

Standards of Business Conduct Annual Report 2020/21

Author	
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1. Introduction

- 1.1 The Standards of Business Conduct (the Standards) were revised and approved by the Board of Directors in December 2018 at which point Board members requested that the length of the main document was shortened prior to its dissemination across the Trust. The Standards were further revised and the length of the main document (excluding appendices) was reduced from 43 pages to 12. This shortened version of the Standards was approved by the Board of Directors at its 28 May 2019 meeting and then disseminated across the Trust.
- 1.2 A further revision to the Standards was made during 2020 in order to enable the Trust to move to an electronic system of declarations and was approved by the Board of Directors at their meeting in August 2020.
- 1.3 During 2020/21 the focus has continued to be on ensuring all colleagues understand their obligations to adhere to the Standards as well as their obligations under NHSE's Conflicts of Interest guidance. The Medical Director and the Head of Governance led a proactive exercise to increase the declarations made by the Consultant body during the year.

2. Background

- 2.1 The Standards outline the principles by which decisions are made by the Trust, its management and staff and through which they can be held accountable. Best practice guidance for business activities is included within the Standards in addition to advice as to how colleagues may raise concerns, and how such concerns will be dealt with, if an individual believes these practices are not being followed.
- 2.2 Specific guidance is provided for the declaration of gifts, benefits, hospitality or sponsorship, all of which should be declared and registered if they amount to more than £25. Gifts must also be declared if several small gifts from the same, or closely related source, total more than £50 in a 12-month period.
- 2.3 A strong corporate responsibility programme is engendered throughout the organisation through adherence to the Standards, which ensures that the Trust's business remains well within legal requirements. All employees are able to feel confident about the Trust's standards of business practice because their working environment is geared towards adherence to the Standards. The Standards enable the Trust to continue to achieve financial and operating results whilst adhering to high ethical standards which guide relationships with service users, employees, external partners and local communities.
- 2.4 Effective communication of the Standards throughout the organisation ensures that all colleagues understand their responsibilities in relation to the Standards of Business Conduct and related policies and procedures and is crucial to the adherence to, and compliance with, ethical business practices (and as a result, the relevant legislation and regulation). During 2020/21 the Head of Governance continued to lead an awareness raising campaign designed to ensure all colleagues are aware of the Standards and their obligations under NHSE's Conflicts of Interest guidance. Table 1 highlights the awareness campaign during 2020/21.

Table 1:

Standards of Business Conduct communication to colleagues

Aspects of Standards	Communication media	Communication issued
Alcohol & Substance misuse	<ul style="list-style-type: none"> • Emails and social media posts • Promotion by Alcohol Liaison Team • General advice around Christmas, New Year and bank holidays, etc • Alcohol and substance misuse policy promotion • Annual events 	Alcohol Awareness Week – 16/11/20 Dry January Go Sober October Social media posts throughout the year Policy available on the Hub all year
Anti-Fraud	<ul style="list-style-type: none"> • Counter Fraud newsletters • Covid-19 vaccination fraud • Information available on the Hub • Fraud Awareness Month • Salary diversion fraud 	16/06/20, 19/01/21, 02/02/21, 09/02/21, 23/03/21 22/01/21, 25/01/21 At all times Throughout November 2020 06/10/20
Bribery Act	<ul style="list-style-type: none"> • Outlined in SoBC documents available on the Hub 	Available at all times
Conflicts of Interest and Outside Interests	<ul style="list-style-type: none"> • SoBC documents on the Hub • Declarations of interest • Accepting gifts 	Available at all times Throughout March 2021, 26/01/21, 11/08/20, 25/08/20 12/01/21
Environment – Corporate Social Responsibility	<ul style="list-style-type: none"> • Waste management process in Trust • Waste management policy • Waste management updates • NHS Sustainability Survey 	Available on the Hub at all times 04/08/20, 30/06/20
Ethics	<ul style="list-style-type: none"> • Ethics Panel 	25/08/20

