

Reference: FOI.ICB-2627/275

Subject: ICB Structure and Senior Management and Leadership

I can confirm that the ICB does hold some of the information requested; please see responses below:

QUESTION	RESPONSE
A copy of the ICB's current organisational chart, showing the senior management and leadership structure. a. Where possible, please provide the version which includes the names and job titles of current postholders. b. Where names are not included on the organisational chart, please provide the name and job title of the individuals currently appointed to the senior leadership and management positions shown within the structure. c. Please identify any senior positions which are currently: • For interim positions, please provide the name of the current interim postholder. • Vacant; • Being recruited to; or • Filled on an interim basis	a. Please see attached directorate structures. b. The ICB does not routinely share names of staff on organisational structures to ensure that the structures remain accurate, however the declarations of interest register for all staff is updated monthly and contains staff names and job titles. The register can be found on the ICB website: https://bnssghealthiertogether.org.uk/library/conflicts-of-interest-register/ c. We are still in the process of organisational change and therefore cannot provide details for some of the questions asked.

Where this is not clear from the organisational chart, please identify the named senior lead responsible for each of the following areas: i. Primary Care ii. Urgent and Emergency Care iii. Planned/Elective Care iv. Commissioning v. Procurement/Commercial vi. Strategy and Partnerships vii. Transformation viii. Finance If the ICB is currently transitioning to a new organisational structure, please also provide a copy of the latest proposed or target organisational chart held by the ICB and, where recorded, the anticipated implementation date. Where an organisational chart or any of the requested information is already publicly available, I would be very happy to receive a link to the relevant document or webpage. I appreciate that organisational arrangements may still be developing following the recent changes to ICB structures, so please provide the latest information held by the ICB as at the date of this request.	Chief Strategic Commissioning Officer is responsible for: Primary Care Urgent and Emergency Care Planned/Elective Care Commissioning Procurement/Commercial Strategy and Partnerships. Chief Transformation, People and Organisational Development Officer is responsible for: Transformation Chief Finance and Corporate Services Officer is responsible for: Finance
--	---

The information provided in this response is accurate as of 1 October 2026 and has been approved for release by Jo Hicks, Chief Transformation, People and Organisational Development Officer for NHS Bristol, North Somerset and South Gloucestershire ICB.



Bristol, North Somerset
and South Gloucestershire
Integrated Care Board



Gloucestershire

Population health improvement directorate

Structure chart - Gloucestershire & BNSSG ICBs

Key



In scope for consultation

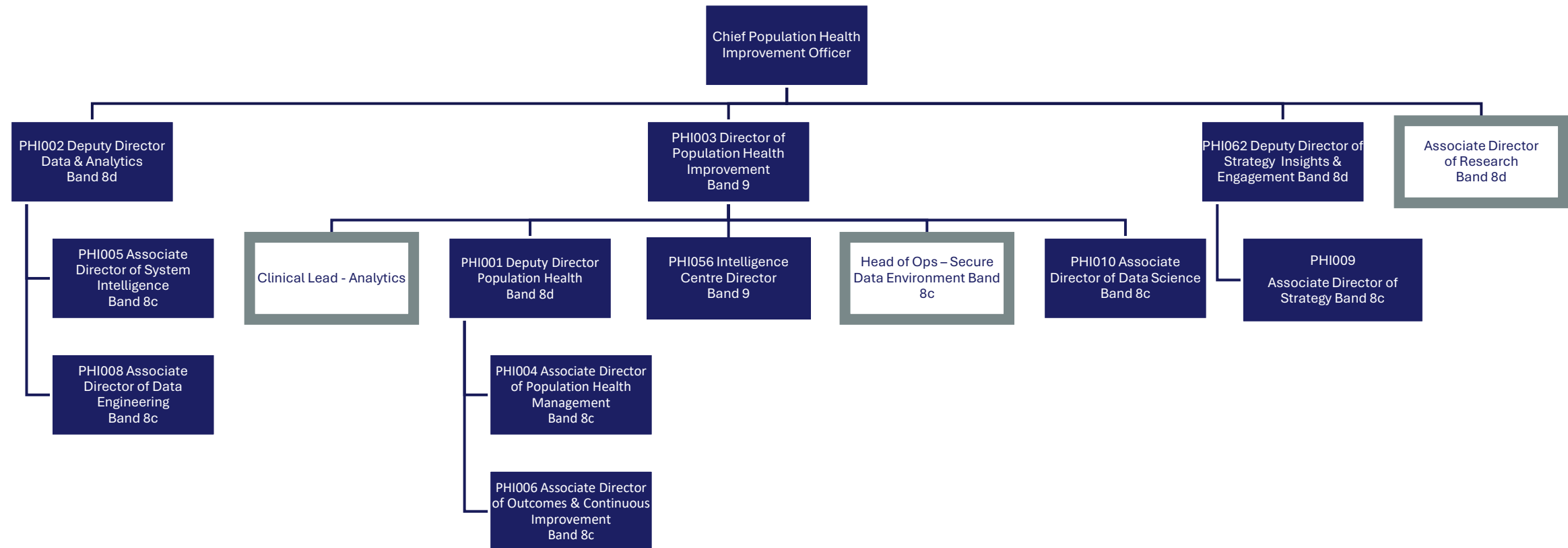


Out of scope for consultation

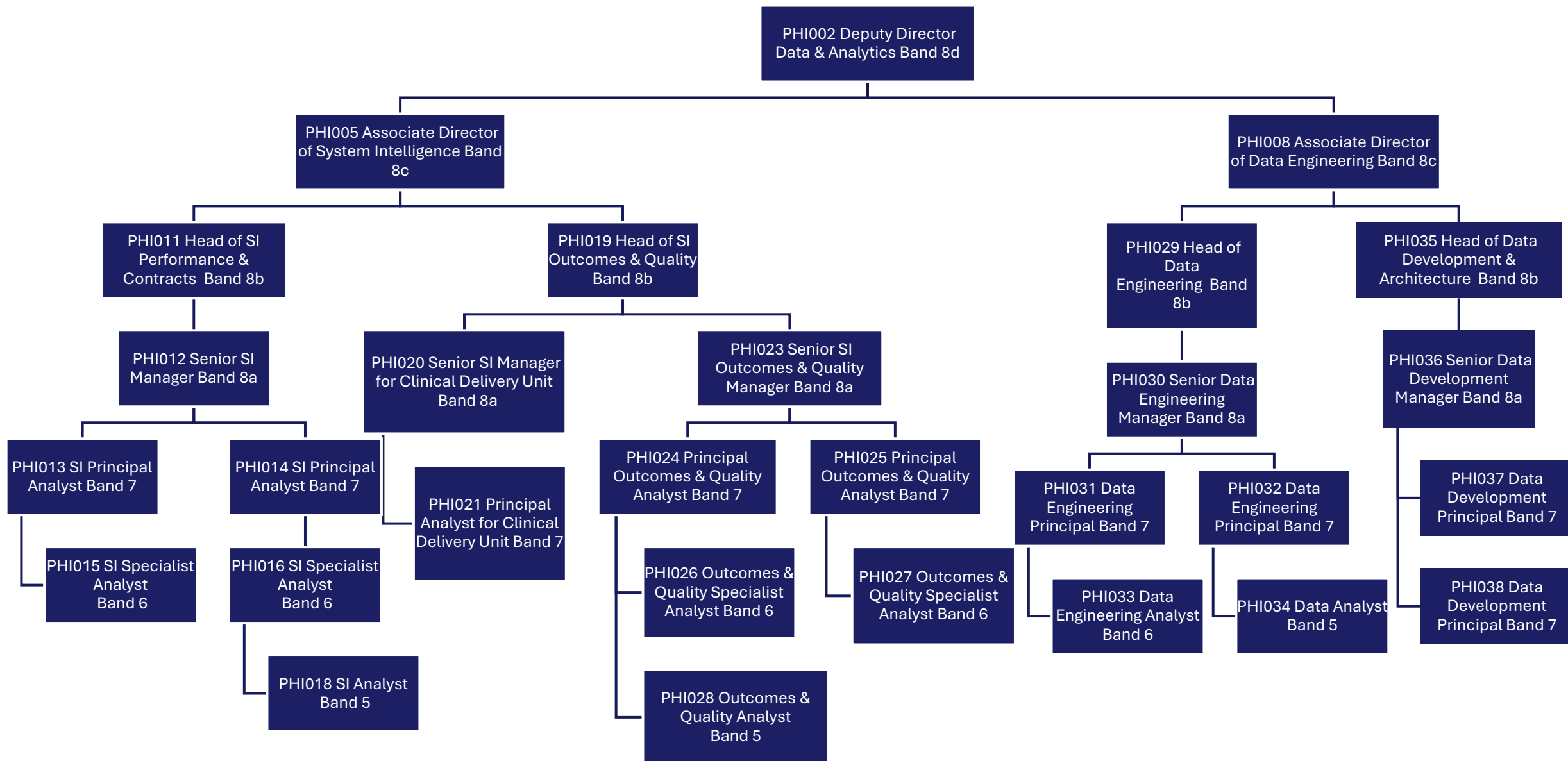
To note:

- *Each role is 1 Whole Time Equivalent (1.0 WTE) unless stated. Further detail can be found in the consultation document)*

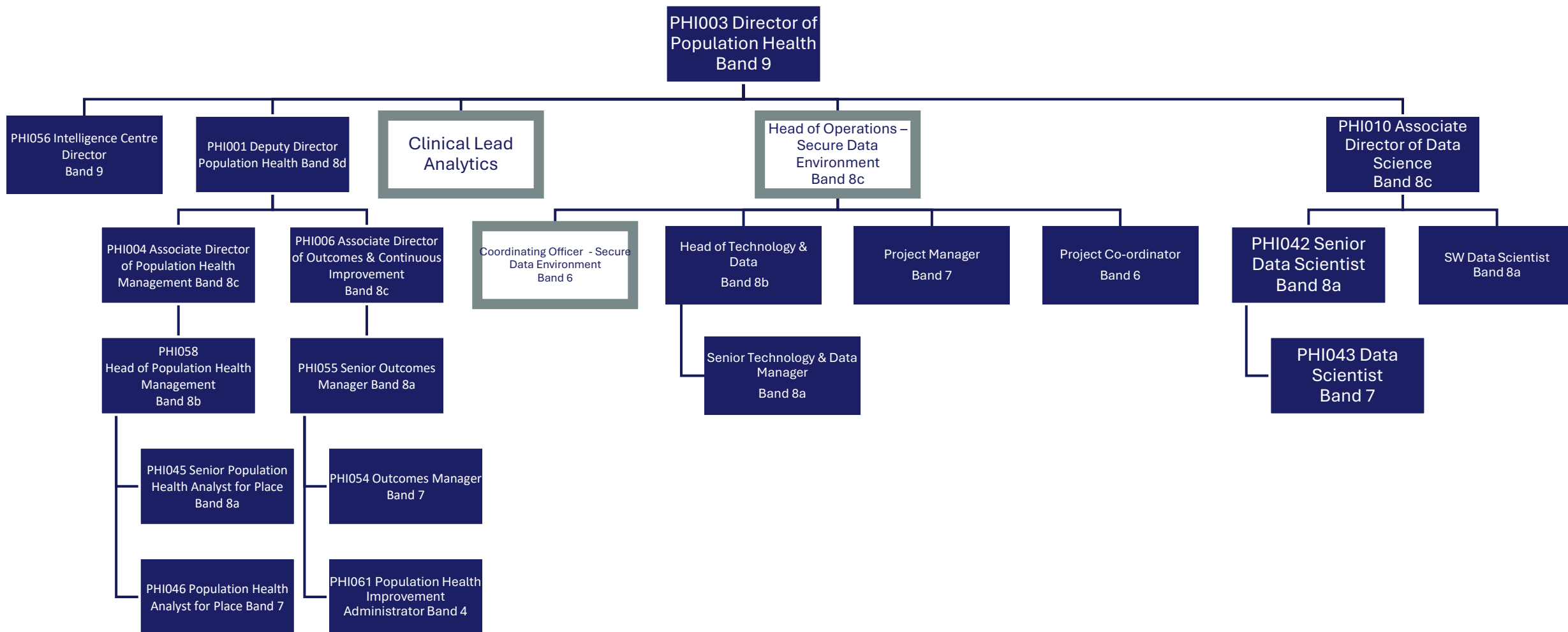
Senior Leadership Team



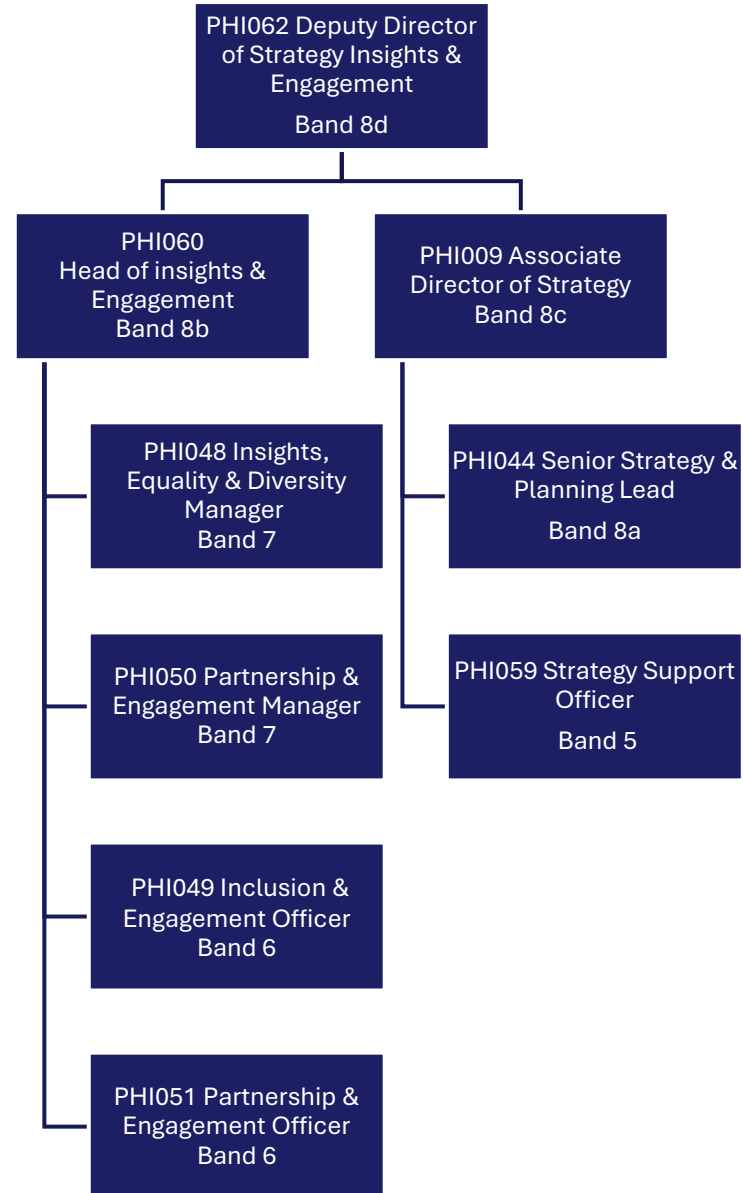
Data & Analytics Team



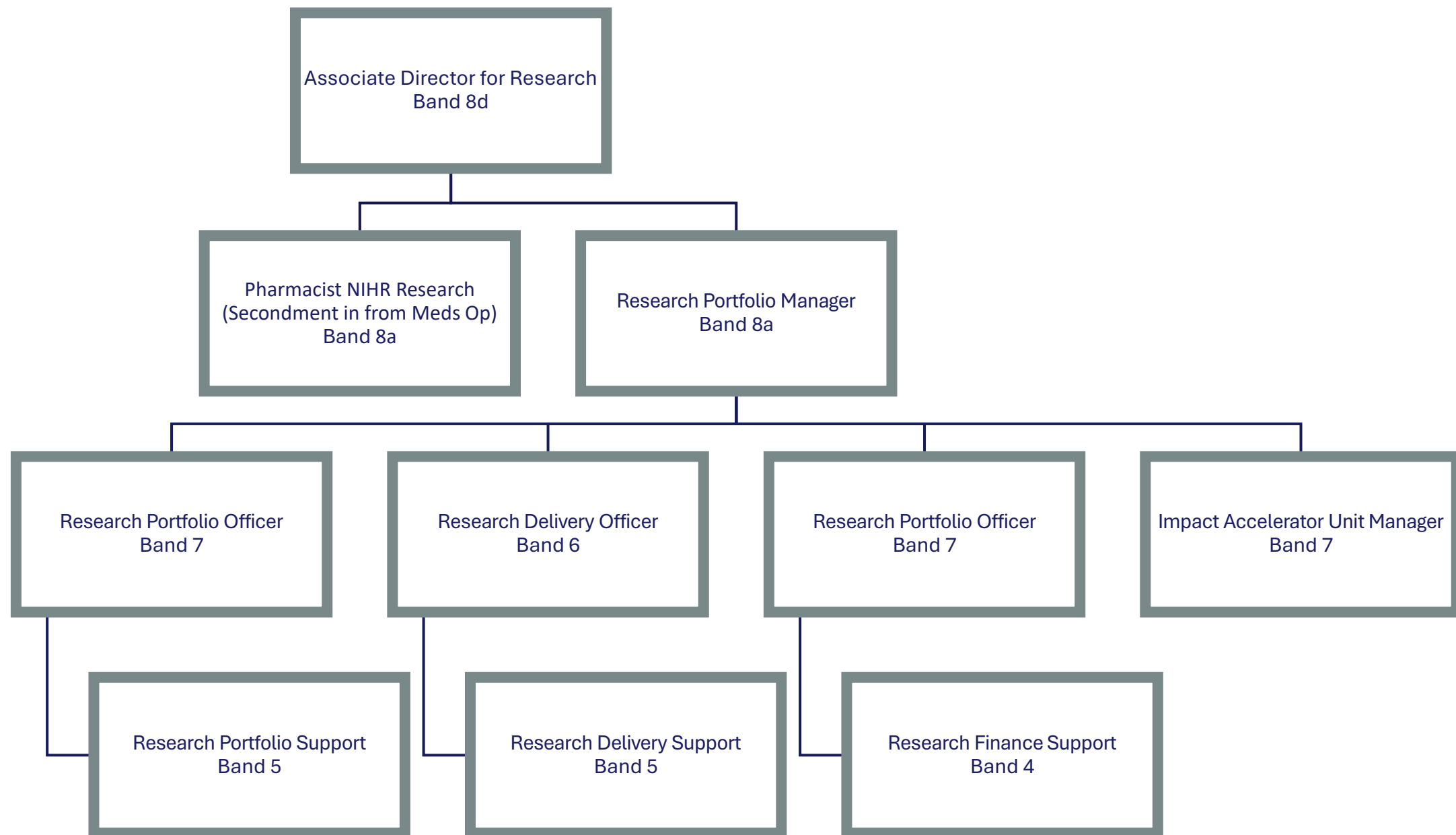
PHM, SDE & Data Science Team



Strategy, Insights & Engagement Team



Research Team





Bristol, North Somerset
and South Gloucestershire
Integrated Care Board



Gloucestershire

Strategic commissioning directorate

Structure chart - Gloucestershire & BNSSG ICBs

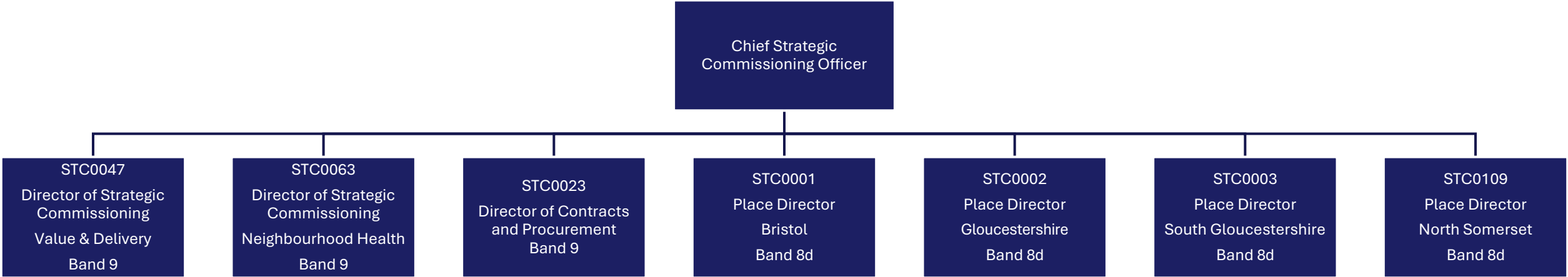
Key

-  In scope for consultation
-  Out of scope for consultation

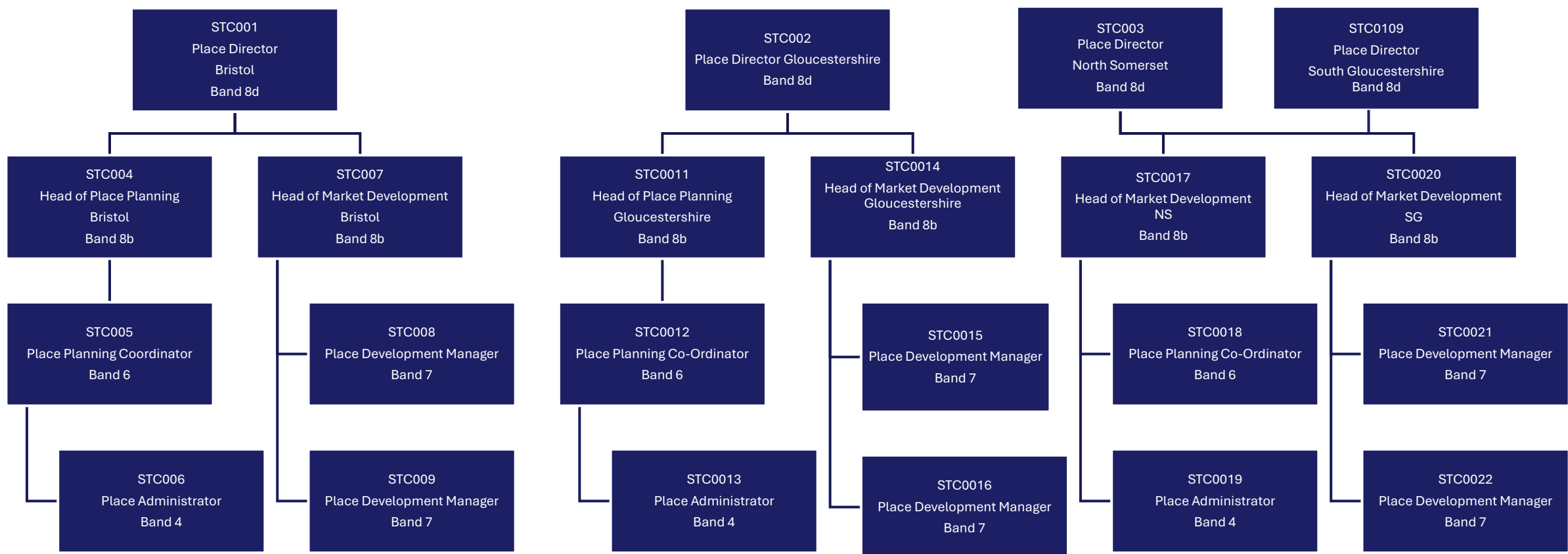
To note:

