

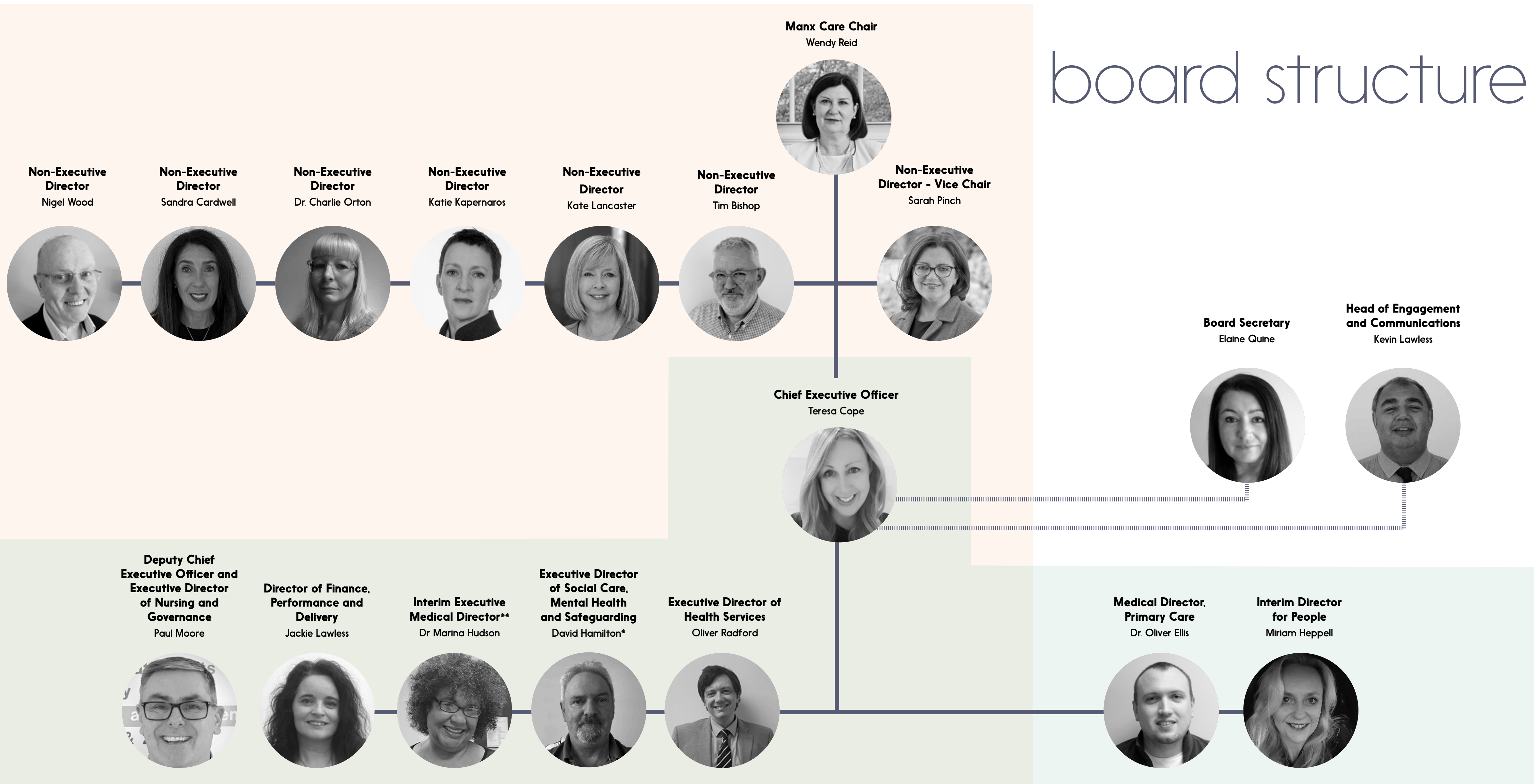
# board structure







# board structure

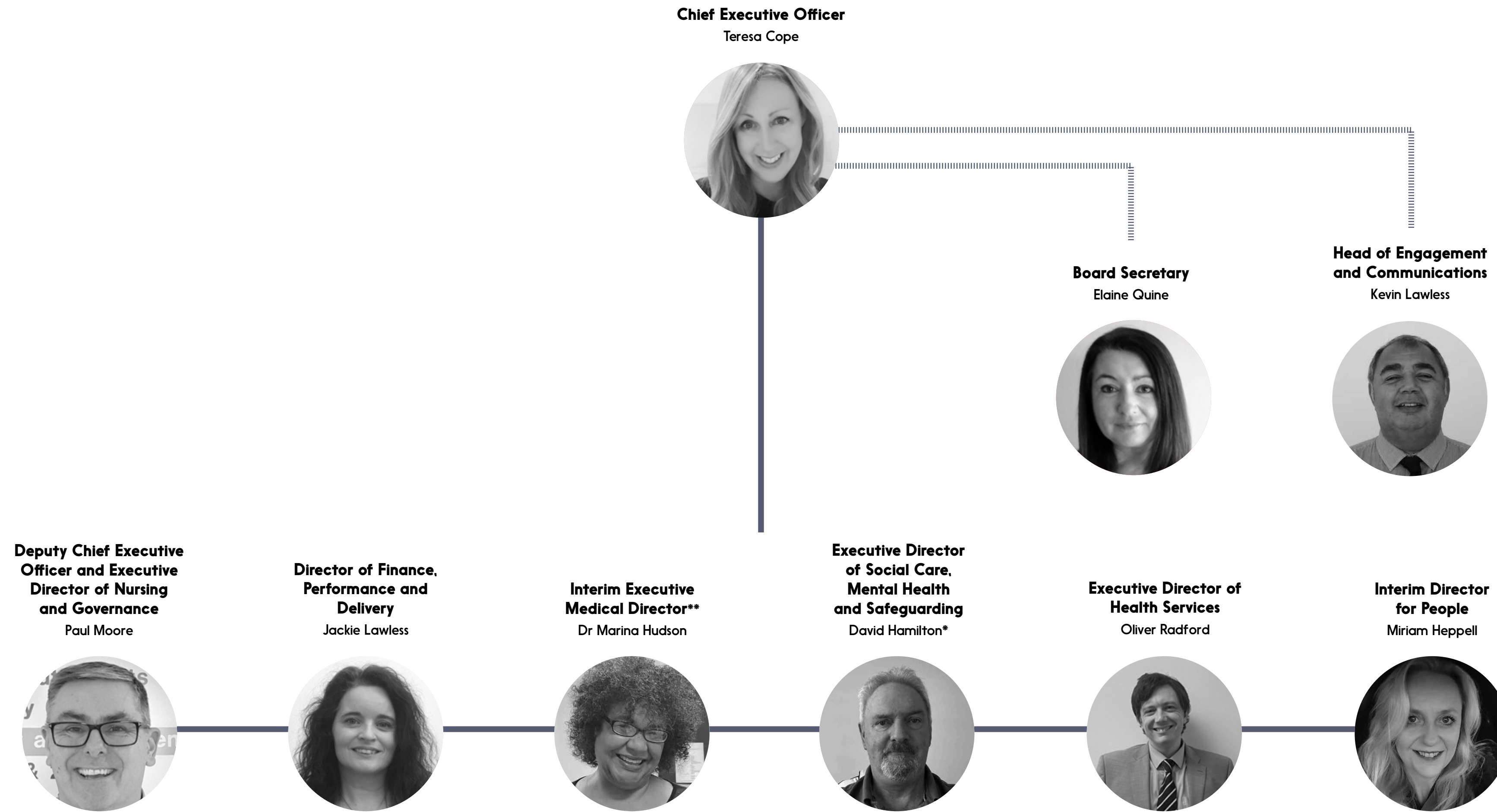


\* Interim, from 06 March 2023

\*\*Interim. Dr Hudson is seconded to the role which is held substantively by Dr Sree Andole whilst he is on secondment to a UK NHS Trust.