Aspects of Standards	Communication media	Communication issued
Equality & Diversity	<ul style="list-style-type: none"> • Launch of NHS Rainbow badge scheme • Call it out, Work it out • Rotherham Pride/NHS Pride • Support for BAME colleagues (Covid) • Regular communications covering awareness weeks/months (Black History Month, LGBT History Month, etc) • Proud Award category • Our People Strategy • WDES Innovation Fund • Reciprocal mentoring 	<p>21/08/20 28/07/20 26/06/20 07/05/20 22/05/20, 05/06/20, 17/07/20, 31/07/20, 29/09/20, 02/10/20, 06/10/20, 13/10/20, 05/02/21, 12/02/21, 19/02/21, 26/02/21, 26/03/21 09/10/20, 01/12/20 25/11/20 04/12/20 15/01/21</p>
Gifts/Sponsorship/Entertainment	<ul style="list-style-type: none"> • Accepting gifts • Information available on the Hub and via induction 	<p>09/04/20, 12/01/21</p>
Charitable donations	<ul style="list-style-type: none"> • Guidance on the Hub • Team brief • Trust induction pack • Promotion of donations via newsletters, website and social media 	<p>Regular updates in Proud News and monthly Charity Splash newsletter (since January 2021) 09/04/20, 09/04/20, 18/05/20, 14/08/20, 12/01/21</p>
Health of employees	<ul style="list-style-type: none"> • Regular updates via iBulletin, Proud News, the Hub newsfeed and social media • Access to PAM services • Psychological support • Nightingale Frontline • Flu clinics • Covid vaccinations • Covid antibody tests 	<p>Issued/updated weekly</p> <p>Issued regularly through bulletins, Hub and Covid updates</p> <p>Issued regularly through Covid updates, and included in alerts/messages about operational pressures</p> <p>Regularly September - January</p> <p>Regularly January – April</p> <p>Throughout July/August</p> <p>Throughout pandemic</p>

Aspects of Standards	Communication media	Communication issued
	<ul style="list-style-type: none"> • Covid testing • Lateral flow testing • Cycle to work scheme information available on the Hub • Promotion of local and national health campaigns 	<p>Regularly since September 2020 Information on the Hub and iBulletin</p> <p>Throughout the year in line with national campaigns</p>
Procedures & Open Door Communication	<ul style="list-style-type: none"> • iBulletin • Proud News • The Hub • Team Brief with open forum for questions • Virtual Board assurance visits • 'Message from' various Directors • Screensavers • Safe and Sound Chief Nurse/Medical Director clinics • Freedom to Speak Up/Freedom to Speak Up Month • Annual Members Meeting • Messages and feedback received via social media and various feedback email mechanisms 	<p>Virtual Q&A session from May 2020</p> <p>October 2020 – TSU Month</p> <p>September 2020</p>
Health and Safety	<ul style="list-style-type: none"> • iBulletin • Alerts (Red/Amber/Weather) • The Hub • Screensavers • Promotion of Mandatory and Statutory Training • Covid-19 alerts and updates • Promotion of policies 	<p>Throughout pandemic</p>

Aspects of Standards	Communication media	Communication issued
Information Technology Security and Acceptable Use	<ul style="list-style-type: none"> • Use of social media messaging • Data Security/IG MaST reminders 	15/04/20, 23/04/20, 29/09/20 Weekly countdown to complete MaST throughout March 2021 18/08/20, 25/08/20, 01/09/20, 29/09/20, 20/10/20, 03/11/20, 01/12/20, 12/01/21
Confidentiality	<ul style="list-style-type: none"> • Posters • Screensavers • iBulletin / Covid updates 	21/04/20, 01/07/20
Intellectual Property	None specific to Intellectual Property during 2020/21	

2.5 During 2020/21 the Head of Governance continued to lead an awareness raising programme across the Trust in relation to NHSE's Conflicts of Interest guidance and the Standards. This included:

- Articles in two of the 'all users' Communications messages in January 2021 relating to the acceptance of gifts
- Reminders in 'all users' Communications messages in January 2021 and on three consecutive weeks in March 2021 requesting that 'decision making staff' made their annual declaration of interest returns before 30 March 2021
- Targeted messages to decision making staff from the Head of Governance, Medical Director or Chief Nurse to all colleagues who needed to make an annual return but had not done so by 30 March 2021 in April, May and June 2021

2.6 In addition, the Standards of Business Conduct and Conflict of Interest webpages on The Hub were updated during 2020/21 to maintain the easy access for all colleagues to the shortened Standards and the appendices containing the two different declaration forms. The pages were also updated ahead of the go live of the electronic declaration of interest process to provide guidance to colleagues about how to declare their interests or make a nil return using the electronic system and to remove the declaration of interest form which had been replaced by the electronic system.

3. Overview of Achievements during the period 2020/21

3.1 The main achievement during 2020/21 was the launch of the electronic declaration of interest process via the Electronic Staff Record (ESR) system on 01 September 2021. The go live had originally been planned for April 2020 but was delayed due to the COVID-19 pandemic. The other achievement of note was the increase in the number of declarations of interest or nil returns received from decision making staff. This was as a result of the introduction of the declaration of interest module of ESR which enabled:

- Automated messages from ESR on a quarterly basis to all decision making staff reminding them to make their declaration
- Regular reminders from the Medical Director reminding all Consultants that they needed to make an annual declaration of interest return
- Targeted messages to individual decision making colleagues who had not made their annual return from the Head of Governance, Chief Nurse and Medical Director reminding them that they were required to make their annual returns by set deadlines

3.2 The Company Secretary and the Head of Governance were contacted during the year on numerous occasions for advice by colleagues from a variety of professional groups.

