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16 November 2020

Ethan Bagley

By email

Request-700389-fa03ee22@whatdotheyknow.com

Dear Mr Bagley

Request under the Freedom of Information Act 2000 (the “FOI Act”)

We refer to your email of 19 October 2020 in which you requested information under the FOI Act from NHS Improvement. Since 1 April 2016, Monitor and the NHS Trust Development Authority have been operating as an integrated organisation known as NHS Improvement. For the purposes of this decision, NHS Improvement means Monitor and the TDA.

Your request

You made the following request:

“The Interim People Plan, which was published by NHS England and Improvement in June 2019, highlighted that a new National NHS People Board will be established to oversee progress against the People Plan. Please could you provide a list of all individuals currently appointed to the NHS National People Board, including their name and role on the board.

*In addition, an article published by NHS England outlined that Marie Gabriel has been appointed as the new Chair of London’s People Board:
<https://www.england.nhs.uk/london/2020/09/07/marie-gabriel-to-chair-new-nhs-london-people-board/#:~:text=Marie%20Gabriel%20CBE%2C%20Chair%20of,Chair%20of%20London's%20People%20Board>.*

Please could you provide a list of the NHS Regional People Boards established/being established to date and the names of all individuals appointed to each board, including their role on the board.

If any of this information is already available in the public domain, please direct me to its location.”

Decision

NHS Improvement holds the information you have requested and has decided to release some of the information it holds. We are withholding the names of non senior staff members under section 40(2) of the FOI Act.

Section 40(2) states that requested information is exempt from disclosure if the first or the second condition at section 40(3A)(a) of the FOI Act is satisfied. This is on the grounds that they amounts to personal data and the first condition under section 40(3A)(a) is satisfied, namely that disclosure would amount to a breach of the first data protection principle (personal data should be processed lawfully, fairly and in a transparent manner) as the individuals concerned would have a reasonable expectation that these particular items of personal information would not be disclosed into the public domain. Section 40 is an absolute exemption and consideration of the public interest test in disclosure is not required.

(1) The Interim People Plan, which was published by NHS England and Improvement in June 2019, highlighted that a new National NHS People Board will be established to oversee progress against the People Plan.

Please could you provide a list of all individuals currently appointed to the NHS National People Board, including their name and role on the board.

The National People Board was established in July 2019. The remit of the board was oversight of implementation of the Interim People Plan and developing the further People Plan. Members of the board were asked to join to contribute their expertise and insights. Members were drawn from NHS England & Improvement, Department of Health and Social Care, Health Education England, NHS leaders, other arms-length bodies, including clinical, operational, strategy and analytical representatives.

The National People Board was paused at the end of March 2020, in order to prioritise support to the national COVID-19 pandemic response.

A smaller National People & Workforce Strategy Group, including senior leaders across NHS England & Improvement, Department of Health and Social Care and Health Education England, was convened just to steer the development of We are the NHS - People Plan for 2020-21, published in July 2020. We are reviewing the governance arrangements for the next phase of our work.

Please refer to Annex 1 for a list of individuals appointed to the NHS National People Board.

(2) In addition, an article published by NHS England outlined that Marie Gabriel has been appointed as the new Chair of London's People Board:

<https://www.england.nhs.uk/london/2020/09/07/marie-gabriel-to-chair-new-nhs-london-people-board/#:~:text=Marie%20Gabriel%20CBE%2C%20Chair%20of,Chair%20of%20London's%20People%20Board>

Please could you provide a list of the NHS Regional People Boards established/being established to date and the names of all individuals appointed to each board, including their role on the board.

Regional People Boards are being established in each of the seven regions to bring people together across health and care systems to agree local people and workforce priorities in system people plans, as well as to collectively oversee delivery of the People Plan 2020/21 and interim People Plan actions, and share good practice.

Membership of the regional people boards varies from region to region, but includes:

- NHS England and Improvement Regional Director
- Health Education England Regional Director
- SROs from the STPs and ICSs within the region
- Senior posts nominated by the ICS/STP SRO
- Regional level Directors from national bodies with specific responsibilities related to People and Workforce, for example regional chief nurses
- Partners with links to the regional People Plan programme, including representatives of local government, social care, and local education providers

Please refer to Annex 2 for a list of the seven regional people boards.

Review rights

If you consider that your request for information has not been properly handled or if you are otherwise dissatisfied with the outcome of your request, you may seek an internal review within NHS Improvement of the issue or the decision. A senior member of NHS Improvement's staff, who has not previously been involved with your request, will undertake that review.