# executive leadership team



\* Interim, from 06 March 2023

\*\* Interim. Dr Hudson is seconded to the role which is held substantively by Dr Sree Andole whilst he is on secondment to a UK NHS Trust.



# executive support team

**Chief Executive Officer**  
Teresa Cope



**Business Support**  
Monique Gillies



**Head of Engagement and Communications**  
Kevin Lawless



**Board Secretary**  
Elaine Quine



**Deputy Chief Executive Officer and Executive Director of Nursing and Governance**  
Paul Moore



**Director of Finance, Performance and Delivery**  
Jackie Lawless



**Interim Executive Medical Director\*\***  
Dr Marina Hudson



**Executive Director of Social Care, Mental Health and Safeguarding**  
David Hamilton\*



**Executive Director of Health Services**  
Oliver Radford



**Interim Director for People**  
Miriam Heppell



**Business Support**  
Jane Ryan



**Business Support**  
Emma Williams



**Business Support**  
Lynn Cross



**Executive Assistant**  
Gail Babatunde



**Executive Assistant**  
Amy Robinson



\* Interim, from 06 March 2023

\*\* Interim. Dr Hudson is seconded to the role which is held substantively by Dr Sree Andole whilst he is on secondment to a UK NHS Trust.



# non-executive directors

**Manx Care Chair**  
Wendy Reid



**Non-Executive Director  
Vice Chair**  
Sarah Pinch



**Non-Executive Director**  
Nigel Wood



**Non-Executive Director**  
Katie Kapernaros



**Non-Executive Director**  
Tim Bishop



**Non-Executive Director**  
Dr. Charlie Orton



**Non-Executive Director**  
Kate Lancaster

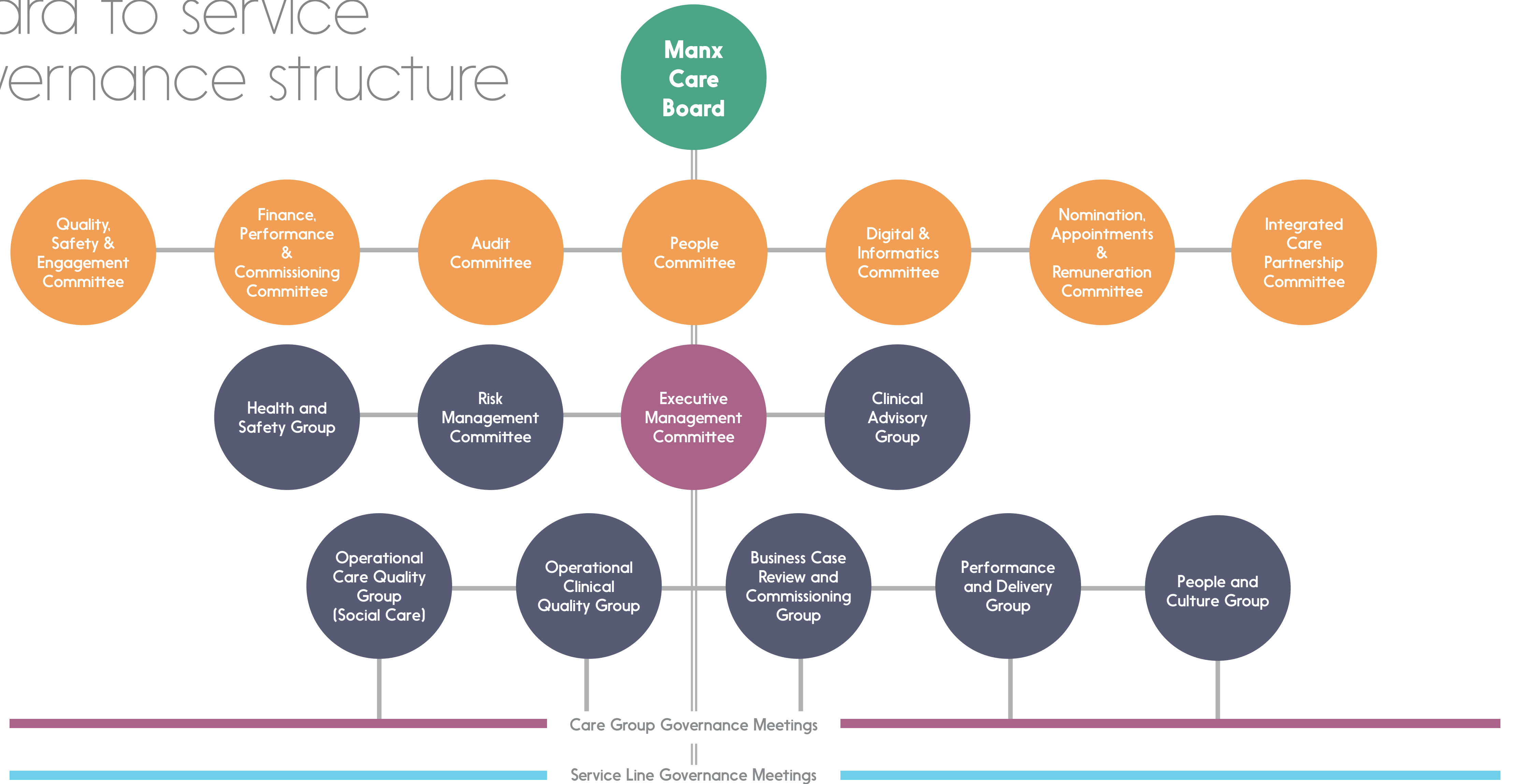


**Non-Executive Director**  
Sandra Cardwell





# board to service governance structure





### Audit

**Chair**  
Nigel Wood

**Non-Executive Directors**  
Sandra Cardwell  
Dr Charlie Orton

**Executive Lead**  
Jackie Lawless

### Finance, Performance & Commissioning

**Chair**  
Nigel Wood

**Non-Executive Directors**  
Dr Charlie Orton  
Sandra Cardwell  
Katie Kapernaros

**Executive Lead**  
Jackie Lawless