- 26 declarations were made during 2020/21 for gifts, benefits, hospitality or sponsorship using the Standards of Business conduct declaration form. This represents a decrease of 51 declarations compared to 2019/20 and is considered to be due to the impact of the COVID-19 pandemic. Of these 2 were declined by the Head of Governance, 19 were approved and 5 were retrospective notifications. For further details, please see appendix 1.
- 302 declarations of interest were made relating to the 2020/21 financial year and were added to the Register of Staff Interests. This represents an increase of 41 declarations of interest compared to 2019/20¹ and is as a result of the actions detailed in section 3.1 above.
- The Trust continued to meet the NHS England deadlines for the publication of the Register of Staff Interests on its internet site. For further details, please see appendix 2.
- The Post Graduate Medical Education department (PGME) did not record any sponsorship during 2020/21 for the PGME Tuesday lunchtime lecture programme (compared to 25 occasions during 2019/20)
- PGME did not record any sponsorship of lunches from companies for the weekly Acute Medicine Teaching Programme (compared to 25 occasions during 2019/20)
- PGME did not record any sponsorship of lunches from companies for the weekly Grand Rounds Teaching Programme (compared to 36 occasions during 2019/20)

The reduction in sponsorship reported by PGME is due to the fact that most of the teaching during 2020/21 was delivered virtually due to COVID-19.

¹ The 2019/20 Standards of Business Conduct Annual Report measured the number of individuals who had made a declaration (168) as opposed to the number of declarations made (261) since some individuals made more than one declaration of interest. In order to provide comparative data the number of declarations made in 2019/20 and 2020/21 has been reported in this Annual Report.

3.3 All new employee contracts include a reference to the Standards i.e.:

Standards of business conduct

You have a responsibility to declare any private interest which conflicts, or appears to conflict, with your NHS duties. Where appropriate to your job you are required to comply with the Standards of Business Conduct for NHS Staff (HSG(93)5), a copy of which is available from the Department of Health Website www.dh.gov.uk / or the Human Resources Department.

The Trust operates a zero-tolerance approach to bribery and corruption. It is a condition of your continued employment with the Trust that you comply with all applicable legal requirements relating to anti-bribery and anti-corruption including the Bribery Act 2010. Your employment will be summarily terminated in the event that you are found to have failed to comply with the requirements of the Bribery Act 2010.

In addition, the corporate induction information booklet informs all new colleagues that they must declare any material interests as soon as they join the Trust and within 28 days of a new material interest arising.

3.4 Those colleagues involved in procurement at the Trust are provided with advice to ensure they act in accordance with the Supplies Code of Conduct regarding their receipt of incentives e.g. loyalty points, colleagues' contact with company representatives etc. This advice is formalised through the inclusion of guidance relating to the Trust's Standards of Business Conduct and reference to the Chartered Institute of Purchasing and Supply Code of Conduct within the Trust's 'Policy and Guidance for the Procurement of Goods, Services and Works (Procurement Policy)'.

3.5 As evidenced in table 1 above, the Head of Governance and the Communications Team have continued to work jointly during the year to maintain a Trust-wide communications plan to publicise both the Standards and NHS England's Conflicts of Interest guidance. The plan included (but was not limited to):

- Refresh of the dedicated intranet pages for Standards of Business Conduct and Declaration of Interests
- Circulation of 'all e-mail user' communications relating to Standards of Business Conduct declarations
- Reminders to all staff to complete declaration of interest forms if applicable and to decision making staff to complete their annual returns

4. The Way Forward for 2021/22

4.1 The awareness raising programme will continue during 2021/22 focussing once again on ensuring all decision making staff complete their annual declarations in conjunction with the relevant Executive Directors.

4.2 All Trust policies are required to identify how adherence to the policy will be monitored and this includes those policies referenced within the Standards. The work of the Counter Fraud Specialist and Internal Audit are complementary to the Trust's own work programme to promote adherence by all colleagues to these Standards.

5. Breaches of NHS England's Conflicts of Interest Guidance

5.1 NHS England's Managing Conflicts of Interest guidance which came into force in June 2017 notes that:

'There will be situations when interests will not be identified, declared or managed appropriately and effectively. This may happen innocently, accidentally, or because of the deliberate actions of staff or organisations. For the purposes of this guidance these situations are referred to as 'breaches'.

The guidance recommends that a report on such breaches is received by the governing body, Audit Committee or Executive Team on a regular basis to ensure that lessons are learnt and that the management of interests continually improves. The Trust's Standards of Business Conduct state that the Audit Committee will receive such breach reports on at least a six-monthly basis. The most recent such report was received by the Audit Committee in January 2021

During 2020/21 zero breaches were reported to the Company Secretary, Head of Governance or Counter Fraud Specialist.

