

# Organisational structure chart

### **Corporate Directorates**

April 2024



### **Trust Board**





**Chair**Michele Romaine



Chief Executive
Maria Kane

#### **Executive Directors**



Chief Operating
Officer and Deputy
Chief Executive
Steve Curry



Chief Medical Officer Tim Whittlestone



Chief Finance Officer Glyn Howells



Chief Nursing Officer Steve Hams



Chief People Officer Peter Mitchell



Chief Digital Information Officer Neil Darvill



Director of Corporate Governance & Trust Secretary Xavier Bell

#### **Non-Executive Directors**



Kelvin Blake



Kelly Macfarlane



Richard Gaunt



Sarah Purdy



Jane Khawaja



Shawn Smith

#### Associate Non-Executive Directors



Darren Roach



Omar Mashjari

### **Corporate Directorates**



#### **Operations**



**Steve Curry** 

### Facilities and Finance



**Glyn Howells** 

#### **Informatics**



**Neil Darvill** 

## Nursing and Quality



**Steve Hams** 

#### **People**



**Peter Mitchell** 

## Research and Strategy



**Tim Whittlestone** 

#### **Corporate support functions**



Finance Partner
John Davey



**People Partner**James Dodsworth



**BI Analyst** Phil Martin

### **Operations**





### **Chief Operating Officer and Deputy Chief Executive**Steve Curry

Nick Smith
Deputy Chief Operating
Officer



Operational lead for Planned Care

Operational delivery of elective care performance

Delivery of planned care improvement and agenda

Cancer services Oversight

Patient flow and site services escalation management

Lucy Parsons
Director of Urgent and
Emergency Care



Operational Lead for Urgent and emergency Care, Flow and Discharge

Hospital flow and site services improvement and escalation management

Seasonal planning, including winter operational plan and delivery

Partnership working to improve out of hospital care, including NHS@Home

Transfer of Care Hub operational management and development of new ways of working to facilitate improved discharge services across the BNSSG system Lisa Whitlow
Associate Director of
Performance & Sustainability



Performance assurance of Clinical
Divisions against National Performance
Frameworks

NHS Contract liaison for Performance

IMAS Demand and Capacity Modelling
Lead

Integrated Performance Report (IPR) to Trust Board

Divisional Performance Assessment Framework (PAF)

Performance Management Framework

Helen Gilbert Improvement Director



Patient First Approach, the way we do things around here that is respectful and delivers meaningful and sustainable improvement for our patients and staff

Lead the introduction of the approach of our OneNBTWay

Lead and develop the improvement team to build our capability and create and embed a culture of continuous improvement Caroline Bird
Reset and Recovery Director



Trust wide Reset and Recovery Portfolio, encompassing planning and delivery across five programmes: urgent & emergency care; elective recovery; diagnostics; cancer and outpatients.

Programme Management Office

Strategic project delivery and support

### **Facilities**





**Chief Finance Officer**Glyn Howells

**Tricia Down**Associate Director, Strategic Estate
Development and Sustainable Health



Estate strategy and development

Site masterplanning

Strategic project delivery

Acquisitions and disposals

Arts programme (environments and patient engagement)

Sustainable development

**Tony Hudgell**Director of Operational Estates & Facilities



Catering	Cashiers		Central Admin
Decontamination	Domestic		Events
Helpdesk	Parking		Portering Services
Postal Services	Print Room		Reprographics
Saplings Day Nursery	Security		Waste
Linen & Staff Uniform	Materials Management		Health & Safety
People and Performance	Transport Discharge		Energy management
Training & Development	Fire Advisory		Receipt & Distribution inc AGV's
Estates Maintenance & Capital Projects		Private Finance Initiative (PFI) & Estate Compliance	
Manual Handling advice and workplace inspections		Property and Asset management	