If you are dissatisfied with the outcome of any internal review, you may complain to the Information Commissioner for a decision on whether your request for information has been dealt with in accordance with the FOI Act.

A request for an internal review should be submitted in writing to FOI Request Reviews, NHS Improvement, Skipton House, 80 London Road, London SE1 6LH or by email to nhsi.foi@nhs.net.

Publication

We reserve the right to publish this letter and the attached information on our website. This is because information disclosed in accordance with the FOI Act is disclosed to the public at large. We will, of course, remove your personal information (e.g. your name and contact details) from any version of the letter published on our website to protect your personal information from general disclosure.

Yours sincerely,

NHS Improvement

Annex 1 – NHS National People Board

The membership of the National People Board was as follows:

Senior leaders	
Prerana Issar	Chief People Officer, NHS England and NHS Improvement (chair)
Baroness Dido Harding	Chair, NHS Improvement
Sir David Behan	Chair, Health Education England
Em Wilkinson-Brice	Deputy Chief People Officer, NHS England and NHS Improvement
Ian Cummings	Chief Executive, Health Education England
Lee McDonough	Director General for Acute Care and Workforce, Department of Health and Social Care
Giles Denham	Director of Strategic Relationships, Health Education England
Danny Mortimer	Chief Executive, NHS Employers
Matthew Style	Director of Strategic Finance, NHS England and NHS Improvement
Simon Enright	Director of Communications, NHS England and NHS Improvement
Malte Gerhold	Director of Policy, Care Quality Commission
Deb McKenzie	Chief People Officer, Public Health England
Matthew Gould	Chief Executive Officer, NHS X
Wider partners in attendance	
Navina Evans	Chief Executive, North East London Foundation Trust
Andrew Foster	Managing Director, NHS Leadership Academy
Hugh McCaughey	National Director of Improvement, NHS England and NHS Improvement
Patrick Mitchell	Director of Innovation and Transformation, Health Education England
Wendy Reid	Executive Medical Director and Director of Education and Quality, Health Education England
Rob Webster	Chief executive South West Yorkshire Partnership NHS Foundation Trust
Ben Dyson	Interim Programme Director, NHS People Plan, NHS England and NHS Improvement
Rob Smith	Head of Planning and Information, Health Education England
Professional workstream in attendance	
Ruth May	Chief Nursing Officer for England and Executive/National Director Nursing, NHS England and NHS Improvement
Steve Powis	National Medical Director, NHS England and NHS Improvement
Suzanne Rastrick	Chief Allied Health Professions Officer, NHS England and NHS Improvement
Sue Hill	Chief Scientific Officer, NHS England and NHS Improvement
Sara Hurley	Chief Dental Officer, NHS England and NHS Improvement
Keith Ridge	Chief Pharmaceutical Officer, NHS England and NHS Improvement

The names and job titles provided above are accurate at the time the National People Board last met.

Annex 2 – NHS Regional People Boards

The current membership of the seven regional people boards is set out below:

