

ICB Organisational Structures 6 January 2022

(Currently under review)

Introduction



The Secretary of State for Health and Social Care has requested that every ICB publishes its structure charts / organograms on its public website and accordingly the details for Cheshire and Merseyside can be found here.

NHS Cheshire and Merseyside was established on 1st July 2022 and in line with the national HR Framework for developing Integrated Care Boards, transferred circa 1,200 staff from nine predecessor Clinical Commissioning Groups (CCG's) and the legacy Health and Care Partnership for Cheshire and Merseyside. Staff below Board level were covered by an employment guarantee and were 'lifted and shifted' in line with the nationally determined processes.

In October 2022, a review of structures commenced, and a formal consultation was undertaken for a number of functions, places and teams. Further work is required to determine the structures for the following teams:

- · All Age Continuing Health Care,
- SEND,
- Digital,
- The medicines optimisation team,
- Research and innovation

and therefore, the published structures will be subject to further revision as we progress this work.

It should also be acknowledged that throughout 2023/2024 additional functions and responsibilities will transfer to the ICB from NHSE/I and HEE and structures will need to be amended accordingly to reflect these changes.

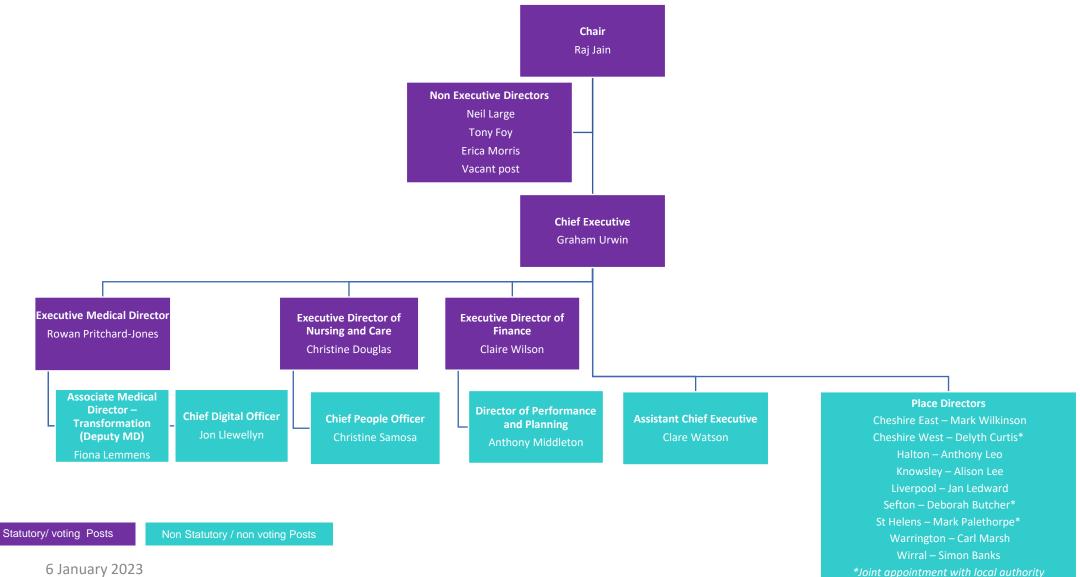
Our staff are engaged under nationally agreed terms and conditions and Agenda for Change pay scales.

In line with best practice, our nine predecessor organisations engaged the services of Commissioning Support Units (CSU's), and these contracts were novated to the ICB on the 1^{st of} July 2022. During 2023 we will be reviewing all external contracts to ensure that they are fit for purpose and continue to offer appropriate services and value for money.

6 January 2023

NHS **Cheshire and Merseyside**

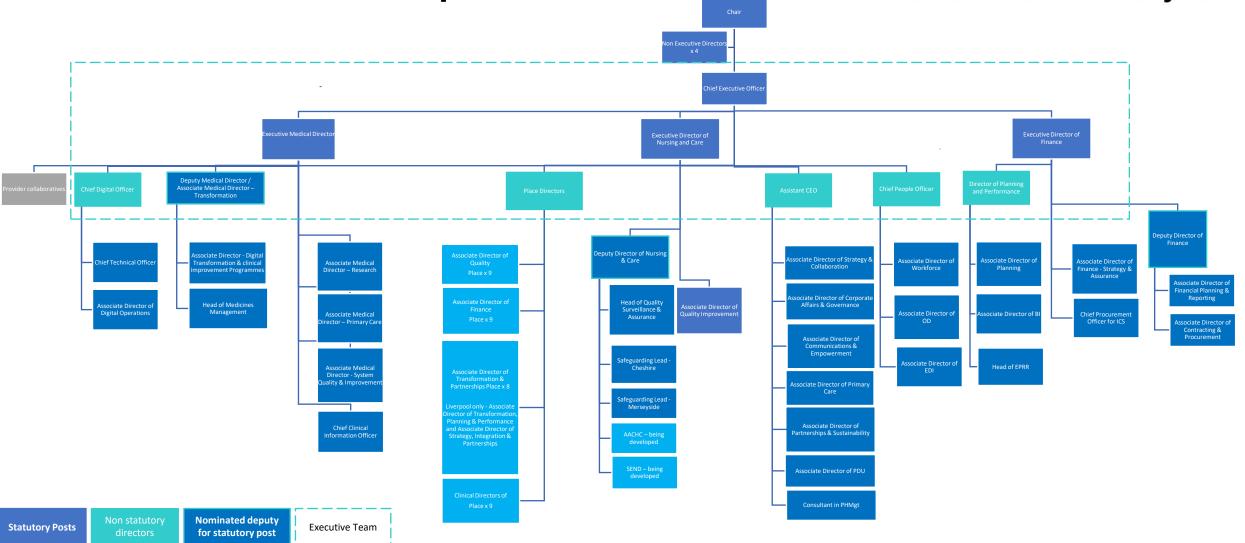
ICB Executive / Director level Structure





ICB Senior Leadership Structure

Cheshire and Merseyside



6 January 2023



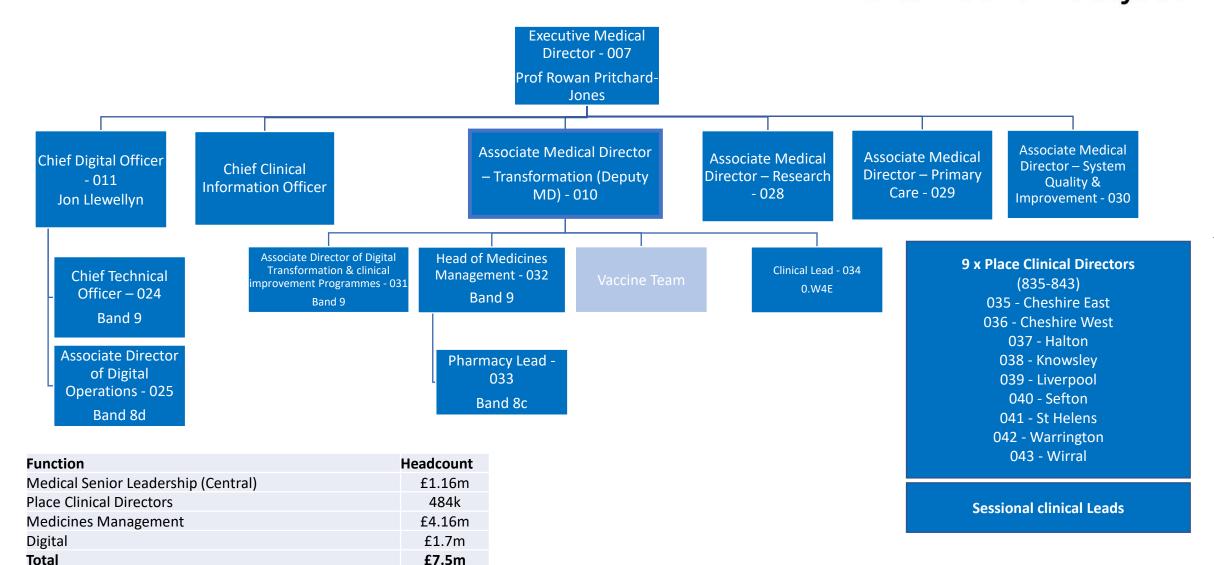
Executive Medical Director Portfolio

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Executive Medical Director

Cheshire and Merseyside

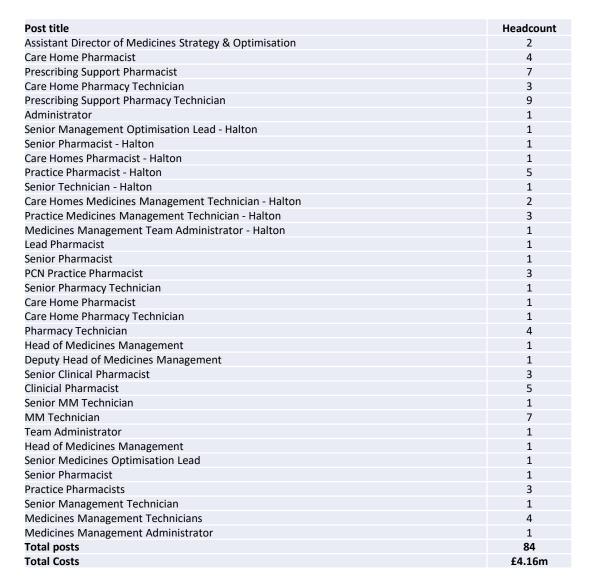






Post title	Headcount
Chief Technology Officer	1
Head of Shared Care Record/PHR	1
Digital Service Delivery Manager (Live GPIT)	1
Head of Digital Primary Care	1
Digital Place Engagement	1
Senior Digital Operations Business Manager	1
Digital Place Engagement	1
Senior Digital Operations Business Manager	1
Digital Place Engagement	1
Technical Lead	2
Digital Place Engagement	1
Digital Operations Business Manager	2
Digital Collaboration Programme Manager	1
Social Care (A)	1
Transformation & Engagement Lead	3
Digital Primary Care Support Manager	1
Senior Business Operational Delivery Support	1
Business Operational Delivery Support	1
Digital Administration Assistant	1
Total Staff	23
Total Cost	£1.7m