- Each role is 1 Whole Time Equivalent (1.0 WTE) unless stated. Further detail can be found in the consultation document)*

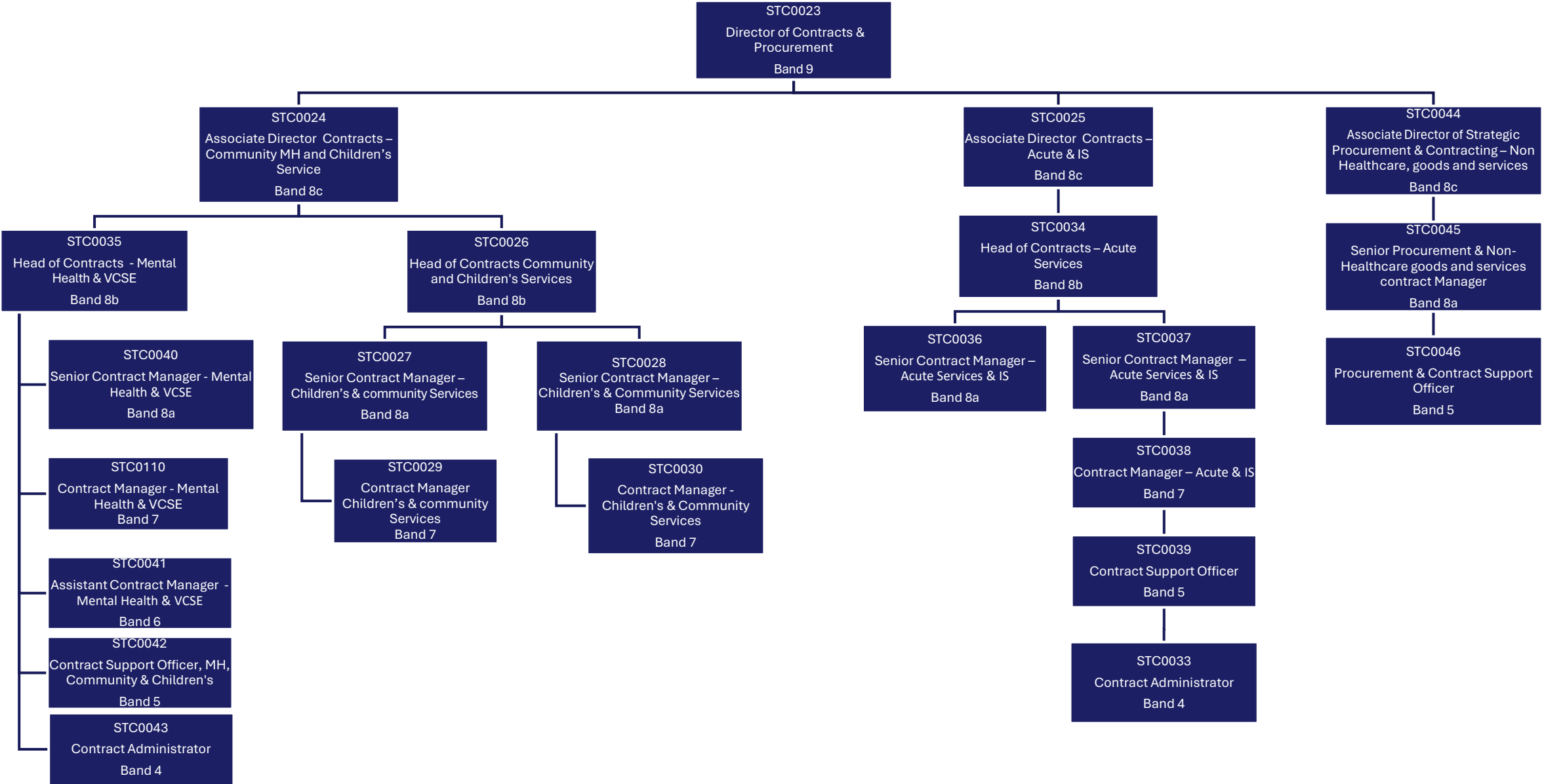
Senior leadership team



Place based teams

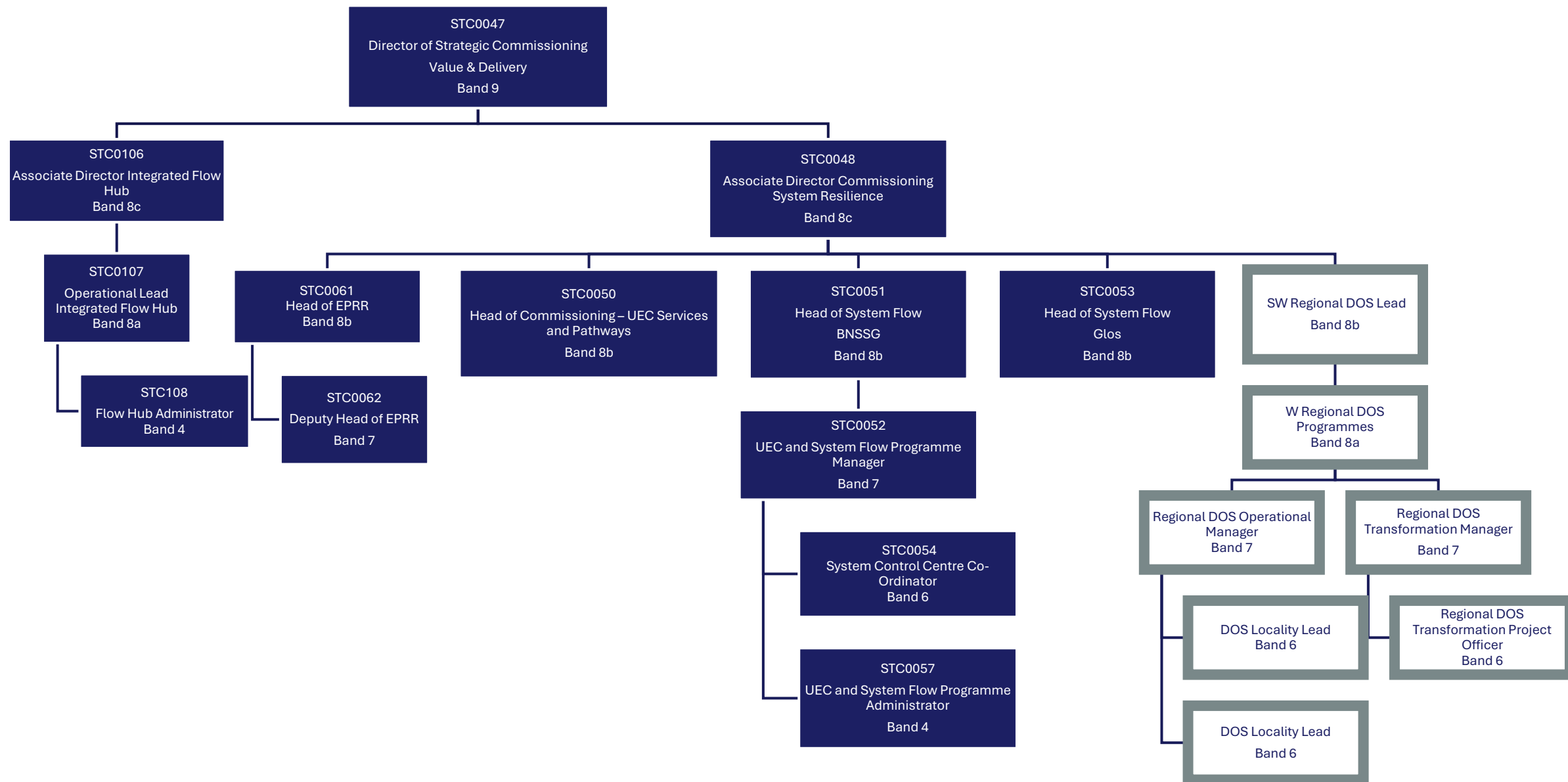


Contracting & Strategic procurement



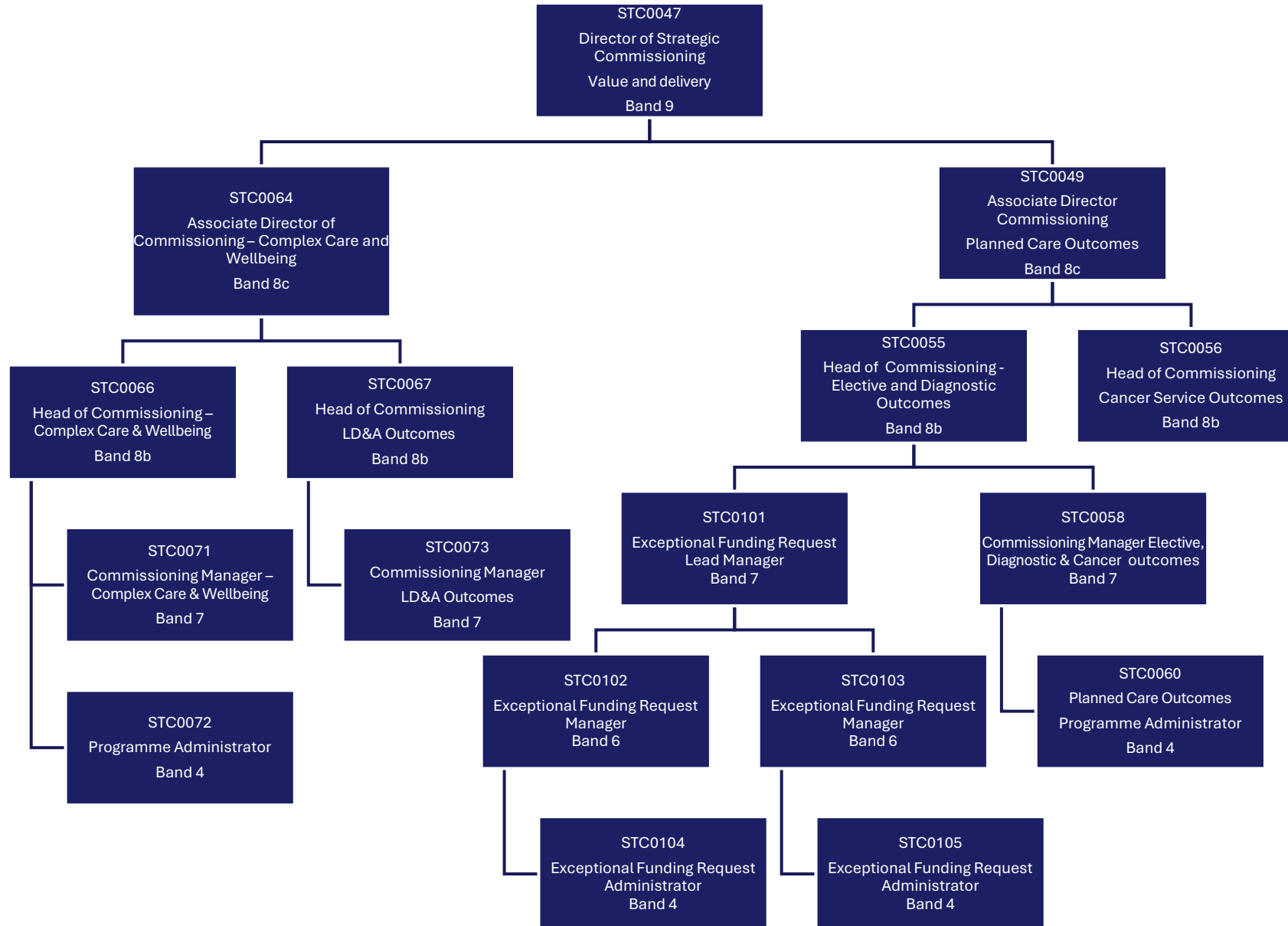
Value and delivery

System resilience



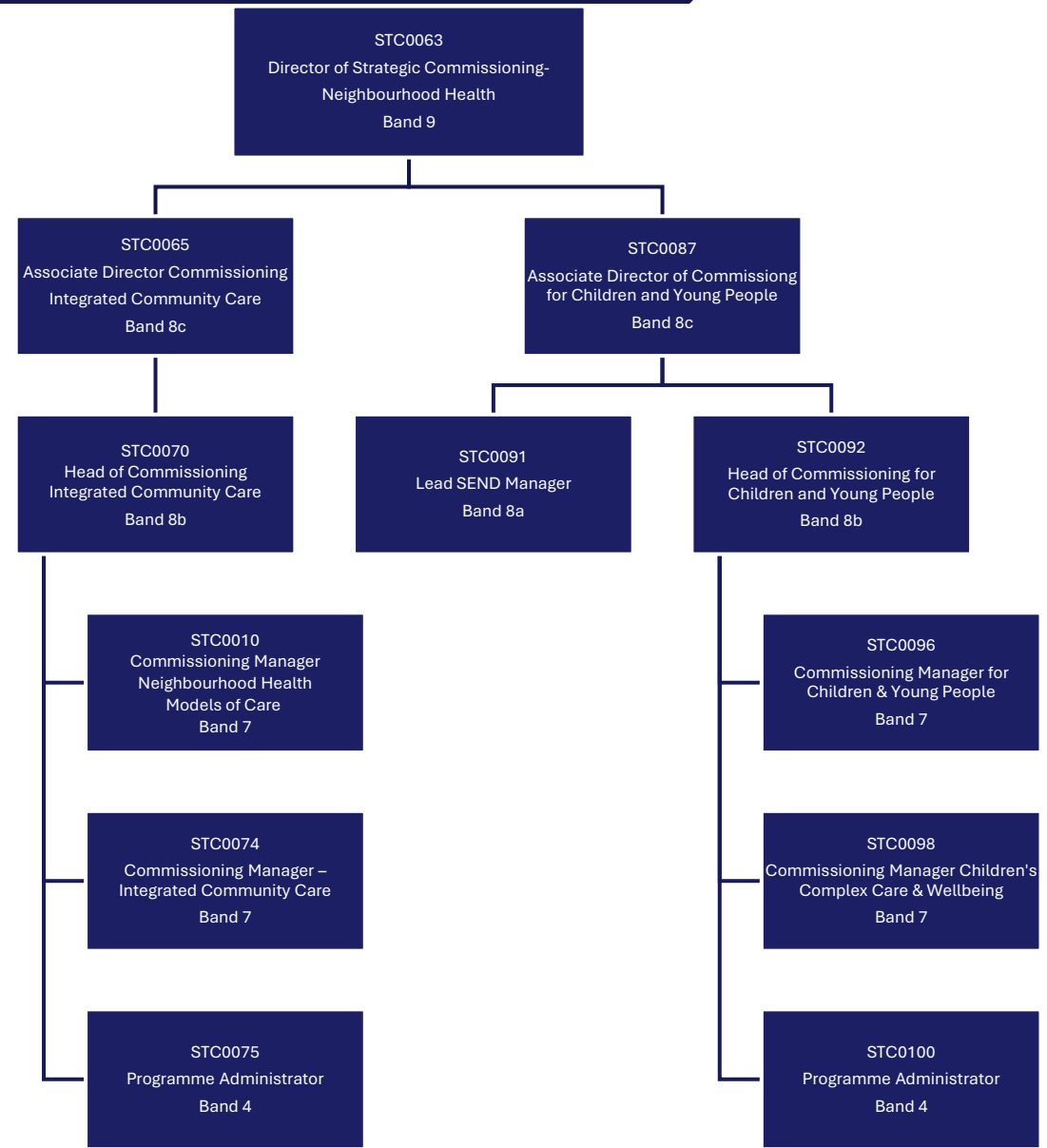
Value and delivery

Elective & complex care commissioning



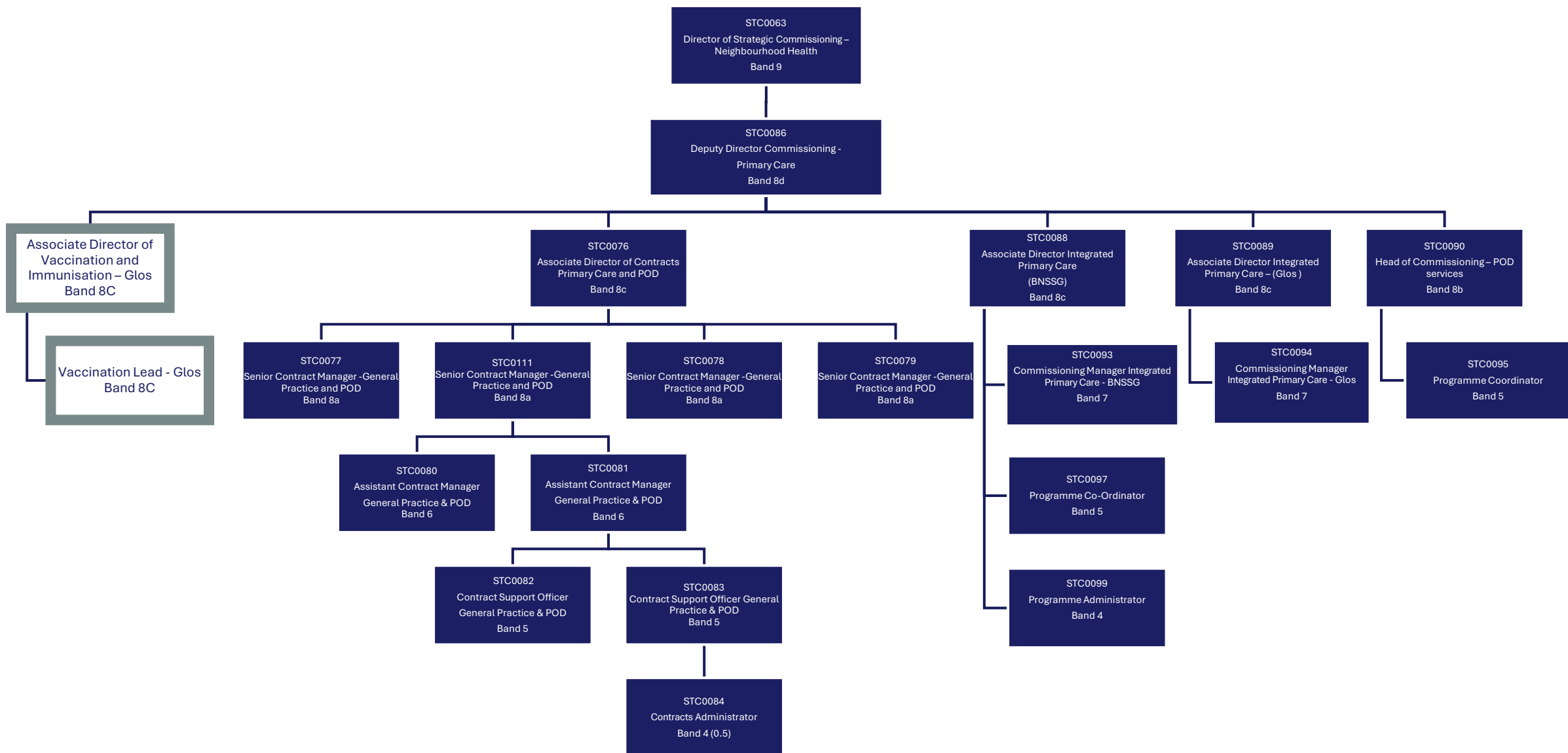
Neighbourhood health

Integrated community care, children and young people (CYP)