North East and Yorkshire		
Name	Job Title	Organisation
Dame Jackie Daniel (Chair)	CEO	Newcastle Upon Tyne Hospital NHS Foundation Trust
Richard Barker	Regional Director	NHS England/Improvement
Brendan Brown	CEO	West Yorkshire & Harrogate ICS
Lesley Smith	Accountable Officer	NHS Sheffield CCG
Ken Bremner	CEO	Sunderland and South Tyneside NHS Trust
Steve Russell	CEO	Harrogate NHS Trust
Daniel Hartley	Regional Director of Workforce & OD	NHS England/Improvement
Clive Clarke	Regional Director of Inclusion	NHS England/Improvement
Mike Curtis	Regional Director	Health Education England
Professor Namita Kumar	Regional Postgraduate Dean	Health Education England
Professor Laura Serrant	Regional Chief Nurse	Health Education England
Margaret Kitching	Regional Chief Nurse	NHS England/Improvement
Dr David Black	Regional Medical Director	NHS England/Improvement
Alex Morton	Regional Director of Primary Care and Public Health Commissioning	NHS England/Improvement
Professor Peter Kelly	Regional Director	Public Health England
Des Breen	Medical Director	South Yorkshire and Bassetlaw ICS
Maurya Cushlow	Executive Chief Nurse	Newcastle Upon Tyne Hospital NHS Foundation Trust
Margaret Ipkoh	Associate Director of Primary Care	Hull York Medical School
Ian Baines	Director of Adult Services and Wellbeing	Calderdale Council
Teresa Chalmers	Executive Director, Employment & Skills	Humber Local Enterprise Partnership Team
Suzanne Bolam	Acting Chair	AHP Network
David Gallagher	Chief Officer	NHS Tees Valley CCG
[REDACTED]	Head of School	Leeds University
Professor Una Macleod	Dean	Hull York Medical School
[REDACTED]	Deputy Director of Finance	Health Education England
Simon Nearney	Director of Workforce & Transformation	Hull Teaching NHS Trust
Kath Griffin	Director of Human Resources & OD	South Tyneside and Sunderland NHS Foundation Trust
[REDACTED]	Regional Coordinator/IRO	British Medical Association
[REDACTED]	Regional Organiser	UNISON
[REDACTED]	Programme Director	West Yorkshire and Harrogate Health and Care Partnership
Richard Stubbs	Chief Executive Officer	Yorkshire and Humber AHSN
Maria Roche	Interim Chief Executive Officer	North East and North Central AHSN
East of England		
Name	Job Title	Organisation
Ann Radmore (Chair)	Regional Director, East of England	NHS England/Improvement
Paul Harrison	Regional Director of Workforce &	NHS England/Improvement

	OD	
Phil Carver	Regional Director, East of England	Health Education England
Bill Irish	Regional Postgraduate Dean	Health Education England
Aliko Ahmed	Regional Director, East of England	Public Health England
Catherine Morgan	Regional Chief Nurse	NHS England/Improvement
David Carter	Chief Executive	Bedfordshire Trust
Anita Pisani	Chair	BLMK Local Workforce Action Board
Tracy Dowling	Chief Executive	Cambridgeshire & Peterborough NHS Foundation Trust
Charlotte Black	Director of Adult Social Care	Cambridgeshire County Council
David Wherrett	Director of workforce	Cambridge University Hospitals NHS Foundation Trust
Paul Harrison	Director of Workforce & OD	NHS England/Improvement
Phil Carver	Regional Director	Health Education England
Bill Irish	Regional Postgraduate Dean	Health Education England
Aliko Ahmed	Regional Director	Public Health England
Catherine Morgan	Regional Chief Nurse	NHS England/Improvement
Jacqueline Kelly	Chair of Regional Deans of Health	University of Hertfordshire
Nick Carver	Chief Executive	East and North Hertfordshire Trust
Jane Halpin	Joint Acting Officer/Executive STP Lead	Hertfordshire, and West Essex CCG
Tom Cahill	Chief Executive Officer	Hertfordshire Partnership University NHS Foundation Trust
Dr Elizabeth Kendric	Medical Director	Hertfordshire Community Trust
Sally Hopper	Director of HR	Hertfordshire County Council
Owen Mapley	Chief Executive	Hertfordshire County Council
Danny Hariram	Chief People & Organisational Development Director	Mid Essex Hospital Services NHS Foundation Trust
Josie Spencer	Chief Executive officer	Norfolk Community Health and Care NHS Trust
	FY2 General Medicine	James Paget Hospital
	Deputy Chief Nurse	Queen Elizabeth Hospital King Lynn NHS Foundation Trust
	Professor of Integrated Care	University of Suffolk
Andy Yacoub	Chief Executive Officer	Suffolk Healthwatch
	Head of Area	Skills for Care
	Regional Manager	UNISON
South West		
Name	Job Title	Organisation
Eugene Yafele (Chair)	Chief Executive	Dorset HealthCare University NHS Foundation Trust
Elizabeth O'Mahony	Regional Director	NHS England/Improvement
Debi Reilly	Regional Director	Health Education England
Suzanne Tewkesbury	Regional Director of Workforce & OD	NHS England/Improvement
	STP Representative	BANES, Swindon & Wiltshire (BSW) STP
	STP Representative	Bristol, North Somerset and South Gloucestershire (BNSSG) STP
	STP Representative	Cornwall STP
	STP Representative	Devon STP
	ICS Representative	Dorset ICS
	ICS Representative	Gloucestershire ICS
	STP Representative	Somerset STP
Patricia Miller	Equality, Diversity & Inclusion SRO	Dorset County Hospital

