

Alex Calderbank. I'm currently studying a master's in clinical neurology intercalating out of my third year at Sheffield medical school. I'm passionate about raising the awareness of mental health in medical schools. One day I hope to work part time researching and part time as a clinical neurologist.



Dr Nick Harper has been a Consultant Anaesthetist at Blackpool Teaching Hospitals NHS FT since 1997. In his time he has been Department Audit Lead (1998/2004), Clinical Director (2005/2006), Deputy Medical Director (2006/2012), Director of Infection Prevention and Control (2007/2012), Member of Joint Local Negotiating Committee (2012/ 2015) Deputy Medical Director (2015 – date), Freedom To Speak Up Guardian (2016/2017) and Freedom To Speak Up Executive Lead (2017 – date). Nick is professionally passionate about patient safety, leadership and candour.



Outside work Nick is a husband and father of 2!

INGRID SOUTHORN – Biography

Ingrid Southorn is one of four GMC Employer Liaison Advisers for London. Ingrid is a qualified solicitor and prior to the GMC she worked for Herbert Smith, an international law firm, in both its London and Hong Kong offices, as an associate in the insurance litigation department. She has worked extensively in the professional indemnity field advising both insurers and their insured and defending claims brought against surveyors, accountants, architects and solicitors. Her current GMC role is to advise employers, Medical Directors and Responsible Officers in the London region on the management of doctors with fitness to practise concerns, and to offer on-going support in relation to revalidation.



Mark Smithers, our CEO, started the business in 2008.



Mark's background is as an international Big Deal Maker and negotiator in the oil and gas and Enterprise Transformational Outsourcing to various market sectors. He has extensive experience in teaching and coaching negotiators. Mark is an accredited mediator with the Law Society.

Mark has been working with the NHS through PRL since 2008. He has personally mediated several hundred team mediations with both senior teams of clinicians and NHS senior management and executives.

We work with a number of experienced mediators, all of whom have significant experience of working at board level for many years and are fully qualified. Biographies of three are provided below.

Deborah O’Dea (Mediator)



Deborah worked for 27 years in the NHS primarily as a Workforce Director. She also had years’ experience as the General Manager of a Medical Directorate and 18 months as Acting Chief Executive of an Acute Trust. In 2003, as a Workforce Director she negotiated employment policies that included mediation as part of the process and so has extensive knowledge of internally provided, as well as independent mediation. Deborah is an accredited mediator with the CEDR (Centre for Effective Dispute Resolution), and a member of CEDR

Professor Stephen H Powis BSc (Hons) BM BCh PhD MBA FRCP

Stephen Powis is the National Medical Director of NHS England and Professor of Renal Medicine at University College London.

Previously he was Medical Director (and latterly Group Chief Medical Officer) of the Royal Free London NHS Foundation Trust from 2006 to 2018. Professor Powis was also a member of the governing body of Merton Clinical Commissioning Group for five years and a Director of Healthcare Services Laboratories LLP. He is a past Chairman of the Association of UK Universities (AUKUH) Medical Directors Group and has been a member of numerous national committees and working groups, including the Department of Health Strategic Education Funding Expert Group. He is a past non-executive director of the North



Middlesex University Hospital NHS Trust, including a period of eight months as acting chairman.

He is a past chairman of the Joint Royal Colleges of Physicians Training Board (JRCPTB) Specialty Advisory Committee (SAC) for Renal Medicine and a former board member of Medical Education England. He was Director of Postgraduate Medical and Dental Education for UCLPartners from 2010-13. He is a past treasurer and trustee of the British Transplantation Society and a former member of the UK Transplant Kidney Pancreas Advisory Group. He has also served as a member of the Renal Association Executive Committee. He was Editor of the journal *Nephron Clinical Practice* from 2003 to 2008. In 2017 he became the inaugural Editor-in-Chief of the journal *BMJ Leader*. He has been a trustee of several charities, including the Royal Free Charity and the Healthcare Management Trust.

Zarina Khan

Zarina has worked in a number of roles in medical education for over 19 years and is currently the Head of Quality for Postgraduate

Medical Education at the Royal Free London NHS Foundation Trust.

She has previously chaired the Pan London Medical Education Managers' Forum and is currently the Vice Chair of the National Association of Medical Education Management. She is especially interested in the development, support and wellbeing of doctors and completed a Postgraduate Certificate in Managing Medical Careers at the University of Brighton. She is currently an employer representative on the Foundation Review Education Support Working Group.

Zarina is looking forward to becoming a 'Freedom to Speak Up Champion' to encourage staff to speak up and raise concerns.



Sanjiv – Bio missing