Neighbourhood health

Primary care, pharmacy optometry dentistry (POD)





Bristol, North Somerset
and South Gloucestershire
Integrated Care Board



Gloucestershire

Clinical Leadership & Service Delivery

Structure chart

Gloucestershire & BNSSG ICBs

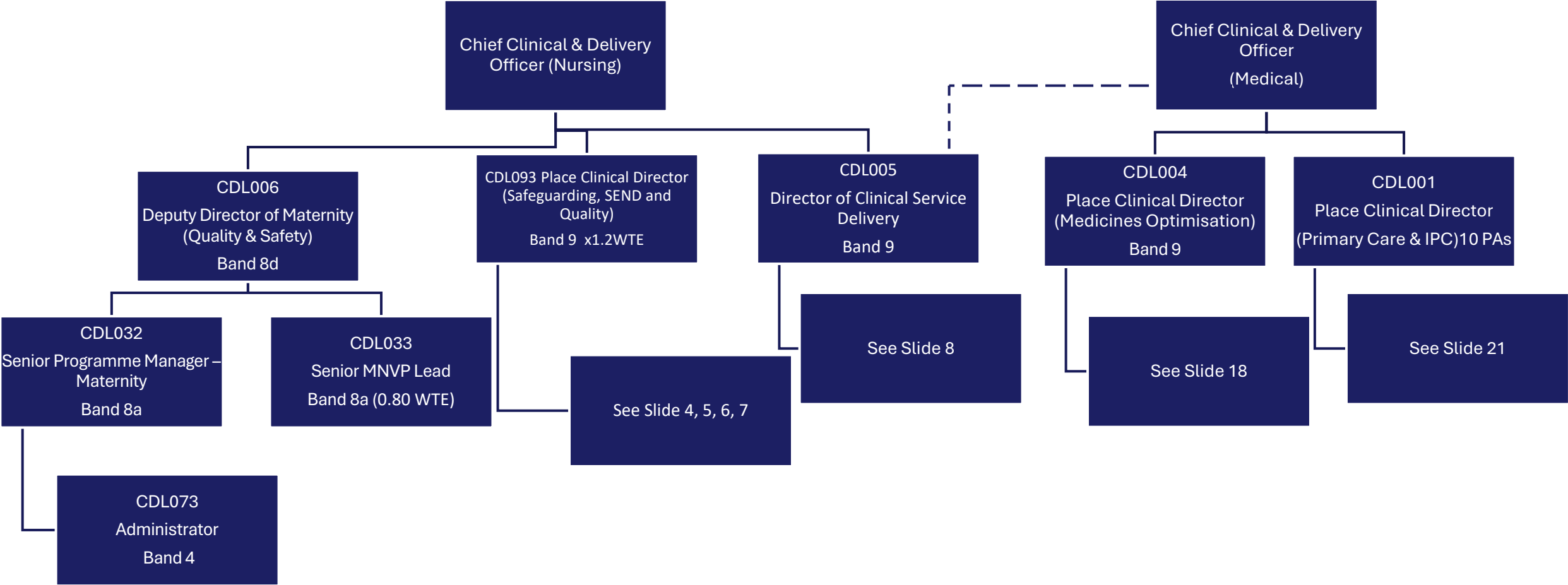
Key

-  In scope for consultation
-  Out of scope for consultation

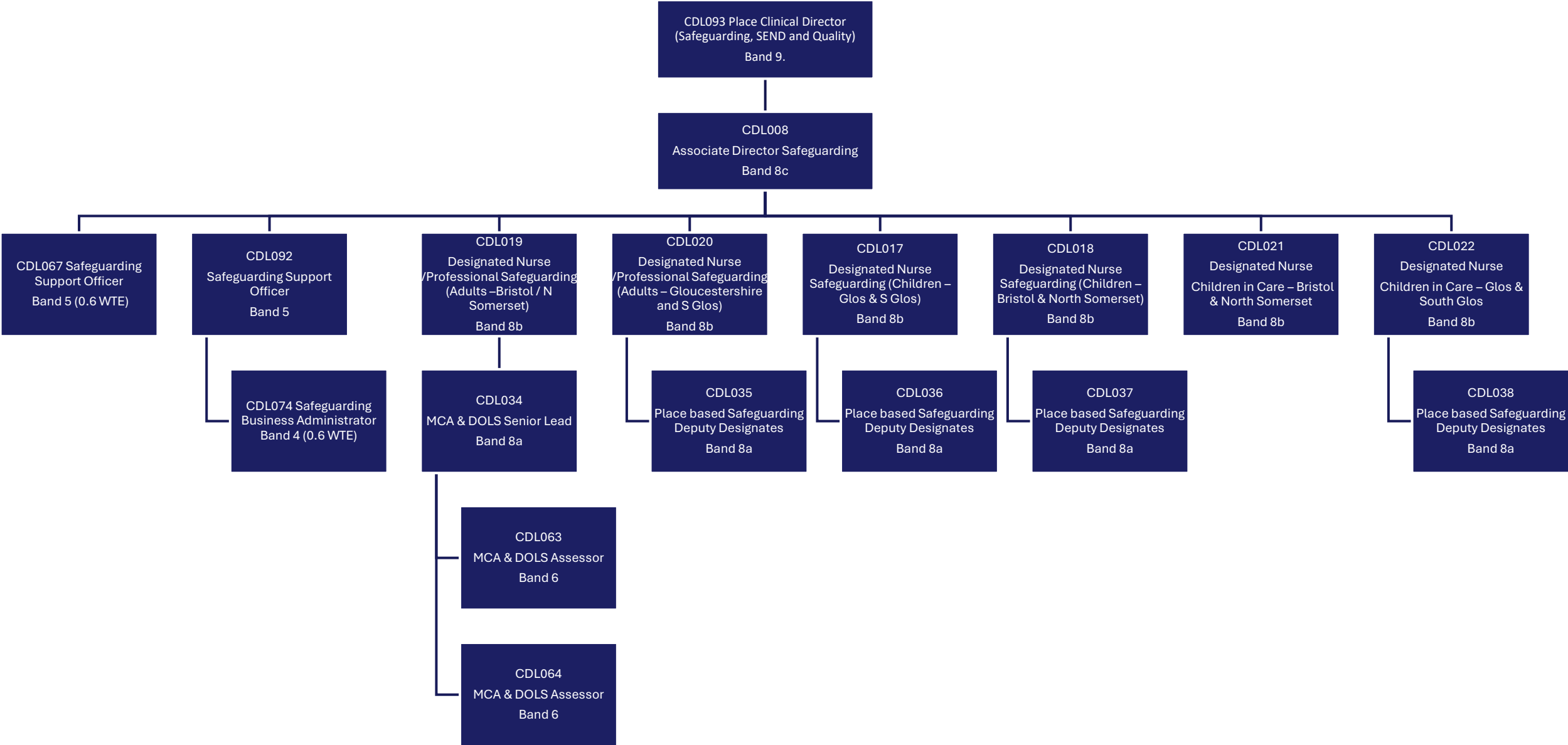
To note:

- Each role is 1 Whole Time Equivalent (1.0 WTE) unless stated. Further detail can be found in the consultation document)*

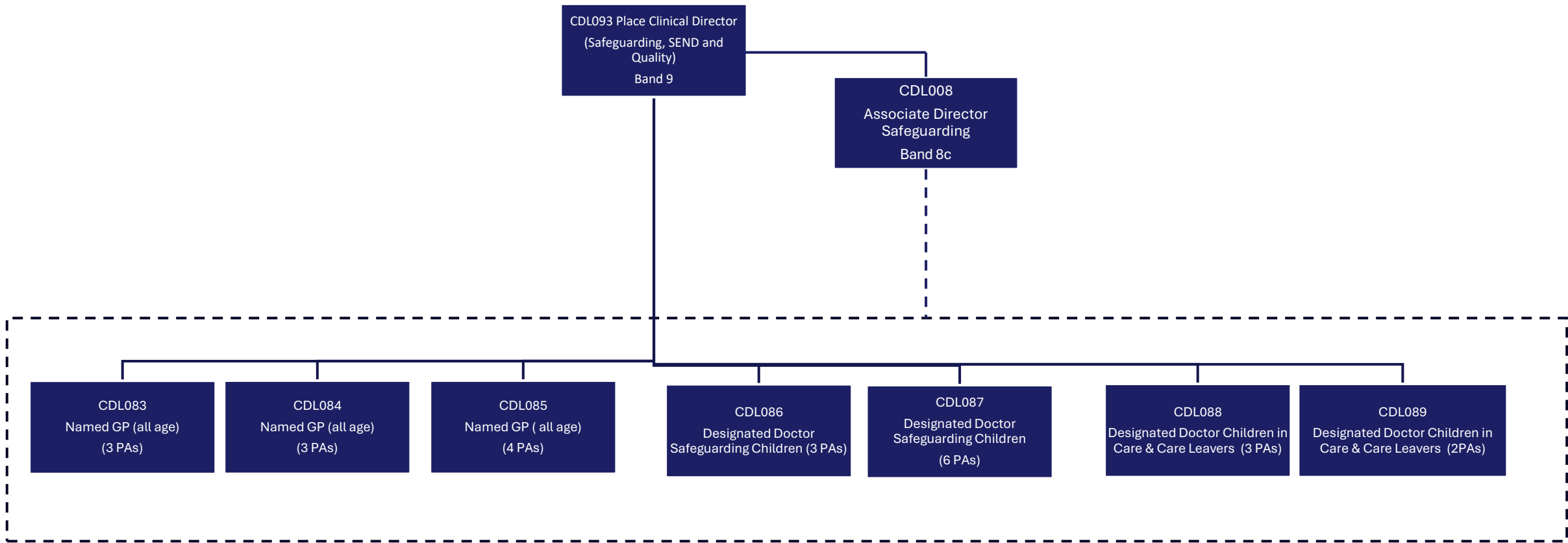
Clinical Leadership & Delivery



Safeguarding (part 1)



Safeguarding (Part 2)



SEND

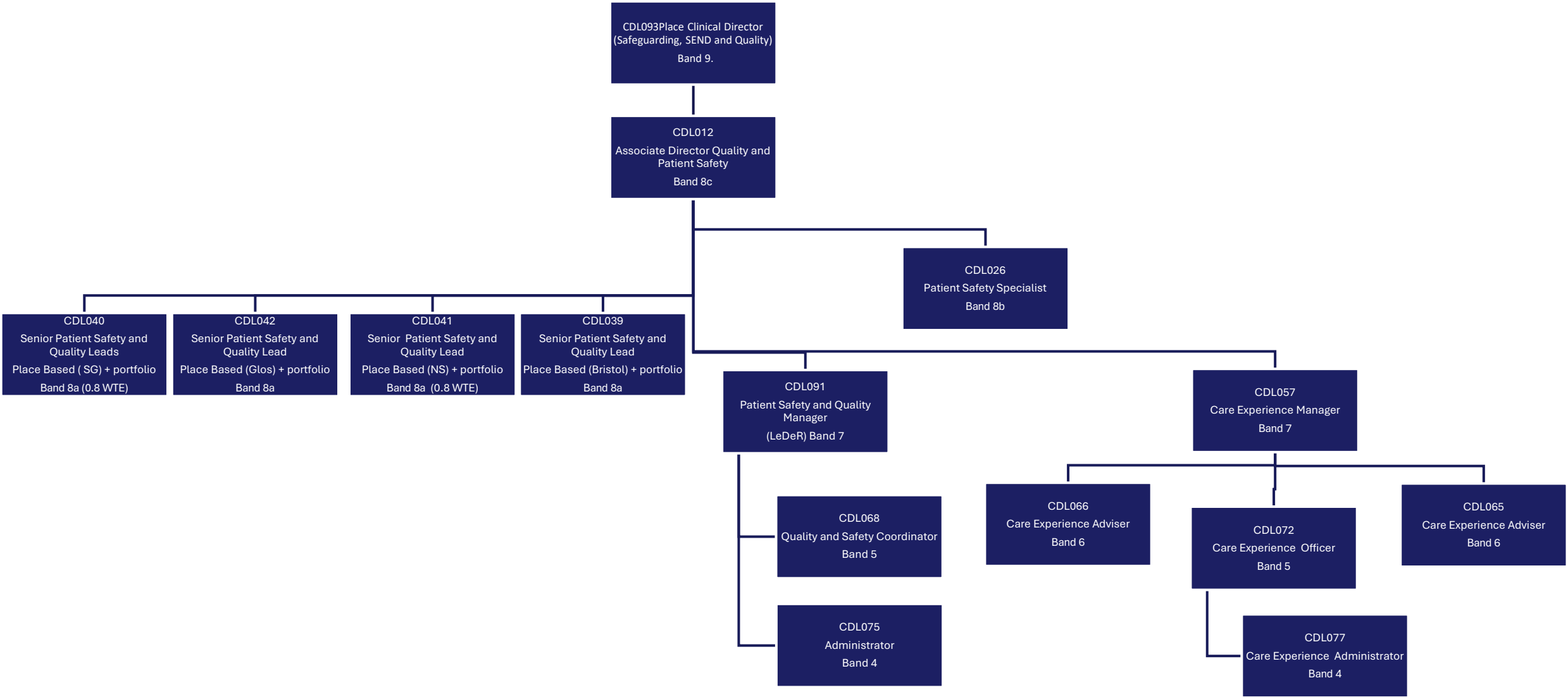
CDL093 Place Clinical Director
(Safeguarding, SEND and
Quality)
Band 9

CDL025
Designated Clinical Officer
Band 8b

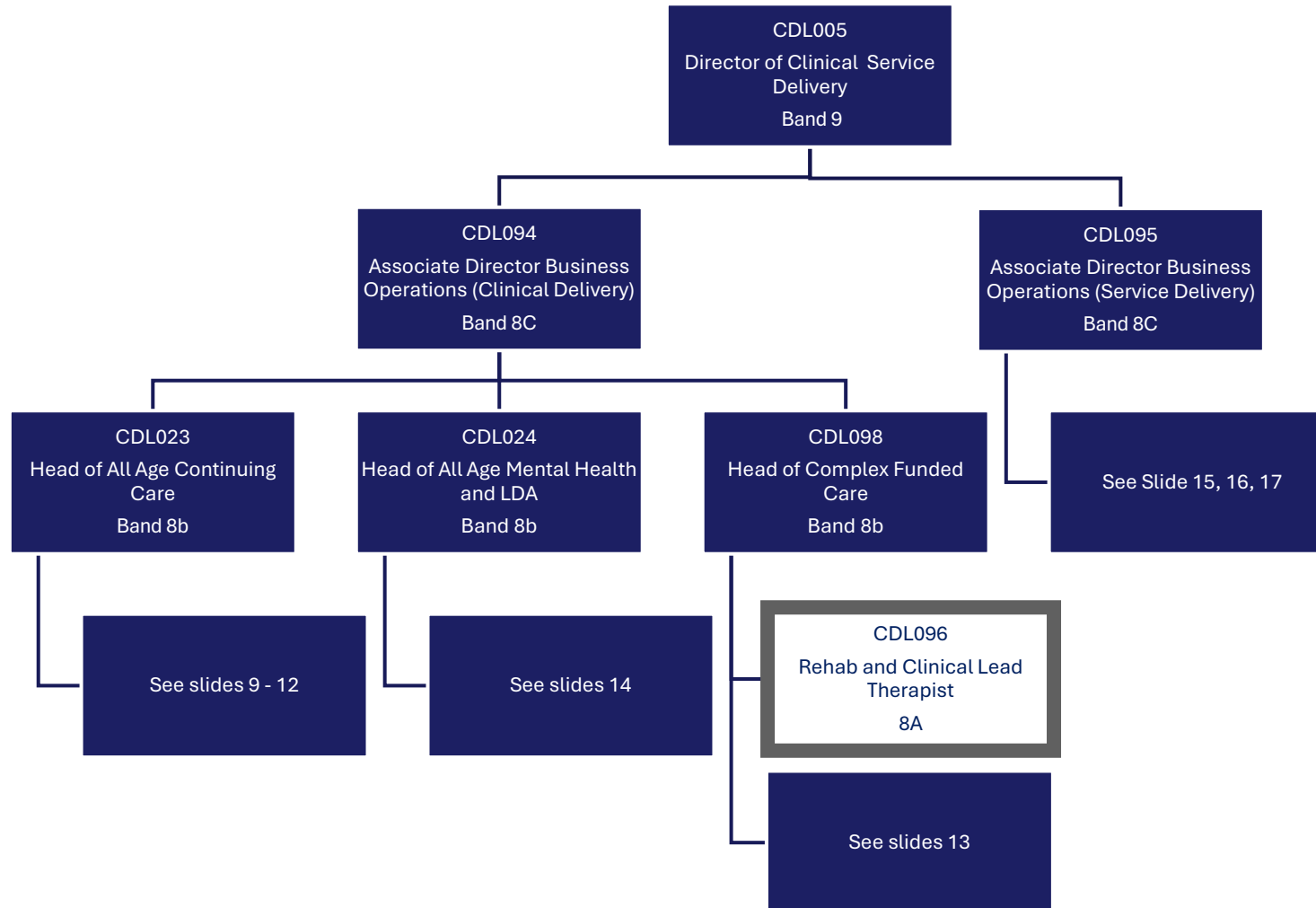
CDL031
Deputy Designated Clinical
Officer SEND (SG / Glos)
Band 8a

