

STATE HOSPITALS BOARD FOR SCOTLAND BIOGRAPHIES

Brian Moore, Chair

Brian qualified as a social worker in 1980 leading to a 39-year career in local authority with considerable experience of social care and social work services as both a practitioner and senior manager. His career has been based mainly in the West of Scotland but he has also worked in local authority social services in Liverpool. In May 2017 he retired from the position of Chief Officer for Inverclyde Health and Social Care Partnership.

His management and leadership roles have provided extensive experience of organisational change, community engagement, service development and improvement, partnership working, and making best use of available resources.

In September 2018 he was appointed to the position of Non-Executive Director with NHS Lanarkshire, further enhancing his understanding of organisational governance, and the required skills and behaviours necessary to ensure accountability and transparency.



Gary Jenkins, Chief Executive

Gary joined the State Hospital as the Chief Executive Officer on 1 April 2019 bringing a wealth of experience in managing and leading complex health systems at regional and national level.

Prior to his appointment, he held the position of Director of Regional Services with NHS Greater Glasgow and Clyde. In that role he had accountability for the provision of many aspects of medicine and surgery.

His areas of expertise included Specialist Oncology Services, the Beatson West of Scotland Cancer Centre, Institute of Neurosciences, Forensic Mental Health Service, Glasgow Dental Hospital and School, Transplantation Surgery, Renal Medicine, Plastic Surgery, and Burns.

Gary has been a member of several national and regional working groups including the National Neurosurgical MSN Board, Regional Cancer Advisory Group, National Stroke Thrombectomy Working Group, and the Forensic Inter Regional Leads Group.



Professor Lindsay Thomson, Medical Director

Lindsay has been Medical Director of the State Hospital and of the Forensic Mental Health Services Managed Care Network, and Director of the School of Forensic Mental Health since 2007. She has been Director of the Forensic Network since 2013. She has been an Honorary Consultant Forensic Psychiatrist at the State Hospital from February 1998. She is Professor of Forensic Psychiatry at the University of Edinburgh.



Lindsay graduated in medicine from the University of Edinburgh and has Master of Philosophy and Doctorate of Medicine postgraduate degrees. She is a Fellow of the Royal College of Psychiatrists. Lindsay is fully trained in general adult and forensic psychiatry. Her research interests include outcomes in mentally disordered offenders, risk assessment and management of harm to others, the impact of legislative change, and interventions and service design for mentally disordered offenders.

She has a particular interest in teaching and established the School of Forensic Mental Health under the auspices of the Forensic Network. The School won the Scottish Public Service Award for Employee Engagement and Skills in 2014. Lindsay works extensively with health, social and criminal justice services on educational programmes in forensic mental health. She received a Lifetime Achievement Award in 2015 at the NHS Education Scotland Medical Directorate Awards.

She co-authored the first textbook on psychiatry and the Scottish legal system and legislation: *Mental Health and Scots Law in Practice* which is now in its second edition.

Robin McNaught, Director of Finance & eHealth

After graduating from the University of Glasgow, Robin trained as a Chartered Accountant with Ernst & Young where, after qualification, he developed extensive expertise in advising public and private sector clients, and providing training across a range of skills to clients and staff in the UK and Europe.



He led the finance function at the Scottish Institute of Sport, before gaining further experience in finance and advisory roles with other professional Chartered Accountancy firms.

Prior to joining the State Hospital in October 2012, he was Finance Director of an engineering company with operations in Scotland and China. Robin has also served as a non-executive member of the Audit Committees of the Mental Welfare Commission for Scotland and the Water Industry Commission for Scotland, and the Board of an Educational Trust.

Karen McCaffrey, Director of Nursing & Operations

Karen graduated with a HND in Nursing (Mental Health) in 1999, completed a BA in Nursing Studies in 2004, and is currently undertaking a MSC in Advancing Healthcare Practice. She is also a qualified advanced professional leadership coach.

In 1999, Karen took up her first role as Staff Nurse in Law Hospital at NHS Lanarkshire. This led to further posts in both inpatient and community settings throughout Lanarkshire before joining the Mental Health & Learning Disability Management Team in 2012 initially as a Senior Nurse and then as Associate Director of Nursing.



During this time, Karen supported service delivery from closing older facilities to developing inpatient services within three acute sites, and the continued investment and development of community mental health services in each locality. Karen also contributed to the development of the Health and Social Care partnerships, building and developing robust professional relationships to support the integration process. Latterly, Karen provided leadership and direction of high quality nursing care across the Mental Health, Learning Disabilities and Addiction services, leading on a number of areas including infection prevention and control, safe staffing, the safe care plan and the development of substantive Infant and Perinatal Mental Health services.