Medicines Management



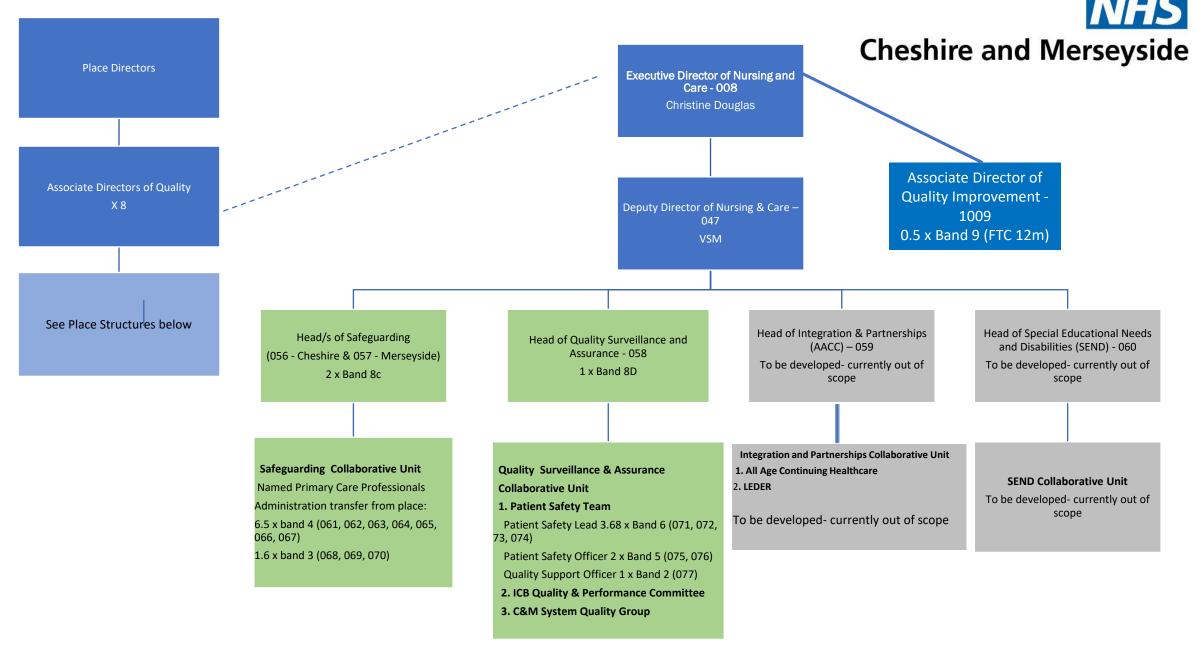




Executive Director of Nursing & Care Portfolio

6 January 2023

Nursing & Care C&M System Structure



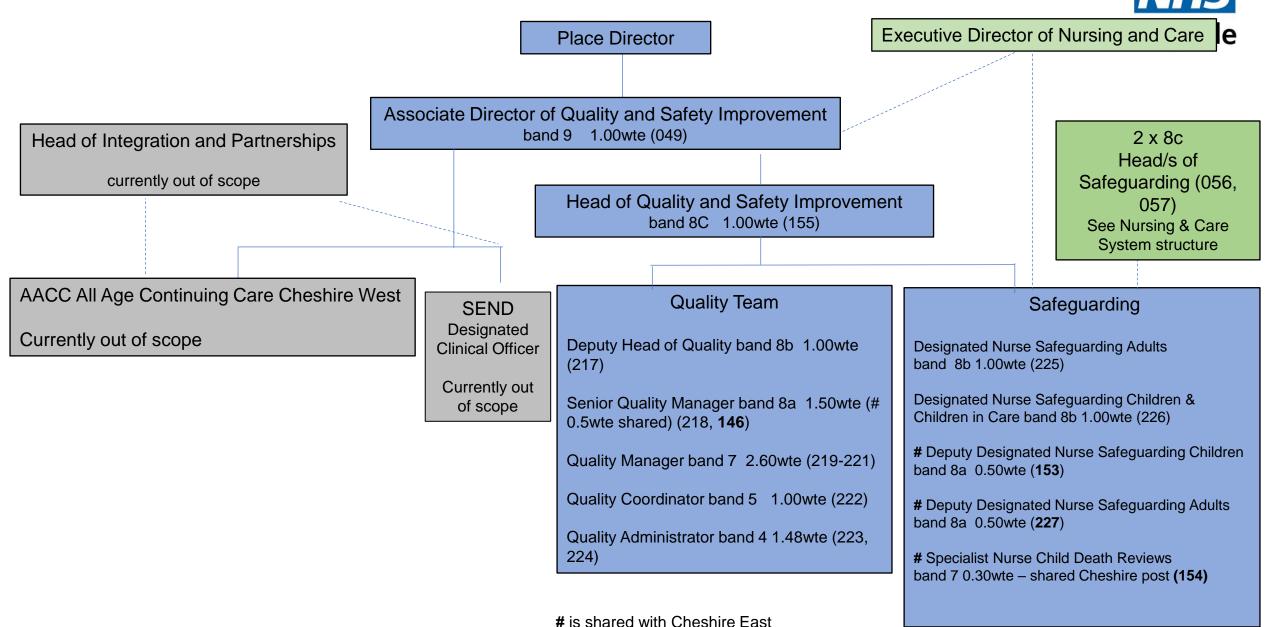
Cheshire East Place Structure Executive Director of Nursing and Care Place Director Associate Director of Quality and Safety Improvement band 9 1.00wte (048) 2 x 8c Head of Integration and Partnerships Head/s of Currently out of scope Safeguarding Head of Quality and Safety Improvement (056, 057)band 8C 1.00wte (108) Plus Collaborative unit See Nursing & Care System structure AACC All Age Continuing Care Cheshire East SEND **Quality Team** Safeguarding Designated **Clinical Officer** Currently out of scope Deputy Head of Quality band 8b 1.00wte (144) **Designated Nurse Safeguarding Adults** band 8b 1.00wte (151) Currently out of Senior Quality Manager band 8a 1.50wte scope (#0.5wte shared) (145,146) Designated Nurse Safeguarding Children & Children in Care band 8b 1.00wte (152) Quality Manager band 7 2.00wte (147,148) # Deputy Designated Nurse Safeguarding Children Quality Coordinator band 5 1.00wte (149) band 8a 0.50wte (153) Quality Administrator band 4 1.00wte (150) # Deputy Designated Nurse Safeguarding Adults band 8a 0.50wte (227)

is shared with Cheshire West

Specialist Nurse Child Death Reviews band 7 0.30wte – shared Cheshire post (154)

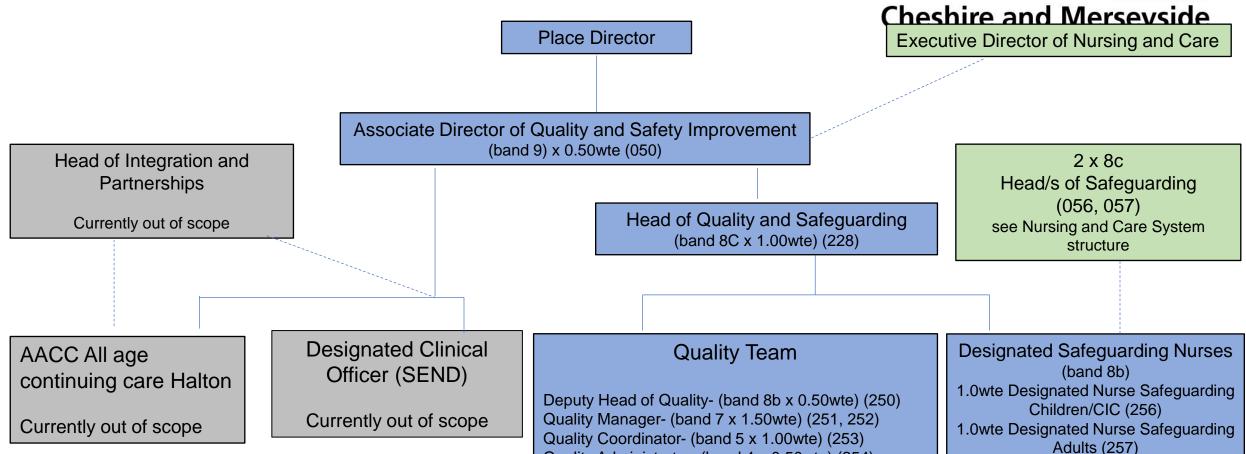
Cheshire West Place Structure



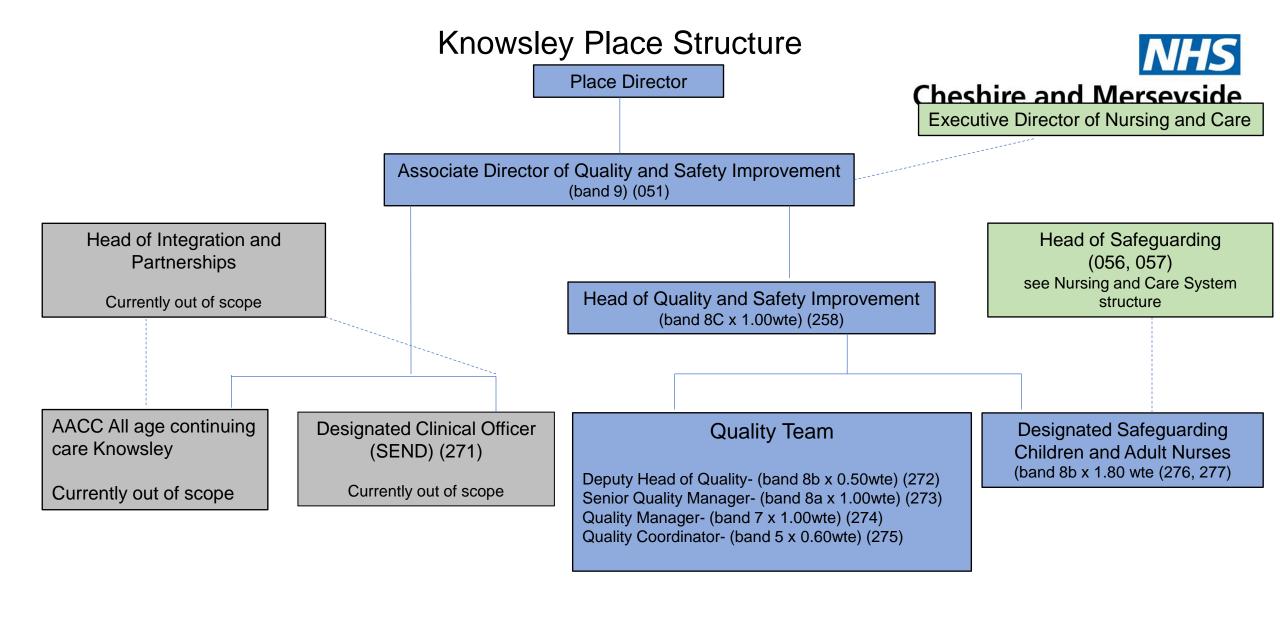


Halton Place Structure



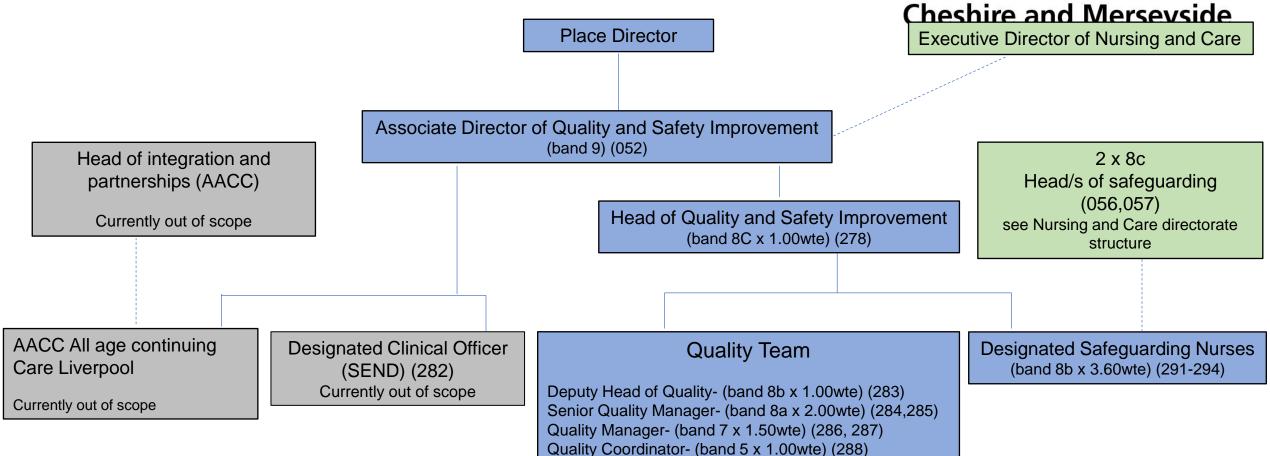


Quality Administrator- (band 4 x 0.50wte) (254)



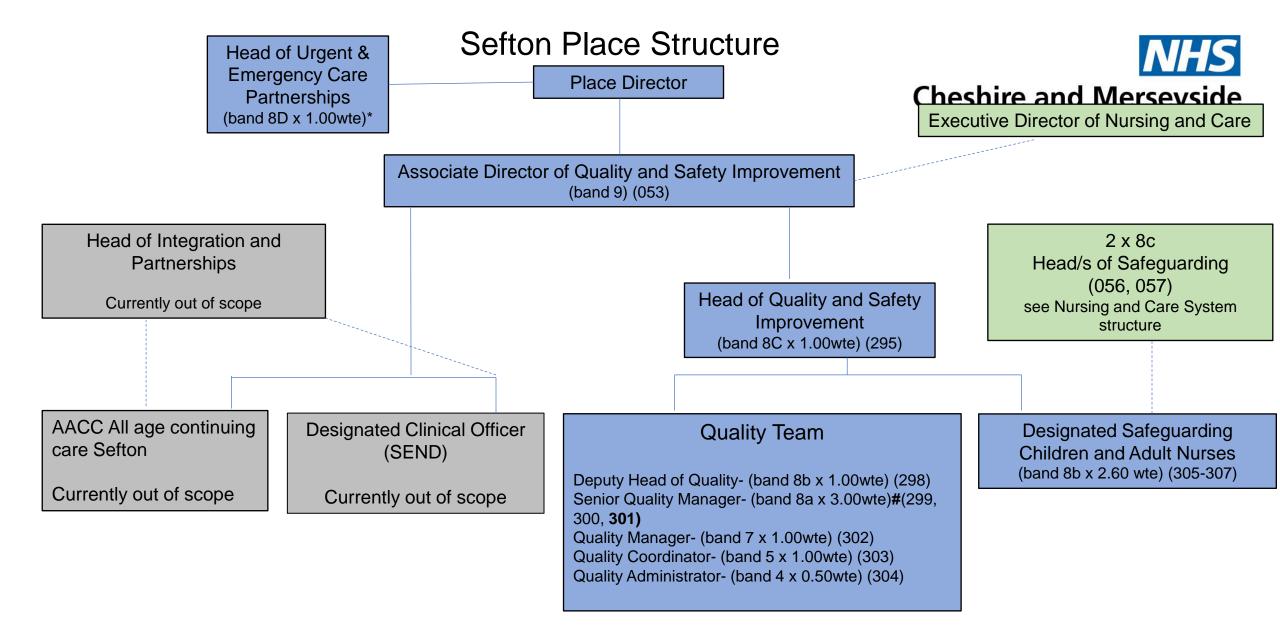
Liverpool Place Structure





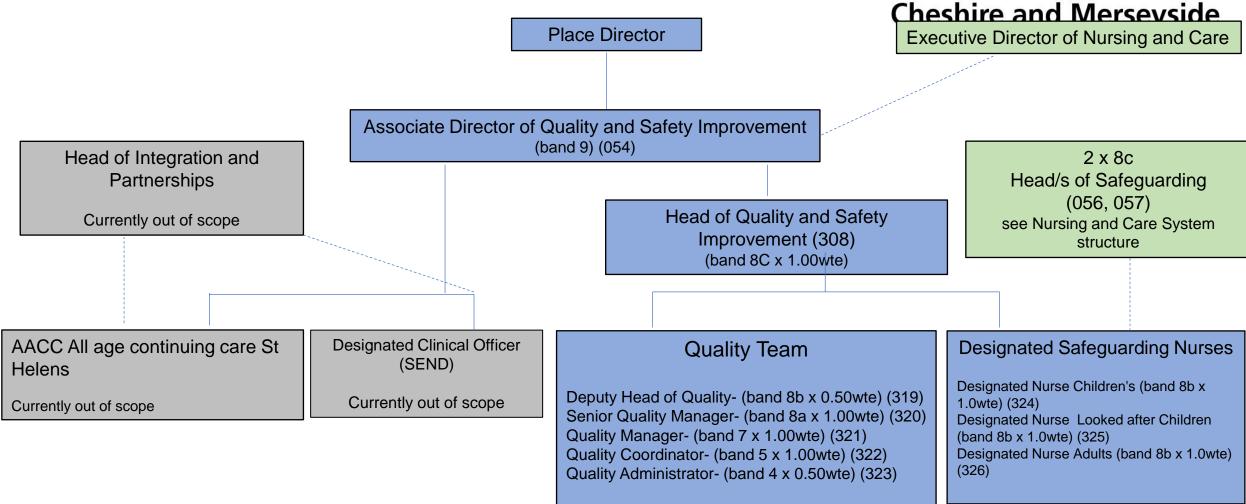
Quality Administrator- (band 4 x 0.50wte) (289)