CDL090
Deputy Designated Clinical
Officer (NS / BS)
Band 8a

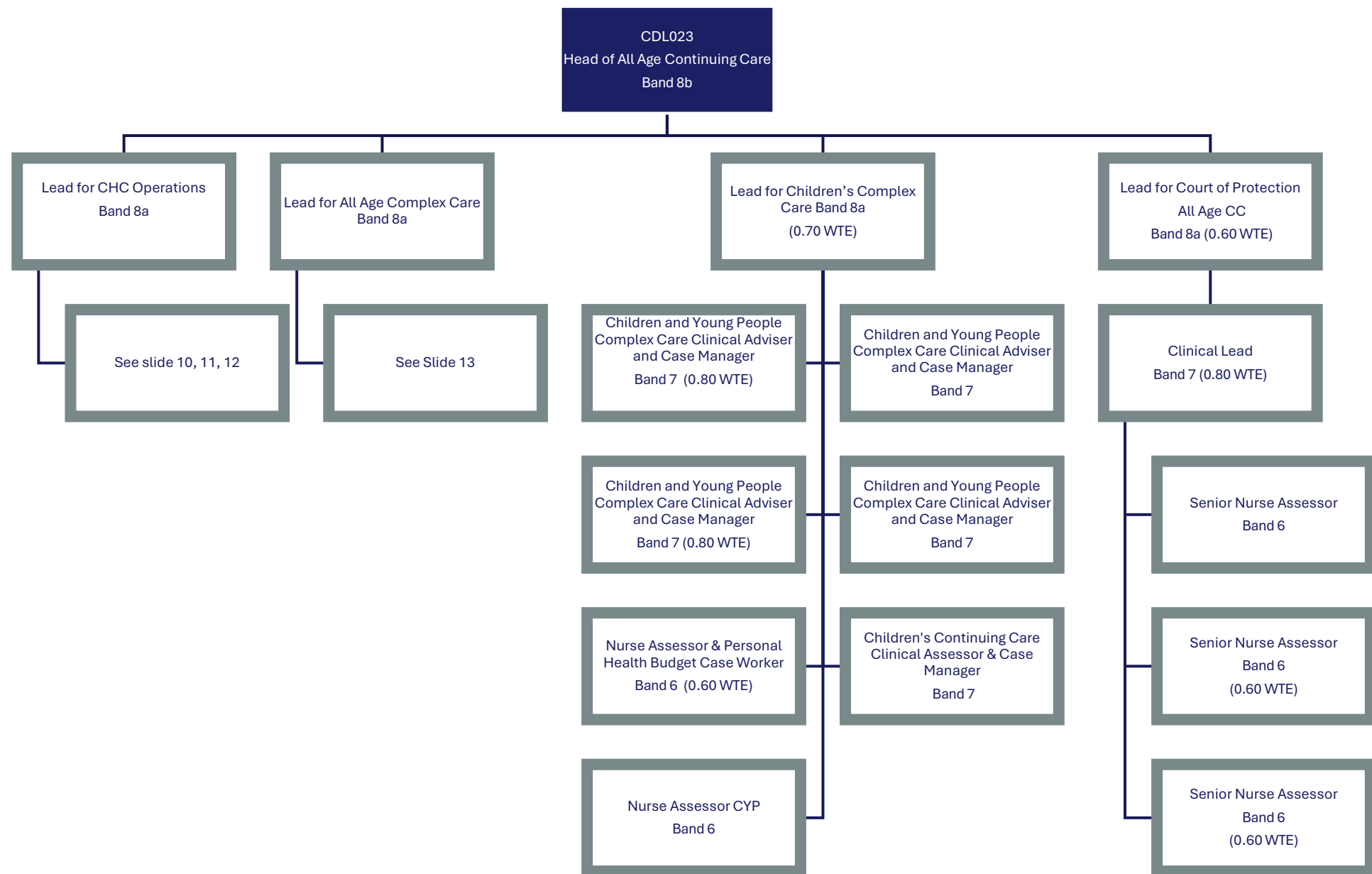
Quality



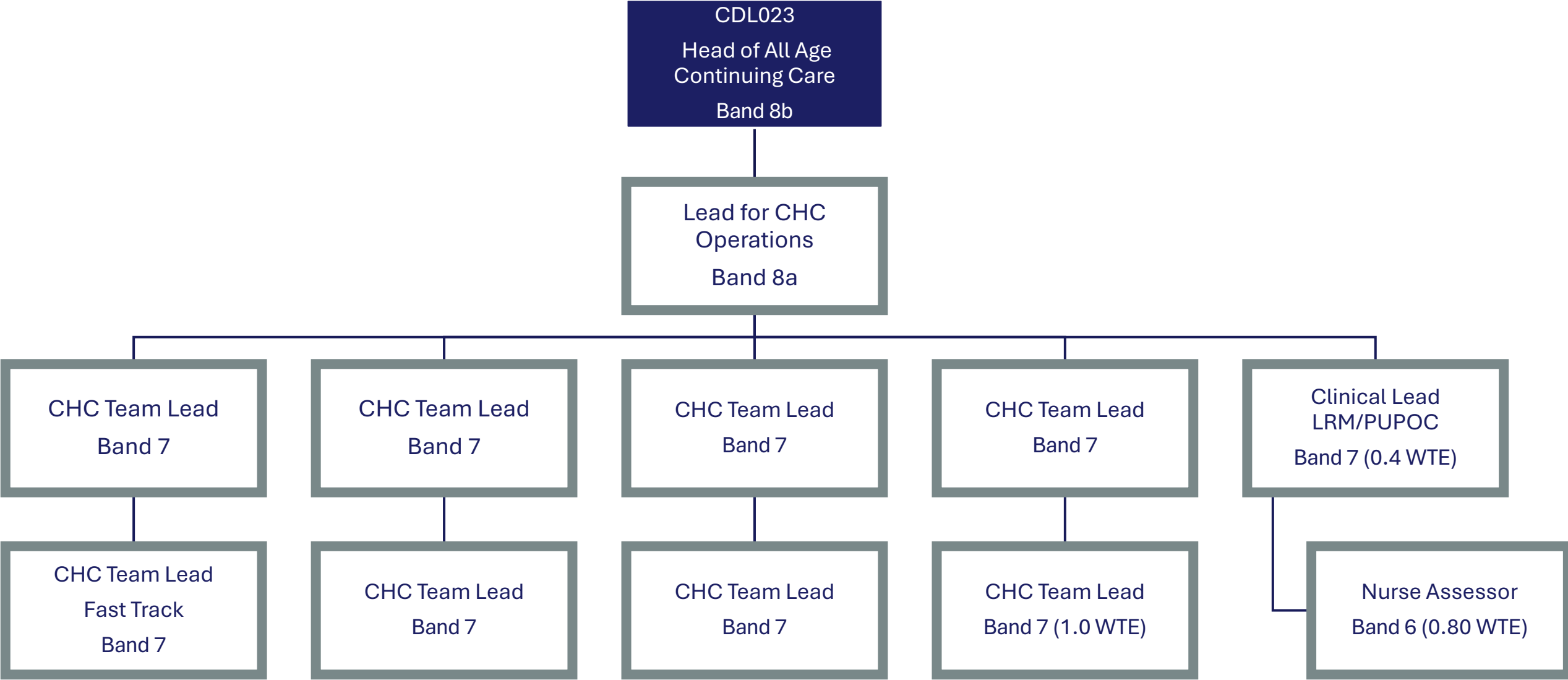
Service Delivery Unit – Senior Leadership



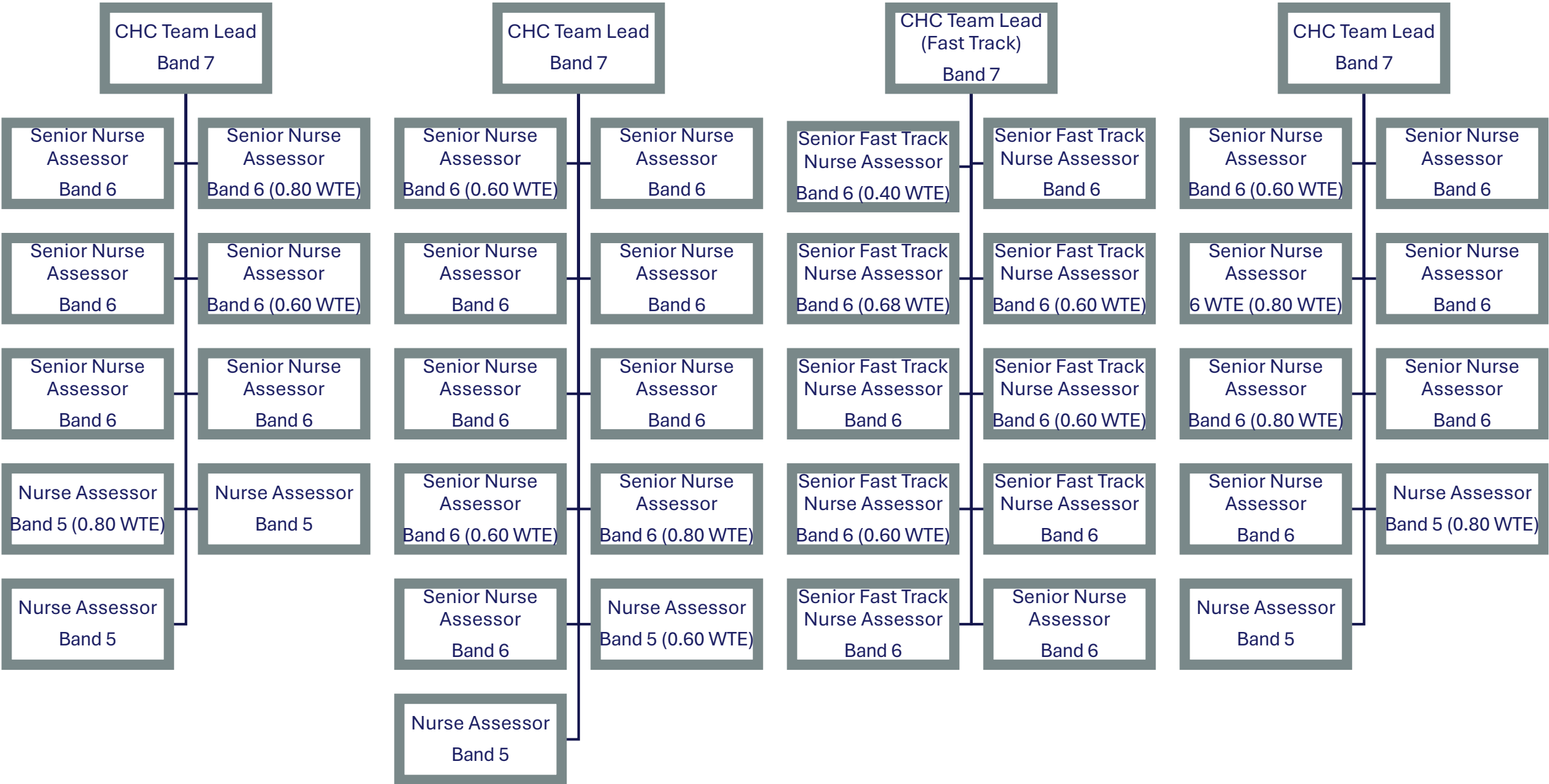
Service Delivery Unit – All Age Continuing Care



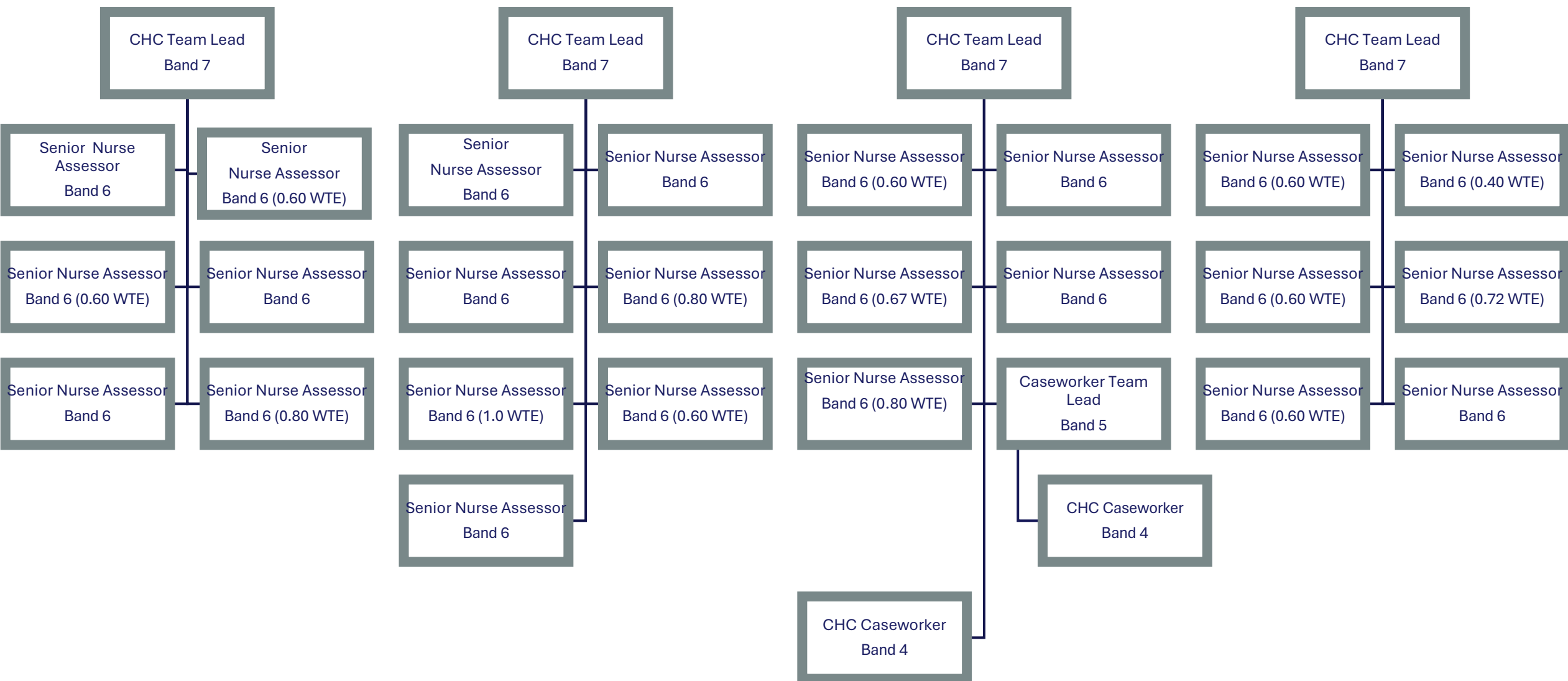
Service Delivery Unit – All Age Continuing Care
(Operations)



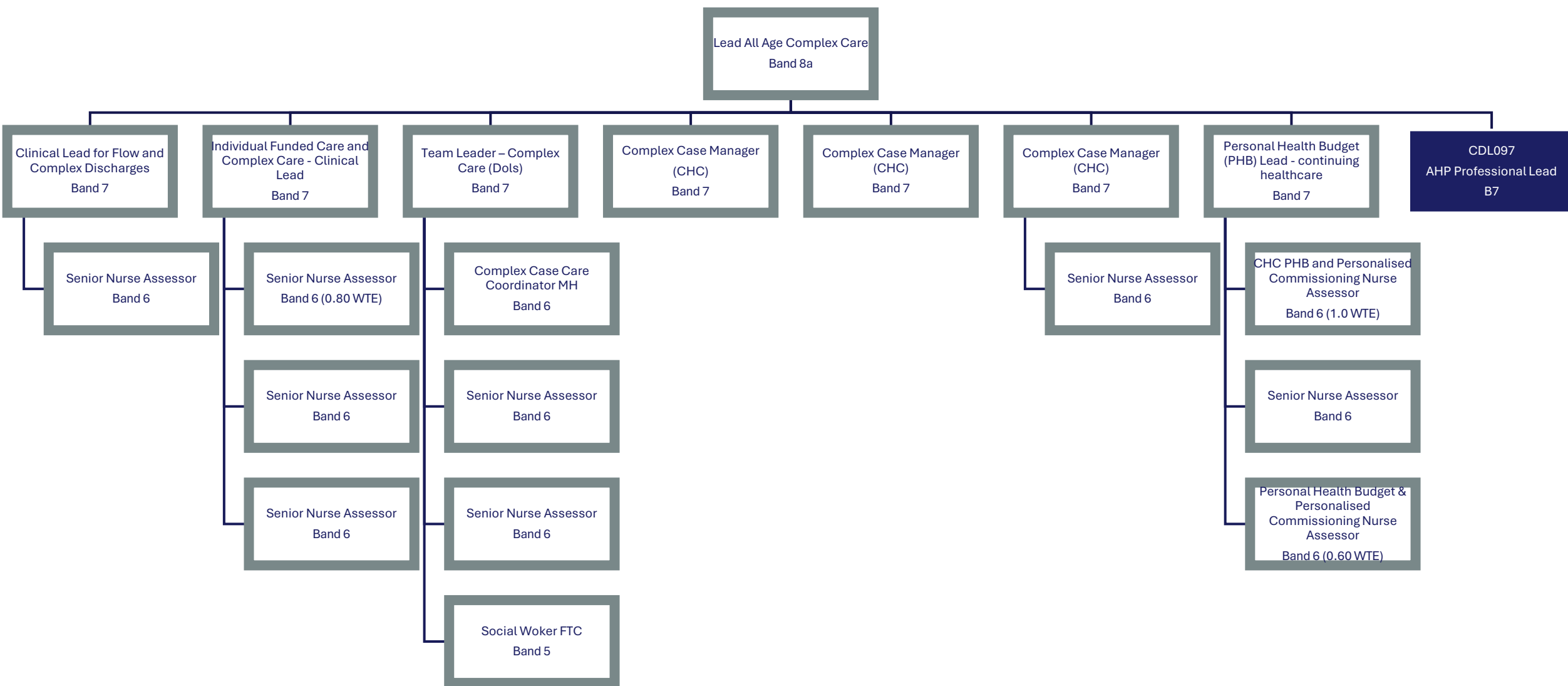
Service Delivery Unit – All Age Continuing Care (Operations)



Service Delivery Unit – All Age Continuing Care (Operations)



Service Delivery Unit – All Age Continuing Care (Complex Care)



Service Delivery Unit – Complex Care MH, LDA, Keyworkers

CDL024
Head of All Age Mental
Health and LD
Band 8b

Senior Individual Patient
Manager – LDA
8a 0.91 WTE

Senior Individual Patient
Manager (MH)
Band 8a (0.80 WTE)

Keyworker Team Lead
Band 8a

Clinical Reviewer &
Complex Case Manager -
LDA
Band 7

Clinical Review Lead
MH/LD
Band 7

Senior Keyworker
Band 7

Senior Keyworker
Band 7 (0.96 WTE)

Senior Keyworker
Band 7

Clinical Reviewer &
Complex Case Manager -
LDA
Band 7

Clinical Review Lead MH
Band 7

Keyworker
Band 6 (0.76 WTE)

Keyworker
Band 6

Keyworker
Band 6

Keyworker
Band 6

Clinical Reviewer &
Complex Case Manager -
LDA
Band 7 (0.90 WTE)

LD & MH Specialist
Clinical Case Manager
Band 7

Keyworker
Band 6 (1.0 WTE)

Keyworker
Band 6 (0.9 WTE)

Keyworker
Band 6

Keyworker
Band 6

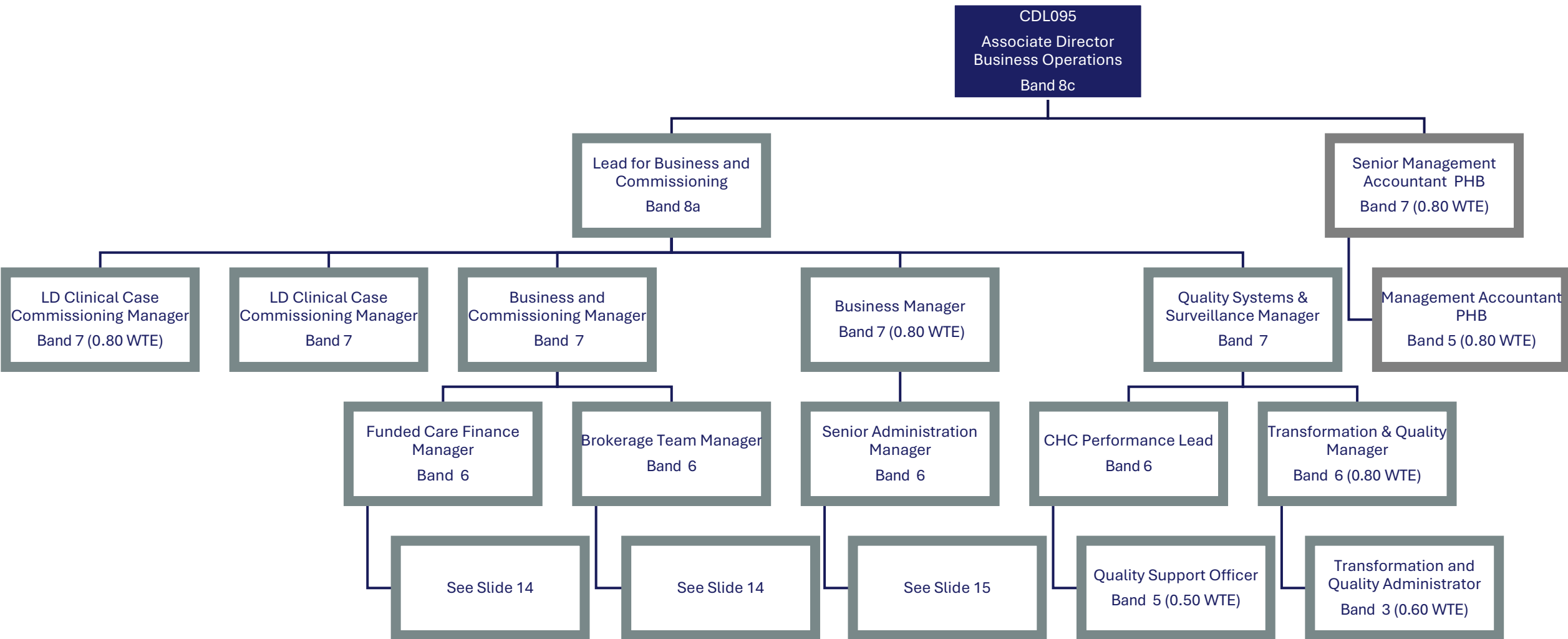
Specialist Forensic
Caseload Manager
Band 7

