

Corporate Directors and Remits



Head of Paid Service

Corporate Directors

Remits

Oliver Reid
Chief Executive

Stephen Brown
Chief Officer
Integration Joint Board / Orkney HSCP (NHSO/OIC)

James Wylie
Corporate Director
Education, Leisure & Housing

Hayley Green
Corporate Director
Neighbourhood Services & Infrastructure

Gareth Waterson
Corporate Director
Enterprise & Sustainable Regeneration

Karen Greaves
Corporate Director
Strategy, Performance & Business Solutions

- Overall Responsibility for services delegated by the NHS and Orkney Islands Council to Integration Joint Board (IJB). Including:
 - Children and Families
 - Residential Childcare
 - Criminal Justice
 - Health and Community Care Services
 - Adult and Learning Disability Social Work
 - Mental Health Services
 - All Age Learning Disability Services
 - Allied Health Professionals (Adults and Children)
 - Public Protection (including Alcohol and Drugs Partnership and Community Justice)
 - Psychology Services
 - Primary Care including Dental Services
- A full list of delegated services can be found in Annex 1 and 2 within the Orkney Integration Scheme.

- Early Learning & Childcare
- Primary Education
- Secondary Education
- Further Education
- Support for Learning & Inclusion
- Community Learning & Development
- Employability
- Sport & Leisure
- Libraries
- Museums
- Housing
- Homelessness
- Strategic Housing Investment Plan
- Schoolcare Accommodation
- Employability
- Schools & Café Catering

- Roads & Waste Operations and Management
- Fleet
- Quarry
- Capital Programme
- Engineering
- Architects
- Surveyors
- Grounds Maintenance
- Burial Grounds
- Estates
- Safety & Resilience
- Building Cleaning
- ICT
- Development Management
- Development & Marine Planning
- Building Standards
- Environmental Health
- Trading Standards
- Climate Change

- Corporate Finance
- Strategic Finance
- Payroll & Pensions
- Revenues & Benefits
- Payments
- Budgets & Monitoring
- Marine Services
- Harbours
- Orkney Ferries
- Transportation
- Airfields
- Economic Development
- Regeneration
- Islands Deal
- Strategic Projects

- Corporate Improvement & Performance
- Digital Strategy & Systems Development
- Corporate Strategy & Community Planning
- Community Consultation & Engagement
- Customer Services
- Corporate Administration
- Elections
- Democratic Services & Community Councils
- Communications
- Orkney & Shetland Valuation Joint Board
- Legal Services, Licensing & Information Governance
- Committee Services
- Internal Audit
- Procurement
- Registrar Services
- Human Resources
- Organisational Development

Orkney Health and Social Care Partnership Remits



Corporate Director

Stephen Brown
Chief Officer
 Integration Joint
 Board / Orkney HSCP
 (NHSO/OIC)

Heads of Service

Darren Morrow
 Head of Children,
 Families and Justice
 Services & CSWO

Lynda Bradford
 Head of Health and
 Community Care

Maureen Swannie
 Head of Strategic
 Planning and
 Performance
 NHSO

John Daniels
 Head of Primary Care
 Services
 NHSO

Vacant
 Associate Medical
 Director (Community)
 NHSO

Wendy Lycett
 Interim Director of
 Pharmacy (reports to CO on
 Community Pharmacy only)
 NHSO

Morven Gemmill
 Associate Director of
 Allied Health
 Professions
 NHSO

Remits

- Children and Families Social Work
- Justice Services
- Children's Residential and Respite Services
- School Nursing
- Public Protection (inc Alcohol and Drugs Partnership Lead Officer)
- Health Visiting

- Adult and Learning Disability Social Work
- Adult Residential and Respite Services
- Day Care
- Care at Home
- Community Nursing
- Mental Health
- Psychological Therapies

- Performance
- Strategic Planning
- Training
- Business Support
- Organisational Development
- Project Manager
- Commissioning
- Community Engagement
- Community Led Support