Not only is Karen committed to a person centred focus, she is a keen advocate of true partnership working, is passionate about the continued development of values based cultures, and is actively interested in quality improvement methodology to support sustainable improvement of service delivery.

Allan Connor, Employee Director

Allan assumed the role of Employee Director in September 2021, and his background is in mental health nursing. He qualified as a Registered Mental Health Nurse in 1989, attending Lanark College of Nursing and Midwifery. He later went on to train and qualify as a Learning Disability Nurse in 1993, attending Lothian College of Nursing and Midwifery.

Allan joined the State Hospital in 1995, working in both the mental health wards as well as the Learning Disability Service. Over recent years, Allan's clinical focus has been within the Intellectual Disability Service at both Charge Nurse and Senior Charge Nurse level.



Allan is a supporter of the trade union movement and became a member of the Prison Officers' Association (POA) early in his career and has remained so throughout. Allan has actively supported partnership working and accepted the position of Branch Secretary in 2011. This has allowed Allan to participate across different roles that have benefited from staff side participation, including governance committee work. Allan believes that having support from the trade union movement to ensure fair treatment in the workplace is central, and he is a firm supporter of partnership working as through his experiences this has resulted in positive outcomes for all parties.

David McConnell, Non-Executive (and Vice Chair)

David has had an extensive career in public sector finance and audit. He began his career with the National Audit Office and transferred in 1985 to the Accounts Commission. This became Audit Scotland in 2000, where he worked, most recently as Audit Director, until retirement in 2018.

David has served as the auditor of many of Scotland's largest public bodies including the City Councils of both Glasgow and Edinburgh, NHS Lothian and NHS Greater Glasgow and Clyde.

He brings a broad range of experience in the disciplines of public sector finance and accounting and also in the areas of corporate governance and scrutiny.



Pam Radage, Non-Executive

Pam has spent her career in HR and has worked across a number of sectors starting in consultancy organisations (Mercer and Andersen) and then moving into the drinks, financial services, and oil & gas industries (Allied Domecq, RBS).

She has held senior HR roles for global organisations and has worked with Boards on all people related issues.

Pam has many years' experience in people strategy, talent management, managing change, organisation design, culture and employee engagement, reward design as well as operational HR. She has also been involved in a number of mergers and acquisitions from due diligence through to integration.



She now runs her own HR, reward and change consultancy company and works with a range of clients, including start-ups.

Pam also sits on the Board of Netball Scotland and has done so since 2019. She supports the third sector through her pro-bono work with Inspiring Scotland.

She has a MA in Economics; is a Fellow of the Pensions Management Institute, and Affiliate of the Chartered Institute of Personnel Development.

Catherine Fallon, Non-Executive

Catherine is an established and confident business leader with 43 years' experience in psychiatric nursing and social care where she delivered strategic and operational transformation initiatives that helped shape organisations and achieved long-term sustainability.

She has navigated highly scrutinised and radical transformation of care services from hospital to community-based models focused on safety and embedding continuous improvement frameworks and ambitious strategic visions from the ground up.



Catherine has a wealth of experience in leading teams, organisations, and boards to work collaboratively towards enhanced performance and a shared ethos and vision; supporting them in maximising their opportunities to excel.

Other core areas of expertise include governance and standards, stakeholder engagement, operational efficiency, culture change, and partnership working.

Stuart Currie, Non-Executive

Stuart spent more than 15 years as an elected Councillor in East Lothian serving in a variety of roles including Depute Leader and Cabinet Member with responsibility for housing, community safety and latterly as a member of the East Lothian Health and Social Care Partnership Integrated Joint Board. He stood down in 2022.

Stuart previously served as the Health and Social Care Spokesperson for the cross-party Convention of Scottish Local Authorities (COSLA) with responsibility for Health and Social Care Integration, Public Health, and Mental Health. That experience brought a wide range of skills and knowledge of both local government and the wider public sector.

He is currently a Lay Member of the Employment Tribunals and Non-Executive Director of the Scottish Ambulance Board.



Shaliny Raghavan, Non-Executive Whistleblowing Champion

Shaliny has a keen interest in mental health, staff wellbeing and good organisational governance.

She is currently Head of Employment Law at the Scottish Government and has significant experience in dealing with compliance, complaint handling and whistleblowing matters.

Shaliny has held senior corporate, legal and policy roles and was responsible for leading the Independent Review into concerns raised at the NHS Greater Glasgow and Clyde Queen Elizabeth University Hospital. Shaliny also had an advisory role in respect of the application of the National (Whistleblowing) Standards and establishing the Independent Whistleblowing Officer.

She feels working constructively with her fellow board members is critical as well as having the opportunity to provide independent scrutiny and challenge to bring about positive change.



March 2024