Keyworker
Band 6 (0.80 WTE)

Keyworker
Band 6 (0.85 WTE)

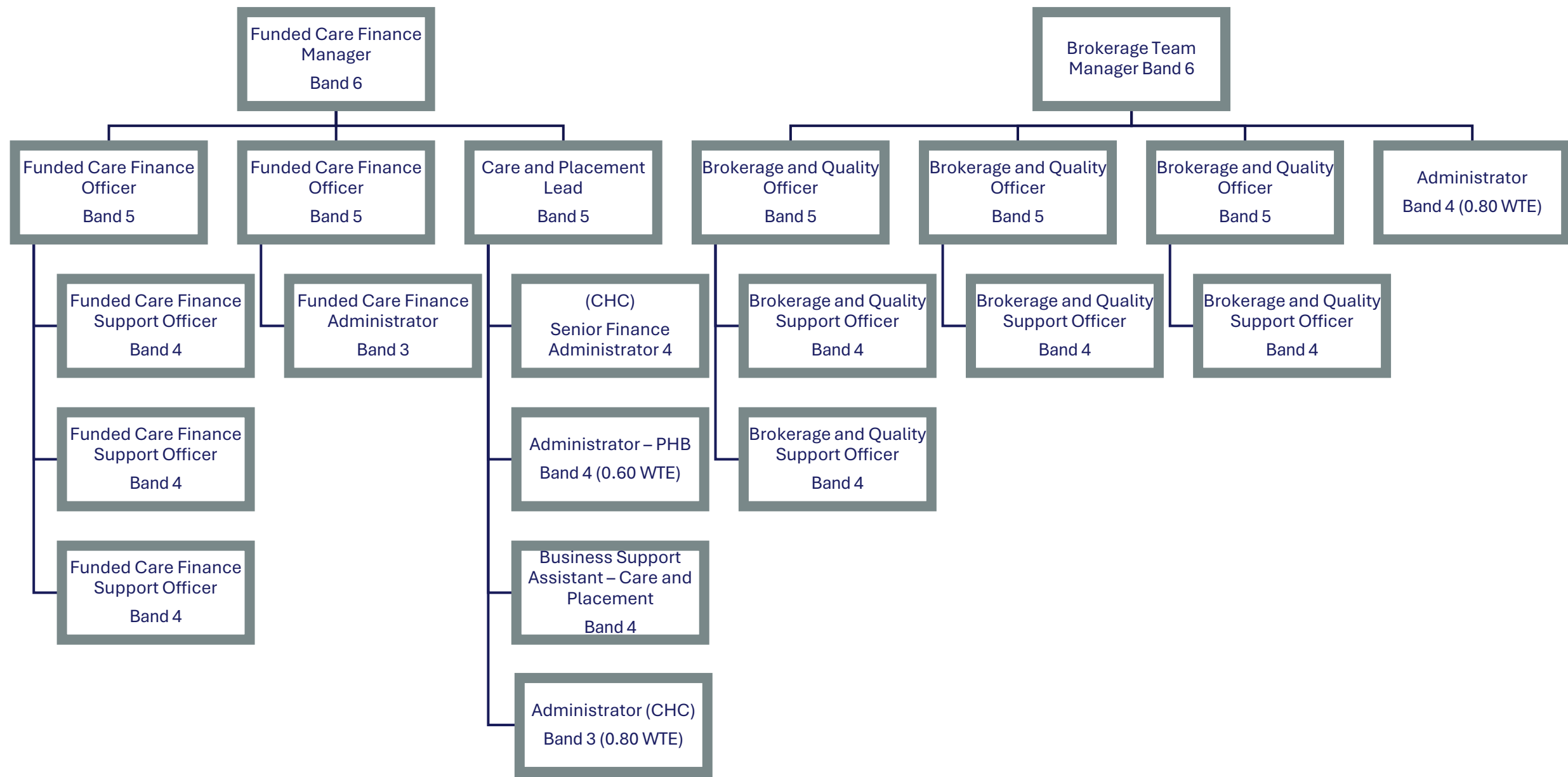
Senior Administrator
Band 4 (0.80 WTE)

Service Delivery Unit – Business Operations

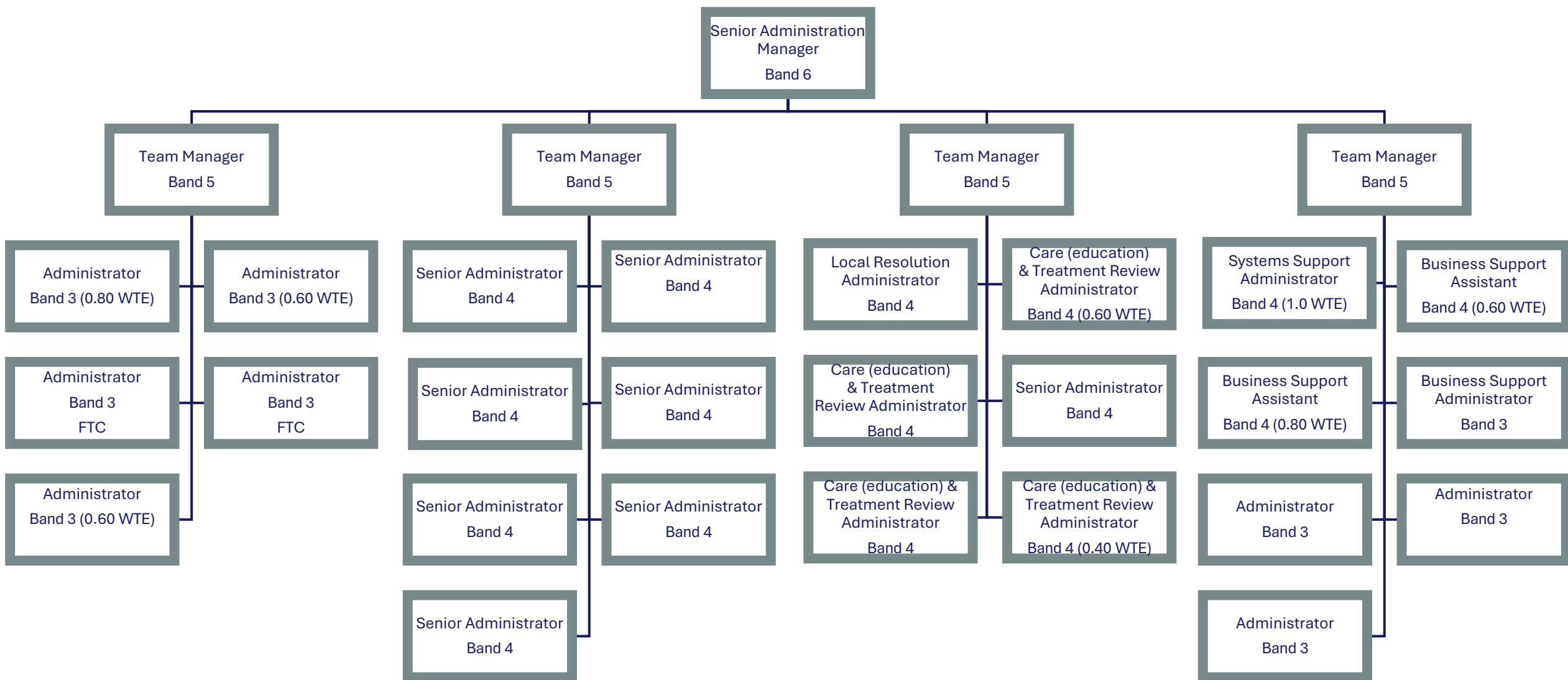


Service Delivery Unit – Business Operations

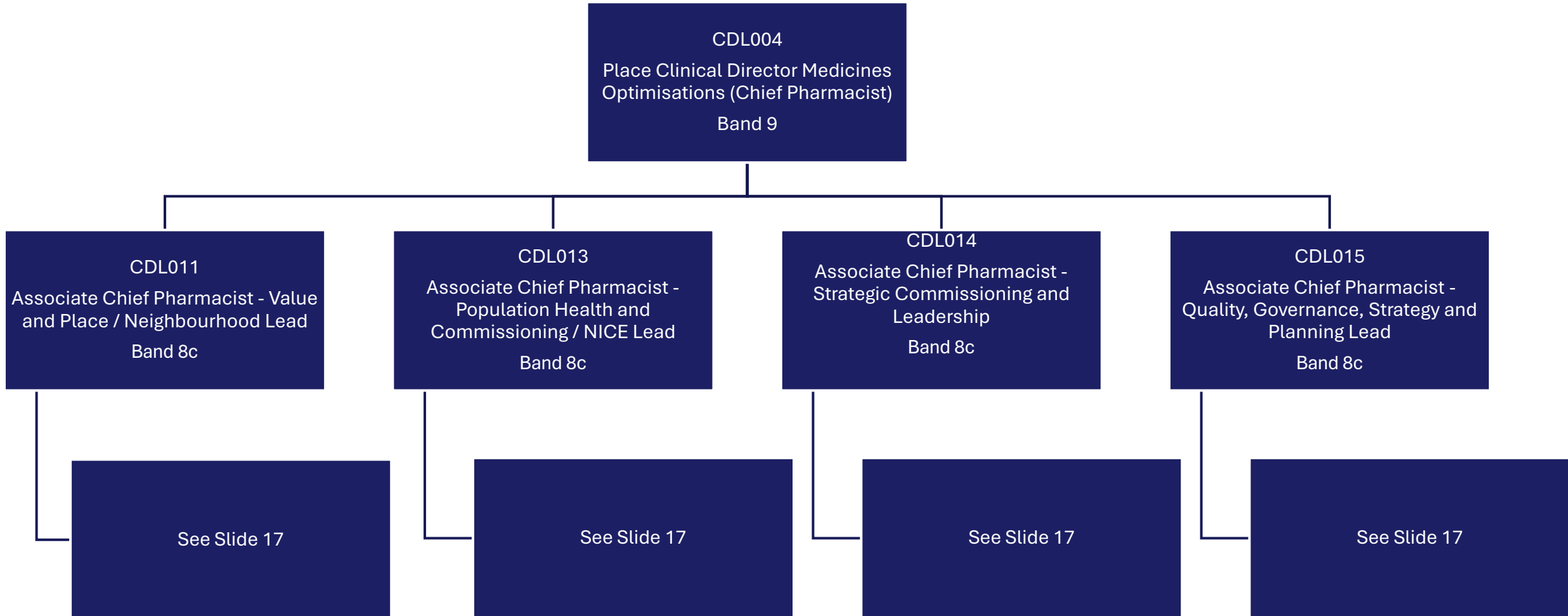
Funded Care and Brokerage



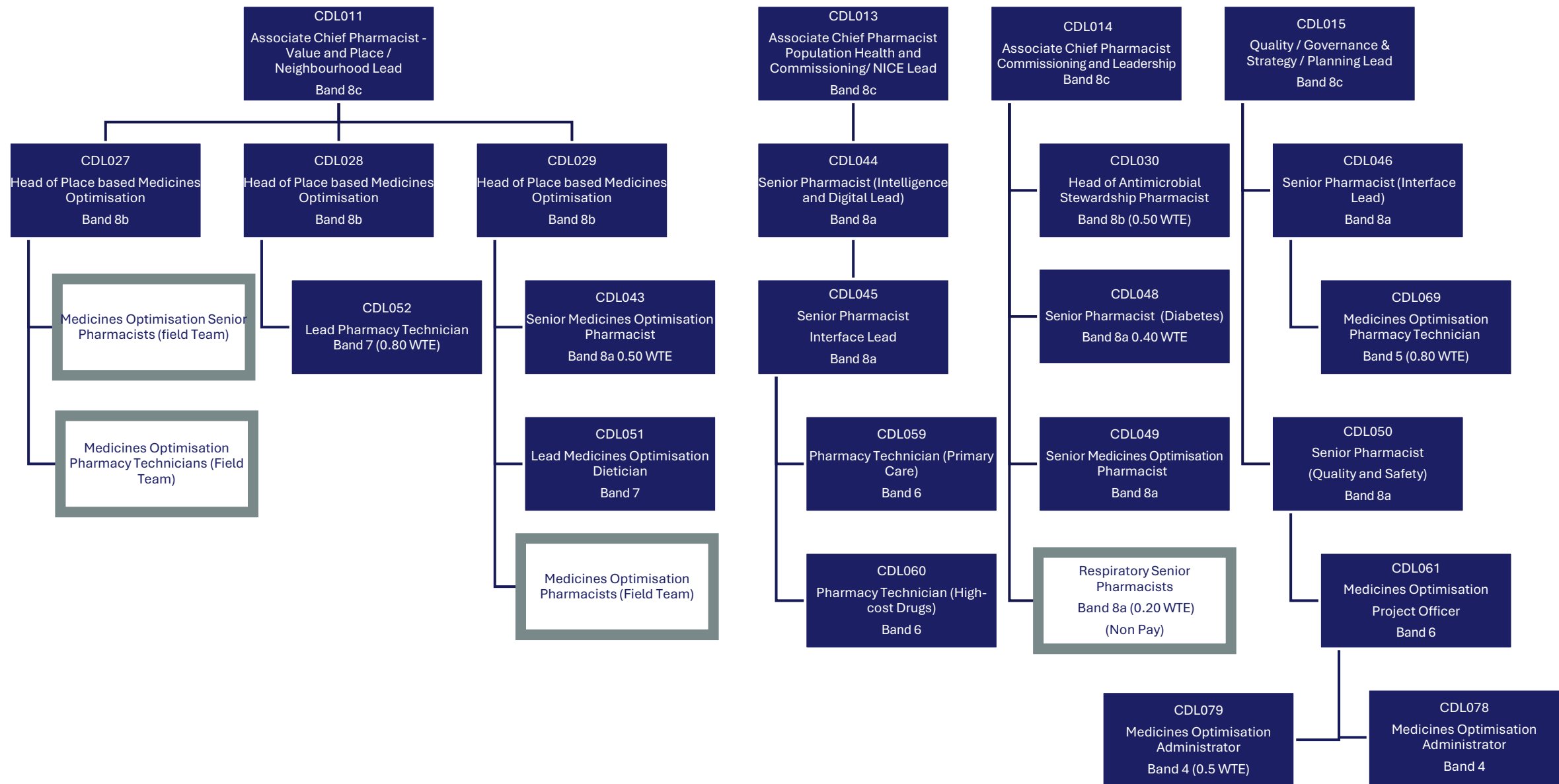
Service Delivery Unit – Business Support



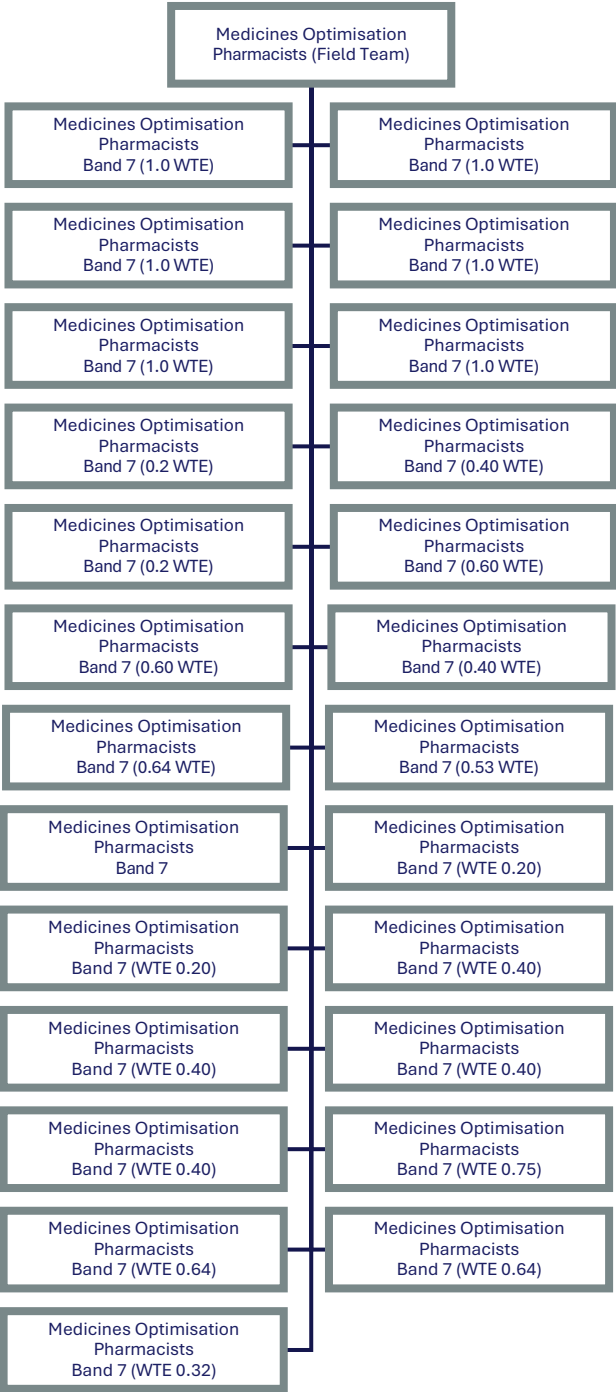
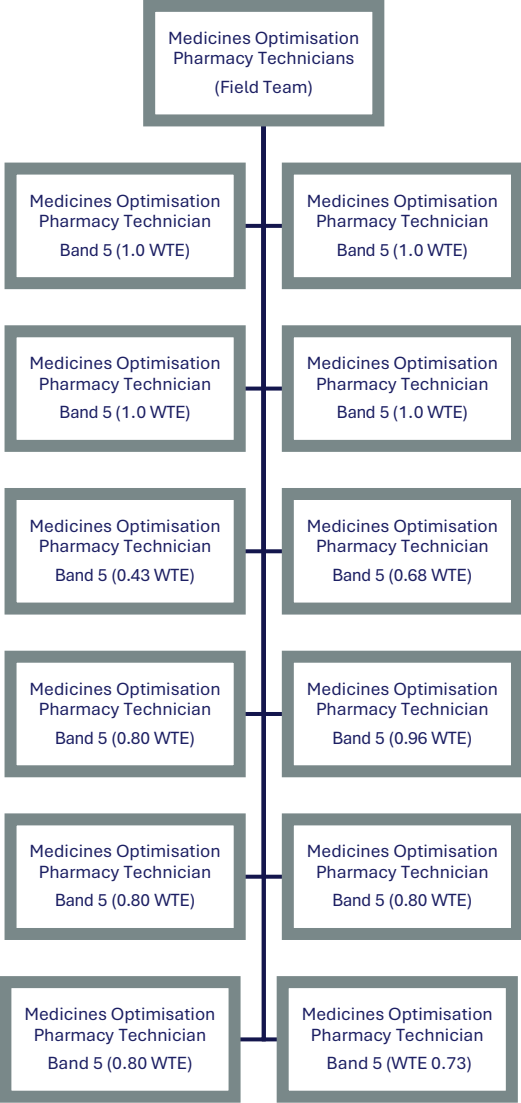
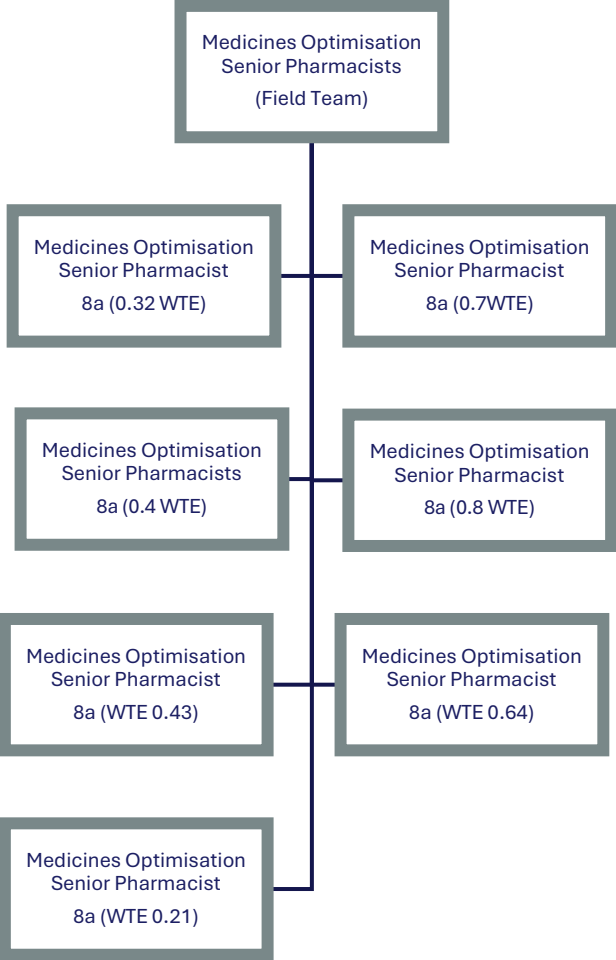
Medicines Optimisation – Clinical Leadership



