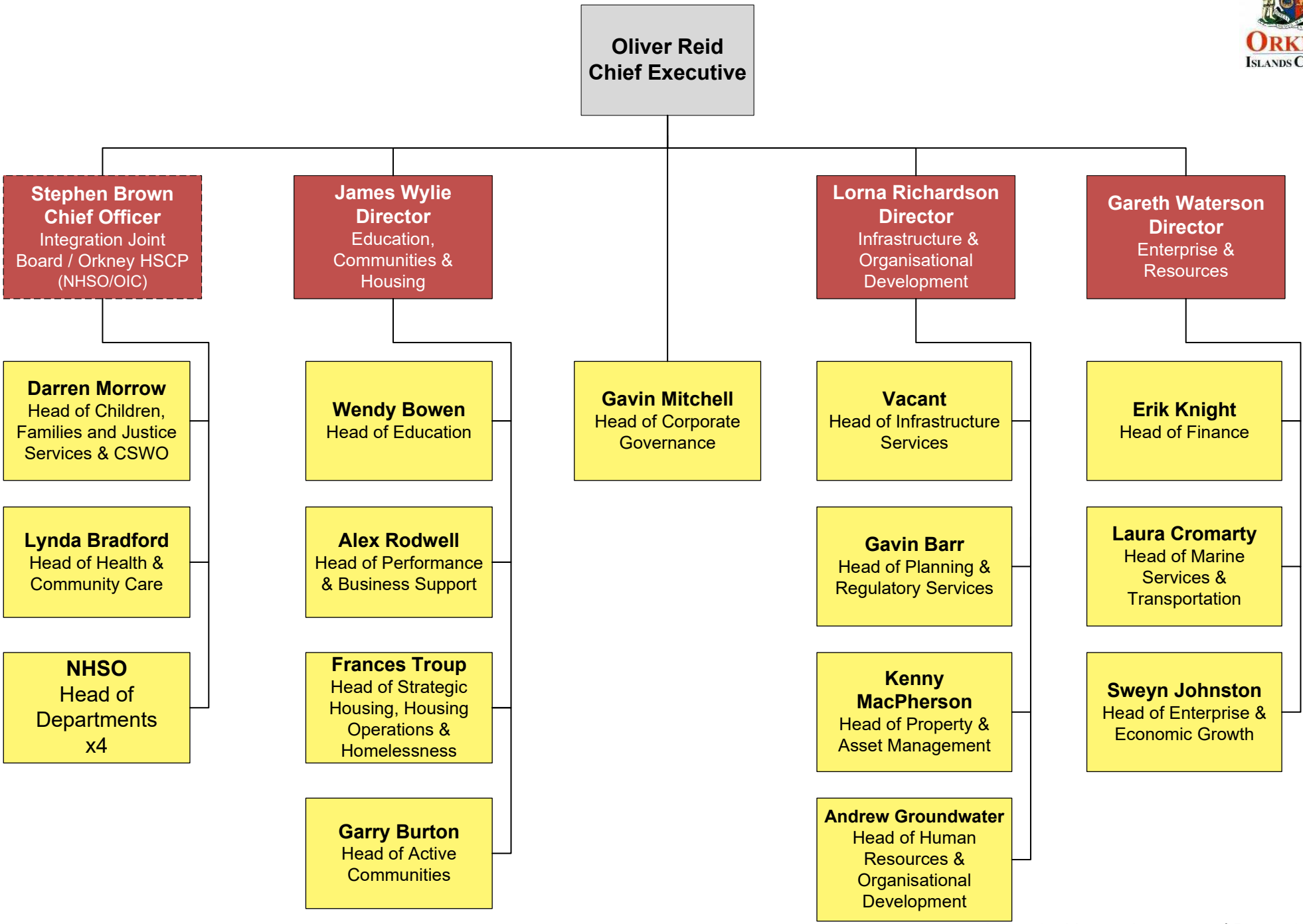
Head of Paid Service

Directors



Directors and Remits

Head of Paid Service

Oliver Reid
Chief Executive

Directors

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

James Wylie
Director
Education, Communities & Housing

Gavin Mitchell
Head of Corporate Governance

Lorna Richardson
Director
Infrastructure & Organisational Development

Gareth Waterson
Director
Enterprise & Resources

Remits

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
- Housing
- Homelessness
- Strategic Housing Investment Plan
- Schoolcare Accommodation
- Employability
- Schools & Café Catering
- Digital Strategy & Systems Development
- Corporate Performance & Quality
- Democratic Services & Community Councils
- Community Consultation & Engagement
- Customer Services
- Corporate Administration
- Building Cleaning
- Community Planning Strategy

- Orkney & Shetland Valuation Joint Board
- Legal Services and Licensing
- Information Governance
- Committee Services
- Internal Audit
- Procurement
- Registrar Services
- Elections
- Communications
- Corporate Policy

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

- 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
- Museums & Culture

Orkney Health and Social Care Partnership Remits

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 & Community Care

John Daniels
Head of Primary Care Services
NHSO

Vacant
Associate Medical Director (Community)
NHSO

Wendy Lycett
Interim Director of Pharmacist
(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

- 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

Mohammed Sohail
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

Education, Communities & Housing Remits

Director

James Wylie
Director
Education, Communities & Housing

Heads of Service

Wendy Bowen
Head of Education

Alex Rodwell
Head of Performance & Business Support

Frances Troup
Head of Strategic Housing, Housing Operations & Homelessness

Garry Burton
Head of Active Communities

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

- Corporate Performance & Quality Improvement
- Best Value
- Customer Services
- Corporate Administration
- Digital Strategy
- Systems Development
- External Audit & Inspection – Monitoring & Compliance
- Community Councils
- Empowering Communities
- Members Support
- Civic Events
- Supporting Corporate Strategies Development & Delivery
- Lord Lieutenant Support
- Building Cleaning