Admin- (band 3 x 1.00wte) (290)



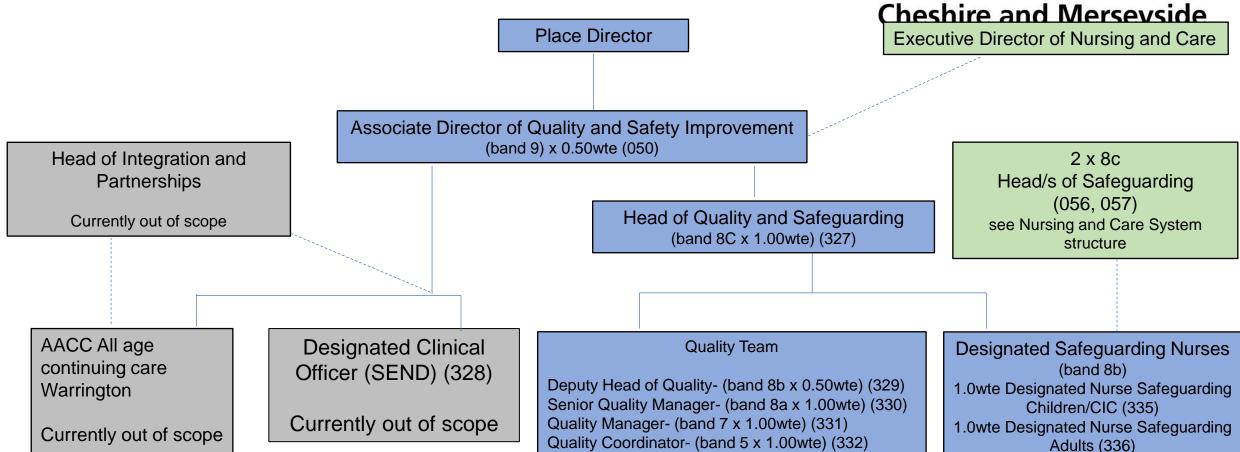
St Helens Place Structure





Warrington Place Structure

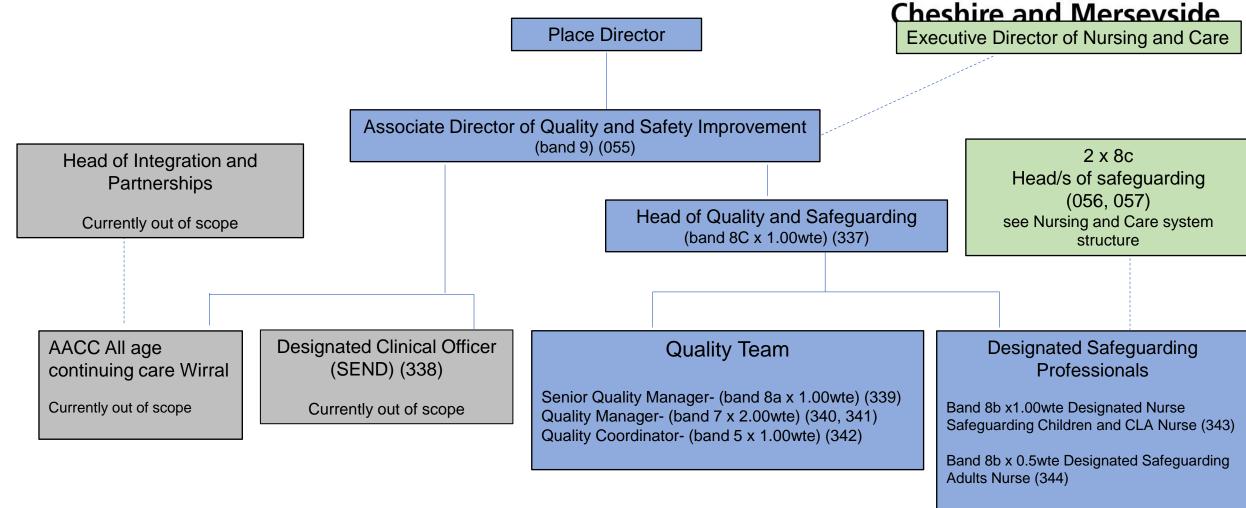




Quality Administrator- (band 4 x 1.00wte) (333, 334)

Wirral Place Structure







Nursing & Care

Function	Total	Headcount
All Age Continuing Care	£7.1m	154
Nursing	£727k	12
Quality & Safety	£3.75m	69
Safeguarding	£2.78m	48
SEND	846k	16
Grand Total	£15.2m	299

Central ICB	1,442,914
Nursing	726,556
Safeguarding	453,628
SEND	262,730

Cheshire East	2,306,475
All Age Continuing Care (AACC)	1,563,025
Quality & Safety Improvement	453,172
Safeguarding	221,523
SEND	68,755

Cheshire West	3,563,991
All Age Continuing Care (AACC)	2,763,180
Quality & Safety Improvement	489,236
Safeguarding	242,820
SEND	68,755

Halton	522,556
Quality & Safety Improvement	316,509
Safeguarding	164,794
SEND	41,253
Halton/Warrington	1,263,052
All Age Continuing Care (AACC)	1,263,052
Halton/Warrington/St Helens	65,918
SEND	65,918
Warrington	522,324
Quality & Safety Improvement	398,728
Safeguarding	123,596

Knowsley	1,523,211
All Age Continuing Care (AACC)	693,371
Quality & Safety Improvement	519,739
Safeguarding	255,097
SEND	55,004

Liverpool	1,277,161
All Age Continuing Care (AACC)	335,089
Quality & Safety Improvement	417,999
Safeguarding	396,643
SEND	127,431

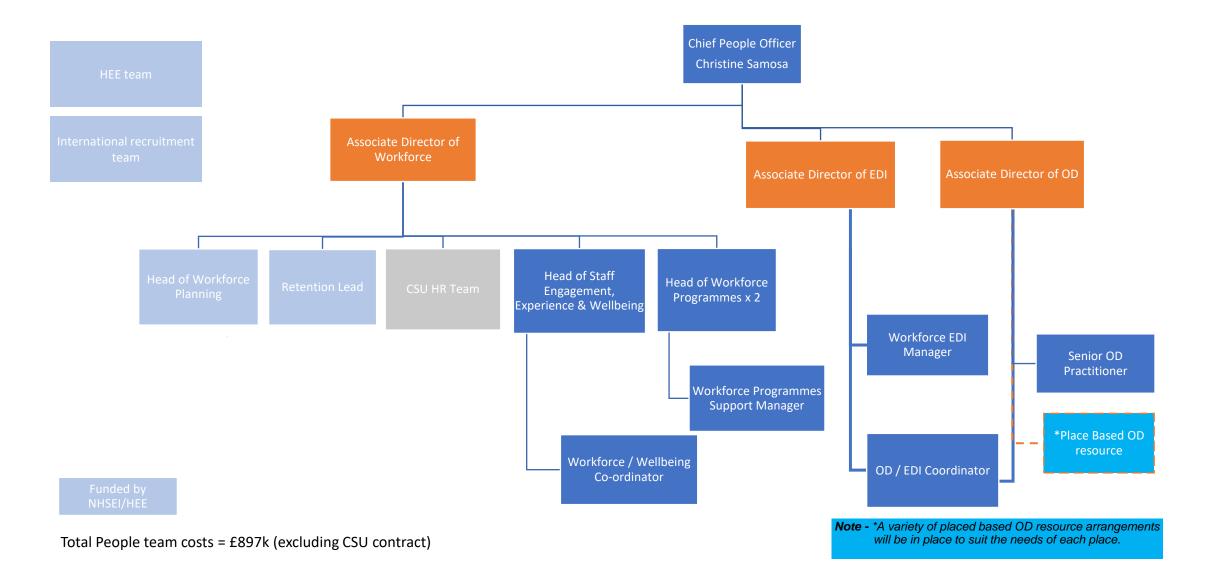
Sefton	926,660
All Age Continuing Care (AACC)	82,397
Quality & Safety Improvement	560,385
Safeguarding	249,501
SEND	34,377

St Helens	1,260,821
All Age Continuing Care (AACC)	399,790
Quality & Safety Improvement	370,982
Safeguarding	424,293
SEND	65,756

Wirral	529,536
Quality & Safety Improvement	221,707
Safeguarding	252,169
SEND	55,661







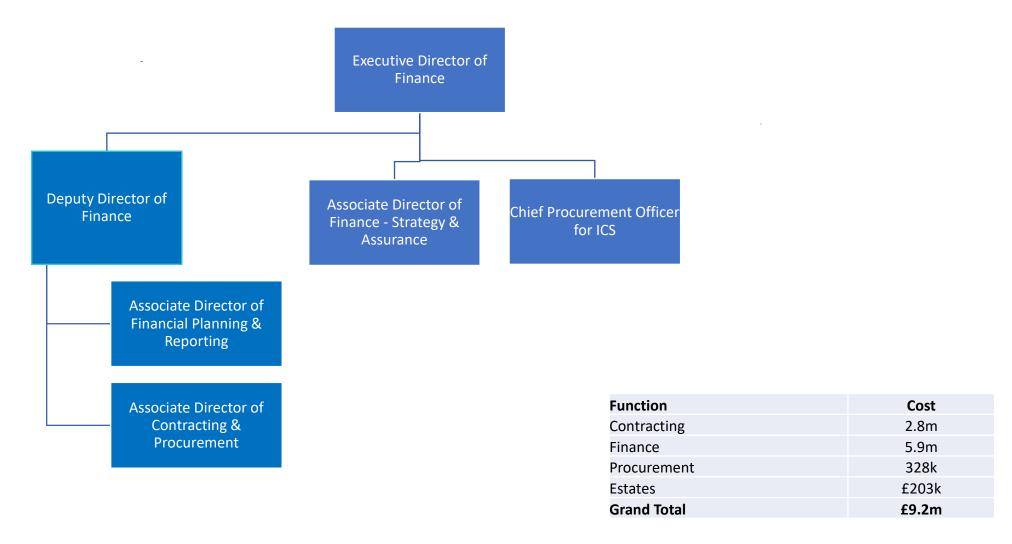
People

People	Headcount
Associate Director of Workforce	1
Associate Director of Organisational Development	1
Associate Director of EDI (Workforce)	1
C&M Retention Lead	1
Head of Staff Experience & Health & Wellbeing	1
Head of Workforce Planning	1
Head of Workforce Programmes	2
OD / EDI Coordinator	1
Organisational Development Manager	1
Workforce / Wellbeing Coordinator	1
Workforce EDI Manager	1
Workforce Programmes Support Manager	1
Grand Total	13
Total Cost	£897k

