

# Organisational structure chart

## Corporate Directorates

July 2024



# Trust Board



**Joint Chair of  
NBT & UHBW**  
Ingrid Barker



**Joint Chief Executive of  
NBT & UHBW**  
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



**Joint Chief Digital  
Information Officer,  
NBT and UHBW**  
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

# 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

# Chief Executive's Office



**Joint Chief Executive of NBT & UHBW**  
Maria Kane

**Elliot Nichols**  
Director of Communications & Engagement



Communications service for staff, patients, visitors and other stakeholders

Multiple channels and activities including media relations, stakeholder relations, social media, website, intranet, patient leaflets, events management, graphic design, advertising, marketing, engagement, public affairs, public consultation, public relations, digital communications and branding

Behaviour change campaigns eg vaccinations, patient flow

Southmead Hospital Charity

**Xavier Bell**  
Director of Corporate Governance & Trust Secretary



Corporate Governance & Regulatory Compliance

Board and Trust Secretariat

Risk Management

Commercial Legal Affairs

Freedom to Speak Up

## Executive Coordinator

**Suzanne Priest**

Executive Coordinator to Maria Kane

## Executive Assistants

**Emma Clark**

EA to Maria Kane

**Debbie Kirk**

EA to Steve Curry, Nick Smith, Lucy Parsons

**Rachel Bartlett**

EA to Ingrid Barker, Glyn Howells, Elizabeth Poskitt

**Vicky Whitfield**

EA to Neil Darvill, Kath Kaboutian

**Barbara Klamczynska (Basia)**

EA to Peter Mitchell, Sarah Margetts

**Amanda Ross**

EA to Tim Whittlestone, Sanjoy Shah, Sam Patel, Joydeep Grover

**Alison Crass**

EA to Steve Hams, Dominique Duma, Juliette Hughes



# Operations



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

**Nick Smith**  
Deputy Chief Operating  
Officer



Operational lead for Planned Care

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Operational delivery of elective care performance

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Delivery of planned care improvement and agenda

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Cancer services Oversight

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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

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Hospital flow and site services improvement and escalation management

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Seasonal planning, including winter operational plan and delivery

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

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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

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NHS Contract liaison for Performance

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IMAS Demand and Capacity Modelling Lead

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Integrated Performance Report (IPR) to Trust Board

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Divisional Performance Assessment Framework (PAF)

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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

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Lead the introduction of the approach of our OneNBTWay

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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.

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Programme Management Office

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Strategic project delivery and support

# Facilities



North Bristol  
NHS Trust



**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



**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



**Joint Chief Digital Information Officer, NBT and UHBW**  
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

# Research & Strategy



**Chief Medical Officer**  
Tim Whittlestone

**Sanjoy Shah**  
Deputy Chief  
Medical Officer



Revalidation

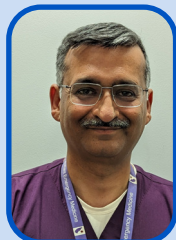
Director of Medical  
Education (DME)

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