### Quality, Safety & Engagement

**Chair**  
Tim Bishop

**Non-Executive Directors**  
Kate Lancaster  
Sarah Pinch

**Executive Leads**  
Paul Moore

### People

**Chair**  
Sarah Pinch

**Non-Executive Directors**  
Katie Kapernaros  
Tim Bishop  
Kate Lancaster

**Executive Lead**  
Miriam Heppell

### Digital & Informatics

**Chair**  
Kate Kapernaros

**Non-Executive Directors**  
Nigel Wood  
Kate Lancaster

**Executive Lead**  
Simon Collins (Interim)

### Nomination, Appointments & Remuneration

**Chair**  
Wendy Reid

**Non-Executive Directors**  
All Non-Executive Directors

### Integrated Care Partnership Board Committee

**Chair**  
Tim Bishop

**Non-Executive Directors**  
Vacant  
Sarah Pinch

**Executive Leads**  
Teresa Cope  
Paul Moore  
Oliver Radford  
Dr Marina Hudson\*  
Simon Collins (Interim)  
Anne Corkill  
Dr Oliver Ellis

\* Interim until 31 October 2023. Dr Hudson is seconded to the role which is held substantively by Dr Sree Andole whilst he is on secondment to a UK NHS Trust.

board committee  
structure and  
membership





# senior operational governance meetings membership and structure

**Executive Management  
Committee Chair**  
Teresa Cope, CEO



**Risk Management  
Committee**  
Teresa Cope



## Risk Management Committee

- Review and scrutinise risk profiles across all Care Groups/Corporate Functions
- Review the structures, processes and responsibilities for identifying and managing key risks to patients, staff and the organisation are effective.
- Monitor, evaluate and scrutinise all risks recorded on the risk register with a residual risk rating of 15 or more, escalating to the EMC those that pose a significant threat to the operations, safety, financial health or reputation of Manx Care.
- Oversee the production of the Board Assurance Framework
- Work closely with the Board's assurance committees to understand the corporate risk profile and, where necessary, to clarify the arrangements for assuring those risks between committees.