- Board Administered GP Practices and Staff
- Out of Hours GP's
- Custody Care – Out of Hours
- Board Administered Dental Services
- Independent Contractors: GPs, Dentists, Optometrists
- Mass Vaccination – Flu and Covid
- Retinal Screening / Optometry
- Community Nurse Manager / Specialist Nursing

- Clinical Lead for Community Medical Services
- GP Advisor to the IJB
- Clinical Strategy Lead

- Pharmacy Advisor to the IJB
- Lead for Operations and Strategy across Community and Acute
- Lead for Independent Pharmacy Contractors

- Allied Health Professions – Adults
- Allied Health Professions – Children

Vacant
 Chief Finance
 Officer – IJB

Service Manager reporting directly to Chief Officer

- Strategic Finance
- Financial Governance
- Financial Administration
- Section 95 Officer to IJB

Structure with remits and names of postholders

Orkney Health and Social Care Partnership – Children, Families and Justice Services Remits



Heads of Service

Darren Morrow
Head of Children,
Families and Justice
Services & CSWO

Service Managers

Alanna Burns
Interim Service
Manager
(Children and
Families Field
Work)

Gemma Williams
Interim Service
Manager
(Children and
Families Authority
Wide Service)

**Sharon-Ann
Paget**
Service Manager
(Criminal Justice /
Public Protection)

Louise Willis
Service Manager
(Children's Health
Services)
NHSO

Remits

- Children and Families Social Work
- Family Support Team

- Children's Residential and Respite Services
- Fostering, Adoption and Kinship Social Work
- Independent Reviewing Officer

- Criminal Justice
- Lead Officer Public Protection Committee
- Lead Officer Alcohol and Drugs
- Lead Officer Community Justice

- School Nursing
- Allied Health Professionals – Children (including Adult Speech and Language Therapy)
- Health Visiting

Orkney Health and Social Care Partnership – Health and Community Care Remits



Heads of Service

Lynda Bradford
Head of Health and
Community Care

Service Managers

Cathy Martin
Service Manager
(Adult and Learning
Disability Social
Work) / MHO

Yvonne McPhee
Interim Service
Manager
(Social Care)

Helen Sievwright
Service Manager
(Community Care)

Suzanne Roos
Consultant Clinical
Psychologist
NHSO

Chetana Patil
Clinical Director - Child
and Adolescent Mental
Health Services
NHSO

Remits

- Adult and Learning Disability Social Work
- Social Work Out of Hours Service

- Adult Residential and Respite Services
- Day Care

- Care at Home
- Community Mobile Responders Service
- Telecare

- Psychology services

- Quality and Assurance

Louise Byrne
Clinical Nurse Manager
(Community) (only for
Mainland aspect)
NHSO

Diane Young
Service Manager
– Mental Health
NHSO

Various
Medical Psychiatric
Posts
NHSO

- Community Nursing – East
- Community Nursing – West

- Adult Mental Health Services
- Substance Misuse Services
- Child and Adolescent Mental Health Services
- Older Peoples Team

- Consultant Psychiatrist – Adults
- Consultant Psychiatrist – Child and Adolescent Mental Health Service
- GP with Special Interest (Substance Misuse)
- GP with Special Interest (Dementia)

Orkney Health and Social Care Partnership – Primary Care Services Remits



Heads of Service

Contractors
(Echocardiographer,
Optometrists,
Independent GP
Practices)

John Daniels
Head of Primary
Care Services
NHSO

Service Managers

Louise Byrne
Clinical Nurse
Manager
(Community)
NHSO

Steven Johnston
Director of
Dentistry
NHSO

Gina Tait
Isles Network of
Care Operational
Manager
NHSO

David Firth
Intelligence
Analysis
NHSO

Vacant
Service Manager
(Primary Care
Services)
NHSO

Remits

- Community Nursing – Isles
- Advanced Nurse Practitioners – Isles
- Long Term Condition Nursing
- Immunisation Team

- Dentists
- Primary Care Intelligence Analysis
- Dental Contractors

- Isles Network of Care Administrators
- Isles First Responders

- Primary Care Administration

- Post yet to be developed.

