

Organisational structure chart

Corporate Directorates

November 2024



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 and Deputy
Chief Executive**
Steve Curry



**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



Steve Curry

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

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

Operational delivery of elective care performance

Delivery of planned care improvement and agenda

Cancer services Oversight

Patient flow and site services escalation management

Emergency Preparedness, Resilience and Response (EPRR)

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
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 system

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
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
(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