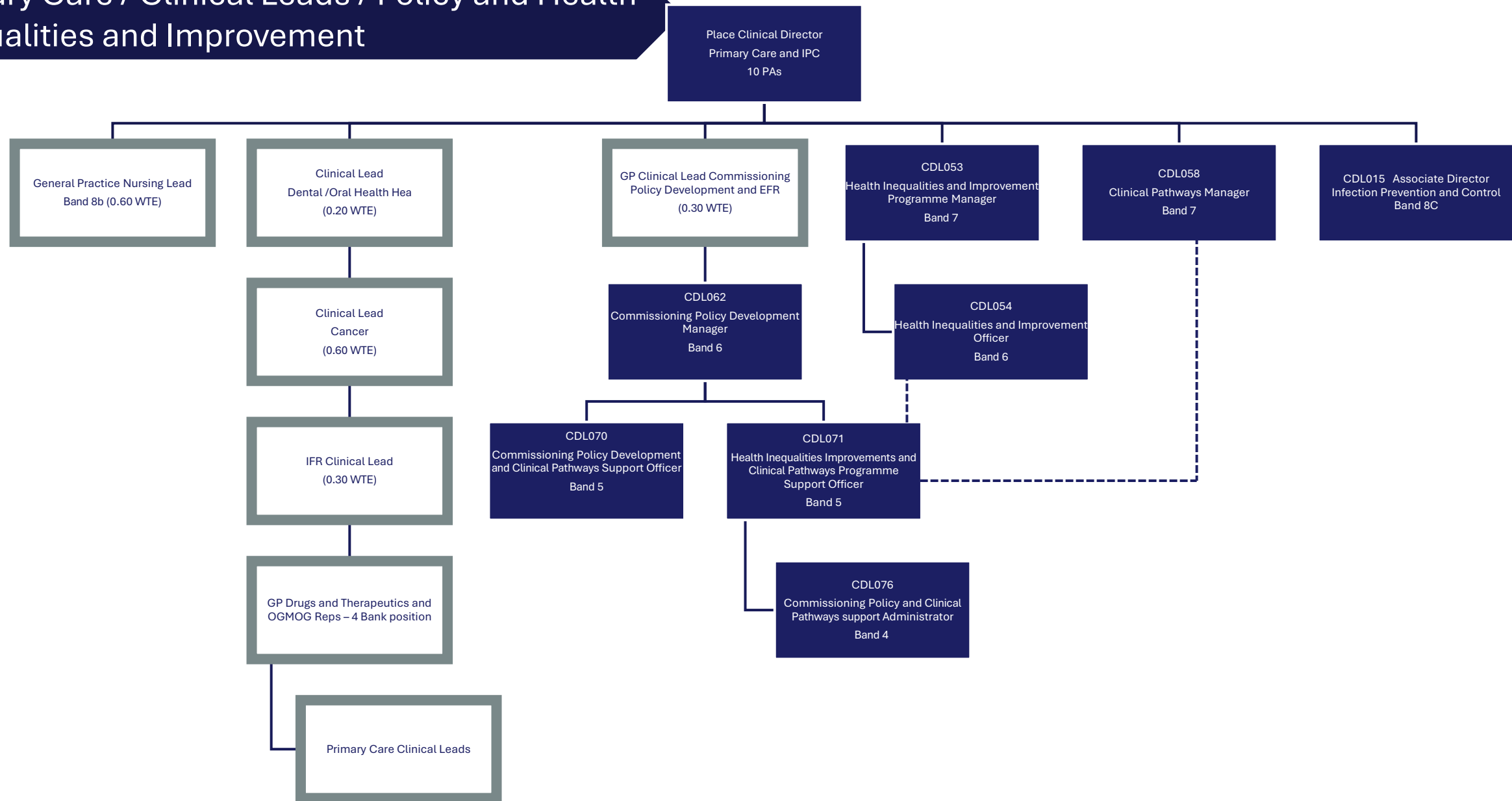
Medicines Optimisation



Medicines Optimisation – Field Teams



Primary Care / Clinical Leads / Policy and Health Inequalities and Improvement



Narrative – clinical leadership scope

The following roles are included in the current consultation process:

- Deputy Chief Medical Officers
- Chief AHP
- Designated doctors in the Safeguarding team
- The Gloucestershire GP IT clinical lead role will be within the finance directorate structure. The equivalent input into the BNSSG system has been externally commissioned and so not part of consultation process.
- BNSSG Clinical Lead for the Referral Support Service as this service will be decommissioned with work underway to improve the primary secondary care interface.

Narrative – clinical leadership scope

In BNSSG ICB, OneCare have a contract in place for primary care clinical system leadership. Therefore, they are not part of current consultation.

Gloucestershire ICB has directly employed medical clinical leadership for their Clinical Programme Groups and giving rise to the need to review this in the new ICB cluster to address any potential disparities across new cluster footprint.

The following roles will be part of the future discussion and are not included in the current consultation:

- The dental clinical lead posts in BNSSG and Gloucestershire which are currently funded on a fixed term basis through the primary care dental budgets.
 - Dental Strategy Clinical Lead Gloucestershire
 - Clinical Lead Dental & Oral Health

Narrative – Clinical leadership scope

Input from secondary care to the clinical programme groups has been, in Gloucestershire, partly by appointment and partly by secondment. The expectation is that this arrangement would be reviewed with a view to considering a model where the provision of the service and pathway redesign is contributed by specialists within transformation resources in secondary care providers.

- Clinical Lead End of Life
- ICS Clinical and Care Professional Lead Role: Outpatients
- ICS Clinical and Care Professional Lead MSK
- UEC Clinical Programme Group chair
- Mental health
- Clinical Lead Dementia

Narrative – Clinical leadership scope

Roles of GP clinical leads:

- Chairs of the Gloucestershire Clinical Programme Groups in respiratory, eye health, circulatory, diagnostics, diabetes, musculoskeletal and rheumatology, renal, frailty and dementia, system population health management, general practice end-of-life lead, and GP lead for learning disability and autism, adult and children's mental health and health inequality, GP lead for digital, GP lead for planned care, Primary Care Clinical Audit Team advisor, clinical lead for living well with pain and asthma nurse lead, Gloucestershire ICB Individual Funding Requests clinical lead and sustainability lead in Gloucestershire ICB.
- GP input into Gloucestershire Medicines Optimisation One Gloucestershire Medicines Optimisation Group
- BNSSG General practice nursing lead
- BNSSG GP Clinical Lead for Commissioning Policy Development and Individual Funding Requests
- BNSSG and Gloucestershire cancer clinical leads



Bristol, North Somerset
and South Gloucestershire
Integrated Care Board



Gloucestershire

Finance & Corporate Services Structure chart

Gloucestershire & BNSSG ICBs

Key



In scope for consultation



Out of scope for consultation

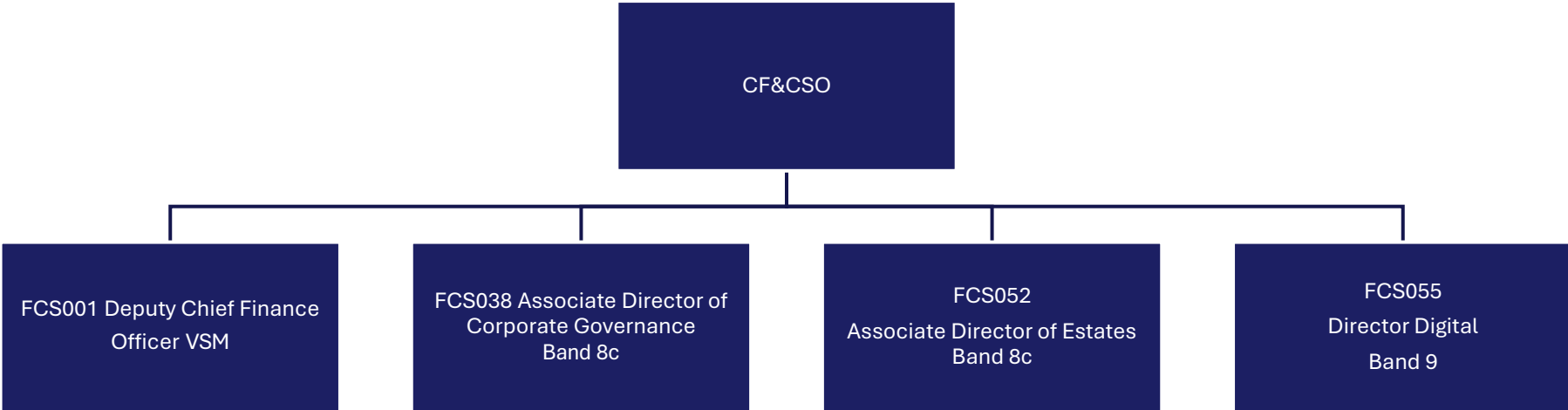
*

Development role

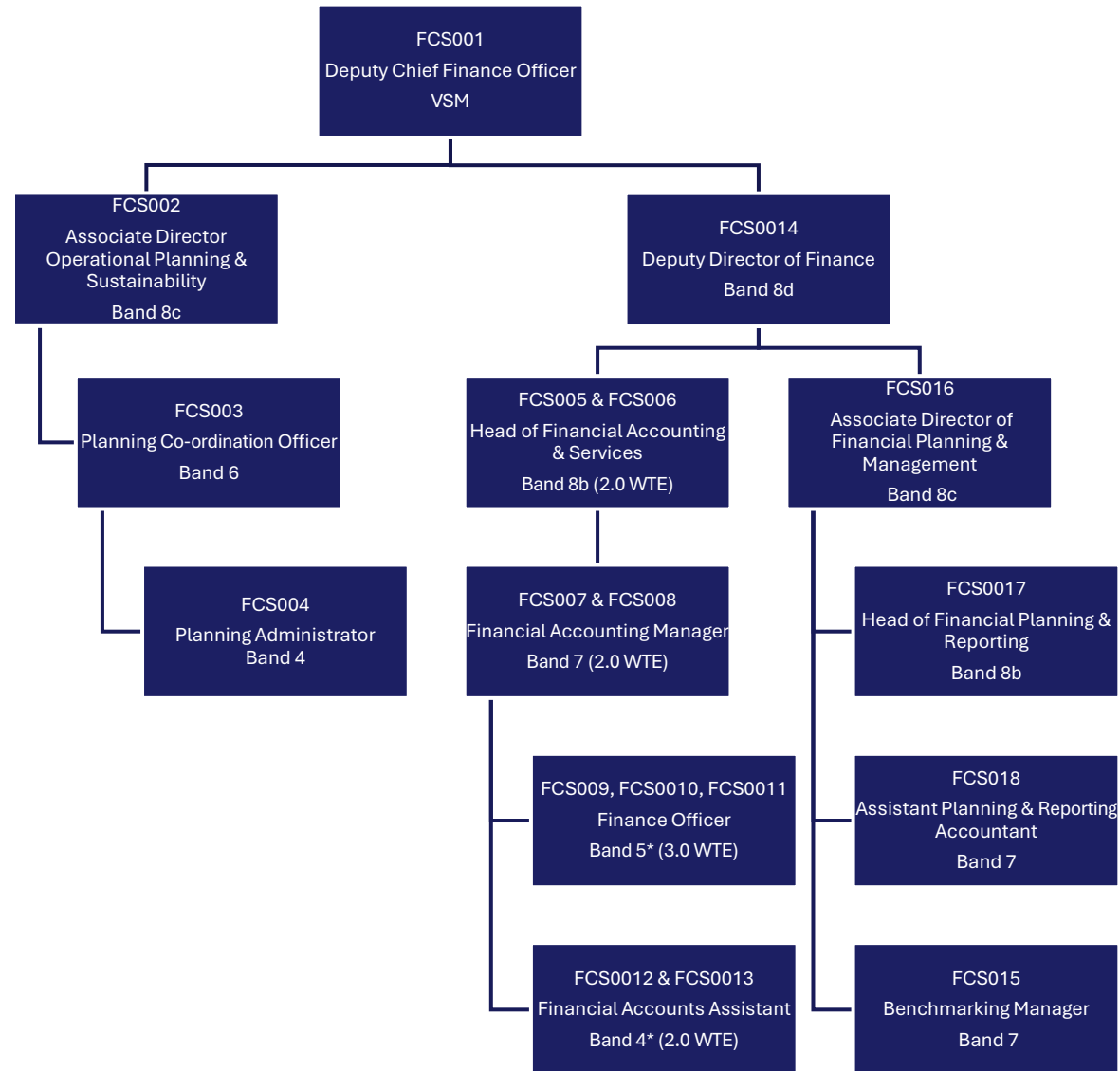
To note:

- *Each role is 1 Whole Time Equivalent (1.0 WTE) unless stated. Further detail can be found in the consultation document)*

Chief Finance & Corporate Services Officer
Direct Reports

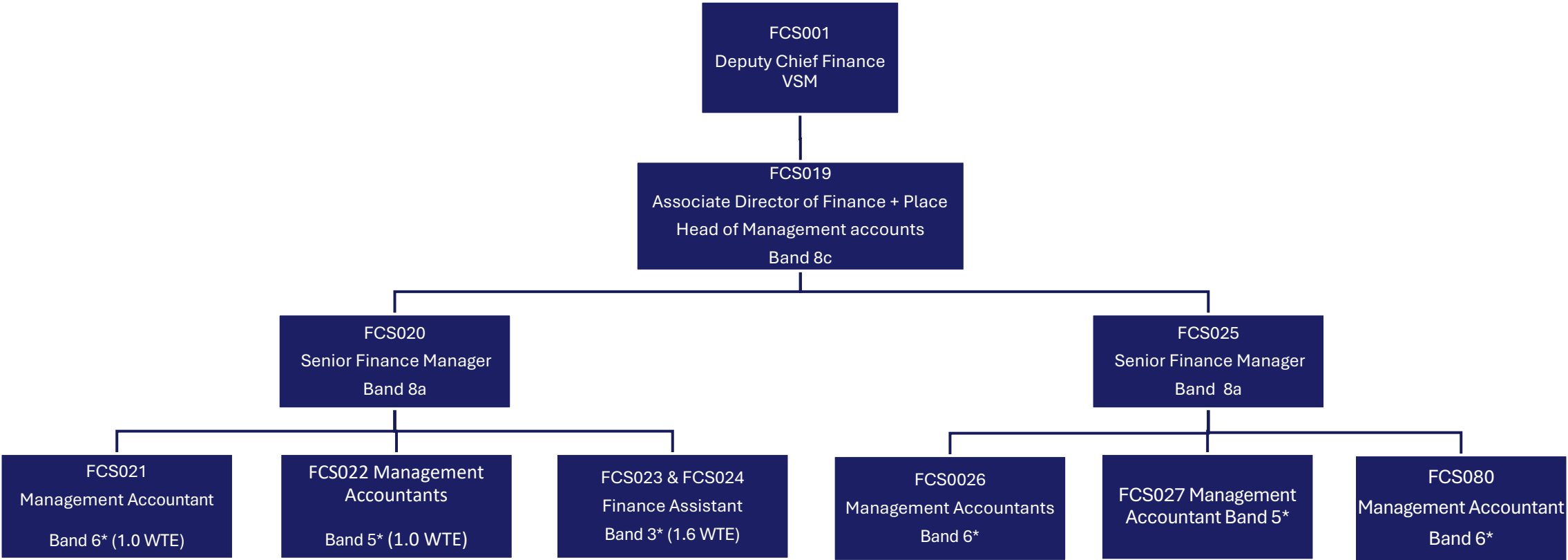


Finance



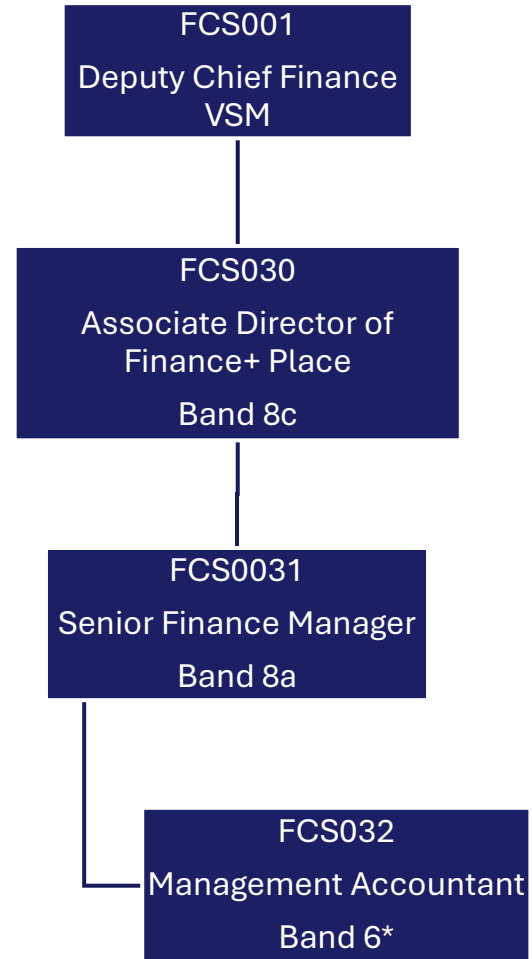
Finance

Primary Care, Prescribing, s117, AACC



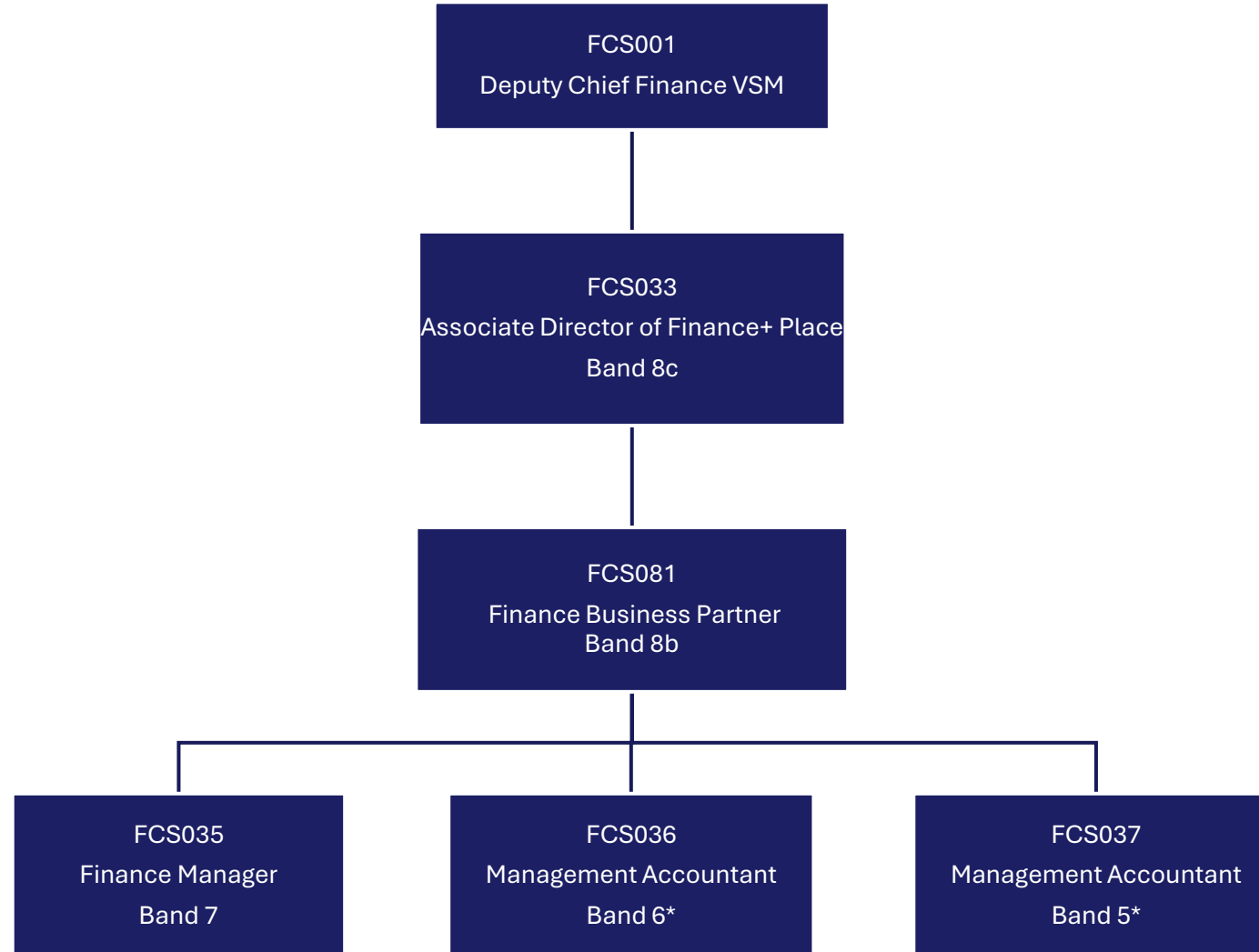
Finance

Acute contracts (Intra system, inter system, ISP)