6. Conclusion

6.1 Overall the impact of the Standards on the declaration of gifts, benefits, hospitality, sponsorship and interests has been positive as evidenced by the number of declarations made, and enquires received, relating to the both the Standards and conflicts of interest in year. As mentioned above, the Standards are underpinned by several Trust policies therefore publication of articles explaining the relevance of the policies to the Standards serve to enhance colleague awareness and increase understanding.

7. Action required by the Audit Committee

7.1 The Audit Committee is invited to:

- Approve this annual report and support the further work to be undertaken to safeguard ethical business practice in the future
- Note that this annual report will be published on the Trust's internet site following its approval

Declaration of gifts, benefits, hospitality or sponsorship received during 2020/21

Speciality	Title of event/gift/benefit	Sponsor	Location of event	Extent of Sponsorship	Duration	Date Request Received	Approved / Not Approved (Y/N)
Health Informatics	6x Microsoft Surface Pro laptops	Microsoft	Rotherham Hospital	£5,400	12/05/2020	12/05/2020	Yes
Rheumatology	Sponsorship (delegate fee) for attendance at virtual EULAR meeting	UCB Pharma Ltd	Virtual	£150	3 - 6 June 2020	21/05/2020	Yes
Dietetics	Sponsorship (travel, accommodation and meals) to attend Critical Care Nutrition Conference.	Fresenius Kabi	Mainz, Germany	£400	10-11 November 2020	10/06/2020	Yes
Dermatology	Speaker fee for undertaking an educational event for local GPs (virtually) entitled 'The virtual lesion clinic – top tips for managing common lumps in primary care'	LEO Pharma UK	Virtual meeting	£300	16/07/2020	29/06/2020	Yes
Corporate Affairs	Gift from Non-Executive Director for work undertaken on BAF	Non-Executive Director	RGH	£35	10/07/2020	13/07/2020	Yes
Children's & Young People's Services	1x miniature Tesla car to drive patients from the Children's ward to theatres for procedures	Tesla	RGH site	£500 (estimate)	Received on 17/08/20	17/08/2020	Yes
Engagement and Wellbeing Team	Delivery of 4000 Tasty Bites	Work Perks	RGH	£4,000	October 2020	21/08/2020	Yes
ITU	Donation of two iPads during height of COVID-19 pandemic to facilitate patient communication with families unable to visit	Simpson Millar	ITU, RGH	£800 (estimate)	08/05/2020	01/09/2020	Retrospective

Speciality	Title of event/gift/benefit	Sponsor	Location of event	Extent of Sponsorship	Duration	Date Request Received	Approved / Not Approved (Y/N)
Medical Imaging	Donation of an artificial Christmas tree and handmade decorations from a member of the public and her son following their fundraising related to COVID-19	Member of the public and her son	Clinical Radiology Department, RGH	£100 (estimate)	09/09/2020	08/09/2020	Yes
Chaplaincy	Donation of a second hand memorial book display case (in need of refurbishment) from a redundant church.	Derbyshire North East Methodist Circuit	Chapel, RGH	£750 (estimate based on cost of new display case, unable to ascertain second hand value)	September 2020	14/09/2020	Yes
Rheumatology	Payment of registration fee for virtual attendance at the American College of Rheumatology meeting	UCB Pharma Ltd	Virtual	\$595 (circa £460)	05/11/2020	29/09/2020	Yes
Communications	Offer from a company to light up part of the hospital to commemorate World Prematurity Day on 17 November 2020.	CFR	RGH	£200	17/11/2020	30/10/2020	Yes
Engagement and Wellbeing Team	4500 KIND bars for staff	gemsatwork	Trust-wide	£5,850	November / December 2020	10/11/2020	Yes
Engagement and Wellbeing Team	4000 mini Cadbury Darkmilk chocolate bars for staff	Work Perks	Trust-wide	£3000 (estimate)	November / December 2020	10/11/2020	Yes
Children's Ward	Donation of 500 children's books	Rotherham Libraries	Children's ward, RGH	Unknown	November / December 2020	24/11/2020	Yes
Cardiology Service	Honarium for external speaker at two meetings	Novartis	virtual	£1,089.69	10/12/2020	15/12/2020	Retrospective
Children's Ward	Donation of used Xbox	n/a	Children's ward, RGH	approx £100	n/a	11/12/2020	Yes
Physiotherapy	Gift card from physiotherapy student	Physiotherapy student	RGH	£50	16/12/2020	06/01/2021	No
Physiotherapy	Gift card from physiotherapy student	Physiotherapy student	RGH	£50	16/12/2020	06/01/2021	No
Inpatient Pain Team	Lunch for painlink nurse meeting	Flynn Pharma	RGH	£109.50	19/03/2019	21/01/2021	Retrospective