Executive Director of Finance Portfolio

Cheshire and Merseyside

Finance, Contracting & Procurement



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Finance

NHSCheshire and Merseyside

Role	Headcount	Finance Officer (Strategy & Assurance)	1
Apprentice	3	Finance Trainee (Programme & Digital)	1
Assistant Finance Manager (Acute & Specialist)	2	Head of Continuing Care	1
Assistant Finance Manager (Community, Mental Health, LD & Autism)	2	Head of Contracts Finance (Community, Mental Health, LD & Autism)	1
Assistant Finance Manager (Continuing Care)	3	Head of Finance (Place) - Joint	5
Assistant Finance Manager (Corporate)	1	Head of Financial Services	1
Assistant Finance Manager (Financial Services)	4	Head of Planning & Reporting	1
Assistant Finance Manager (Primary Care)	3	Head of Primary Care Finance	1
Assistant Finance Manager (Reporting)	1	Principal Finance Manager	1
Associate Director of Financial Planning & Reporting	2	Principal Finance Manager - Corporate	1
Associate Director of Financial Strategy & Assurance	1	Principal Finance Manager - Planning	1
Deputy Director of Finance	1	Principal Finance Manager - Reporting (ICB)	1
Finance Analyst (Acute & Specialist)	2	Principal Finance Manager - Reporting (Place)	1
Finance Analyst (Capital)	2	Principal Finance Manager (Continuing Care)	3
Finance Analyst (Community & Digital)	1	Principal Finance Manager (Contracts)	4
Finance Analyst (Continuing Care)	4	Principal Finance Manager (Primary Care)	3
Finance Analyst (Financial Services)	2	Senior Finance Assistant (Continuing Care)	3
Finance Analyst (Primary Care)	3	Senior Finance Assistant (Contracts)	1
Finance Manager (Acute & Specialist)	2	Senior Finance Assistant (Primary Care)	1
Finance Manager (Community, Mental Health, LD & Autism)	2	Senior Finance Manager - Planning	1
Finance Manager (Continuing Care)	3	Senior Finance Manager - Reporting	1
Finance Manager (Primary Care & Prescribing)	2	Senior Finance Manager - Programme & Corporate	1
Finance Manager (Programmes / Digital)	1	Senior Finance Manager - Purchasing	1
Finance Manager (Strategy & Assurance)	2	Senior Finance Manager - Strategy & Assurance	1
Finance Officer (Acute & Specialist)	2	Senior Finance Manager - Treasury & Sales	1
Finance Officer (Continuing Care)	4	Senior Finance Manager (Acute & Specialist)	1
Finance Officer (Corporate)	1	Senior Finance Manager (Capital)	1
Finance Officer (Financial Services)	4	Senior Finance Manager (Mental Health, Learning Disability & Autism)	1
Finance Officer (Mental Health, LD & Autism)	2	Grand Total	105
Finance Officer (Primary Care)	2	Total Cost	£5.9m



Contracting, Procurement & Estates

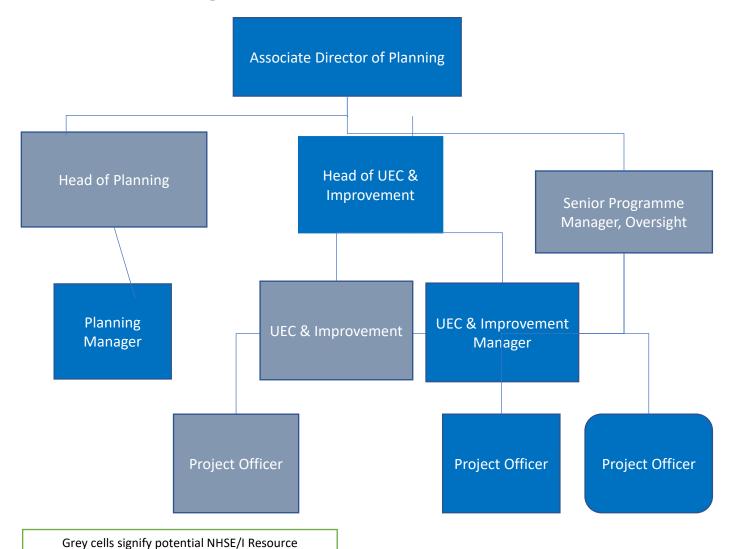
Contracting	Headcount
Associate Director of Contracting & Procurement (Health)	1
Contract Support Officer (Cheshire / Warrington / Wirral)	2
Contracts Administrator (Cheshire, Warrington & Wirral)	8
Contracts Administrator (North & Mid Mersey)	5
Contracts Assistant Administrator (Cheshire, Warrington & Wirral)	3
Contracts Assistant Administrator (North & Mid Mersey)	1
Contracts Manager (Cheshire, Warrington & Wirral)	5
Contracts Manager (North & Mid Mersey)	3
Contracts Officer (North & Mid Mersey)	3
Contracts Support Officer (North & Mid Mersey)	2
Head of Contracting (Cheshire, Warrington & Wirral)	1
Head of Contracting (North & Mid Mersey)	1
Principal Contract Manager (Cheshire, Warrington & Wirral))	4
Principal Contract Manager (North & Mid Mersey)	2
Senior Contracts Manager (Cheshire, Warrington & Wirral)	4
Senior Contracts Manager (North & Mid Mersey)	6
Grand Total	51
Total Cost	£2.8m

Procurement	Headcount
Senior Procurement and Contract Manager (Non-Health)	1
Procurement & Contracts Support Officer	1
Senior Procurement and Contract Manager (Health)	1
Chief Procurement Officer for ICS	1
Grand Total	4
Total Cost	£328k

Estates	Headcount
Head of Estates	1
Strategic Estates Manager	1
Estates & Facilities Manager	1
Total Cost	£203k

NHS **Cheshire and Merseyside**

Planning Team

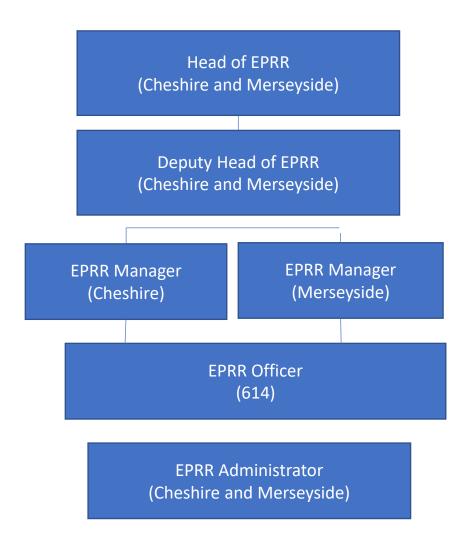


Post title	Headcount
Project Officer	1
Project Officer	1
Project Officer (NHSE / I Resource)	
Senior Programme Manager, Oversight (NHSE/I Resource)	
UEC & Improvement Manager	1
UEC & Improvement Manager (NHSE/I Resource)	
Head of UEC & Improvement	1
Planning Manager	1
Head of Planning (NHSE/I Resource)	
Associate Director of Planning	1
Total Cost	£522k

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Post title	Headcount
EPRR Administrator	1
EPRR Officer	1
EPRR manager (Merseyside)	1
EPRR manager (Cheshire)	1
Deputy Head of EPRR	1
Head of EPRR	1
Total	6
Total Cost	£393k



Assistant Chief Executive Portfolio

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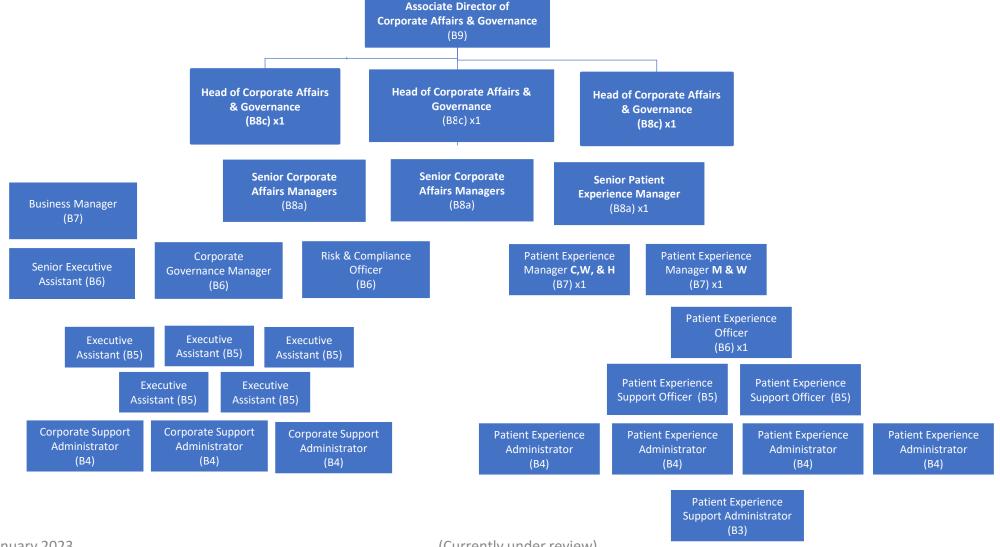




Central ICB	Cost	Headcount
Governance & Corporate Affairs	£1,897,079	29
Communications & Empowerment	£1,713,056	30
Strategy & Collaboration	£991,562	13
Primary Care	£550,456	9
Sustainability & Partnerships	£433,413	5
Total posts	£5,585,565	91



Governance & Corporate Affairs







Central ICB	Cost
Corporate Governance	1,099,408
Corporate Risk	336,843
Patient Experience	460,828
Total	£1,897,079
Total posts	29

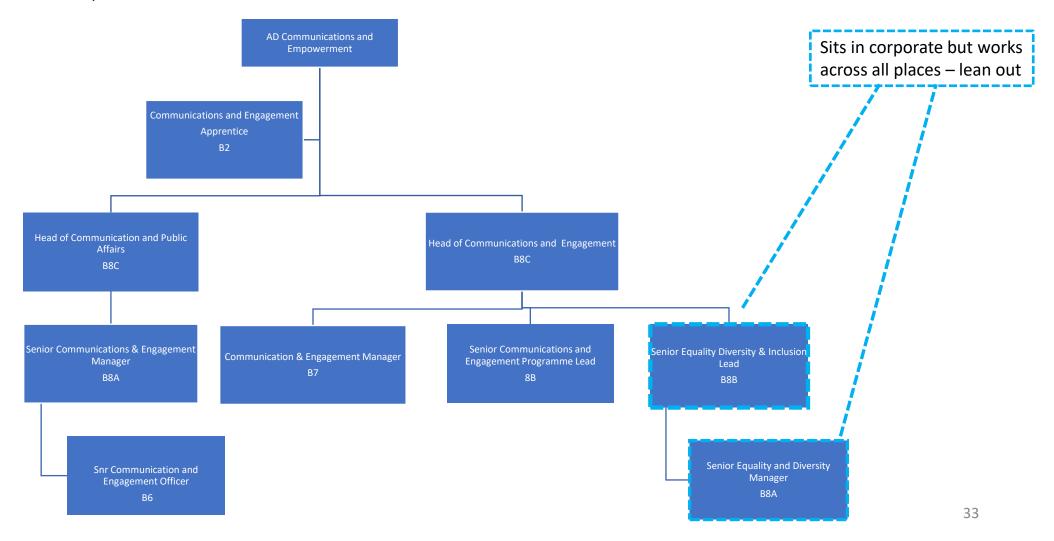
Corporate Services - Place	Cost
Cheshire East	292,487
Cheshire West	415,052
Halton	218,321
Knowsley	220,329
Sefton	444,426
St Helens	454,254
Warrington	262,476
Wirral	256,793
Grand Total	£2,564,138
Total Posts	59

Total Governance Costs	£4,461,217
Total Governance Posts	93

Communications and Empowerment – Central Team (1 of 2)

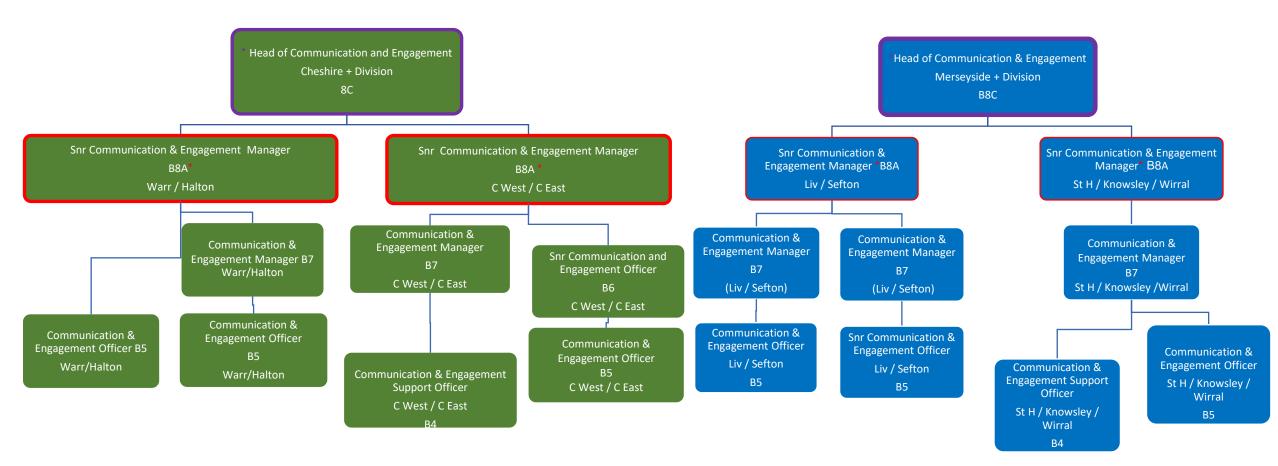


Total Communications & Empowerment team costs = £1.7m



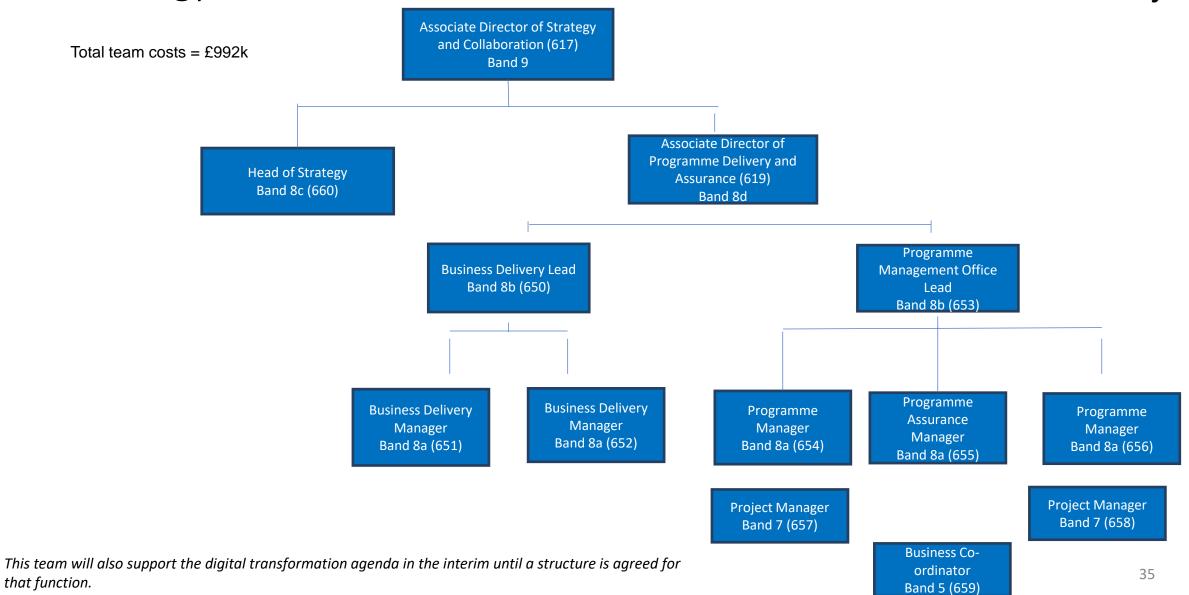
Communications and Empowerment –Place Team (2 of 2)







