

NHS Devon ICB Organisational Structure

**Chief Executive Officer
VSM**

NHS Devon FTE – 289.71
NHS Devon employment cost -
£18,953,679

ICB Board

Independent Chair – 0.6 FTE
Lay Member x5 – 0.14 FTE each
Lay Member – Primary Care &
Prevention – 0.14 FTE
Mental Health Partner Member –
0.18 FTE
ICB Partner Member – 0.28 FTE

Corporate Office

Band 4 – 1 FTE
Band 5 – 1 FTE
Band 8d – 1 FTE

FTE – 4.89
Employment cost -
£446,803

**Chief Nursing Officer
VSM**

FTE – 34.08
Employment cost -
£2,116,060

**Deputy Chief Nursing
Officer (Band 9, 1 FTE)**
EPRR

Band 4 – 1 FTE
Band 8b – 0.6 FTE

Patient Safety and Quality

Band 7 – 4.6 FTE
Band 8a – 4 FTE
Band 8b – 1 FTE
Band 8c - 3 FTE

Quality Assurance

Band 3 – 1.48 FTE
Band 6 – 1 FTE
Band 7 – 1.8 FTE

**Quality Development and
Patient Experience**

Band 3 – 1 FTE
Band 4 – 1.8 FTE
Band 5 – 3 FTE
Band 7 – 2 FTE
Band 8a – 1 FTE
Band 8c - 1 FTE

Head of Safeguarding

Band 8c - 1 FTE

Directorate Support

Band 3 – 1 FTE
Band 4 – 0.8 FTE
Band 8a – 1 FTE

**Chief Medical Officer
VSM**

FTE – 3.00
Employment cost -
£324,260

Directorate Support

Band 5 – 1 FTE
Band 8c – 1 FTE

**Chief Finance Officer
VSM**

FTE – 55.05
Employment cost -
£3,110,998

**Deputy Director of
Finance (Band 9, 1 FTE)**
**Associate Director of
Finance (Band 9, 1 FTE)**
Business Intelligence

Band 4 – 4.6 FTE
Band 5 – 3 FTE
Band 6 – 4 FTE
Band 7 – 9.73 FTE
Band 8b – 2 FTE

Finance

Band 2 – 1 FTE
Band 3 – 2 FTE
Band 4 – 4 FTE
Band 5 – 4.6 FTE
Band 6 – 3.8 FTE
Band 7 – 3 FTE
Band 8a – 3.11 FTE
Band 8b – 4.21 FTE
Band 8c – 1 FTE

Directorate Support

Band 4 – 1 FTE
Band 5 – 1 FTE

**ICS Workforce Director
VSM**

FTE – 5.85
Employment cost -
£507,271

ICS Workforce team

Band 8a – 1.85 FTE
Band 8b – 1 FTE
Band 8c – 1 FTE

Directorate Support

Band 5, 1 FTE

**Chief Transformation and
Strategic Planning Officer
VSM**

FTE – 72.34
Employment cost -
£4,598,667

**Director of Commissioning
Primary, Community and
Mental Health Care
(VSM, 1 FTE)**

Band 3 – 5.95 FTE
Band 4 – 5.28 FTE
Band 5 – 12.02 FTE
Band 6 – 3 FTE
Band 7 – 9.53 FTE
Band 8a – 3 FTE
Band 8b – 6 FTE
Band 8c – 5 FTE
Band 8d – 3 FTE
Band 9 – 3 FTE

**Associate Director of
Planning (Band 9, 0.67 FTE)**

Band 8a – 1 FTE
Band 8c – 1 FTE

**Director of Strategic
Intelligence (Band 9, 1 FTE)**

Band 5 – 1.89 FTE
Band 6 – 1 FTE
Band 7 – 3 FTE
Band 8b – 2 FTE
Band 8d – 1 FTE

Directorate Support

Band 2 – 1 FTE
Band 5 – 1 FTE

**Chief Communications and
Corporate Affairs Officer
VSM**

FTE – 31.92
Employment cost -
£2,052,956

**Associate Director of HR &
OD (Band 9 - 1 FTE)**

Band 3 – 0.61 FTE
Band 4 – 2.8 FTE
Band 7 – 2 FTE
Band 8a – 1.65 FTE
Band 8b – 2 FTE

**Associate Director of
Governance (Band 9, 1 FTE)**

Band 2 – 1 FTE
Band 4 – 0.85 FTE
Band 6 – 1 FTE
Band 8a – 1 FTE

**Head of Digital (Band 8c, 1
FTE)**

Band 4 – 1 FTE
Band 8a – 1 FTE

**Associate Director of
Communications,
Involvement and Inclusion
(Band 8c, 1 FTE)**

Band 5 – 2 FTE
Band 7 – 2 FTE
Band 8a – 5 FTE
Band 8b – 2 FTE

Directorate Support

Band 5 - 1 FTE

**Chief Delivery Officer
VSM**

FTE – 81.58
Employment cost - £5,543,509

**Locality Director North
and East (Band 9, 1
FTE)**

Band 3 – 1.6 FTE
Band 4 – 0.69 FTE
Band 5 – 1 FTE
Band 7 – 2.8 FTE
Band 8a – 1 FTE
Band 8c – 2 FTE
Band 8d – 1 FTE

**Locality Director South
and West
(Band 9, 1 FTE)**

Band 3 – 1.4 FTE
Band 6 – 1 FTE
Band 7 – 3.63 FTE
Band 8a – 1 FTE
Band 8c – 1 FTE
Band 8d – 1 FTE

Plymouth Locality

Band 3 – 2 FTE
Band 4 – 1 FTE
Band 5 – 1 FTE
Band 6 – 1.92 FTE
Band 7 – 3 FTE
Band 8a – 0.8 FTE
Band 8c – 2 FTE
Band 8d – 1 FTE

**Director of Performance
and Assurance (Band 9,
1 FTE)**

Band 4 – 0.48 FTE
Band 5 – 0.69 FTE
Band 6 – 4 FTE
Band 7 – 5.79 FTE
Band 8a – 3.48 FTE
Band 8b – 5 FTE
Band 8c – 2.6 FTE

**Director of
Commissioning Elective
& Urgent Care
(VSM, 1 FTE)**

Band 4 – 3.6 FTE
Band 5 – 1 FTE
Band 6 – 1 FTE
Band 8a – 2 FTE
Band 8b – 2.3 FTE
Band 8c – 6.8 FTE
Band 8d – 1 FTE
Band 9 – 1 FTE

**System Delivery and
Improvement Team**

Band 5 – 1 FTE
Band 8b – 1 FTE
Band 8d – 1 FTE

Directorate Support

Band 5 – 1 FTE

Notes

The organogram has been designed to show the structure and make up of directorates and teams within NHS Devon ICB.

The data reported are permanent or fixed term employees who were on NHS Devon ICB’s payroll in December 2022.

Staff numbers are provided as whole time equivalents and employment costs are provided as annualised base salary plus on costs (such as pension and national insurance) for staff.

The figures are for employees whose post is funded by running costs. Employees whose post is funded by programme costs (i.e. frontline-focused roles) have been excluded.

The Chief Nursing Officer has one direct report whose post is funded by running costs. Figures have therefore been displayed by team to provide additional information for this directorate.

The Chief Finance Officer has two direct reports: Deputy Director of Finance and Associate Director of Finance. These two posts share line management for all employees in the directorate. Employees in this directorate have been shown by team for simplicity.