	Chief Executive	
Deborah Lee	Staff Experience SRO Chief Executive	Gloucestershire Hospitals NHS Foundation Trust
Ann James	Talent & Leadership SRO Chief Executive	Plymouth Hospitals NHS Trust
Marc Griffiths	Workforce & Training SRO Executive Dean	University of the West of England, Bristol
Hayley Peters	Workforce Transformation SRO Chief Nurse	Somerset NHS Foundation Trust
Mel Lock	Adult Social Care Representative Director of Adult Social Care	Somerset County Council
Sue Doheny	Regional Chief Nurse	NHS England/Improvement
Debra Lapthorne	Regional Director of Public Health	Public Health England
Michael Marsh	Regional Medical Director	NHS England/Improvement
Geoff Smith	Regional Postgraduate Dean	Health Education England
	Social Partnership Forum Representative	UNISON
	Co-Chair	South West HR Director Network
	Regional Head of Finance	Health Education England
London		
Name	Job Title	Organisation
Marie Gabriel (Co-Chair)	Chair	North East London ICS
Christine Beasley (Co-Chair)	LETB, Chair	Health Education England
Siobhan Harrington (Deputy Chair)	Chief Executive	Whittington Health NHS Trust
Dr CI (Ify) Okocha	Acting Chief Executive, Medical Director	Oxleas NHS Foundation Trust
Julie Screaton	Chief People Officer	Guys and St Thomas's NHS FT
Jo Farrar	Chief Executive	Kingston Hospital NHS FT
Avey Bhatia	Chief Operating Officer	St George's University Hospitals NHS FT
Dr Nnenna Osuji	Medical Director	Croydon Health Services NHS Trust
Charlotte Bailey	Executive Director of People & OD	Central and North West London NHS FT
	GP	The Golborne Medical Centre, North Kensington
Jinjer Kandola	Chief Executive	Barnet, Enfield and Haringey Mental Health Trust
Eamonn Sullivan	Chief Nurse	Royal Marsden NHS Foundation Trust
Tracey Fletcher	Chief Executive	Homerton University Hospital
Lorraine Sunduza	Director of Nursing	East London NHS Foundation Trust
	Director of Quality Improvement/Director of Allied Health Professions & Psychological Therapies	North East London NHS Foundation Trust
	Director of Innovation	University College London Hospitals NHS Foundation Trust
Dr Josephine Sauvage	Chair	North Central London CCGs
Ali Layne-Smith	Director of People and Culture	London Ambulance Service
Dr Sanjiv Ahluwalia	Regional Postgraduate Dean	Health Education England
Jazz Bhogal	Assistant Director	Health Education & Youth Greater London Authority
	London Region	NHS England/Improvement
Lizzie Smith	Regional Director	Health Education England

Mark Watson	Regional Director of Workforce and OD	NHS England/Improvement
Jane Clegg	Joint Regional Chief Nurse	NHS England/Improvement
North West		
Name	Job Title	Organisation
Bill McCarthy (Chair)	Regional Director	NHS England/Improvement
Majid Hussain	Lay Chair	Oldham CCG
Nikhil Khashu	Director of Finance and Information	St Helens & Knowsley Teaching Hospitals NHS Trust
Jackie Bird	Regional Chief Nurse	NHS England/Improvement
David Levy	Regional Medical Director	NHS England/Improvement
Jane Mamelok	Regional Postgraduate Dean	Health Education England
Sheena Cumiskey	Chair/CEO	NHS North West Leadership Academy/Cheshire and Wirral Partnership Trust
Tom Tasker	Chair/GP	Salford CCG/Greater Manchester Joint Commissioning Board
Del Curtis	Deputy CEO and Director of Adult Social Services	Cheshire West and Chester Council
Karen James	CEO/SRO for Workforce	Tameside and Glossop Integrated Care Trust, Greater Manchester Health and Social Care Partnership
Karen Partington	CEO/SRO for Workforce	Wirral Community and Healthcare Foundation Trust/Cheshire and Merseyside STP
Karen Howell	CEO/SRO for Workforce	Wirral Community and Healthcare Foundation Trust/Cheshire and Merseyside STP
Alison Balson	HR Director/Chair	Wrightington, Wigan and Leigh NHS Trust/ North West HR Director Network
[REDACTED]	Deputy Director/Head of School of Public Health	Health Education England North West
Dr Liz Mear	CEO	Innovation Agency
Margaret Rowe	Dean of School - School of Health and Society/ Council of Deans representative	University of Salford
Christopher Cutts	Regional Director	Health Education England
Anthony Hassall	Regional Chief People Officer	NHS England/Improvement
Deborah Davis	Regional Managing Director	NHS Leadership Academy
[REDACTED]	Deputy Director of Finance	Health Education England
South East		
Name	Job Title	Organisation
Lena Samuels (Chair)	Chair	South Central Ambulance Service
Anne Eden	Regional Director	NHS England/Improvement
Sandra Grant	Workforce/Org. Devl. Consultant	Hampshire and IOW
Anne Tidmarsh	SRO for Workforce and Innovation	Kent and Medway NHS Trust
Denise Farmer	Chief Workforce and OD Officer	Brighton and Sussex University Hospitals NHS Trust
	STP representative	Sussex STP
Suzanne Rankin	SRO for Workforce	Surrey Heartlands ICS
Indiana Pearce	Workforce Director	Surrey Heartlands ICS
Caroline Corrigan	Strategic Workforce Lead	Frimley ICS
Will Hancock	CEO	Buckinghamshire, Oxfordshire and Berkshire ICS
Julia Emms	CEO	Frimley ICS
James Scott	People Strategy and Programme	Buckinghamshire, Oxfordshire