Strategy & Collaboration



Primary Care



Associate Director of Primary
Care (621)
Pam Broadhead

Head of Primary Care Contracting and Policy (GMS/PMS/APMS)

Cheshire EW/Halton/Warrington

Band 8B (660)

Head of Primary Care Contracting and Policy
(GMS/PMS/APMS)
Liverpool/Sefton/Wirral/
St Helens/Knowsley
Band 8B (660)

Senior Primary Care Contracts

Manager

Band 8a

Primary Care Contracts Manager

Band 7 (661)

Primary Care Support Officer

1x Band 5 (664)

Primary Care Administrator

1x Band 4 (665)

Primary Care Contracts Manager

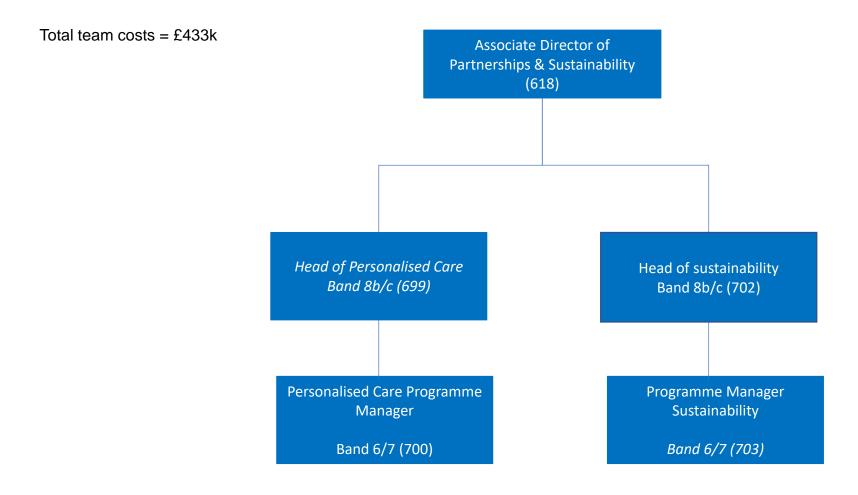
Band 7 (662)

Primary Care Contracts Support
Manager
Band 6 (663)

Post title	Headcount
Associate Director of Primary Care	1
Head of Primary Care, Contracting and Policy	2
Senior Primary Care Contracts Manager	1
Primary Care contract mananger	2
Primary Care contract manager	1
Primary Care Support Officer	1
Primary Care Administrator	1
Grand Total	9
Total cost	£550k



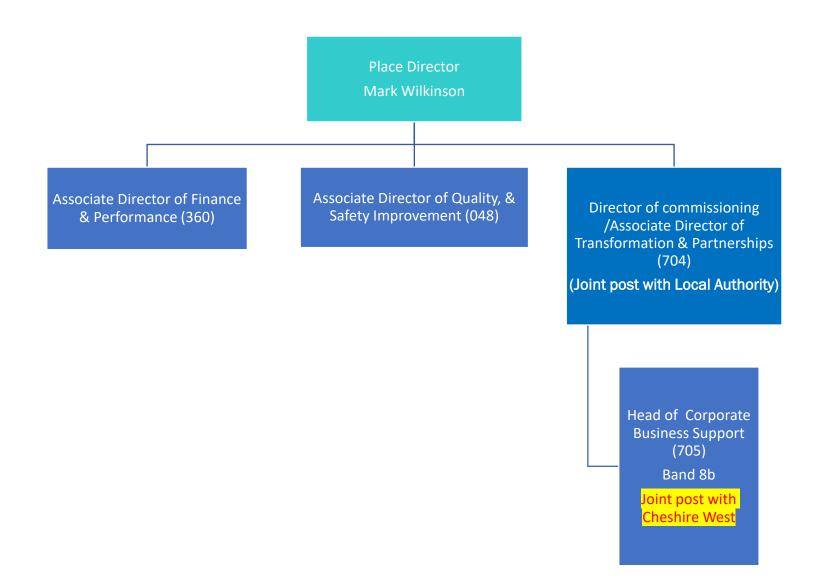




Place Structures

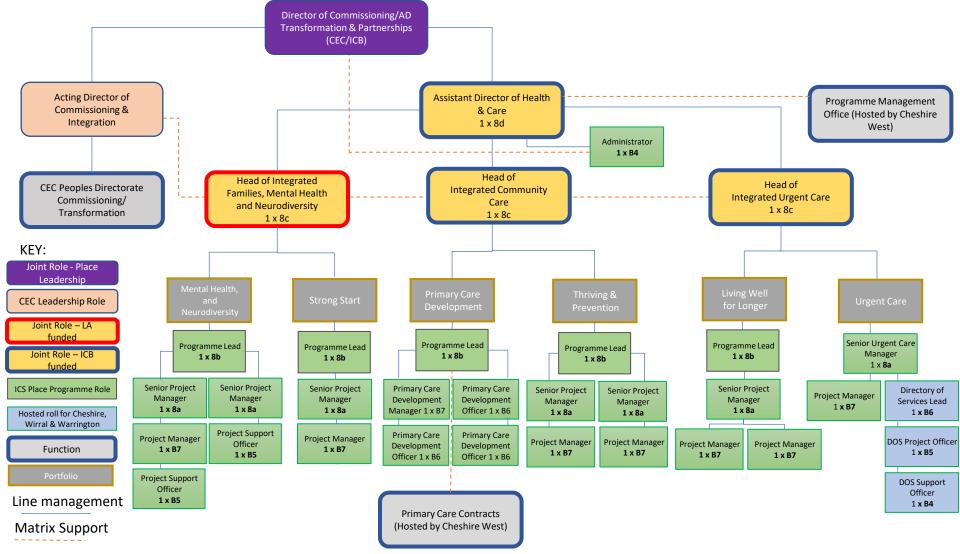


Cheshire East - Place Senior Leadership Structure



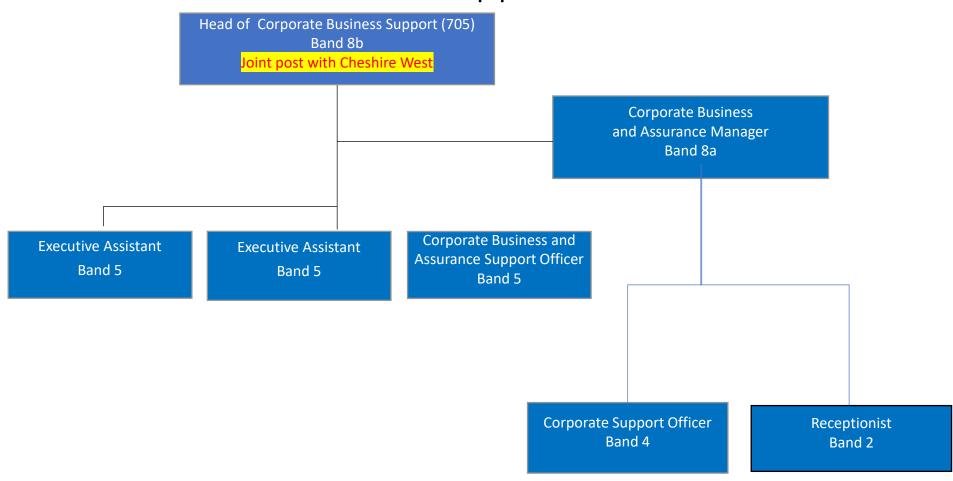


Cheshire East – Transformation & Partnerships Cheshire and Merseyside





Cheshire East – Business Support Team







Function	Cost	Headcount
All Age Continuing Care (AACC)	1,563,025	36
Corporate Services	292,487	7
Medicines Management	1,593,562	26
NHS 111 DOS	129,277	3
Place Leadership Team	558,656	5
Quality & Safety Improvement	453,172	8
Safeguarding	221,523	5
SEND	68,755	1
Transformation & Partnerships	1,827,731	29
Grand Total	6,708,188	120

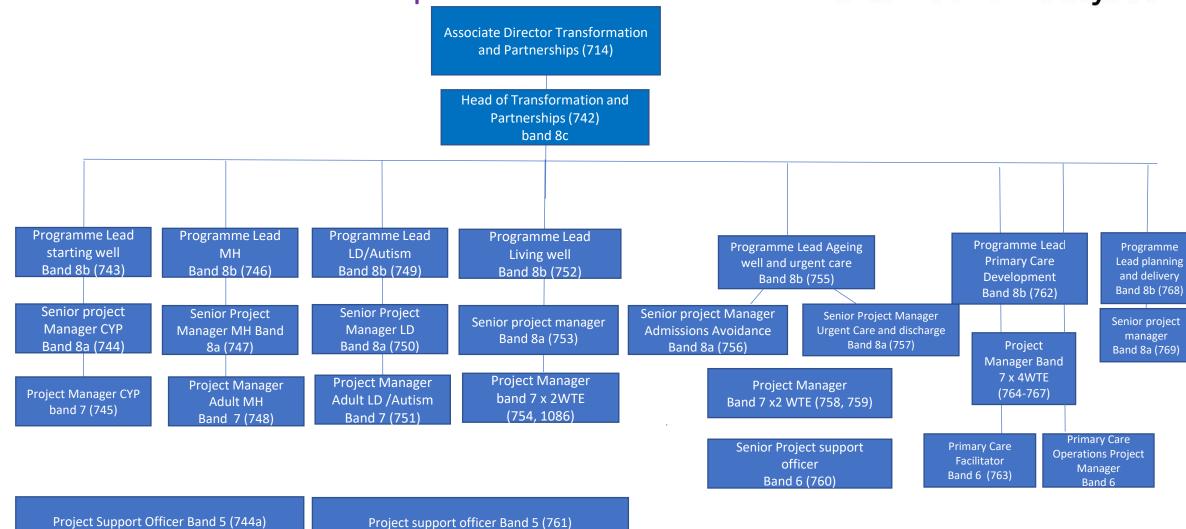


Cheshire West - Place Senior Leadership Structure



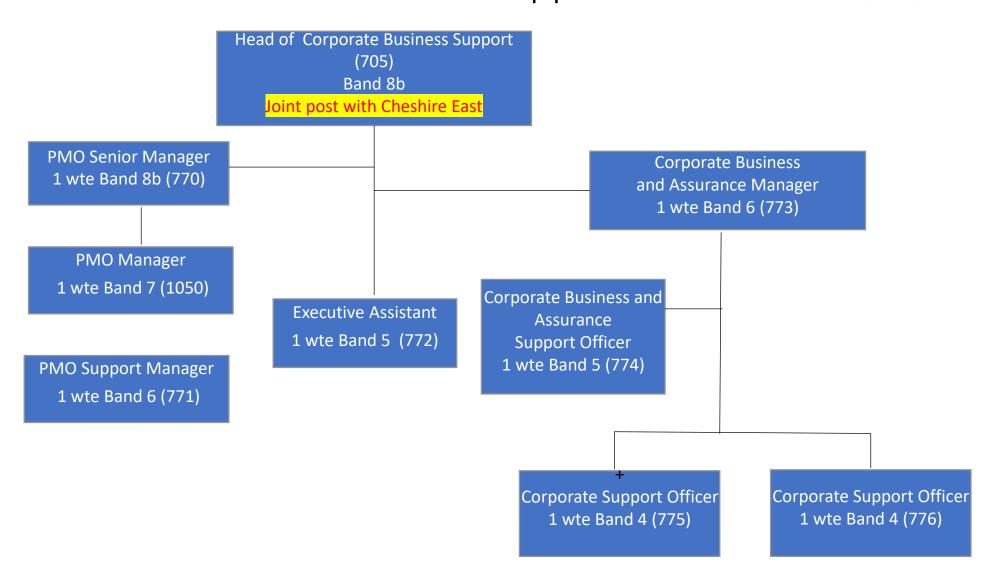


Cheshire West – Partnerships & Transformation





Cheshire West – Business Support Team







Function	Cost	Headcount
All Age Continuing Care (AACC)	2,763,180	61
Corporate Services	415,052	8
Place Leadership Team	539,971	5
Quality & Safety Improvement	489,236	10
Safeguarding	242,820	5
SEND	68,755	1
Transformation & Partnerships	1,940,796	31
Grand Total	6,459,810	121