Various
Orcaades GPs
NHSO

Various
OOH GPs
NHSO

- General Practitioner

- Out of Hours General Practitioner

Education, Leisure & Housing Remits



Corporate Director

James Wylie
Corporate
Director
Education, Leisure &
Housing

Heads of Service

Peter Diamond
Head of Education

Frances Troup
Head of Community
Learning, Leisure &
Housing

Remits

- Early Learning & Childcare
- Primary Education
- Secondary Education
- Further & Higher Education (Orkney College UHI)
- Support for Learning & Inclusion Services
- Education Quality Improvement & Development
- GIRFEC Strategic Implementation
- Attainment Improvement
- Curriculum Development
- Teaching Staff CPD
- Supported Study
- Pupil, Parent & Schools Support
- Technicians Service
- Pupil Health & Wellbeing
- Educational Psychology Service / ASN

- Housing Strategy & Asset Management
- Strategic Housing Investment Plan
- Tenant Participation
- Homelessness & Allocations
- Housing Management
- Housing Quality
- HRA Business Plan
- School Care Accommodation
- Schools & Cafe Catering
- Sports & Leisure
- Libraries
- Museums
- Culture
- Community Learning & Development
- Employability

Education, Leisure & Housing – Education Remits



Heads of Service

Peter Diamond
Head of Education

Service Managers

Catherine Diamond
Service Manager
Early Learning &
Childcare

Morag Miller
Service Manager
Primary Education

Jane Partridge
Service Manager
Secondary &
Tertiary Education

Siobhan Wilks
Service Manager
Support for
Learning &
Inclusion

Remits

- Early Learning & Childcare Services

- Primary Education Services

- Secondary Education Services
- Further & Higher Education Services (Orkney College UHI)

- Support for Learning & Inclusion Services

Education, Leisure & Housing – Community Learning, Leisure & Housing Remits



Heads of Service

Service Managers

Remits

Frances Troup
Head of Community Learning, Leisure & Housing

Kerry Spence
Service Manager
Community Learning, Development & Employability

David Brown
Service Manager
Resources

Lesley Mulrairie
Service Manager
Housing, Homelessness & Schoolcare Accommodation

Scott Pring
Service Manager
Corporate Catering

Garry Burton
Service Manager
Leisure & Culture

- Community Learning
- Community Development
- Employability Services
- Youth Services
- Adult Learning

- Business Support
- Directorate Information Management
- Housing Strategy & Policy
- Strategic Housing Investment Plan & House Build
- Local Housing Strategy
- School Transport
- School Facilities
- Strategy & Policy

- Landlord Services
- Private Sector Landlord Registration
- Housing Management
- Homes Improvement Strategy
- Housing Options & Advice
- Homelessness
- Housing Support
- Tenant Participation
- Sheltered Housing
- School Care Accommodation

- School Meals Service
- Catering Services Professional Lead
- Auditing OIC Catering Facilities
- St Magnus Café
- Community Centres Catering
- Management of Franchise Catering
- Papdale Halls of Residence Catering

- Sports & Leisure
- Pickaquoy Centre Trust
- Campsites & Hostels
- Libraries & Archives
- Arts & Museums
- St Magnus Cathedral
- Community Centres

Neighbourhood Services & Infrastructure Remits



Corporate Director

Hayley Green
Corporate Director
Neighbourhood
Services &
Infrastructure

Heads of Service

Lorna Richardson
Head of
Neighbourhood
Services

Roddy Mackay
Head of Planning &
Community Protection

Kenny MacPherson
Head of Property,
Asset Management &
Facilities

Remits

- Roads Operations
- Fleet Management
- Quarry Operations
- Car Parks
- Waste Management & Operations
- Grounds Maintenance
- Burial Grounds
- Civil Engineering