**Operational Clinical  
Quality Group Chair**  
Paul Moore



## Operational Clinical Quality

- Quality Report and escalations from Care Groups
- IPC/Antimicrobial Stewardship
- Safeguarding
- Clinical Policy Development
- Effectiveness
- Service User and Patient Engagement

**Operational Care  
Quality Group Chair**  
David Hamilton



## Care Quality Group

- Quality Reports from Adults and Children's Social Care
- Compliance with statutory requirements
- Key risks

**Health and  
Safety Group**  
Aneurin Pritchard



## Health and Safety Group

- Health and Safety
- Ionising Radiation Regulations
- Fire
- Medical Gases
- Information governance
- Resilience
- Security
- Medical Devices
- IM&T (Cyber Security)

**Business Case Review and  
Commissioning Group Chair**  
Jackie Lawless



## Business Case Review and Commissioning Group

- Review and sign off of all Business Cases developed by Care Groups prior to submission to EMC
- Assurance around clinical involvement and prioritisation
- Oversight of all commissioning activity and decisions

**Performance Delivery  
Group Chair**  
Oliver Radford



## Performance Delivery Group

- Oversight of all Performance Standards as outlined in the Required Outcomes Framework (Supported by Care Group performance and Accountability Reviews with all Executive Team members)

**People and Culture  
Group**  
Miriam Heppell



## People and Culture Group

- Develop and oversee the People and Culture Agenda
- Oversee the development of a psychologically safe culture
- Shape and implement Manx Care People and Culture strategy
- Oversee the development of Manx Care engagement and communications strategies and related programmes of work, and review the effectiveness of internal communications and engagement.

**Clinical Advisory  
Group**  
Marina Hudson



## Clinical Advisory Group

- Discuss proposals put forward (or sponsored) by the Membership
- Consider matters requiring clinical scrutiny and peer review at the request of the membership
- Generate ideas on issues that require clinical discussion and commission proposals from Members (or others) where required.
- Create or recommend individuals to participate in task and finish groups needed to progress individual projects.
- Provide clinical opinion and advice on public health matters which impact on safety and quality of services.
- Consider matters put forward by the CEO, Medical Director, Director of Nursing, Director of Public Health group or pass matters to public health through this route.



MEDICINE, URGENT CARE  
AND AMBULANCE SERVICE



SURGERY, THEATRES,  
CRITICAL CARE AND  
ANAESTHETICS



INTEGRATED DIAGNOSTICS  
AND CANCER SERVICES



INTEGRATED WOMEN,  
CHILDREN AND FAMILIES



INTEGRATED PRIMARY  
AND COMMUNITY  
CARE SERVICES



SOCIAL CARE,  
INTEGRATED MENTAL  
HEALTH AND  
SAFEGUARDING  
SERVICES

care groups



# Care Group Reporting Structure

This structure outlines the governance relationship between the Care Groups (excluding Social Care Services) and the Executive Leadership Team.



\* Interim until 31 October 2023 Dr Hudson is seconded to the role which is held substantively by Dr Sree Andole.