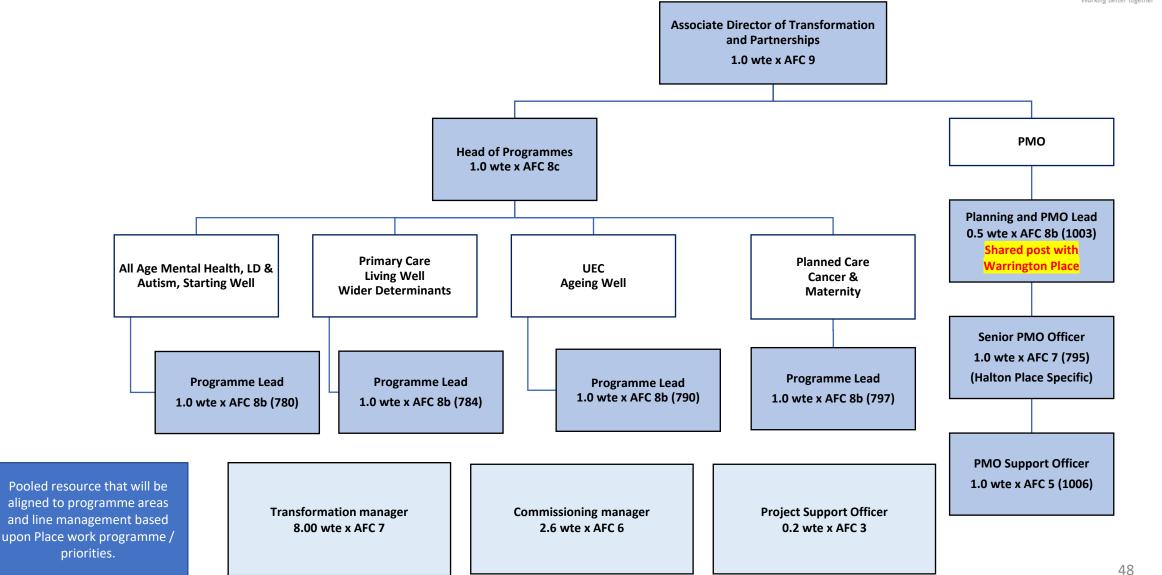


Halton - Place Senior Leadership Structure



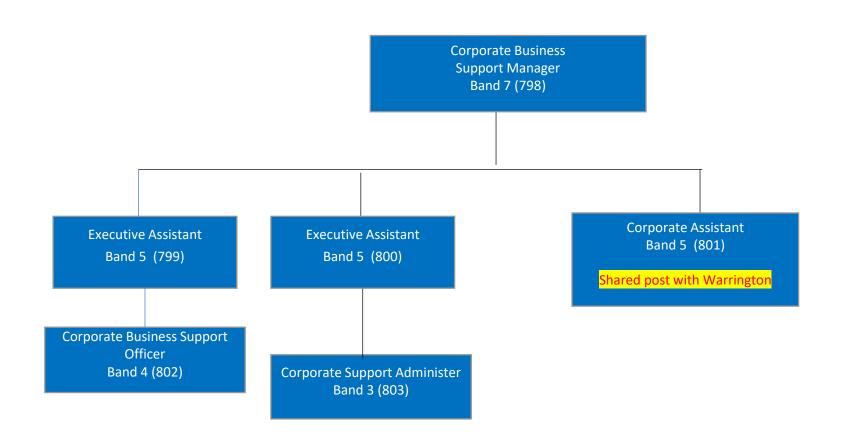
Halton – Transformation & Partnerships







Halton – Corporate Services





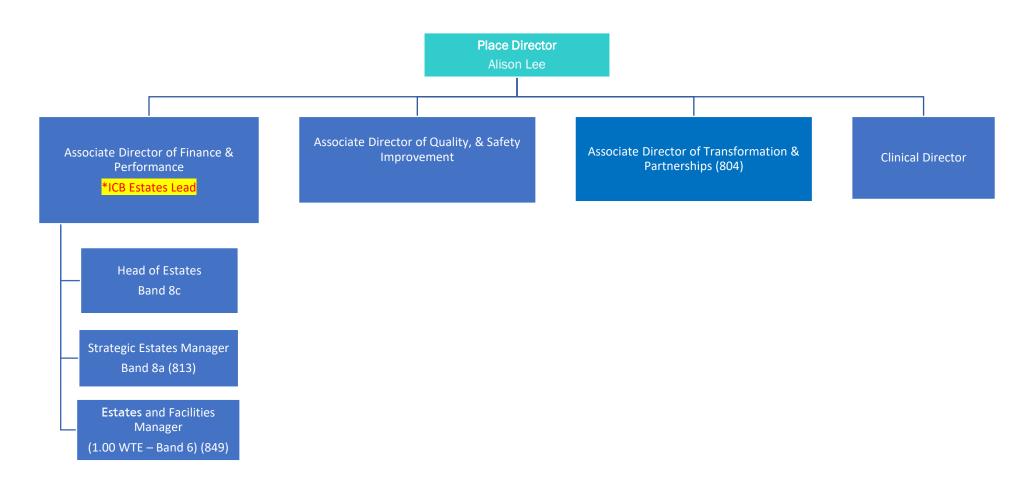


Function	Cost	Headcount
Corporate Services	218,321	6
Medicines Management	663,094	15
Place Leadership Team	518,969	5
Quality & Safety Improvement	316,509	6
Safeguarding	164,794	2
SEND	41,253	1
Transformation & Partnerships	1,084,229	20
Grand Total	3,007,168	55

Shared Functions	Cost	Headcount
Halton/Warrington - All Age Continuing Care (AACC)	1,263,052	28
Halton/Warrington/St Helens - SEND	65,918	1
Grand Total	1,328,970	29

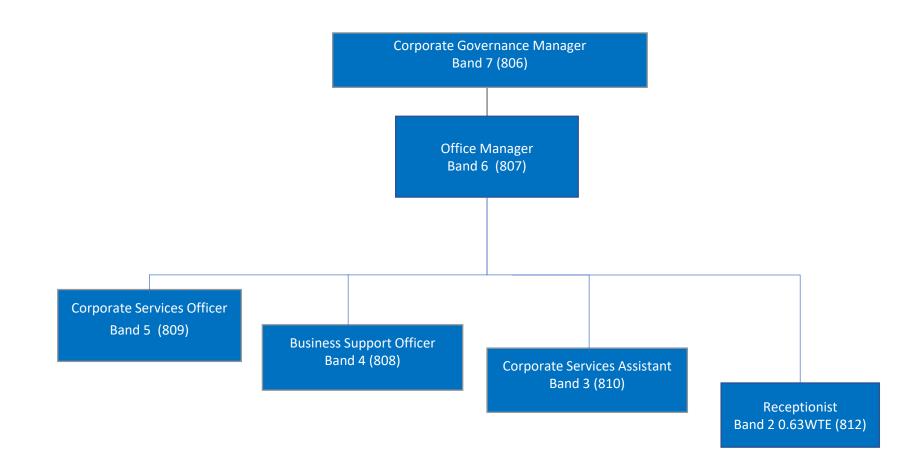
Knowsley – Place Senior Leadership Structure







Knowsley – Corporate Business Support





Knowsley – Transformation and Partnerships

Cheshire and Merseyside

Associate Director of Partnerships and Transformation (804) Jenny Wood

Head of Transformation & Partnerships Band 8c (1.0 WTE)(816)

Head of Transformation & Partnerships (1.0 WTE) (818)

Head of Transformation & **Partnerships** Band 8c(1.0 WTE) (825)

Head of Transformation & Partnerships (1.0 WTE) (827)

Transformation & Partnerships Programme Manager -PMO Band 8a (814) (1 WTE)

Transformation & **Partnerships** Programme Manager Band 8a (1 WTE) (817)

Transformation & Partnerships Programme Manager Band 8a (1 WTE) (819)

Transformation & Partnerships Programme Manager Band 8a (1.00WTE) (826)

Transformation &

Partnerships Project

Manager

Band 7 (1 WTE) (829)

Transformation & Partnerships Programme Manager Band 8a (1 WTE) (828)

Transformation & Partnerships Project Manager Band 7 (1.00WTE) (830)

> Transformation & **Project Manager**

Partnerships Assistant Band 6 (1 WTE) (820)

Transformation & Partnerships **Project Support Officer** Band 5 (1WTE) (821)

> **Transformation & Partnerships Administrator** Band 3 (3.0 WTE) (823)

Transformation & Partnerships

Project Support Officer

Band 5 (1WTE) (821)

Transformation & Partnerships Administrator Band 3 (3.0 WTE) (824)

Transformation & Partnerships Project Coordinator Band 4 (1WTE) (815)

Transformation & Partnerships Administrator Band 3 (3.0 WTE) (822)

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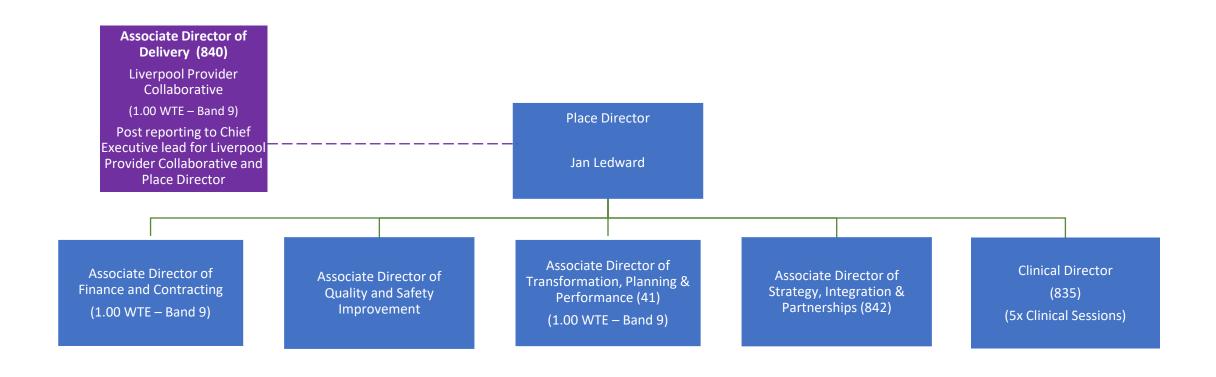




Function	Cost	Headcount
All Age Continuing Care (AACC)	693,371	16
Corporate Services	220,329	6
Estates	202,650	3
Medicines Management	551,783	12
Place Leadership Team	554,406	5
Quality & Safety Improvement	519,739	9
Safeguarding	255,097	4
SEND	55,004	1
Transformation & Partnerships	1,063,033	18
Grand Total	4,115,411	74



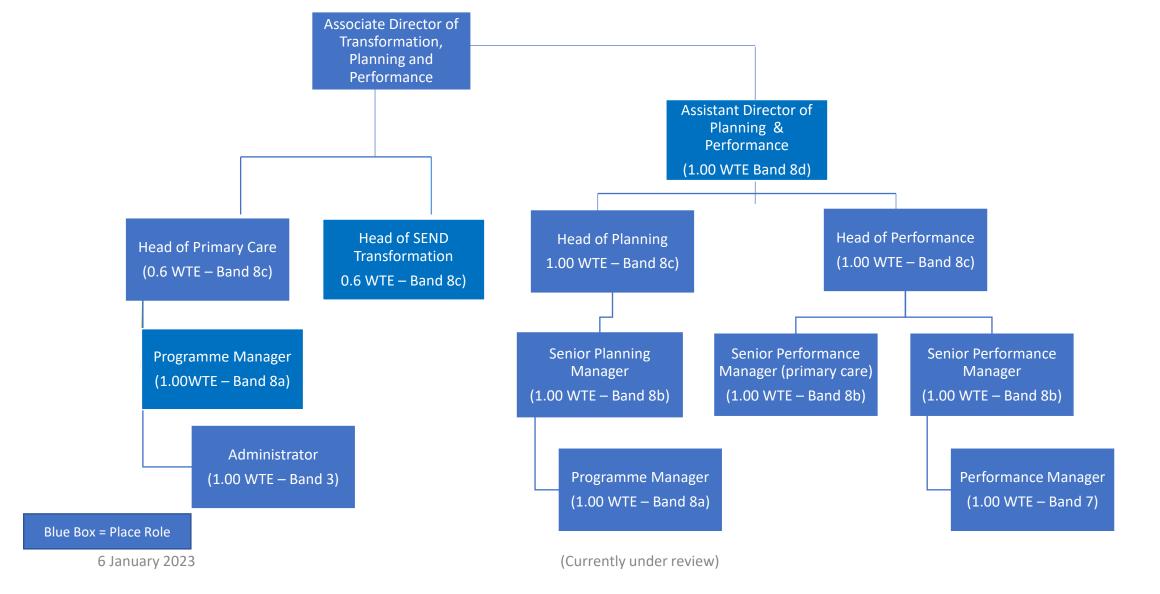
Liverpool - Place Senior Leadership Team