- Development & Marine Planning
- Development Management
- Building Standards
- Environmental Health
- Trading Standards
- Climate Change

- ICT Infrastructure & Support
- Health and Safety
- Risk Management and Business Continuity
- Civil Contingencies
- Estates & Asset Management
- Industrial and Commercial Lets
- ICT
- Building Cleaning
- Capital Projects
- Building Inspectors & Surveyors
- Architects

Neighbourhood Services & Infrastructure – Neighbourhood Services Remits



Heads of Service

Lorna Richardson
Head of
Neighbourhood
Services

Service Managers

Kenneth Roy
Service Manager
Roads & Grounds

Michael Foubister
Service Manager
Fleet

Alan Dundas
Service Manager
Environmental

David Custer
Service Manager
Engineering

Remits

- Roads Management & Operations
- Winter Maintenance
- Lands, Parks & Cemeteries
- Grounds Maintenance
- Burial Grounds – Policy & Project Management
- Traffic Management
- Car Parks
- Road Construction Consents
- Quarry Management & Operations

- Fleet Management & Maintenance

- Waste Prevention & Recycling Policy Development
- Waste Management & Operational Services
- Household Waste Recycling Sites Policy & Operation
- Litter / Street Cleansing
- Commercial Waste

- Civil Engineering Design
- Roads Design
- Harbours & Structures Design
- Flood Risk Management
- Structural Verification (Building Standards)
- Pier Design
- Bridge Inspections

Neighbourhood Services & Infrastructure – Planning & Community Protection Remits



Heads of Service

Roddy Mackay
Head of Planning &
Community
Protection

Service Managers

Steven Poke
Service Manager
Building Standards

Susan Shearer
Service Manager
Development &
Marine Planning

Jamie Macvie
Service Manager
Development
Management

Nick Long
Service Manager
Environmental
Health

Gary Foubister
Service Manager
Trading Standards

Remits

- Building Warrant & Completion Certificates
- Building Regulations Compliance
- Dangerous & Defective Buildings

- Local Development Plan
- Marine Planning
- Other Strategic Development Plans
- Historic Environment
- Outdoor Access
- Natural Environment
- Climate Change
- Archaeology

- Planning Applications
- Planning Control
- Other Planning related applications / controls
- Planning Appeals
- Property & Street Naming

- Environmental Protection
- Food Safety
- Private Sector Housing
- Port Health
- Public Health
- Licensing
- Workplace Health & Safety
- Private Water Supplies

- Metrology Chief Inspector of Weights & Measures
- Business / Consumer Advice
- Fair Trading
- Product Safety
- Illicit Crime
- Animal Health & Welfare / Dog Control
- Animal Feed & Primary Production Control

Neighbourhood Services & Infrastructure – Property, Asset Management & Facilities Remits



Heads of Service

Kenny MacPherson
Head of Property, Asset Management & Facilities

Service Managers

Caroline Petrie
Service Manager
Building Cleaning

Glen Thomson
Service Manager
Property & Capital Projects

Graeme Christie
Service Manager
Estates & Property Asset Management

Thomas Aldred
Service Manager
ICT

Donna-Claire Hunter
Service Manager
Safety & Resilience

Remits

- Cleaning Service to Council-owned Premises
- Mobile Toilet Cleaning Service for Public Toilets

- Capital Programme
- Architects
- Building Inspectors & Surveyors
- Housing Maintenance & Repairs
- Technical Advice
- Housing Investment, Build, Supply & Delivery

- Estates
- Asset Management
- Corporate Asset Management Plan
- Property & Land Acquisition & Disposal
- Community Asset Transfer

- ICT Strategy
- ICT Development & Support
- ICT Infrastructure
- Cyber Security

- Health and Safety
- Civil Contingencies
- Emergency Planning
- Risk Management
- Business Continuity
- Emergency Planning Advisor to the Chief Executive
- Community Safety
- Public Space CCTV