	Director	and Berkshire South Central Ambulance Services
Don Fairley	Chief People Officer	Royal Berkshire NHS Foundation Trust
	Head of Programmes, Transformation and Delivery, People Directorate	NHS England/Improvement
	Interim Strategic AHP Lead	NHS England/Improvement
	Regional Head of Workforce Transformation Co-Chair – BAME Disparity Advisory Group	NHS England/Improvement
Philippa Spicer	South East Regional Director	Health Education England
Ruth Monger	South East Regional Director	Health Education England
Caroline Beardall	Regional Director of Workforce and OD	NHS England/Improvement
Vaughan Lewis	Regional Medical Director	NHS England/Improvement
Duncan Barton	Chief Regional Nurse	NHS England/Improvement
Graeme Dewhurst	Reg. Postgraduate Dean	Health Education England
Christopher Warwick	Primary Care Dean	Health Education England
Atif Shamim	Lead Pharmacist, Community and Primary Care	Health Education England
Patricia Marquis	Regional Director	Royal College of Nursing
	Regional Head of Finance	Health Education England
John Clarke	Regional Chief Nurse	Health Education England
Alison Barnett	Director	Public Health England
Sue Harriman	CEO, Solent NHS Trust	Hampshire and Isle of Wight ICS
Acosia Nyanin	Chief Nursing Officer	Sussex Partnerships NHS Foundation Trust
Midlands		
Name	Job Title	Organisation
Crishni Waring (Chair)	Chair	Northamptonshire Healthcare NHS Foundation Trust
Dale Bywater	Regional Director	NHS England/Improvement
Jane Johnson	Local Director, North Midlands	Health Education England
Professor Russell Smith	Postgraduate Dean, West Midlands	Health Education England
Steve Morrison	Regional Director of Workforce & OD	NHS England/Improvement
Siobhan Heafield	Regional Chief Nurse	NHS England/Improvement
Jessica Sokolov	Regional Medical Director	NHS England/Improvement
John Drew	Director of Staff Experience and Engagement, People Directorate	NHS England/Improvement
Sue Ibbotson	Regional Director	Public Health England
Sarah Dugan	Chief Executive	Worcestershire Health and Care NHS Trust
Andy Williams	Chief Executive	Leicester, Leicestershire and Rutland STP
Stacey Keegan	Chief Nurse	Robert Jones and Agnes Hunt Orthopaedic Hospital
Roisin Fallon-Williams	Chief Executive	Birmingham and Solihull Mental Health Foundation Trust
Maz Fosh	Chief Executive	Lincolnshire Community Health Services
Gavin Boyle	Chief Executive	University Hospitals of Derby and

		Burton NHS Foundation Trust
Neil Carr	Chief Executive	Midlands Partnership NHS Foundation Trust
Alan Duffell	Director of Workforce	Royal Wolverhampton NHS Trust
Theresa Nelson	HR Director	Coventry and Warwickshire Health and Care Partnership
Lyn Bacon	Chief Executive	Nottingham CityCare Partnership Leader
Mark Smith	Chief People Officer	Northampton General Hospital NHS Trust and Kettering General Hospital NHS Foundation Trust