Purple Box = Joint Role

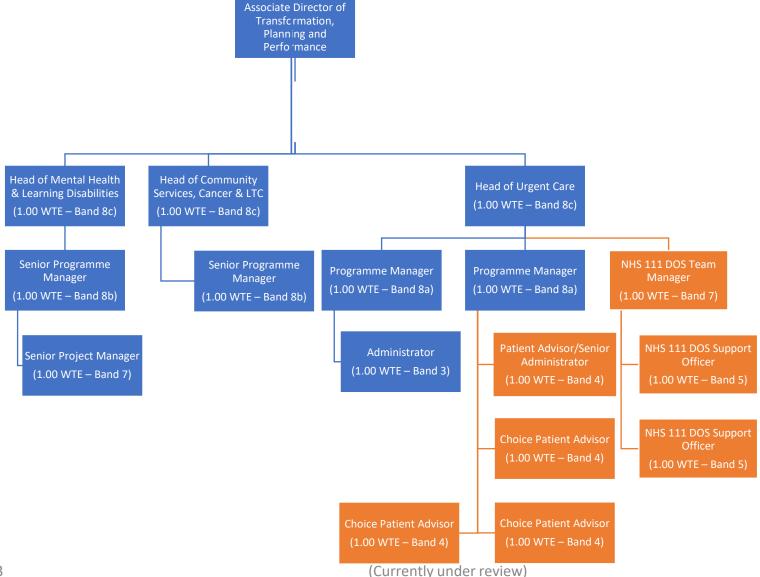


Transformation, Planning & Performance





Transformation & Planning

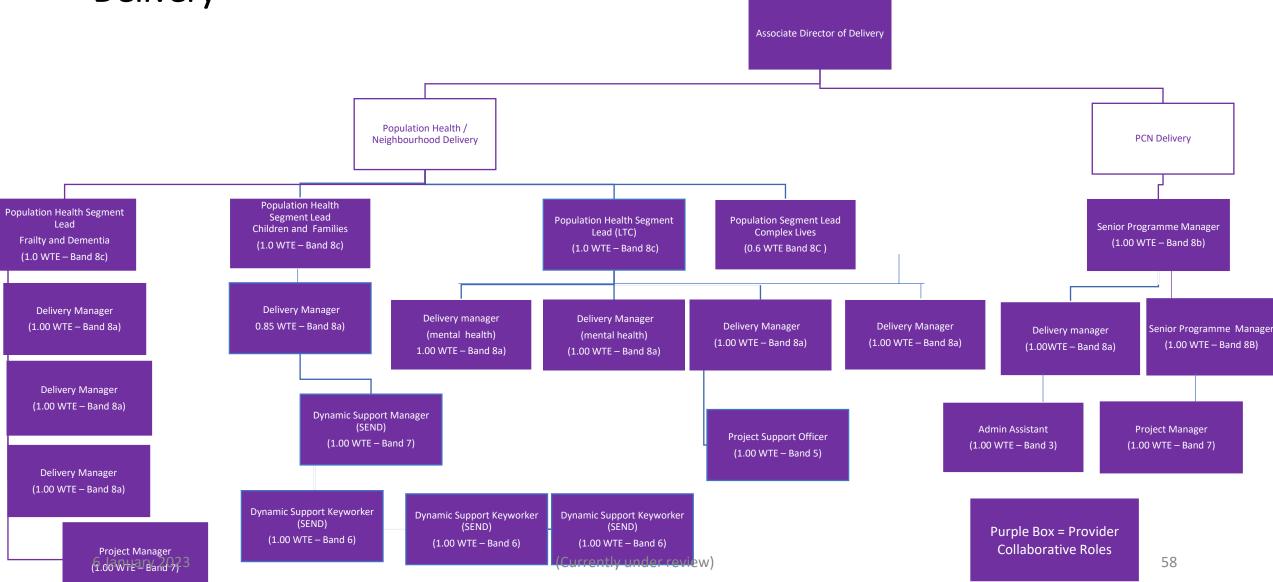


Blue Box = Place Role

Orange Box =
Merseyside Hosted
Service or partially
funded from other
places to support wider
geography.

Provider Collaborative Liverpool Programme Delivery





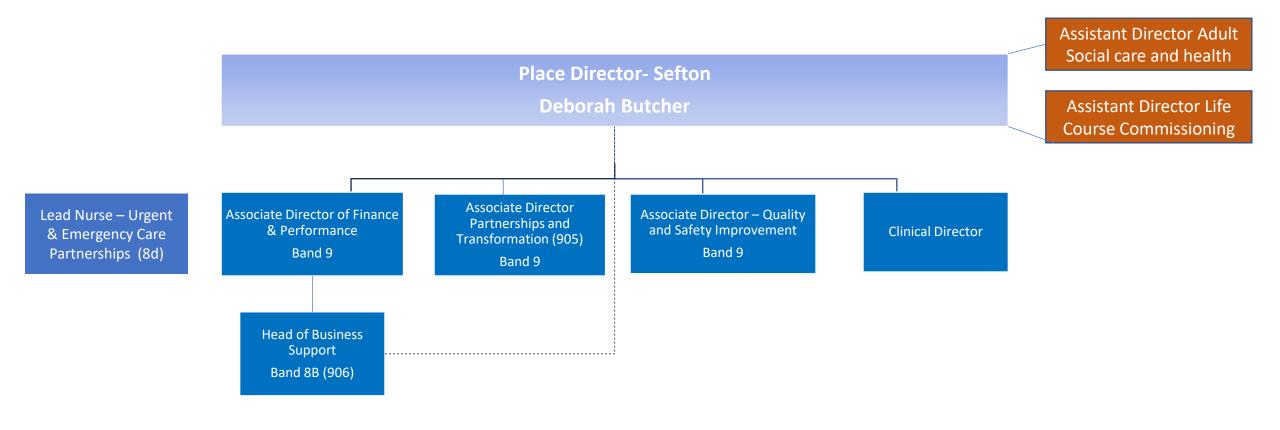




Function	Cost
All Age Continuing Care (AACC)	335,089
NHS 111 DOS	136,813
Place Leadership Team	951,456
Provider Collaborative	883,916
Quality & Safety Improvement	417,999
Safeguarding	396,643
SEND	127,431
Strategy, Integration & Partnerships	674,414
Transformation, Planning & Performance	1,815,785
Grand Total	5,739,546

NHSCheshire and Merseyside

Sefton – Place Senior Leadership Structure



Key

Joint post or service

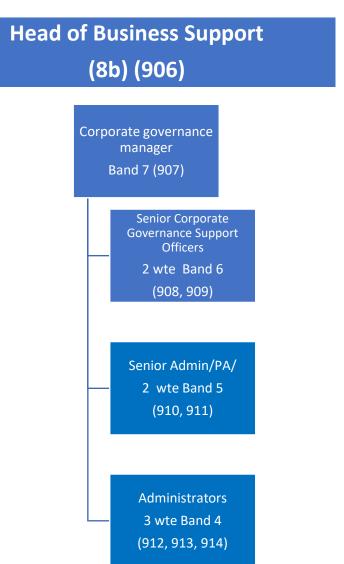
ICB alignment

Place role

LA post LA funded



Sefton – Business Support

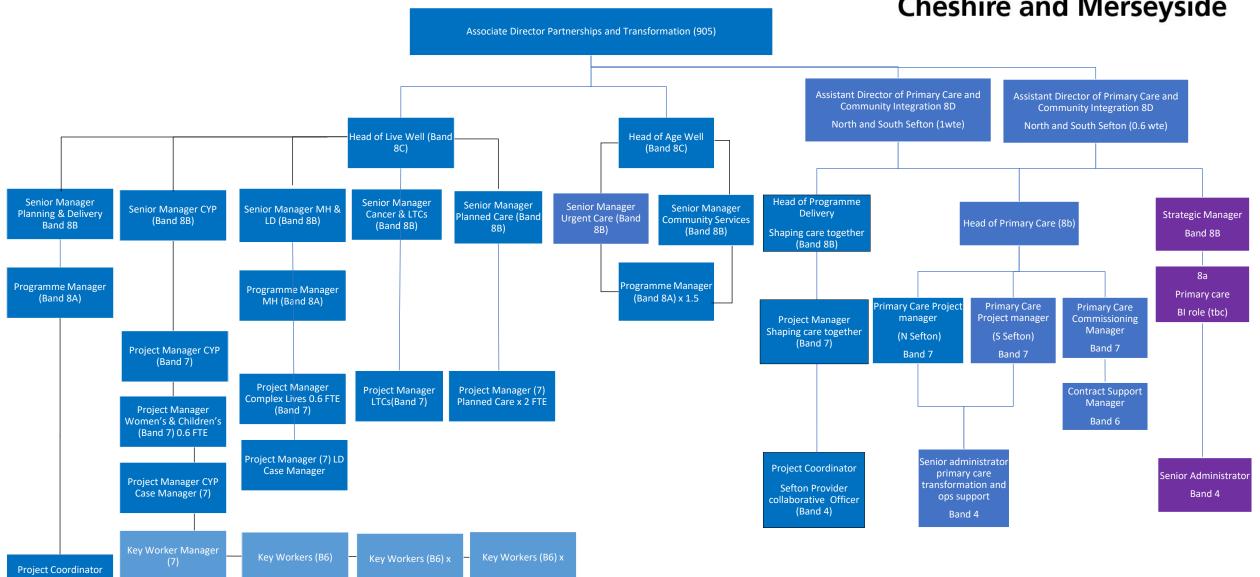


Sefton – Transformation & Partnerships

(Band 4)



Cheshire and Merseyside







Function	Cost	Headcount
All Age Continuing Care (AACC)	82,397	1
Corporate Services	444,426	9
Place Leadership Team	470,939	5
Quality & Safety Improvement	560,385	9
Safeguarding	249,501	3
SEND	34,377	1
Transformation & Partnerships	2,405,906	40
Grand Total	4,247,931	68

St Helens - Place Senior Leadership Structure









Head of Corporate Affairs & Place Development (St Helens) (949) Angela Delea

NHS
Cheshire and Merseyside

Director of Children's Services (LA) Hilary Brooks

Director of Adult Social Care (LA) Rachel Cleal Director of Public Health (LA) Ruth Du Plessis Associate Director of Quality & Safety Improvement Lisa Ellis

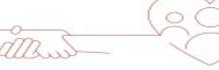
Associate Director of Finance (offered) Associate Director
Transformation
& Partnerships
Julie Gallagher

Director of Integration Joint with Trust Wayne ₍₉₅₁₎ Longshaw

2.38 WTE band 5 Personal Assistants

(952, 953, 954)