Speciality	Title of event/gift/benefit	Sponsor	Location of event	Extent of Sponsorship	Duration	Date Request Received	Approved / Not Approved (Y/N)
Chief Nurse Team	Food for Non-Medical Prescribing Symposium	Flynn Pharma	Woodside	£334.66	13/11/2019	26/01/2021	Retrospective
Chief Nurse Team	Meeting / education session with Anaesthetic and Pain Team re: roll out of AKIS	Flynn Pharma	RGH	£45	11/09/2019	26/01/2021	Retrospective
Rheumatology	Sponsorship to attend European League of Rheumatology Meeting	UCB Pharma Ltd	Virtual	£225	2 - 5 June 2021	02/02/2021	Yes
Charity	Selection of toys donated to the Children's Ward	Professional Training and Development Solutions	RGH	£150	17/02/2021	16/02/2021	Yes
Charity	Resources for the charity funded gardens / woodland walk	Beatson Clarke	RGH	£312	March 2021	26/02/2021	Yes
Ophthalmology	Participation in meeting with Novartis to inform the creation of educational materials for Beovu and the roll out for the educational material	Novartis	Virtual	£475 consultancy fee	30/03/2021	30/03/2021	Yes

Register of Staff Interests 2020/21

The published version of the Register of Staff Interests does not include declarations from staff who are not 'decision making staff' and who have not consented to the publication of their information. Nor does this version include declarations from 'decision making staff' where the publication of this information would put the individual at risk of harm.

Currently the declarations of interest or nil returns from all decision making staff are not included in this register. The numbers of decision making staff who have made their declarations of interest or nil returns has increased since 2019/20 due to the launch of the electronic declaration system in September 2020 which enables the Trust to remind decision making staff that they need to make their annual declarations. The Trust will continue to work with decision making staff during 2021/22 to further increase the number making their declarations of interest / nil returns.

Register of Staff Interests 2020/21

Name	Job Title	Category of Interest	Type & Description of Interests	Dated From:	Date To:
Mr Richard Slater	Consultant Surgeon	Clinical Private Practice	Works for himself and for Thornbury Hospital, One Health Group and Alliance Surgical to provide private practice services	01 April 2020	01 April 2021
Mr A J Anderson	Consultant Orthopaedic Surgeon	Speaker Fees	Non-financial interest in faculty at meetings	01 April 2020	01 April 2021
Mr A J Anderson	Consultant Orthopaedic Surgeon	Shareholdings and other ownership issues	Shareholding in Sheffield Orthopaedics Ltd	2007	Ongoing
Mr A J Anderson	Consultant Orthopaedic Surgeon	Clinical Private Practice	Abbey Knee Clinical Ltd (Personal Service Company)	2007	Ongoing
Mr A J Anderson	Consultant Orthopaedic Surgeon	Declaration of interests of family members	Spouse (Elizabeth Anderson) is Co-Director and Founder of Abbey Knee Clinic Ltd	N/A	N/A
Radha Wilson Jeffries	Community Midwife	Outside Employment	Private antenatal education workshop teacher, birth trauma resolution support and women's emotional health coaching. From May 2020 she is also offering private emotional health coaching on a 1:1 and group basis. This is in addition to the antenatal education and trauma resolution already declared.	24 June 2019	Ongoing
Nicholas Barlow	Consultant Radiographer in Plain Film	Speaker Fees	University of Bradford guest lecturer	March 2019	Ongoing
Nicholas Barlow	Consultant Radiographer in Plain Film	Outside Interests	Charity lectures online	June 2020	Ongoing
Nicholas Barlow	Consultant Radiographer in Plain Film	Clinical Private Practice	Locum reporting for Medicare and InHealth	March 2019	Ongoing
Michael John Smith	Non-Executive Director	Outside Employment	Non-Executive Director at Humber Teaching NHS Foundation Trust (HTFT) N.B. HTFT manages the Local Health Care Records Exemplar (LHCRE) of which The Rotherham NHS Foundation Trust is a paid partner. Associate Hospital Manager (under s23 Mental Health Act 1983): - Rotherham Doncaster and South Humber NHS Foundation Trust - John Munroe Hospital Group	October 2017 2010 2010	Ongoing Ongoing Ongoing
Michael John Smith	Non-Executive Director	Outside Interests	Director / Trustee Magna Science Adventure Centre Director Magna Enterprises Ltd Director of Corporate Trustee	2000 2010 01 April 2019	Ongoing Ongoing Ongoing
Michael John Smith	Non-Executive Director	Shareholdings and other ownership issues	Owner / Director MJS Business Consultancy Ltd	2002	Ongoing
Janine Wolstenholme	Head of UECC	Speaker Fees	Mindset, Mindfulness, Performance Based, Sports Psychology, Motivation	2017	Ongoing
Janine Wolstenholme	Head of UECC	Outside Interests	Mindset, Mindfulness Practitioner, Performance Based, Sports Psychology, Motivation, Mountain Bike Coach and Guide, CBT therapist, NLP practitioner, Hypnotherapist, Tai Chi Instructor, Life Coach	2017	Ongoing

