings of the Council of Governors will be held: Council of Governors Business Meeting Wednesday 15 April 2026 from 14:00 - 17:00 hours Venue – Chamber, University Campus North Lincolnshire (UCNL), Ashby Road, Scunthorpe, DN16 1BU			

PROTOCOL FOR CONDUCT OF COUNCIL OF GOVERNOR BUSINESS

- **Members should contact the Chair** as soon as an actual or potential conflict is identified. **Definition of interests** - A set of circumstances by which a reasonable person would consider that an individual's ability to apply judgement or act, in the context of delivering, commissioning, or assuring taxpayer funded health and care services is, or could be, impaired or influenced by another interest they hold. Source: NHSE - Managing Conflicts of Interest in the NHS
- In accordance with Standing Order 2.4.3 (at Annex 6 of the Trust Constitution), any Governor wishing to submit an agenda item must notify the Chair's Office in writing at least **10 clear days prior to the meeting at which it is to be considered**. Requests made less than 10 clear days before a meeting may be included on the agenda at the discretion of the Chair.
- Governors are asked to raise any questions on which they require information or clarification in advance of meetings. This will allow time for the information to be gathered and an appropriate response provided.

NHS
Humber Health
Partnership

Staff charter

COMPASSION	HONESTY	RESPECT	TEAMWORK
Put the safety and care of patients and colleagues at the heart of everything you do	Take responsibility for your actions, decisions and behaviours	Trust and appreciate your colleagues - say thank you and well done	Meet regularly as a whole team , discuss goals, actions and ideas for improvement. Commit to being good team members
Listen to your colleagues and patients, understand, empathise and take action to help	Report concerns about safety, quality and negative behaviours as quickly as possible	Talk to everyone in a respectful and polite manner and listen when others want to speak	Include all colleagues in key discussions about the team or service
Treat everyone with kindness and support those who need assistance or guidance	Communicate constantly and clearly at all times ; create and respond to a constant loop of honest feedback	Understand and appreciate the perspectives, choices and beliefs of others and never discriminate against anyone	Tackle poor behaviours as they arise
Do the right thing, even if this is more difficult to do	Be open about mistakes, apologise, learn and improve	Respect and use each others' strengths; act respectfully by giving, receiving and acting on constructive feedback	Agree high professional standards as a team; give yourselves time to reflect on how to constantly improve

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Council of Governors

Agenda Item No: CoG(26)031

Name of the Meeting	Council of Governors
Date of the Meeting	31 March 2026
Report Lead	Ian Reekie, Lead Governor
Contact Officer/Author	David Sharif, Group Director of Assurance
Title of the Report	Non-Executive Director Appointment
Executive Summary	<p><u>Please note that this is the same paper which has been submitted to the earlier Appointments and Remuneration Committee today. A verbal update on the ARC decision will accompany this item.</u></p> <p>The recent loss of Non-Executive Directors (NEDs) has resulted in two NEDs, from 1 April 2026, and presents an immediate need for recruitment.</p> <p>This report asks members to endorse the appointment of Murray Macdonald to the Northern Lincolnshire and Goole NHS Foundation Trust (NLaG) Board.</p> <p>This endorsement would then be presented to the Council of Governors meeting on 31 March 2026 for approval.</p> <p><u>If approved:</u> The Council of Governors are asked to approve the ARC endorsement to appoint Murray Macdonald to the NLaG Board as detailed in the report.</p>
Background Information and/or Supporting Document(s)	NLaG Trust Constitution Non-executive opportunities in the NHS » NHS Trust Chair and Non-executive Director appointments
Prior Approval Process	n/a
Financial implication(s)	The remuneration for the NLaG role is within the budget available and agreed parameters for the turnover and complexity of the organisation.
Implications for equality, diversity and inclusion, including health inequalities	n/a

Recommended action(s) required	<input type="checkbox"/> Approval <input type="checkbox"/> Information <input type="checkbox"/> Discussion <input type="checkbox"/> Review <input type="checkbox"/> Assurance <input checked="" type="checkbox"/> Other – please detail below: Endorse for Council of Governor approval
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Please note that this is the same paper which has been submitted to the earlier Appointments and Remuneration Committee today. A verbal update on the ARC decision will accompany this item.

1. Purpose of the paper

- 1.1 This paper aims to secure members' endorsement of Murray Macdonald as a Non-Executive Director (NED) for the Northern Lincolnshire and Goole NHS Foundation Trust (NLaG) Board.

