

# 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

**Vacant**  
 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 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

- 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

**Taiye Sanwo**  
 Interim Chief Finance Officer – IJB

Service Manager reporting directly to Chief Officer

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

# 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
- 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 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
- Frozen Meals
- Telecare Development Officer

- Psychology services

- Quality and Assurance

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

- Community Nursing – East
- Community Nursing – West

**Diane Young**  
Service Manager – Mental Health  
NHSO

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

**Various**  
Medical Psychiatric Posts  
NHSO

- 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

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



Heads of Service

**Morven Gemmill**  
Associate Director of  
Allied Health  
Professions  
(NHSO)

Service Managers

Remits

- Occupational Therapy.
- Dietetics.
- Physiotherapy.
- Podiatry.

- Speech and Language Therapy – Children.
- Speech and Language Therapy – Adults.
- Paediatric Occupational Therapy.
- Paediatric Physiotherapy.

# 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

**Vacant**  
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

Service Managers

Remits

**Jim Buck**  
Head of Marine  
Services,  
Transportation and  
Harbour Master

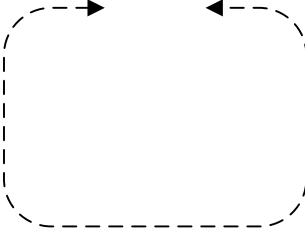
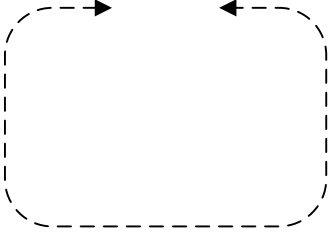
**Paul Olvhoj**  
Business Development  
Manager

**Vacant**  
Programme Manager  
(Ferry Replacement)

**Vacant**  
Marine Infrastructure  
Manager

**Eddie Barclay**  
Service Manager  
Ferry Operations

**Laura Cromarty**  
Service Manager  
Transportation



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

- Orkney Ferries

- Transportation Service Delivery
- Transportation Strategy
- Isles Airfields



# Enterprise & Sustainable Regeneration – Marine Services & Transportation Remits



Heads of Service

**Jim Buck**  
Head of Marine Services,  
Transportation and Harbour Master

Service Managers

**Bradley Drummond**  
Deputy Harbour Master  
- Piers and Infrastructure

**Vacant**  
Deputy Harbour Master  
- Isles

**Douglas Manson**  
Deputy Harbour Master  
- Operations

**David Sawkins**  
Deputy Harbour Master  
- Strategy & Support

**David Hibbert**  
Senior Marine Technical  
Superintendent

Remits

- VTS
- Pier Masters

- 

- Pilot Boats
- Towage
- Ship to Ship Operations

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

- Management and Maintenance of Vessels, Equipment & Shore Infrastructure
- Safety of Vessels, Equipment & Shore Infrastructure.
- Ferry Replacement Programme\*

# 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)

**Vacant**  
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

**Vacant**  
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