

Dr. Annie K Ingram, BA LLM PhD FCIPD

CAREER SUMMARY

Key Career Achievements

- Appointment as Deputy Chief Executive in NHS Tayside, with responsibilities for Workforce, Estates and Facilities, in addition to my role as Director in NHS Grampian and Orkney and Regional Lead for the North.
- Led development and delivery of strategy to establish the Lead employer model for Doctors and Dentists in training.
- Established the first integrated HR service between NHS Grampian and NHS Orkney.
- Established the national video-conferencing service for NHS Scotland.
- Developed Strategy and oversaw implementation of Delivering for Remote and Rural Healthcare for Scottish Government.
- Established the model for Regional Working in 2004, including working with Scottish Government to write the guidance and delivering the regional medium secure service.
- Established the model for the first rural Ambulatory Diagnostic Treatment Centre at Stracathro Hospital.
- Successfully transitioned from a professional role into a general management role.
- Built successful teams from disparate groups.

Abertay University

Vice Chair of University Court

1 April 2018 to date

I was appointed to the Court of Abertay University in April 2018 in my first Non-Executive role. The University Court is the governing body of the University, responsible for the strategic direction of the University. In January 2020, I was appointed as the Vice Chair of Court. I chair the University's Governance and Nominations Committee and am also a member of the Finance and Corporate Performance Committee, Remuneration Committee and the Chairs Committee. I have previously been a member of the People, Health and Equality Committee.

NHS Tayside - Deputy Chief Executive/ Strategic Director of Workforce

9 May 2018 to 19 April 2019

North of Scotland - Regional Lead for Workforce

May 2017 to 18 November 2019

NHS GRAMPIAN - Director of Workforce

1 April 2012 to 18 November 2019

NORTH OF SCOTLAND REGIONAL PLANNING GROUP (NoSPG) - Director of Regional Planning & Workforce Development

13 January 2003 to 31 March 2012

SCOTTISH EXECUTIVE HEALTH DEPARTMENT/TAYSIDE UNIVERSITY HOSPITALS NHS TRUST - Working Time Advisor/Project Lead ADTC, Angus

January 2002 – October 2002

TAYSIDE UNIVERSITY HOSPITALS NHS TRUST - Clinical Group Manager, Critical Care

1 April 1999 to 12 January 2003

DUNDEE TEACHING HOSPITALS NHS TRUST - Deputy Director of Human Resources/Employee Relations Manager 1 Sept 1990-31 March 1999

LOTHIAN HEALTH BOARD - United Hospitals Unit - Assistant Personnel Services Manager 1 March 1989-31 Aug. 1990

HILLINGDON HEALTH AUTHORITY - Mount Vernon Hospital - Deputy Unit Personnel Officer June 1987 - Jan 1989

COMMERCIAL EXPERIENCE

KINGCASTLE LTD - Recruitment Consultant October 1985-June 1987

ACCOUNTANCY PERSONNEL - Recruitment Consultant August 1984 to Oct 1985

ROYAL BANK OF SCOTLAND - Banking Officer June 1979 to July 1980

QUALIFICATIONS

- 2003 PhD by Research: "The impact of Working Time Legislation on NHS Scotland"
- 1999 LLM, by Research: "The impact of ARD & TUPE on commercial contracting within NHS in Scotland"
- 1997 Post Graduate Diploma in Employment Law & Practice (Dist.)
- 1992 HACTC Training Certificate: Organising and Assessment of Training Needs
Group Training Techniques
Craft Trainer Award

- 1984 Post Graduate Diploma in Personnel Management - Equivalent to Stages 1 and 2 IPM Professional exams

- 1983 CNAAB BA Home Economics

PROFESSIONAL QUALIFICATIONS/ MEMBERSHIPS

- 2000 Fellow of the CIPD (FCIPD)

- 1999 Member of the Institute of Healthcare Management (MIHM)

- 1990 Corporate Member IPD (MIPD)

- 1984 Graduate Member (Grad IPM)