# Care Group Reporting Structure

**Executive Director of Health Services**  
Oliver Radford



**Associate Director of Nursing**  
Brendan Forman



## GENERAL MANAGERS

**Medicine, Urgent Care and Ambulance Service**  
Mark Cox



**Integrated Diagnostics and Cancer Services**  
Lisa Airey



**Integrated Women's, Children's and Families Service**  
Linda Thompson



**Surgery, Theatres, Critical Care and Anaesthetics**  
James Watson



**Integrated Primary and Community Care Services**  
Annmarie Cubbon



## OTHER AREAS (NON CARE GROUP)

**Head of Service, Intermediary Care**  
Michelle Breed



**Head of Strategic Partnerships**  
Tammy Hewitt



**Emergency Planning Manager**  
Natasha McKenzie



**Head of Vaccination Services**  
Suzanne Graham



**Head of Wellbeing Partnerships**  
Adrian Tomkinson



**Head of Hospital Social Work**  
Maggie Robinson





**Interim Executive Medical Director\***  
Dr Marina Hudson



**Business Support**  
Lynn Cross



## CLINICAL DIRECTORS

**Surgery, Theatres, Critical Care and Anaesthetics (Consultant Anaesthetist)**  
Dr. Sivakumar Balasubramanian



**Integrated Women's, Children's and Families Services (Consultant Paediatrician)**  
Dr. Pradumal Thakker



**Surgery, Theatres, Critical Care and Anaesthetics (Consultant General Surgeon)**  
Mr. Andre Risha



**Urgent Care and Ambulance (Emergency Medicine Consultant)**  
Dr. Gareth Davies



**Interim Clinical Director for Integrated Mental Health Services (Consultant Psychiatrist)**  
Dr. Paul Brown



**Associate Director, Integrated Primary and Community Care (General Practitioner)**  
Dr. John Snelling



**Integrated Diagnostics and Cancer Services (Consultant Plastic Surgeon)**  
Professor Partha Vaiude



**Integrated Diagnostics and Cancer Services (Consultant Oral Surgeon)**  
Mr. Madhu Malikireddy



**Medicine (Consultant, Acute Medicine)**  
Dr. Ishaku Pam



## ASSOCIATE MEDICAL DIRECTORS

**Patient Safety and Governance**  
Dr Renate Homewood



**Medical Examiners**  
Dr Alison Hool and Dr David Hedley



**Medical Appraisal Leads**  
Dr Lakshman Paudyal and Dr Martyn Bracewell



**Organ Donation Lead**  
Dr Renate Homewood



**Head of Medical Appraisals & Audit**  
Dr Lakshman Paudyal and Dr Martyn Bracewell



\* Interim until 31 October 2023. Dr Hudson is seconded to the role which is held substantively by Dr Sree Andole.