Enterprise & Sustainable Regeneration Remits



Corporate Director

Gareth Waterson
Corporate Director
Enterprise &
Sustainable
Regeneration

Heads of Service

Erik Knight
Head of Finance

Jim Buck
Head of Marine
Services, Transportation
and Harbour Master

Sweyn Johnston
Head of Enterprise &
Economic Growth

Remits

- Accountancy
- Revenues & Benefits
- Payroll
- Payments
- Insurance
- Pensions Administration
- Budgets & Monitoring

- Marine Services
- Pilotage / Tugs
- Orkney Ferries
- Harbours
- Isles Airfields including Fire Service
- Public Transport

- Economic Development / Regeneration
- Arctic Countries Relationship Development
- OIC Islands Deal Management
- Digital Connectivity
- Private Wire
- Community Wind Farms
- Hydrogen Developments

Enterprise & Sustainable Regeneration – Finance Remits



Heads of Service

Erik Knight
Head of Finance

Service Managers

Shonagh Merriman
Service Manager
Corporate Finance

Olwen Sinclair
Service Manager
Payments

Robert Adamson
Service Manager
Payroll & Pensions

Pat Robinson
Service Manager
Accounting

Carole Graves
Service Manager
Revenues & Benefits

Remits

- Financial Accounting
- Capital Programme Finance
- Strategy for Investments
- Preparation of Annual Accounts
- Insurance
- Treasury & Investments

- Payments & Purchase Ledger
- Employee Expenses
- Sales Ledger
- Debt Recovery
- Construction Industry Tax
- Environmental Taxes
- General Ledger

- Payroll
- Pensions

- Financial Strategy
- Budget Setting
- Budget Monitoring
- Management Accounting

- Council Tax & Reductions
- Non-domestic Rates
- Rent Collections
- Welfare Benefits
- Crisis Grants
- Community Care Grants
- Kirkwall Town Centre Improvement Levy
- Money Advice

Enterprise & Sustainable Regeneration – Marine Services & Transportation Remits



Heads of Service

Jim Buck
Head of Marine Services,
Transportation and Harbour Master

Service Managers

David Sawkins
Deputy Harbour Master (Strategy & Support)

Vacant
Deputy Harbour Master (Operations)

Eddie Barclay
Service Manager Ferry Operations

David Hibbert
Technical Superintendent

Laura Cromarty
Service Manager Transportation

Remits

- Marine Services Policy & Procedures
- Port Marine Safety, Pollution & Security

- Pilot Boats
- Towage
- VTS
- Ship to Ship Operations

- Orkney Ferries

- Management and Maintenance of Vessels, Equipment & Shore Infrastructure
- Safety of Vessels, Equipment & Shore Infrastructure

- Transportation Service Delivery
- Transportation Strategy
- Isles Airfields

Enterprise & Sustainable Regeneration – Enterprise & Economic Growth Remits



Heads of Service

Sweyn Johnston
Head of Enterprise &
Economic Growth

Service Managers

Stuart Allison
Service Manager
Enterprise

Inga Burton
Service Manager
(Sustainable
Regeneration and
Arctic)

Shona Croy
Strategic Advisor &
Projects Director

Chris Purnell
Strategic Projects
Director

Remits

- Economic Development / Regeneration
- Employability / Employment
- Tourism
- Arctic Circle Countries – Relationship & Enterprise Development
- Economic Recovery Steering Group Support
- Community Regeneration Fund
- Levelling Up Fund

- OIC Islands Deal Programme Management

- Rural Connected Communities
- Digital Connectivity Infrastructure
- Private Fibre
- R100 Oversight
- Gigabit Broadband Access Strategy & Development
- Mobile Connectivity / 5G Development

- Community Wind Farm Development
- Scale Wind
- Private Wire Project
- ESCO Project
- Hydrogen Projects