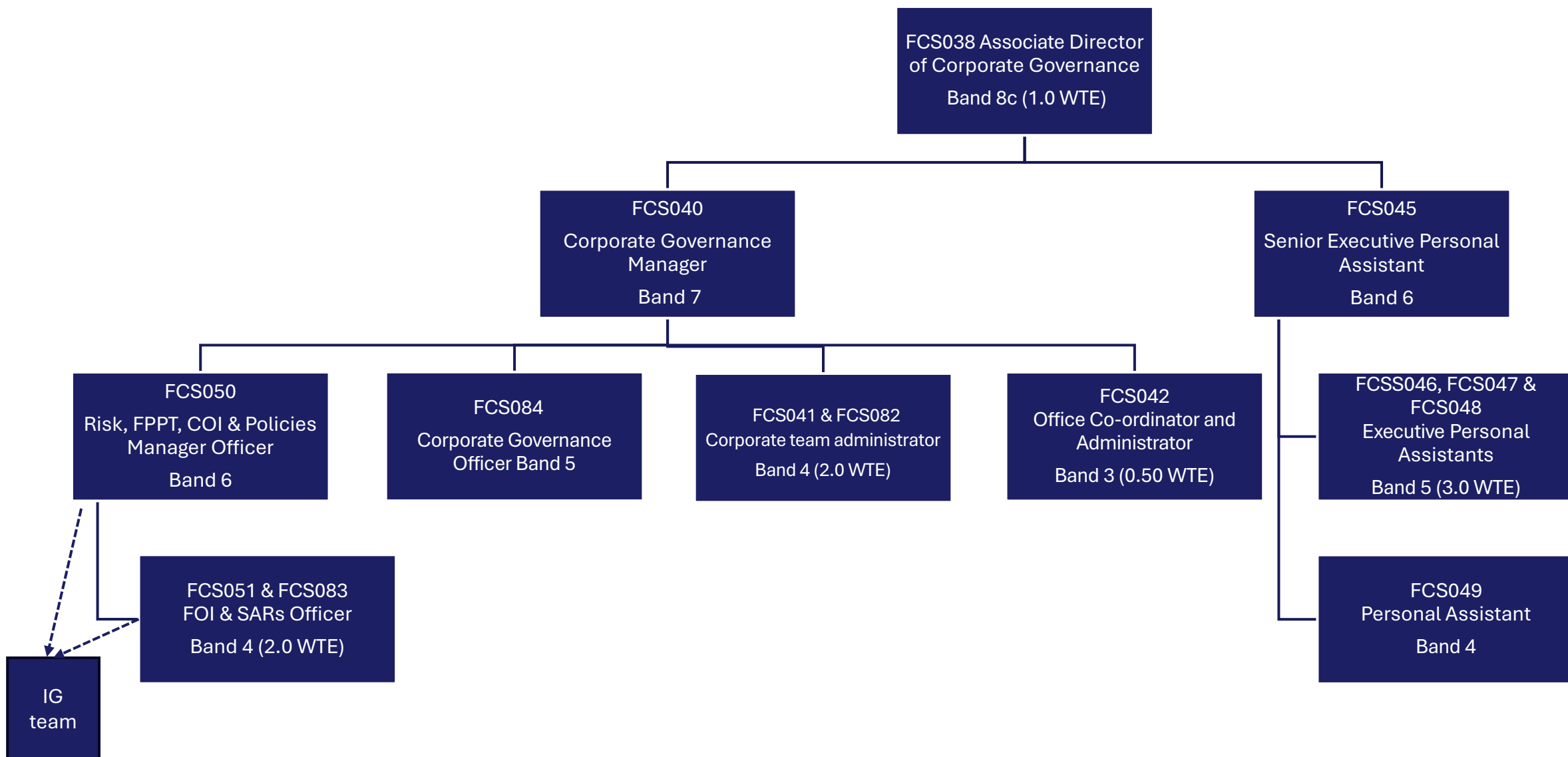


Finance

Community contracts, Mental health contracts, VCSE, Local Authority



Corporate Governance



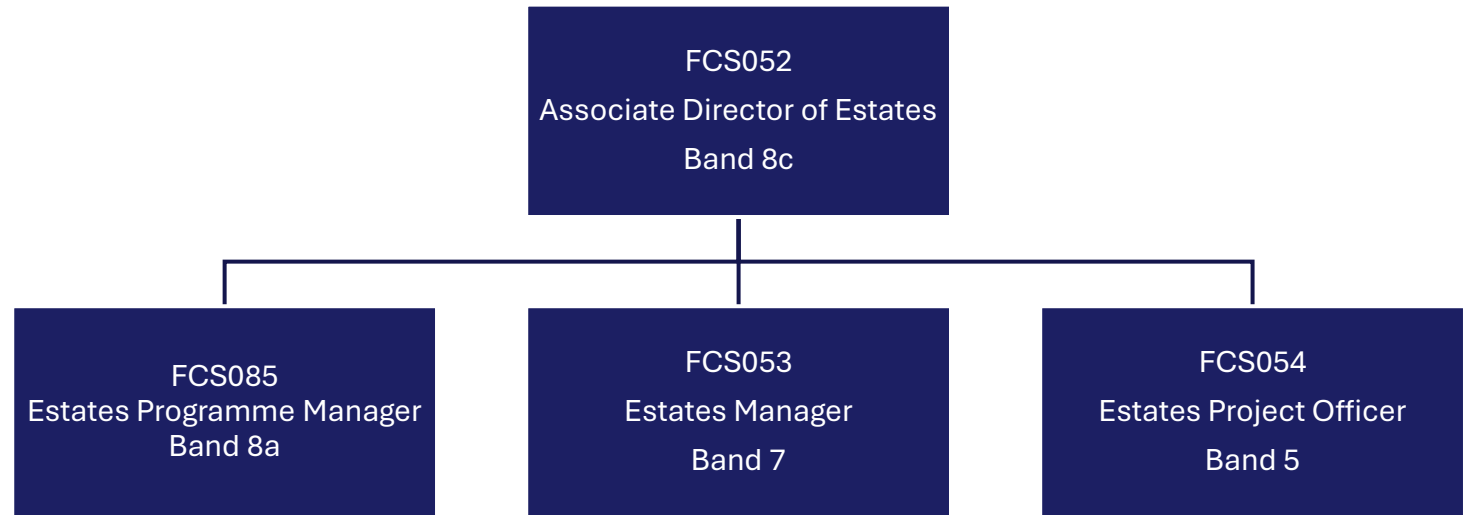
Chief Executive & Chair Office

```
graph TD; A[Chief Executive & Chair Office] --> B[ICB Chief Executive]; B --> C["FCS044  
CEO & Chair Business Manager  
Band 7"];
```

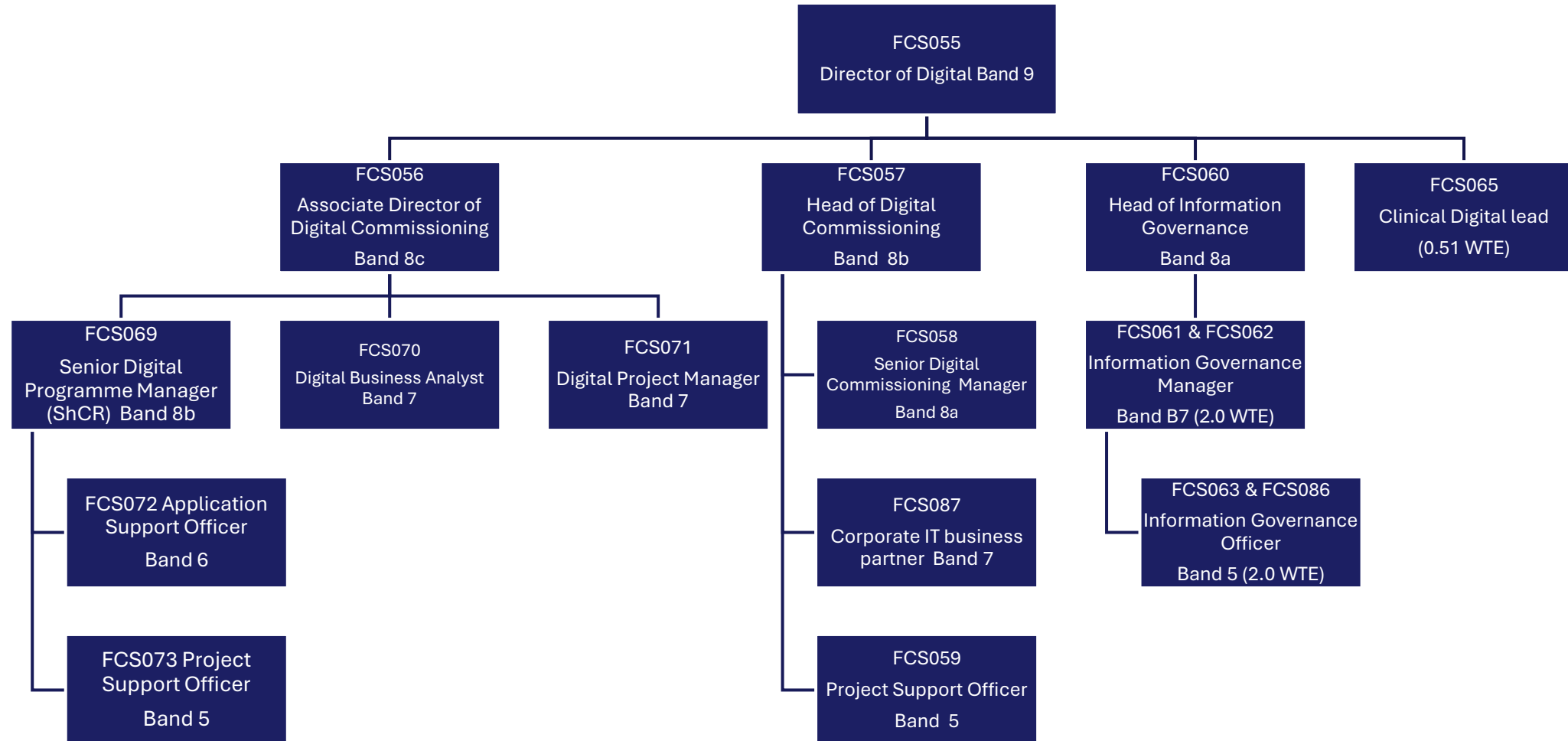
ICB Chief Executive

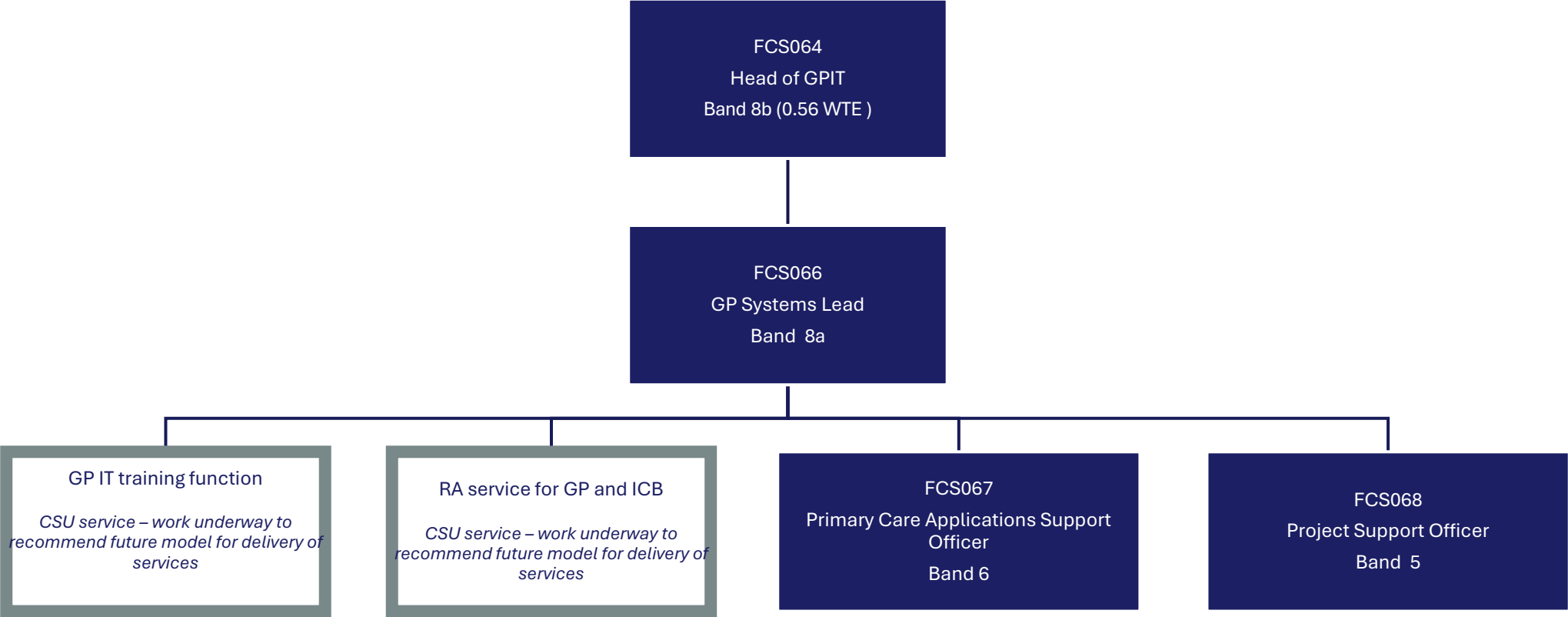
FCS044
CEO & Chair Business
Manager
Band 7

Estates



Digital







Bristol, North Somerset
and South Gloucestershire
Integrated Care Board



Gloucestershire

Transformation & People

Structure chart - Gloucestershire & BNSSG ICBs

Key



In scope for consultation

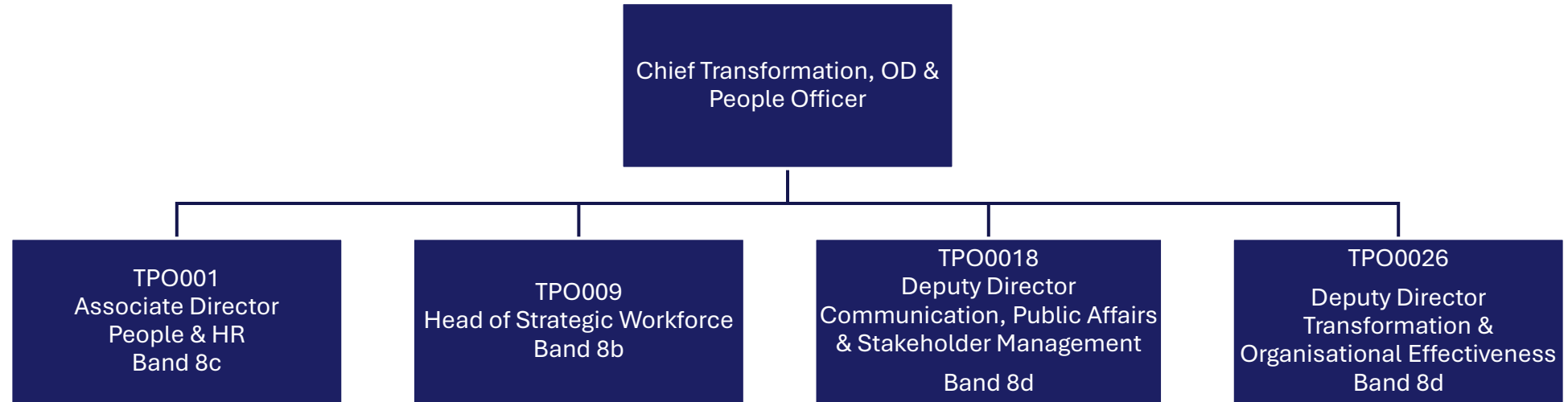


Out of scope for consultation

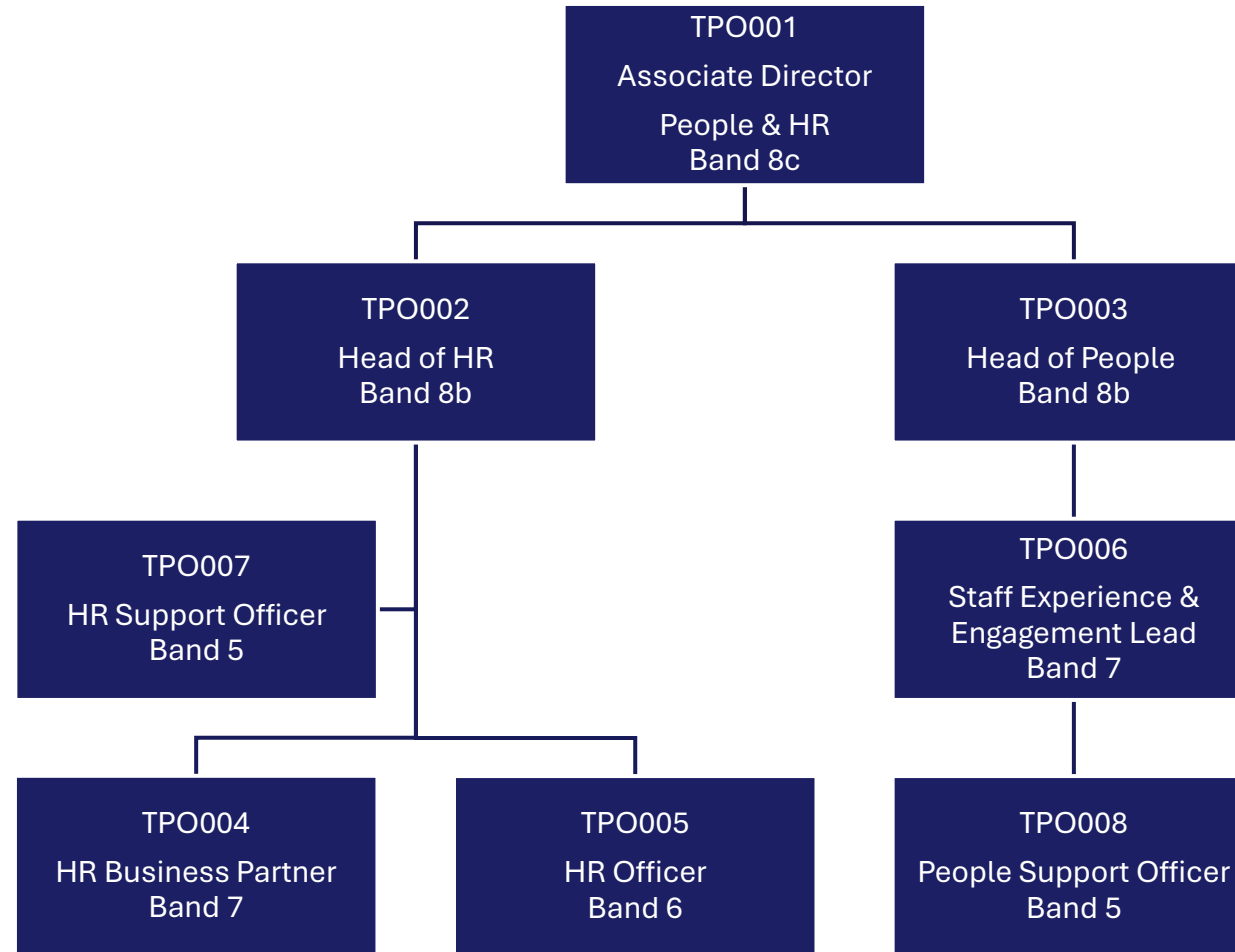
To note:

- *Each role is 1 Whole Time Equivalent (1.0 WTE) unless stated. Further detail can be found in the consultation document)*

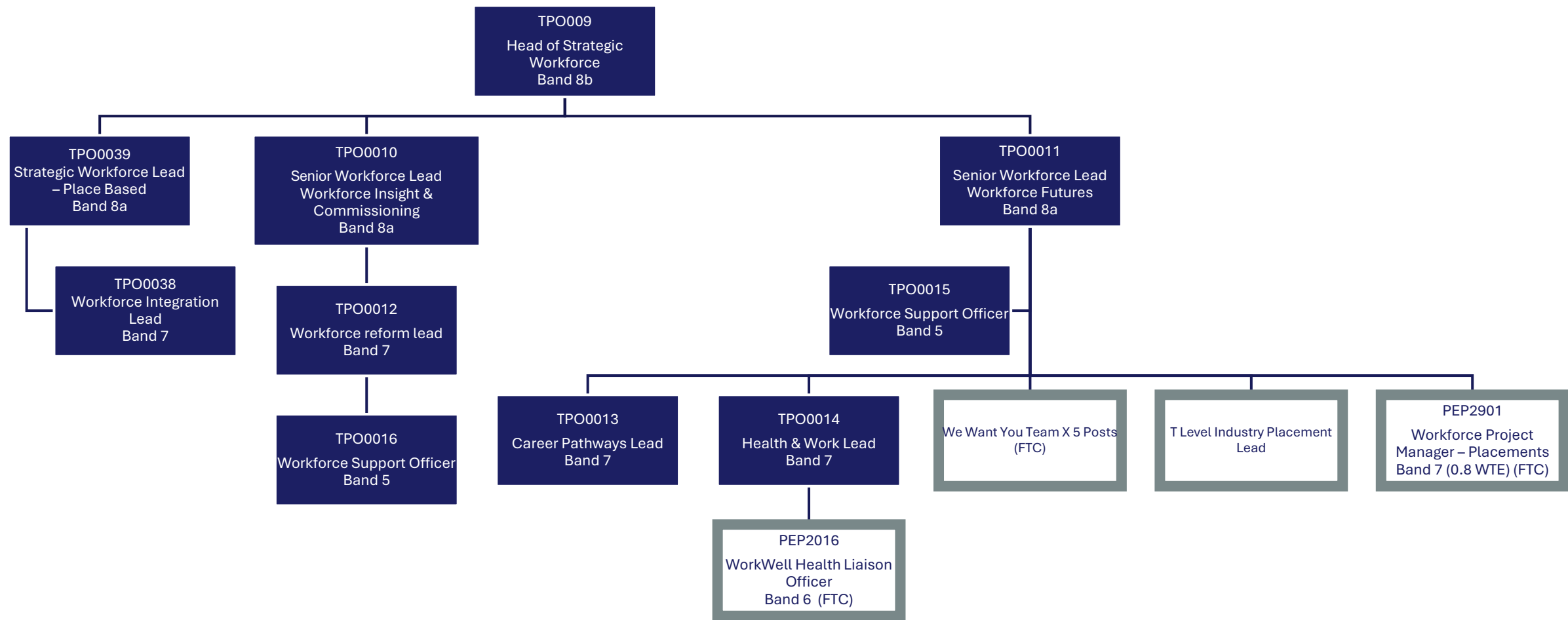
Direct reports



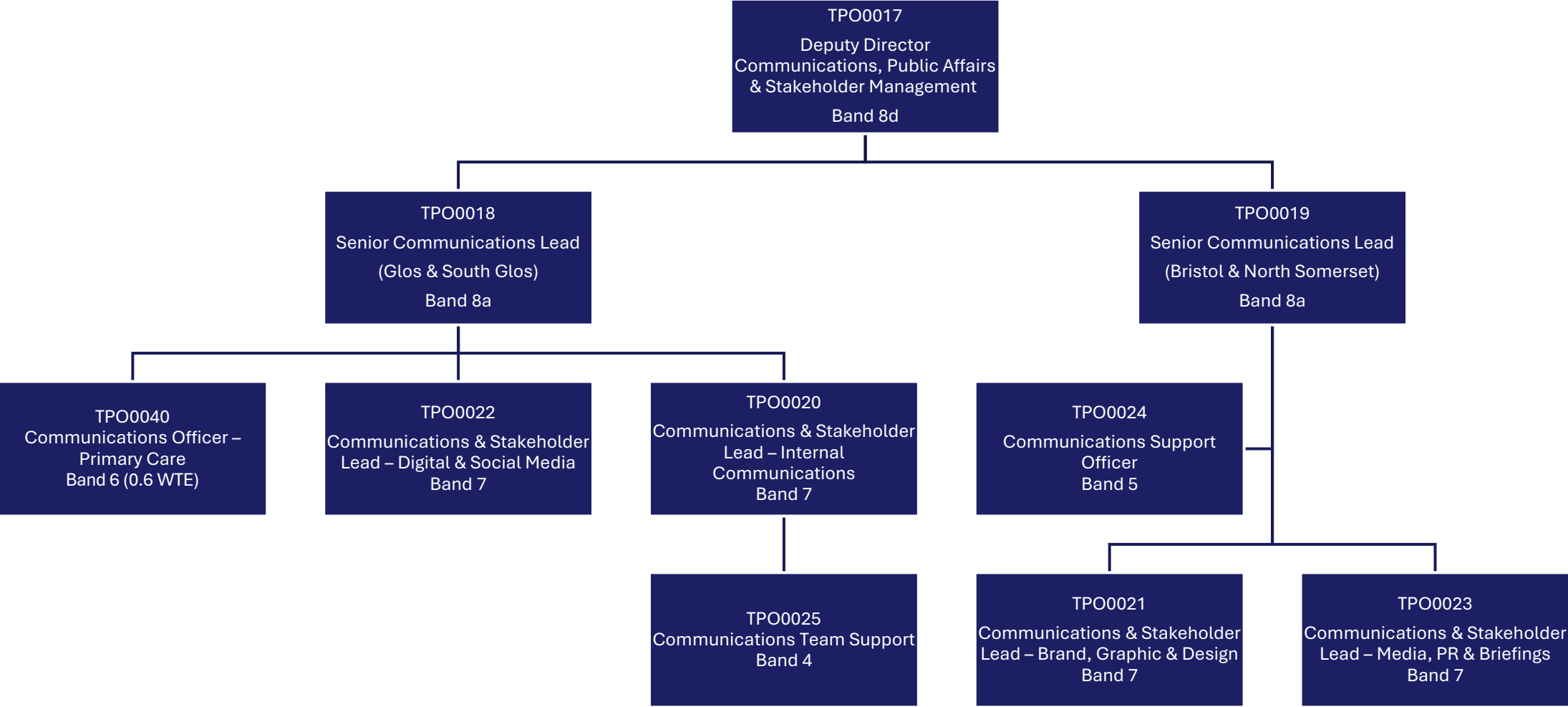
People & HR



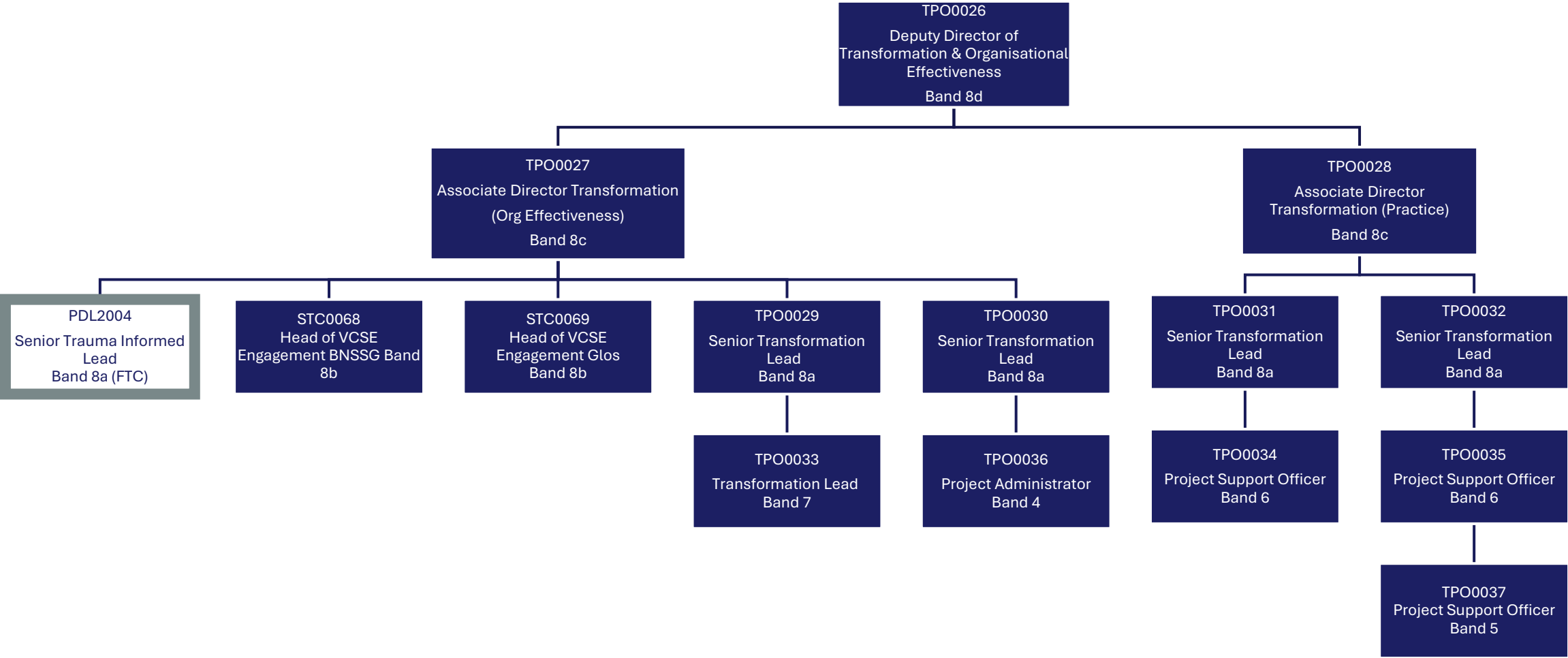
Strategic workforce

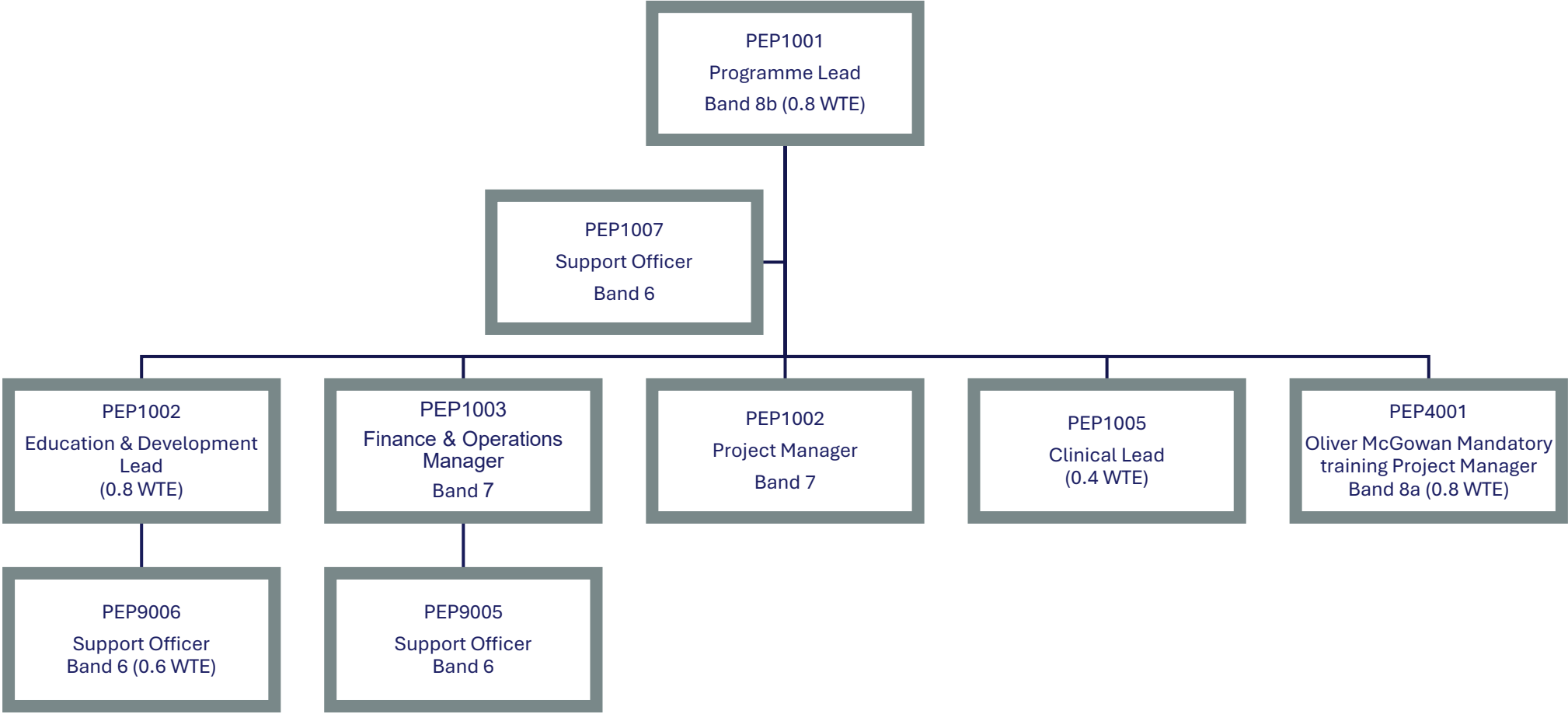


Communications, Public Affairs & Stakeholder Management

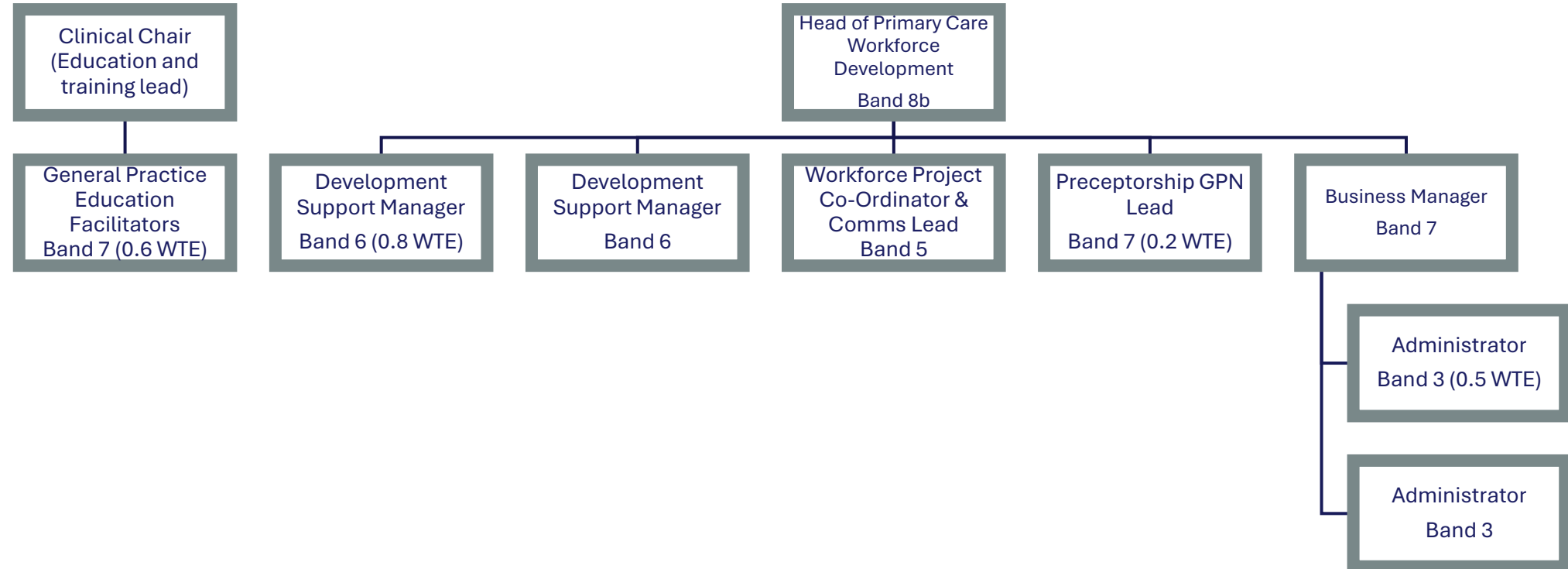


Transformation & Organisational Effectiveness

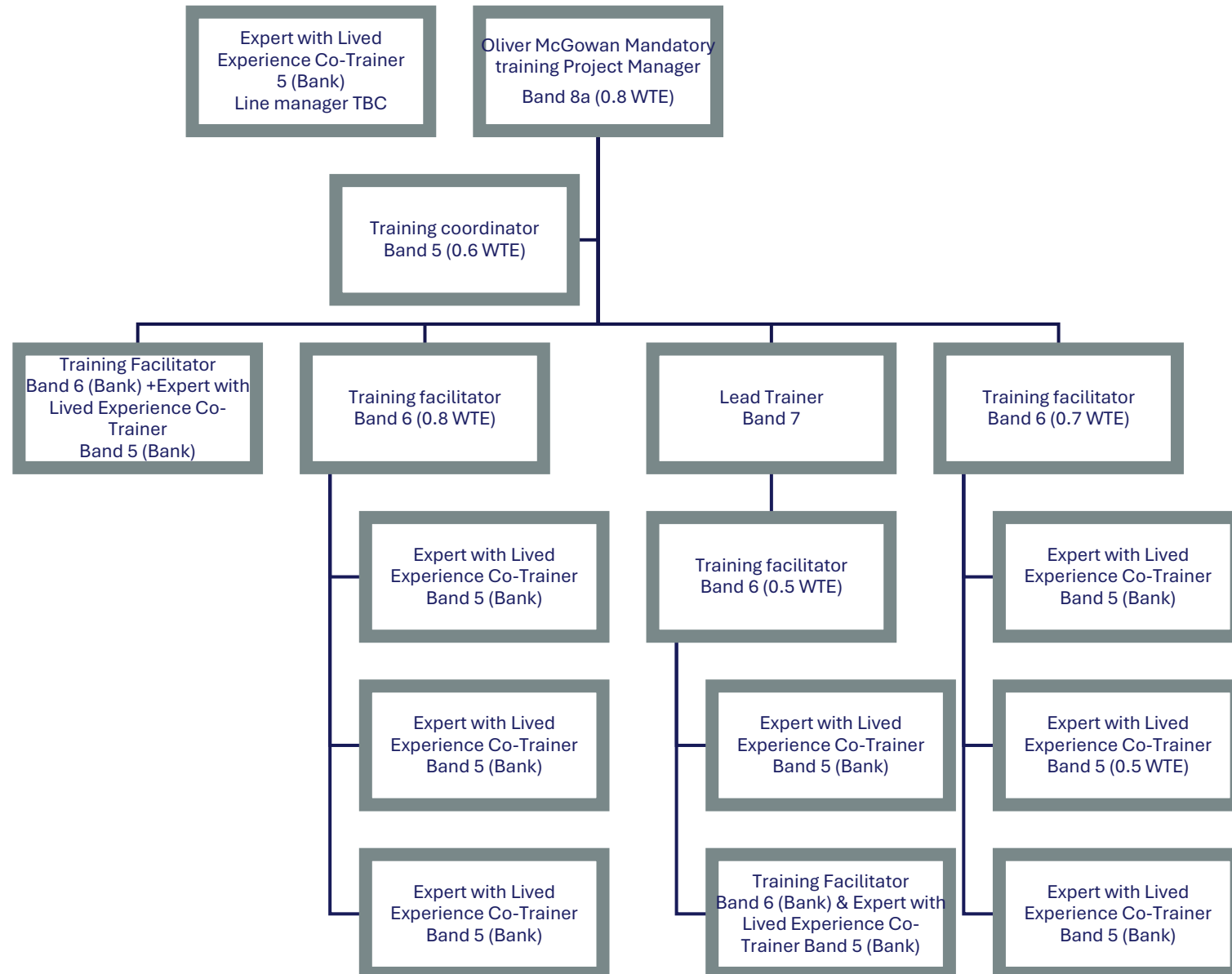




Glos Training Hub



BNSSG Oliver McGowan Mandatory training core team



Glos Oliver McGowan Mandatory training core team