**Deputy Chief Executive Officer  
and Executive Director of  
Nursing and Governance**  
Paul Moore



**Business Support**  
Jane Ryan



## ASSOCIATE DIRECTORS OF NURSING

**Associate Director  
of Nursing**  
Emma Cleator



**Head Of Midwifery**  
Barbara Roberts



**Associate Director  
of Nursing**  
Dr. Michael Fleming



**Associate Director  
of Nursing**  
Stuart Hemingway



**Associate Director  
of Nursing**  
Cathie Quine



**Associate Director  
of Nursing**  
Joanne Standish



## OTHER AREAS (NON CARE GROUP)

**Head of Care  
Quality and Safety**  
Sue Davis

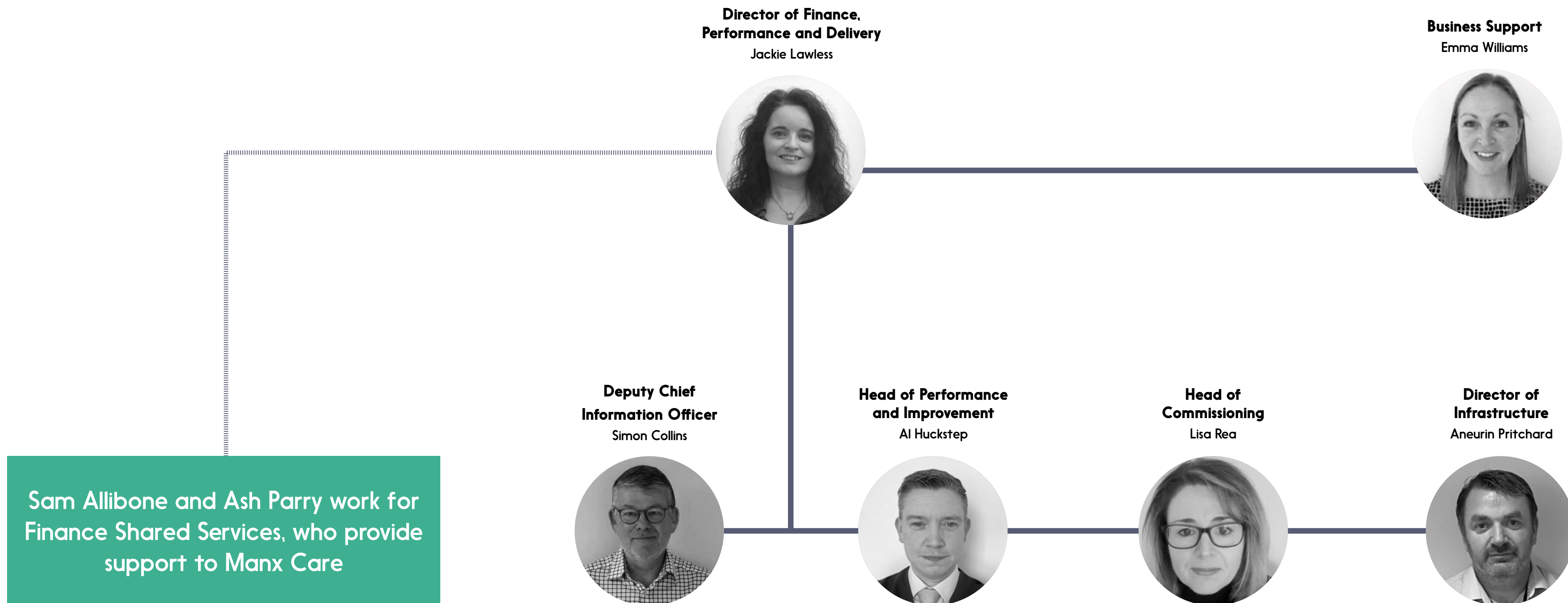


**Director of  
Education**  
Paul Irving





# finance, performance and delivery structure





**MEDICINE, URGENT  
CARE AND AMBULANCE  
SERVICE**

**Clinical Directors**

Dr. Gareth Davies  
Dr. Ishaku Pam

**General Manager**

Mark Cox

**Head of Ambulance Service**

Will Bellamy

**Associate Director of Nursing**

Jo Standish



**SURGERY, THEATRES,  
CRITICAL CARE AND  
ANAESTHETICS**

**Clinical Directors**

Dr. Sivakumar Balasubramanian  
Mr. Andre Risha

**General Manager**

James Watson

**Associate Director of Nursing**

Stuart Hemingway



**INTEGRATED DIAGNOSTICS  
AND CANCER SERVICES**

**Clinical Directors**

Partha Vaiude  
Madhu Malikireddy

**General Manager**

Lisa Airey

**Head of Pathology**

Malcolm Goodwin

**Chief Pharmacist**

Sarah Hepburn

**Radiology Manager**

Kathleen McDowall

**Macmillan Associate Director  
of Nursing**

Cathie Quine



**INTEGRATED WOMEN,  
CHILDREN AND  
FAMILIES**

**Clinical Director**

Dr. Pradumal Thakker

**General Manager**

Linda Thompson

**Head of Midwifery**

Barbara Roberts

**Associate Directors of Nursing**

Emma Cleator  
Stuart Hemingway





**INTEGRATED PRIMARY  
AND COMMUNITY  
CARE SERVICES**

**Associate Director  
of Primary Care**

Dr. John Snelling

**General Manager**

Annmarie Cubbon

**Associate Director of Nursing**

Emma Cleator

**Pharmaceutical Advisor**

Maria Bell

**Interim Joint Head for  
Therapies and Podiatry**

Frances Butler

Kelly Gulland



**SOCIAL CARE, INTEGRATED  
MENTAL HEALTH AND  
SAFEGUARDING SERVICES**

**Interim Executive Director**

David Hamilton

**Clinical Director for Integrated  
Mental Health Services**

Dr. Paul Brown

**General Manager Integrated  
Mental Health Services**

Ross Bailey

**Assistant Director,  
Children's and Families**

Julie Gibney

**Associate Director of Nursing for  
Integrated Mental Health Services**

