

# Organisational structure chart

## Corporate Directorates

June 2024



# Trust Board



Joint Chair of NBT and  
UHBW

Ingrid Barker



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

# Corporate Directorates

NHS

North Bristol  
NHS Trust

## 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



**Chief Executive Officer**  
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

NHS

North Bristol  
NHS Trust



**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

# Informatics

NHS

North Bristol  
NHS Trust



**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

# 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