



**Philip Shipman,
Interim Director of People and Culture**

Philip's career started in private sector manufacturing and distribution in 1994, where he held a number of positions including Company Director and Pension Scheme Trustee. Philip joined NHS Grampian in 2009 as HR Manager in Moray. He had been Head of People and Change before becoming Interim Director of People and Culture in 2025.

Philip is a Chartered Member of the Chartered Institute of Personnel and Development and is interested in all aspects of the people management profession with particular interest in employee relations.