Dr. Mick Fleming

**Head of Corporate Business**

Louise Hand

**Assistant Director, Adult Social Work**  
Vacant

**Head of Operations,  
Adult Social Care**

Jonathan Carey



**HEAD OF SERVICE,  
INTERMEDIARY CARE**

Michelle Breed



**MEDICINE, URGENT CARE  
AND AMBULANCE SERVICE**



**General Manager**

Mark Cox



**Head of  
Ambulance Service**

Will Bellamy



**Associate Director  
of Nursing**

Jo Standish



**Clinical Directors**

Dr. Gareth Davies

Dr. Ishaku Pam



**SURGERY, THEATRES,  
CRITICAL CARE AND  
ANAESTHETICS**



**General Manager**  
James Watson



**Associate Director  
of Nursing**  
Stuart Hemingway



**Clinical Directors**  
Dr. Sivakumar Balasubramanian  
Mr. Andre Risha



**INTEGRATED DIAGNOSTICS  
AND CANCER SERVICES**



**General Manager**  
Lisa Airey



**Clinical Directors**  
Professor Partha Vaiude  
Mr. Madhu Malikireddy



**Chief Pharmacist**  
Sarah Hepburn

**Radiology Manager**  
Kathleen McDowall

**Head of Pathology**  
Malcolm Goodwin

**Associate Director of Nursing**  
Cathie Quine



**INTEGRATED WOMEN,  
CHILDREN AND  
FAMILIES**



**General Manager**  
Linda Thompson



**Clinical Director**  
Dr. Pradumal Thakker



**Associate Directors  
of Nursing**

Emma Cleator  
Stuart Hemingway

**Head of Midwifery**

Barbara Roberts



**INTEGRATED PRIMARY  
AND COMMUNITY  
CARE, AND THERAPIES**



**General Manager**  
Annmarie Cubbon



**Associate Director of Nursing**  
Emma Cleator



**Associate Director  
of Primary Care**  
Dr. John Snelling

**Pharmaceutical Advisor**  
Maria Bell

**Interim Joint Head  
of Therapies and Podiatry**  
Frances Butler  
Kelly Gulland



**Head of Corporate Services**

Louise Hand

**Executive Assistant**

Gail Babatunde



**SOCIAL CARE, INTEGRATED  
MENTAL HEALTH AND  
SAFEGUARDING SERVICES**



**Clinical Director  
for Integrated  
Mental Health Services**

Dr. Paul Brown



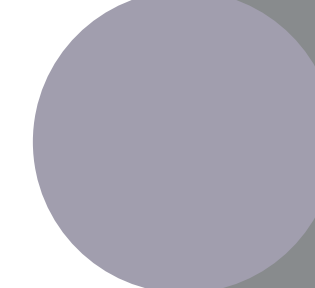
**Interim Executive Director  
of Social Care, Mental Health  
and Safeguarding**

David Hamilton



**General Manager,  
Integrated Mental Health Services**

Ross Bailey



**Assistant Director,  
Adult Social Work**

Vacant



**Assistant Director,  
Children and Families**

Julie Gibney



**Associate Director  
of Nursing**

Dr. Mick Fleming



**Head of Operations,  
Adult Social Care**

Jonathan Carey



**Head of Health Safeguarding -  
Children and Adults**

Terri Banks



manx care

Kiarail Vannin

we  
care...