Name	Job Title	Category of Interest	Type & Description of Interests	Dated From:	Date To:
Dr Rachel Walker	Consultant Radiologist	Declaration of interests of family members	Her first cousin once removed (Dr Andrew Llewelyn) works for CIMAR Ltd, a company which may tender for a shared imaging solution.	N/A	N/A
Professor Anil Hormis	Consultant in Anaesthesia & Critical Care Medicine	Speaker Fees	Has received honorarium payments from Teleflex and Medtronic to undertake lectures at courses / meetings	April 2020	March 2021
Professor Anil Hormis	Consultant in Anaesthesia & Critical Care Medicine	Outside Employment	He is a Flight Physician and member of the Operational Management Team for the Lincs & Notts Air Ambulance	April 2020	March 2021
Professor Anil Hormis	Consultant in Anaesthesia & Critical Care Medicine	Clinical Private Practice	Private medical practice at BMI Thornbury Hospital and the Claremont Hospital	April 2020	March 2021
Sarah Kimpton	Pharmacist	Outside Interests	Nutricia Patient Focus Group - participation fee	March 2019	Ongoing
Lisa Reid	Head of Governance	Loyalty Interests	Secretary to Fishlake Flood Book Managing Team	April 2020	Ongoing
Rezina Saleh	Service Lead Nurse IRR Band 7	Clinical Private Practice	She intermittently provides aesthetic treatments such as anti-wrinkle and fillers	2018	Ongoing
Joe Barnes	Non-Executive Director	Nil return			
Dr Rumit Shah	Non-Executive Director	Outside Employment	1) 6/9 session Senior Partner General Practice at Hatfield Health Centre, Doncaster 2) Doncaster Local Medical Committee Chair 3) Doncaster East Primary Care Network Clinical Lead	1994	Ongoing
Dr Rumit Shah	Non-Executive Director	Shareholdings and other ownership issues	Managing Director Beckingham Medical Services Ltd	March 2011	Ongoing
Martin Havenhand	Chairman and Non-Executive Director	Loyalty Interests	Chair of Ambition Rotherham	January 2018	Ongoing
Martin Havenhand	Chairman and Non-Executive Director	Declaration of interests of family members	Niece (Jessica Sellars) is Director of Operations at Sheffield One for Health		
Heather Craven	Non-Executive Director	Nil return			
Mark Edgell	Non-Executive Director	Outside Employment	Full-time senior role with Local Government Association	2003	Ongoing
Mark Edgell	Non-Executive Director	Declaration of interests of family members	Wife (Rosalind Haddrill) is a senior lecturer in midwifery at Northumbria University with links to NHS Trusts particularly in the North East		
Nicola Bancroft	Non-Executive Director	Outside Interests	Member of the Finance and Risk Committee, Business in the Community	October 2019	Ongoing
Nicola Bancroft	Non-Executive Director	Shareholdings and other ownership issues	Current shareholder: Walgreens Boots Alliance DFS		Ongoing
Nicola Bancroft	Non-Executive Director	Declaration of interests of family members	Sister (Louise Bancroft) is Lead Governance Co-ordinator at Sheffield Teaching Hospitals NHS Foundation Trust		
Lynn Hagger	Non-Executive Director	Nil return			
Stuart Diggles	Interim Director of Finance	Outside Employment	TASK Finance Limited - Director (50% share holder) TASK Finance & Consulting Limited - Director and Position of Significant Control	2012 2017	Ongoing Ongoing