2. Introduction

- 2.1 NEDs play a key role in an effective Board. Foundation Trust NEDs (including Chairs) are appointed by the Council of Governors (CoG). For non-Foundation Trusts, the Secretary of State (SoS) has the power to make these appointments and has delegated this to NHS England (NHSE).
- 2.2 Good governance practice expects NEDs to form the majority of the Board, with the inclusion of the Chair. When functioning well, this balance enables the Board to set clear strategic direction, oversee performance, manage risk effectively, and act in the best interests of the organisation and its stakeholders.

3. Background

- 3.1 The current Constitution (NLaG) details the board composition and quorum for the Trust:

21. Trust Board – Composition

21.1. The Trust Board which shall comprise both Executive and Non-Executive Directors:

- 21.1.1. a Non-Executive Chair;
- 21.1.2. five other Non-Executive Directors; and
- 21.1.3. five Executive Directors.

6.10 Quorum

6.10.1 No business shall be transacted at a meeting of the Trust Board unless at least six of the directors are present including not less than three executive directors (one of whom must be the Chief Executive or Chief Financial Officer) and three Non-Executive Directors.

- 3.2 The recent exit of NEDs has resulted in two NEDs¹ from 1 April 2026, and presents an immediate need for recruitment. Despite some mitigating measures to support the Board's work, current NEDs are providing many days of input each month beyond their contracted days. This is not sustainable and the risk of non-quoracy is high.
- 3.3 Since the agreement of the '*NLaG : HUTH Group Model – Memorandum of Understanding*', each Board and its sub-committees have operated in common with each Trust. A '*Boards & Committees-in-Common Principles Framework*' was also produced to ensure that both Trusts can continue to make decisions and operate in accordance with the statutory and regulatory requirements that apply to them. The memorandum also summarised the aims and principles of the Group operating model, replicated in Appendix 1 for ease of reference.

4. Proposal

- 4.1 Previous NED appointments to the NLaG Board have sought formal applications

¹ NLaG has two NEDs from 1 April 2026; Julie Beilby and Alan Downey.

to the opportunity followed by interview and assessment prior to a preferred candidate's recommendation to the CoG. This paper does not propose a permanent departure from this approach but rather adopt a measured and pragmatic solution to the immediate need.

- 4.2 This report recommends members endorse the appointment offer of Murray Macdonald to the NLaG Board as a 'full' NED (as opposed to his current Associate status).
- 4.3 Murray Macdonald is an experienced NED, having undertaken a number of similar positions prior to joining the Humber Health Partnership and through his recent six months as interim Group Chair for the Group. He was recruited through a competitive exercise² to the HUTH Vice Chair position and Associate NED to NLaG. He has held office with the partnership since January 2025. Murray has complied with the requirements of the Fit and Proper Person framework.
- 4.4 His term of office would remain fixed per his current appointment. His first term will end on 31 December 2027. Assuming CoG approval at the 15 April meeting, his position would commence from that date.
- 4.5 NHSE is supportive of this candidate's appointment.

5. Recommendation

- 5.1 The Appointments and Remuneration Committee members are asked to:
 - endorse the appointment offer of Murray Macdonald to the NLaG NED role (Vice Chair) to the full CoG for approval; and
 - keep confidential all information regarding this appointment until the CoG have concluded their approval.

6. Next steps

With ARC endorsement, approval will likely be sought by the CoG on the 31 March 2026.

The Group will announce publicly details of the appointment following the CoG meeting.

POST ARC MEETING – If this proposal is approved at the ARC meeting:

The Council of Governors are asked to approve the ARC endorsement to appoint Murray Macdonald to the NLaG Board as detailed in the report.

² The panel comprised the Group Chair, Group Director of Assurance, NLaG NED (Vice Chair), Lead Governor, Independent Member from United Lincolnshire Hospitals and the Regional Finance Director

Appendix 1: Group Operating Model (extract)

6.1 For ease of reference, this appendix provides extracts (6.15 and 6.16) from the Group Operating Model publication on the key principles agreed between trusts and their key aims in working together in a partnership.

6.15 A group operating model has been developed which sets out the role of the group executive and the role of the site-based leadership teams. The following principles underpin the group operating model:

- *focusing on the delivery of benefits to our patients and staff working together as a group;*
- *ensuring the two organisations continue to be clinically directed, managerially enabled;*
- *empowering Care Groups and clinical teams to develop solutions and deliver operational performance;*
- *taking decisions that affect the group with a single mind, and fostering a collective / shared purpose across the wider leadership teams;*
- *ensuring clarity of roles and responsibilities at all levels across the group to avoid duplication, supported by standard governance and decision-making and a clear accountability framework;*
- *supporting clinical collaboration and reduce unwarranted clinical variation whilst supporting sites to respond to the different needs of their local communities;*

