

# Organisational structure chart

## Corporate Directorates

March 2025



# Trust Board



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



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

## Executive Directors



**Hospital Managing  
Director**  
Glyn Howells



**Chief Operating  
Officer**  
Nick Smith



**Chief Medical  
Officer**  
Tim Whittlestone



**Chief Nursing  
Officer**  
Steve Hams



**Chief Finance  
Officer**  
Elizabeth Poskitt



**Chief People  
Officer**  
Peter Mitchell



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

## Non-Executive Directors



Kelvin Blake



Kelly Macfarlane



Richard Gaunt



Sarah Purdy



Jane Khawaja



Shawn Smith



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

# Corporate Directorates

## Operations



**Nick Smith**

## Finance and Facilities



**Elizabeth Poskitt**

## Informatics



**Neil Darvill**

## Nursing and Quality



**Steve Hams**

## People



**Peter Mitchell**

## Research and Strategy



**Tim Whittlestone**

## Corporate support functions



**Finance Partner  
Graham Sadler**



**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

**Vacant**

EA to Maria Kane (Joint Chief Executive of NBT & UHBW)

**Bejide Kafele**

EA to Ingrid Barker (Joint Chair of NBT & UHBW)

**Debbie Kirk**

EA to Nick Smith, Andy Clark, Lucy Parsons

**Rachel Bartlett**

EA to 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**  
Nick Smith

**Andy Clark**  
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

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Emergency Preparedness, Resilience and Response (EPRR)

**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**  
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



**Chief Finance Officer**  
Elizabeth Poskitt

## 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**  
Elizabeth Poskitt

**Simon Davies**  
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



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

**Kath Kaboutian**  
Joint Deputy Chief Digital  
Information Officer



Digital Organisational Change

Leadership and Delivery of the Digital Strategies

Leadership and Delivery of the Annual Plans

Leadership and Delivery of Operational & Clinical  
System alignment

Leadership of Digital Transformation, Project Delivery  
& Innovation

Digital Governance & Assurance

Financial strategy and accountability for capital,  
revenue & CIP

**David Hale**  
Joint Chief Data and  
Analytics Officer



Business Intelligence

Clinical Coding

Information Governance

**Phill Wade**  
Joint Chief Technology  
Officer



Networks

Data Centre

Cloud

Devices

Service Desk

Cyber Security

Switchboard

**Stewart Robinson**  
Joint Chief Systems and  
Product Officer



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

**Nathan Coleman**  
Head of Digital Programmes



Digital Annual Delivery Plan

Digital Projects Comms &  
Engagement

Digital Projects Benefits  
Management

Digital Projects Risk & Issue  
Management

# 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  
for Quality and Safety



Governance

Patient Safety

Quality Improvement

Audit and  
Effectiveness

Chair of Clinical  
Effectiveness  
Committee

**Sam Patel**  
Medical Director  
for Workforce



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