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Roberts, Ms. Becky Jean	Consultant Mammographer	I have no interests to declare			04/09/2020	
Brammer, Mrs. Annette Laura	Supt Radiographer	Indirect interests	Loyalty interests	My husband is the Divisional Director for Clinical Support Services division.	15/04/2021	15/04/2022
Milner, Mrs. Julia Frances	Advanced Practitioner/Sonographer (HCPC)	Indirect interests	Loyalty interests	Husband (Robert Milner) works within Radiology as a Consultant Radiographer	27/01/2021	31/01/2022
Hickling, Mrs. Lisa Marie	Professional Lead - Radiology, Medical Physics & Photography	I have no interests to declare			01/04/2021	01/04/2022
Barlow, Mr. Nicholas Robert Peter (Nick)	Consultant Radiographer	Financial interests	Clinical private practice	Locum reporting for InHealth and Medicare agencies.	13/08/2016	
Barlow, Mr. Nicholas Robert Peter (Nick)	Consultant Radiographer	Financial interests	Clinical private practice	Provision of paid online learning events via the following website: www.nickbarlowradiology.com .	20/10/2020	
Barlow, Mr. Nicholas Robert Peter (Nick)	Consultant Radiographer	Financial interests	Outside employment	Provision of paid lectures for Bradford University.	09/04/2018	
Barlow, Mr. Nicholas Robert Peter (Nick)	Consultant Radiographer	Financial interests	Shareholdings and other ownership interests	Director of Birch Image Interpretation Ltd.	20/10/2020	
Barlow, Mr. Nicholas Robert Peter (Nick)	Consultant Radiographer	Financial interests	Sponsored events	Lecturing for private companies	18/03/2019	
Barlow, Mr. Nicholas Robert Peter (Nick)	Consultant Radiographer	Non-financial professional interest	Donations	Delivery of online learning events via www.nickbarlowradiology.com to support the Society of Radiographers Benevolent Fund.	17/08/2020	
Barlow, Mr. Nicholas Robert Peter (Nick)	Consultant Radiographer	Non-financial professional interest	Sponsored events	Conference lecturing.	11/03/2019	
Bell, Mrs. Rachel Anne	Deputy Professional Lead	I have no interests to declare			01/04/2021	
Forgacs, Dr Balazs	Consultant	Financial interests	Outside employment	As and when contract with The Chesterfield Royal Hospital NHS Foundation Trust.	21/09/2020	
Julius, Dr Tarik	Consultant	I have no interests to declare			09/09/2020	
Varkey, Dr Sujatha	Consultant	I have no interests to declare			06/04/2021	
Brammer, Mr. Andrew John (Andy)	Divisional Director	Non-financial personal interests	Loyalty interests	My wife is an employee of The Rotherham NHS Foundation Trust, and is employed within the Clinical Support Services division, which I am the Divisional Director of. My wife is a Band 8B, and has no other conflicts of interest other than her relationship to me.	18/04/2016	
O'Neill, Ms. Carol Howlett	Clinical Governance Lead	I have no interests to declare		No interests to declare	09/12/2020	09/12/2021
Wilkinson, Mr. Kevin	General Manager	I have no interests to declare			04/01/2021	
Dibden, Mrs. Catherine Anne	Consultant Clinical Scientist (BRILS Barnsley)	I have no interests to declare			07/09/2020	07/09/2021