Strategy, Performance & Business Solutions



Remits

Corporate Director

Karen Greaves
Corporate Director
 Strategy, Performance
 & Business Solutions

Heads of Service

Alex Rodwell
 Head of Improvement
 & Performance

Gavin Mitchell
 Head of Legal &
 Governance

Andrew Groundwater
 Head of Human
 Resources &
 Organisational
 Development

Remits

- Corporate Improvement & Projects
- Corporate Performance & Best Value
- Digital Strategy & Systems Development
- Community Planning
- Corporate Strategy
- Community Consultation & Engagement
- Customer Services
- Corporate Administration
- Elections
- Democratic Services
- Communications
- Community Councils

- Monitoring Officer
- Legal Services
- Contracts & Conveyancing
- Information Governance
- FOI
- Licensing
- Registrar
- SPSO Liaison
- Clerk to the Council
- Committee Services
- Orkney & Shetland Valuation Joint Board
- Internal Audit
- Corporate Procurement
- Contracts Register

- Organisational Development
- Human Resources Policy, Strategy & Practice
- Employee Relations
- Trades Unions Negotiation & Liaison
- Workforce Planning & Culture
- OIC Apprenticeships
- Succession Planning
- Corporate Training
- Equalities, Diversity & Inclusion
- Learning & Development
- Senior Management Development
- Employee Wellbeing

Strategy, Performance & Business Solutions – Improvement & Performance Remits



Heads of Service

Alex Rodwell
Head of Improvement
& Performance

Service Managers

William Moore
Service Manager
Improvement &
Performance

Anna Whelan
Service Manager
Strategy &
Partnership

Melanie Slater
Service Manager
Customer Services
& Corporate
Administration

**Ross
Cunningham**
Service Manager
Democratic
Services &
Communications

Remits

- Programme Management
- Projects Management
- Corporate Improvements
- Corporate Performance & Best Value Monitoring & Reporting
- Digital Strategy, Advocacy & Improvement
- Systems Development

- Community Planning
- Corporate Planning
- Strategy Development
- Policy Advice & Development
- Community Consultation and Engagement
- Third Sector Liaison

- Customer Services
- Corporate Administration & Directorate Support
- Cash Office
- Central Mail Handling
- Customer Service Platform Development
- Elections
- School Place Caretakers

- Democratic Services
- Communications (Internal, External & Digital)
- Elected Members Support
- Community Councils
- Official Events and Visits
- Empowering Communities

Strategy, Performance & Business Solutions – Legal & Governance Remits



Heads of Service

Gavin Mitchell
Head of Legal & Governance

Service Managers

Karen Bevilacqua
Service Manager
Legal Services

Hazel Flett
Service Manager
Governance

Andrew Paterson
Chief Internal
Auditor

Rosemary Colsell
Service Manager
Procurement

Remits

- Legal Services
- Litigation
- Courts
- Contracts & Conveyancing
- Licensing
- Employment Law
- Legal Advice to Directorates

- Committee Services / Clerking
- Information Governance
- FOI / Complaints
- SPSO Liaison
- Councillors Code / Standards Commission
- RIPSAs
- Registrars
- Orkney & Shetland VJB
- Islands Deal Joint Committee
- Constitutional Reform

- Internal Audit
- Risk / Fraud Management
- Best Value

- Corporate Procurement
- Circular Economy
- Community Wealth Building
- Contracts Register
- Sustainable Procurement
- Contract Standing Orders

Strategy, Performance & Business Solutions – Human Resources & Organisational Development Remits



Heads of Service

**Andrew
Groundwater**
Head of Human
Resources &
Organisational
Development

Service Managers

Craig Walker
Service Manager
Human Resources
Operations

**Emma
Chattington**
Service Manager
Organisational
Development

Remits

- Human Resources Policy, Strategy and Practice
- Employee Relations
- Trades Union Negotiation & Liaison
- Job Evaluation
- Rewards & Recognition
- Recruitment & Retention

- Workforce Planning & Culture
- Organisational Development
- Employee / Talent Development
- Corporate Training
- OIC Apprenticeships
- Succession Planning
- Senior Management Development
- Employee Wellbeing
- Equalities, Diversity & Inclusion