### **Finance**





Chief Finance Officer
Glyn Howells

Elizabeth Poskitt
Director of Operational Finance



Financial Services

Payroll

Financial Management

Financial Planning and Trust Income

Contracts and Commercial

Audit and Counter Fraud

Philip Lewis
Interim Director of Procurement



Strategic Sourcing

Requisition to Order Process

Catalogue Management

Consortium Management

Sally Bennett Head of Southmead Hospital Charity



Southmead Hospital Charity

### **Informatics**





**Chief Digital Information Officer**Neil Darvill

Phill Wade
Assistant Director of Informatics Technology Services



Networks

Data Centre

Cloud

Devices

Service Desk

Cyber Security

Switchboard

**David Hale**Assistant Director of Informatics BI



Business Intelligence

Clinical Coding

Information Governance

Kath Kaboutian
Assistant Director of Informatics Digital Transformation



Development and Implementation of the One NBT Digital Vision

Digital Transformation Delivery Plan focusing on consolidation of systems and System collaboration and Intreoperability

> Digital Transformation Risk Management

Digital Transformation Benefits

Management

Digital Transformation Communication & Engagement Strategy Stewart Robinson
Assistant Director of Informatics Systems



Clinical System Contract
Management AND Service Level
Agreements

System Administration, Testing, Configuration and Training

EPR Developers, Architecture & Design

Health Records

Registration Authority (Smartcards)

Clinical Transformation

### **Nursing & Quality**





**Chief Nursing Officer**Steve Hams

**Dominique Duma**Deputy Chief Nursing Officer
– Strategy and Workforce



Nursing and midwifery strategy

Research

System leadership and collaboration

Nursing and midwifery performance

Nursing and midwifery delivery

Juliette Hughes
Deputy Chief Nursing Officer
- Professional Standards and
Safety



Patient Safety strategy

System leadership and collaboration

Safety systems

Risk management

Patient Safety Incident Response

Paul Cresswell
Director of Quality
Governance



ICB/NHSE Quality contracting & performance

Quality strategy & Quality account

System leadership and collaboration

CQC engagement and regulatory standards

Patient & Carer Experience

Jon Lee Chief Allied Health Professional



AHP strategy

AHP research

AHP performance

AHP delivery

AHP digital interface

HEI interface, apprenticeships, and learning

Gifty Markey
Associate Chief Nursing
Officer

- Mental Health, Learning Disabilities
and Neurodiversity



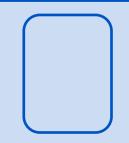
Mental health

Learning disabilities

Neurodiversity

Accessible information standards

Mel Murrell
Associate Director of
Nursing Workforce
Recovery



Temporary workforce

E-rostering

Workforce deployment

System leadership and collaboration

International recruitment

#### Mel De Witt Chief Nursing Information Officer



Nursing, Midwifery and AHP digital strategy

Nursing documentation

Nursing link to ePR programme

Digital Literacy and Competence in nursing

Development of nursing metrics and KPIs

### People





Chief People Officer
Peter Mitchell

Sarah Margetts
Deputy Chief People Officer



**Human Resources** 

Workforce Strategy and Planning

Staff Engagement

Organisational Development

Clinical leadership

Recruitment and retention

Medical Staffing & Education

Caroline Hartley
Associate Director of Culture,
Leadership & Development



Learning and Development

Equality, Diversity & Inclusion

Staff Health & Wellbeing

People Strategy

Fresh Arts

Library and Information Services

Elliot Nichols
Director of Communications &
Engagement



Communications service for staff, patients, visitors and other stakeholders

Multiple channels and activities including media relations, stakeholder relations, FOIs, social media, website, intranet, patient leaflets, events management, graphic design

Behaviour change campaigns eg on social distancing, flu vaccination, patient flow

### Research & Strategy





Chief Medical Officer
Tim Whittlestone

Sanjoy Shah Deputy Chief Medical Officer



Revalidation

Director of Medical Education (DME)

Medical engagement

Mentoring lead for doctors

Primary Care liaison

Joydeep Grover Medical Director (Patient Safety and Quality)



Governance

Patient Safety

**Quality Improvement** 

Audit and Effectiveness

Chair of Clinical Effectiveness Committee

Sam Patel
Medical Director
(Medical
Professionals)



Medical HR

Trust lead for Medical Appraisal

Trust Lead for Medical Performance Concerns and Investigations

Medical Workforce Issues

Helen Lewis-White Deputy Director of Research & Innovation



Research &

Innovation

**Tim Keen**Associate Director of Strategy



Strategy Development

> Business Planning

Health inequalities

Sue Nutland
Associate Director of
Medical Workforce



Associate Director of Medical Workforce

# Claire Dudley Staff Health & Vaccination Programme



Trust Vaccination
Clinical Lead