6.16 The aims of the group operating model are:

- *To ensure the delivery of sustainable, high-quality services to the populations we serve.*
- *To improve access and outcomes for patients.*
- *To transform the delivery of services, harnessing the positive improvements in practice and technology;*
- *To invest in staff, develop new roles, innovate training programmes and enhanced partnerships with academic and training bodies.*
- *To invest in infrastructure.*
- *To deliver services more effectively and efficiently.*

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Council of Governors Meeting

Agenda Item No: CoG(26)032

Name of the Meeting	Council of Governors Meeting
Date of the Meeting	31 March 2026
Report Lead	Murray Macdonald, Interim Group Chair
Contact Officer/Author	David Sharif, Group Director of Assurance
Title of the Report	Appointment of the Group Chief Executive
Executive Summary	The following report seeks the approval of the Council of Governors to appoint the current interim postholder to the post of Group Chief Executive.
Background Information and/or Supporting Document(s)	NLaG Trust Constitution
Prior Approval Process	Remuneration Committee (NLaG) meeting held on 26 March 2026 NHSE (National Health Service England), North East and Yorkshire Region
Financial implication(s)	The remuneration for the CEO post is within the budget set, in line with the previous substantive postholder and agreed NHSE parameters for the turnover and complexity of the organisation.
Implications for equality, diversity and inclusion, including health inequalities	n/a
Recommended action(s) required	<input checked="" type="checkbox"/> Approval <input type="checkbox"/> Information <input type="checkbox"/> Discussion <input type="checkbox"/> Review <input type="checkbox"/> Assurance <input type="checkbox"/> Other

1. Purpose of the paper

- 1.1 This paper aims to secure governors' approval of Lyn Simpson as the Chief Executive Officer for the Northern Lincolnshire and Goole NHS Foundation Trust (NLaG) Board, and thereby Group Chief Executive for the Humber Health Partnership (HHP or the Group).

2. Introduction

- 2.1 The Chief Executive Officer is the accountable officer for any NHS Trust, including Foundation Trusts.
- 2.2 NLaG Constitution requires governor approval for the appointment of the Chief Executive Officer role¹. This would normally be sought after a selection process.

3. Background

- 3.1 In July 2026, NHSE asked Lyn Simpson, Chief Executive North Cumbria Integrated Care Trust to step in as interim Chief Executive following growing concerns about the scale of the long-standing challenges at HHP. Since her arrival, the organisation has focused on surfacing these challenges by listening directly to clinicians and frontline teams. As a result, the Group has developed an agreed improvement plan, which aims to stabilise and develop the organisation over the next two to three years.
- 3.2 In an NHSE letter of undertakings to the Trust (dated 6 February 2026), the stability of the senior leadership team was a key concern.
- 3.3 The agenda for the 15 April Council of Governor meeting has an item covering the Group's Plan for Stabilisation, including recent governance work, the impact of the National Operating Framework and Segment 5 and resulting enforcement undertakings, plus the clinically-led improvement plan and the role of the National Provider Improvement Programme (NPIP) - NHSE's new mandated intensive improvement offer for the most challenged NHS providers.

4. Proposal

- 4.1 There is a clear recognition from region that the organisation needs consistency in the senior leadership, particularly whilst it is in a turnaround position, ensuring the driving forward and implementation of the newly developed and clinically-led improvement plan. Any change in the Chief Executive, at this present time, would be detrimental to the organisation in addressing the significant challenges at pace.
- 4.2 On this basis it is proposed that the current interim Chief Executive is confirmed as substantive, with effect from 1st April 2026. Under NHS terms and conditions, her remuneration would remain at the level secured by the Trust for the previous postholder and be published each year through the Annual Report.
- 4.3 This appointment means that the interim Group Chief Executive will relinquish her substantive position as accountable officer for North Cumbria Integrated Care Trust. In relation to the communications that will be shared across the organisation, it will be made clear that the interim Group Chief Executive has been confirmed into the permanent Group CEO position with NHSE's support.

¹ Section 26.2

5. Recommendation

5.1 The Council of Governors is asked to:

- Approve Lyn Simpson as the substantive Chief Executive Officer for the Northern Lincolnshire and Goole NHS Foundation Trust (NLaG) Board, and thereby Group Chief Executive for the Humber Health Partnership (HHP or the Group).
- Note that the current interim Group Chief Executive will relinquish her substantive accountable officer role at North Cumbria Integrated Care Trust and cease using interim in their HHP title with effect from 1 April 2026.

6. Next steps

6.1 With Council of Governor approval, the Group will announce publicly details of the appointment and begin to further address the stability of senior leadership roles across the Group.

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