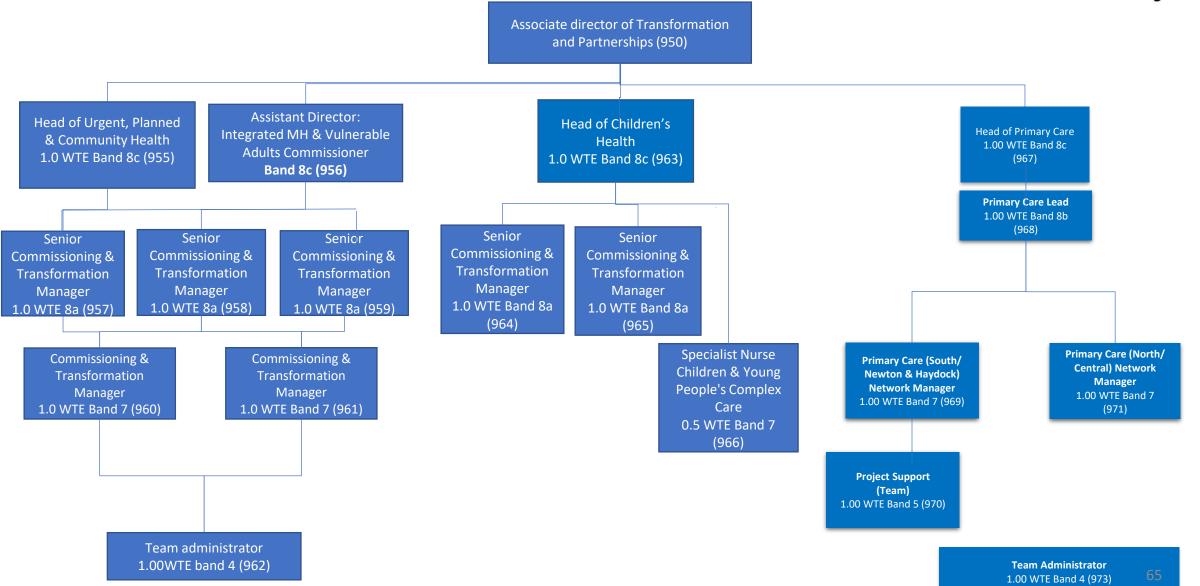
WWW.STHELENSGOV.UK

Yellow LA posts
Blue NHS
Purple Integrated

St Helens - Integrated Adults & Children's Commissioning Teams and MHS

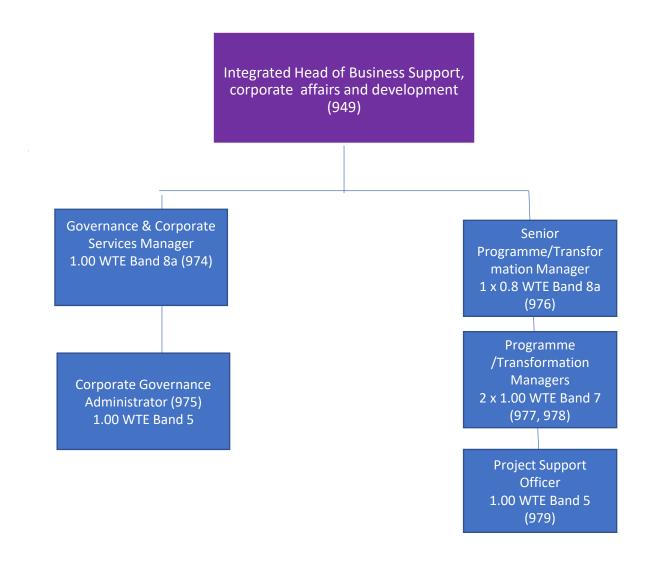


Primary Care Team **Cheshire and Merseyside**





St Helens – Corporate Services Teams





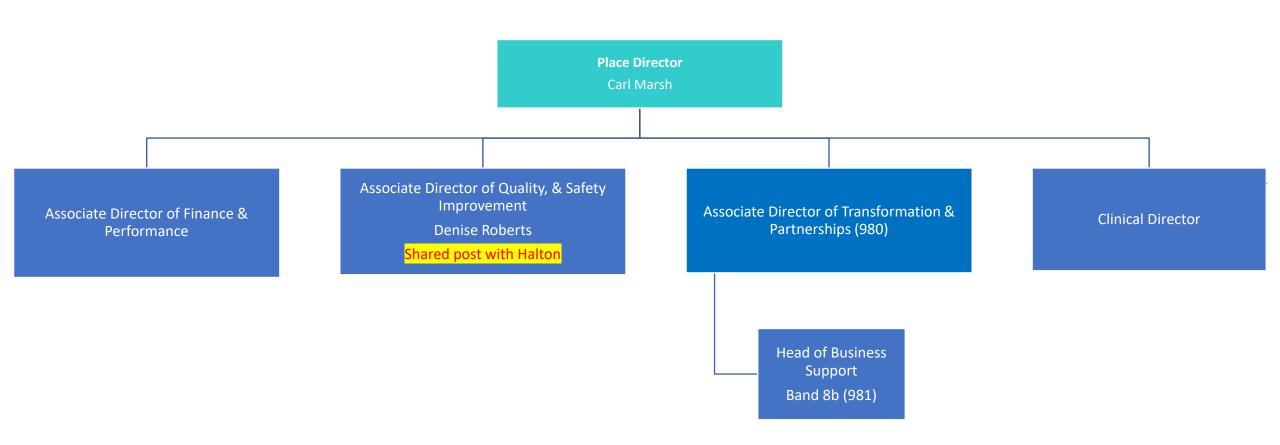


Function	Cost	Headcount
All Age Continuing Care (AACC)	399,790	7
Corporate Services	454,254	10
Integrated Adults & Childrens Commissioning Team	1,074,044	18
Medicines Management	926,844	19
Place Leadership Team	597,693	6
Quality & Safety Improvement	370,982	7
Safeguarding	424,293	6
SEND	65,756	2
Grand Total	4,313,655	75

Shared Functions	Cost	Headcount
Halton/Warrington/St Helens - SEND	65,918	1

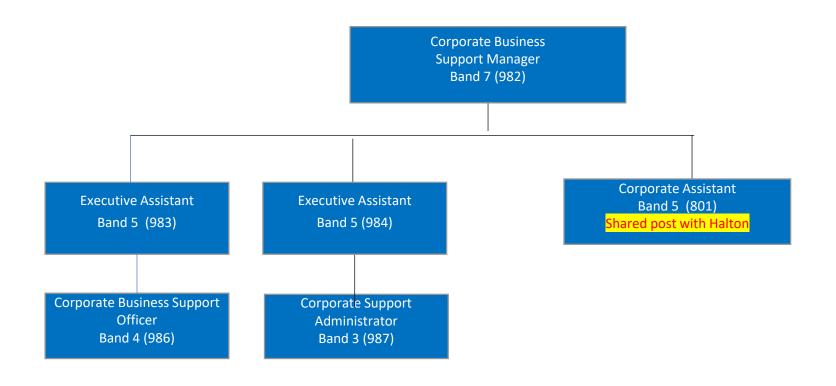
Warrington - Place Senior Leadership Structure





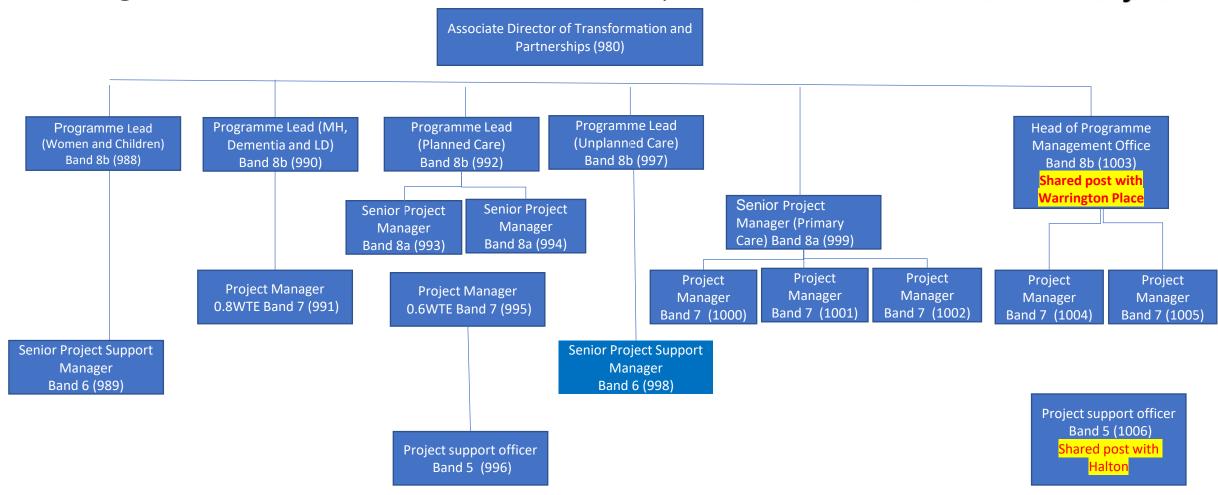
Warrington – Corporate Services







Warrington – Transformation & Partnerships





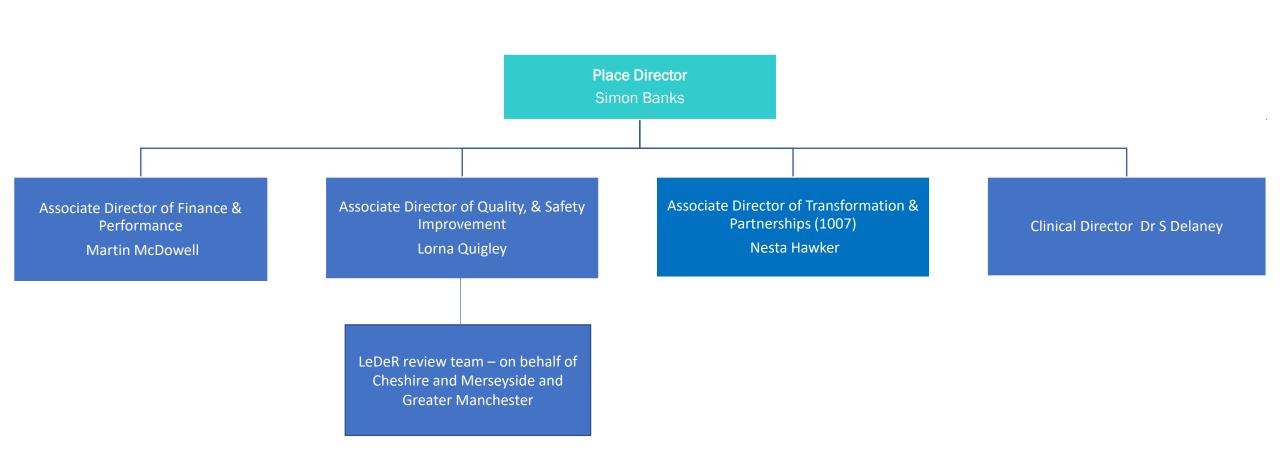


Function	Cost	Headcount
Corporate Services	262,476	6
Medicines Management	428,694	12
Place Leadership Team	523,155	5
Quality & Safety Improvement	398,728	8
Safeguarding	123,596	2
Transformation & Partnerships	1,050,498	17
Grand Total	2,787,147	50

Shared Functions	Cost	Headcount
Halton/Warrington - All Age Continuing Care (AACC)	1,263,052	28
Halton/Warrington/St Helens - SEND	65,918	1
Grand Total	1,328,970	29

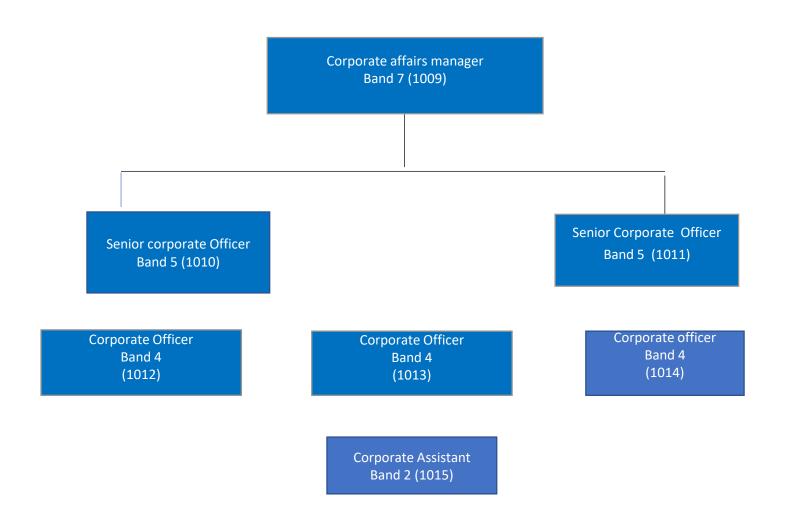




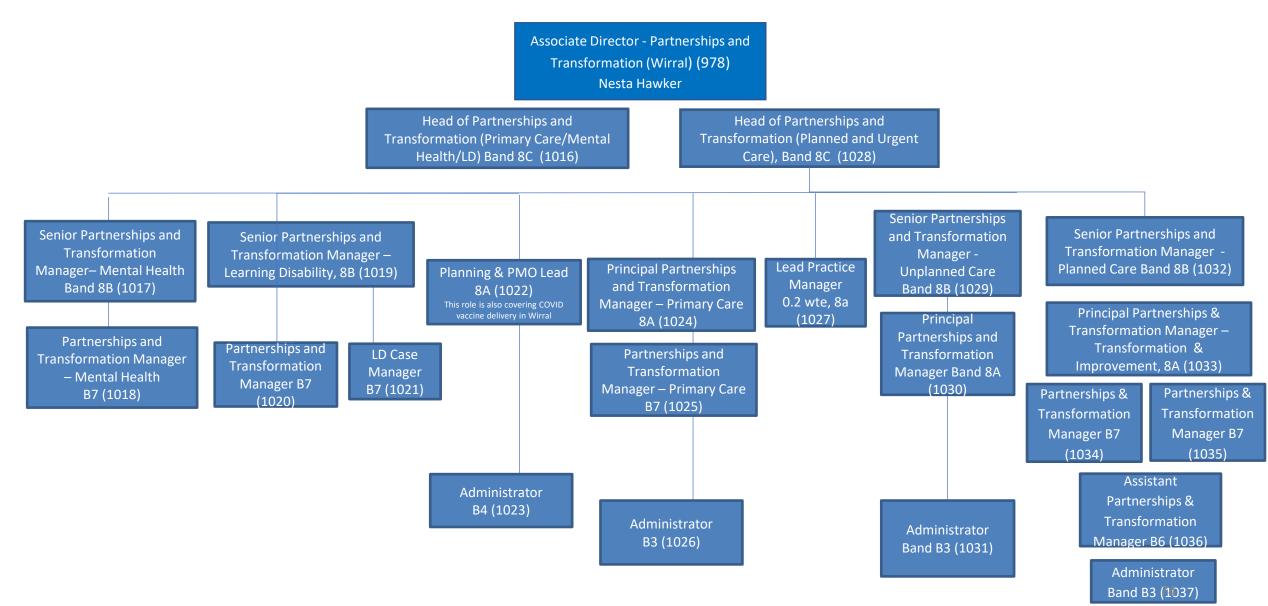




Wirral – Corporate Services



Wirral – Partnerships & Transformation







Function	Cost	Headcount
Corporate Services	256,793	7
LEDER	448,318	8
Place Leadership Team	606,655	5
Quality & Safety Improvement	221,707	4
Safeguarding	252,169	4
SEND	55,661	1
Transformation & Partnerships	1,136,278	22
Grand Total	2,977,581	51