- Strategic Housing Authority
- RSL Partnership
- Housing Market Partnership
- Housing Strategy & Asset Management
- Strategic Housing Investment Plan & Delivery
- Tenant Participation
- Homelessness & Allocations
- Housing Management
- Housing Quality
- HRA Business Plan
- School Care Accommodation
- Very Sheltered Housing
- Schools & Cafe Catering

- Sports and Leisure
- Sports Development
- Leisure Trust
- Libraries
- Community Learning & Development
- Employability
- Community Consultation & Engagement
- Physical Activity & Wellbeing
- Community Planning

Infrastructure & Organisational Development Remits

Director

Lorna Richardson
Director
Infrastructure & Organisational Development

Heads of Service

Vacant
Head of Infrastructure Services

Gavin Barr
Head of Planning & Regulatory Services

Kenny MacPherson
Head of Property & Asset Management

Andrew Groundwater
Head of Human Resources & Organisational Development

Remits

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

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

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

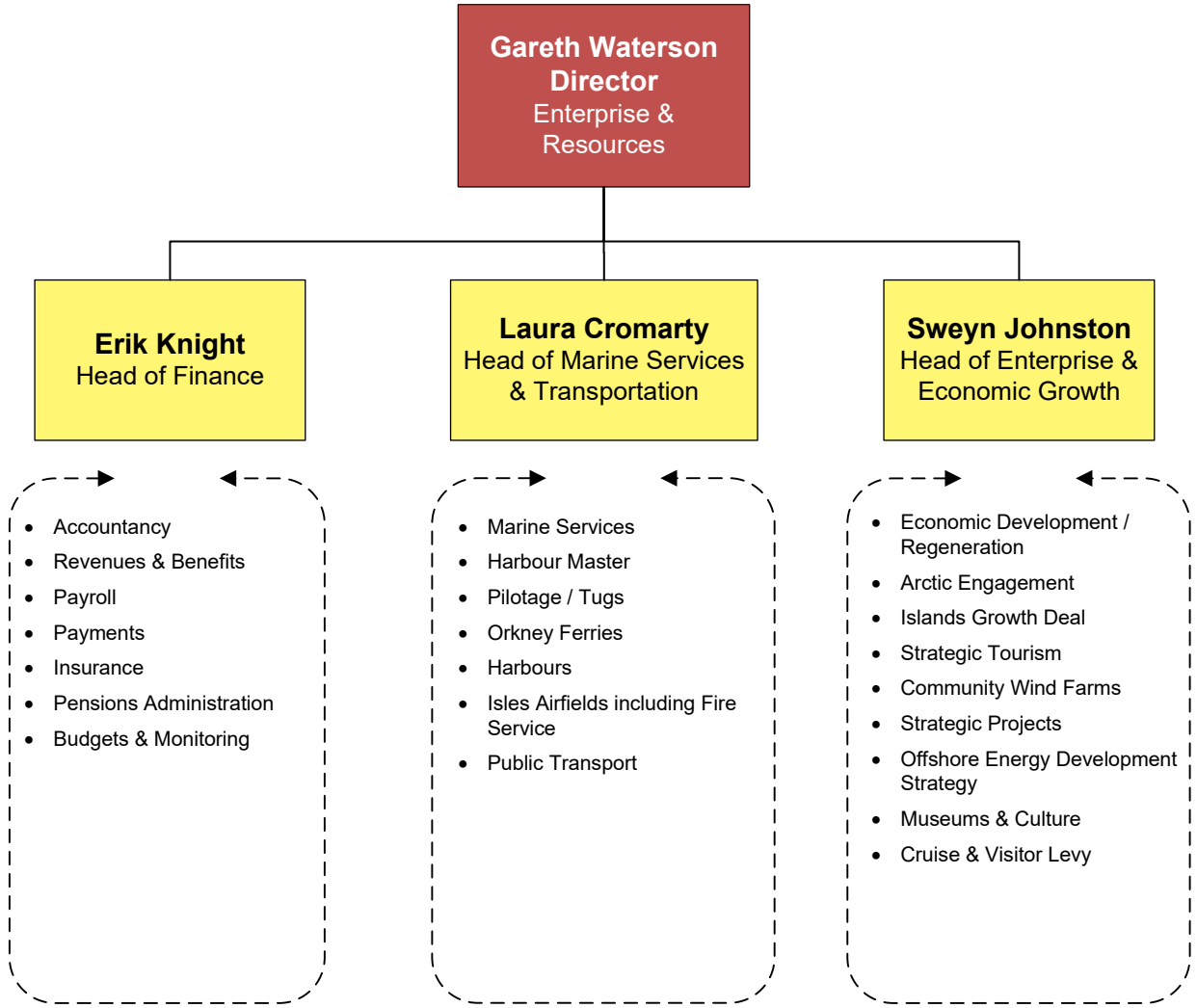
- Organisational Development
- Human Resources Policy, Strategy & Practice
- Employee Relations
- Trades Unions Negotiation & Liaison
- Workforce Planning & Culture
- OIC Apprenticeships
- Succession Planning
- Corporate Training
- Equalities, Diversity & Inclusion
- Learning & Development
- Senior Management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

Enterprise & Resources Remits

Director

Heads of Service

Remits



Chief Executive Remit

Chief Executive

Head of Service

Remits

Oliver Reid
Chief Executive

Gavin Mitchell
Head of Corporate Governance

- 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
- Complaints
- Elections
- Communications
- Corporate Policy