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Dibden, Mrs. Catherine Anne	Consultant Clinical Scientist (BRILS Barnsley)	I have no interests to declare			02/12/2020	02/12/2021
Dibden, Mrs. Catherine Anne	Consultant Clinical Scientist (BRILS Barnsley)	I have no interests to declare			07/04/2021	07/04/2022
Marchetti, Dr Paula Marie (Paula)	Consultant Clinical Scientist	I have no interests to declare			14/09/2020	
Woodrow, Dr Iain Peter	Consultant Clinical Scientist (BRILS Barnsley)	I have no interests to declare			01/04/2020	
Turzyniecka, Dr Magdalena Joanna	Consultant	I have no interests to declare			01/04/2021	31/03/2022
Stirk, Mr. Robert Patrick (Rob)	Blood Bank Manager	Non-financial professional interest	Outside employment	Represent Rotherham Blood Transfusion (BRILS) at NHSI Workforce meetings	02/11/2020	
Stirk, Mr. Robert Patrick (Rob)	Blood Bank Manager	Non-financial professional interest	Sponsored events	Co-Chair of the Barnsley User Group meeting for NHSBT. (Previously TTM meeting). As well as co-chairing I will be involved in topic planning for the user group.	15/01/2021	
Abrari, Dr Andleeb	Consultant	I have no interests to declare			31/03/2021	
Ali, Dr Rokiahmah Binti Mohamed	Consultant	I have no interests to declare			25/12/2020	25/03/2022
Asar, Dr Amal Mohamed Salaheldin Ibrahim Abdalla	Locum Consultant	I have no interests to declare			31/03/2021	
Ranawaka, Dr Nadeeka Gerly	Locum Consultant	I have no interests to declare			31/03/2021	
Saeed, Dr Mohammed Sami	Locum Consultant	I have no interests to declare			09/04/2021	
Byrne, Mr. Christopher Peter	Pathology Information Systems Manager	Non-financial professional interest	Loyalty interests	I am a member of the SYB pathology reference group for IT.	01/01/2020	
Asensio, Dr Maria Esther	Consultant	I have no interests to declare			01/04/2021	
Asensio, Dr Maria Esther	Consultant	I have no interests to declare			01/04/2021	
Chohan, Mr. Osman Shahzad	Chief Pharmacist	I have no interests to declare			01/10/2020	30/09/2021
Mowbray, Miss Diana Jane	Senior Clinical Pharmacist	Non-financial professional interest	Shareholdings and other ownership interests	I am a company director of NPPG Ltd (neonatal and Paediatric Pharmacists Group) and am also their Treasurer. NPPG receives sponsorship from pharmaceutical companies to aid study days and research grants I am also a company director of RCPCH Publications Ltd who has a share of the BNFC publication -a reference source used to provide drug information for use in children	01/01/2008	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Bradshaw, Mr. Kieren Barry	Pharmacy Business Manager	I have no interests to declare			29/03/2021	01/04/2022
Hardman, Miss Anna Elizabeth	Specialist Dietitian Advanced	Financial interests	Clinical private practice	Within the NHS I work 4 days a week (30 hours), I work 1 day (8 hours) a week as a private practitioner carrying out consultations. I have a registered company for this - Bespoke Health and Nutrition LTD. These clients I obtain through advertising on our professional bodies website - The British Dietetic Association.	01/04/2020	01/04/2025
Henson, Mr. Joseph Anthony	MSK Clinical Lead	I have no interests to declare			29/09/2020	
White, Miss Victoria Marie	Senior Physiotherapist	Non-financial professional interest	Clinical private practice	Private sports massage therapist and Physiotherapist at "The Physios", 1 Beechill Road, Sheffield.	14/01/2020	
Whiting, Mrs. Sandra	Assisted Technology and OT Lead (External Secondment)	I have no interests to declare			15/04/2021	
Matthews, Dr Nicholas Charles	Research Scientist	I have no interests to declare			02/12/2020	
Jackson, Mr. Andrew Paul	Nurse Consultant IV Therapy	Financial interests	Shareholdings and other ownership interests	I am director of a company IVTEAM Ltd.	01/04/2021	
Kersh, Dr Rodney Stephen	Consultant Community Geriatrician	Non-financial professional interest	Outside employment	Employed for 5 sessions as partner at manor field surgery in maltby; this is wholly nhs employment and does not impact on my work for trft or result in any conflicts of interest.	03/12/2020	03/12/2021
Mondal, Dr Bijoy Krishna	Consultant Community Geriatrician	I have no interests to declare		nothing to declare	07/04/2021	07/04/2022
Briggs, Mrs. Sarah Elizabeth	Heart Failure Specialist Nurse	Financial interests	Outside employment	M&K Update This is a national education company who provides study days for GPs, Doctors, Nurses, Health care professionals. I hold Anatomy/Physiology, Heart Failure study days, and Advanced Masterclasses in Heart and Lung Assessment The next courses are January 2021 however they are adhoc throughout the year.	14/12/2020	
Briggs, Mrs. Sarah Elizabeth	Heart Failure Specialist Nurse	Financial interests	Outside employment	Sheffield University Adhoc study days - asked to speak and lecture on the Masters courses at the University on Heart Failure	14/12/2020	
Briggs, Mrs. Sarah Elizabeth	Heart Failure Specialist Nurse	Financial interests	Sponsored events	Novartis National speaker events - asked to talk as an Expert in Heart failure.	14/12/2020	
Wilkinson - Potter, Mrs. Rachel Sara	Head of Nursing - Emergency Care & Medicine	I have no interests to declare			08/04/2021	
Potts, Mr. Galvin Edward	Staff Nurse	I have no interests to declare			30/12/2020	
McKay, Mr. Andrew Robert	Dental Officer - Band C	Indirect interests	Clinical private practice	My wife works in a dental practice in the local area. She sees NHS and private patients.	26/01/2021	25/01/2022
Pomeroy, Miss Hannah Sarah	Dental Officer - Band A	I have no interests to declare			31/03/2021	
Woodruff, Mrs. Helen Nicola	Dental Officer - Band B	Non-financial professional interest	Loyalty interests	British Dental Association Accredited Representative	01/01/2005	31/12/2021
Woodruff, Mrs. Helen Nicola	Dental Officer - Band B	Non-financial professional interest	Loyalty interests	British Dental Association English Community Dental Service Committee Member (elected)	01/01/2018	31/12/2021

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Bussell, Ms. Rachael Margaret	Dental Officer - Band C	I have no interests to declare			30/03/2021	
Jonas, Mrs. Hamsa	Dental Officer - Band B	I have no interests to declare			31/03/2021	
McKay, Mr. Andrew Robert	Dental Officer - Band C	Indirect interests	Clinical private practice	My wife works in a dental practice in the local area. She sees NHS and private patients.	26/01/2021	25/01/2022
Woodruff, Mrs. Helen Nicola	Dental Officer - Band B	Non-financial professional interest	Loyalty interests	British Dental Association Accredited Representative	01/01/2005	31/12/2021
Woodruff, Mrs. Helen Nicola	Dental Officer - Band B	Non-financial professional interest	Loyalty interests	British Dental Association English Community Dental Service Committee Member (elected)	01/01/2018	31/12/2021
Bull, Mrs. Nisha	Clinical Director Dental Services	I have no interests to declare			29/03/2021	
McDermott, Miss Katherine Louise	Consultant	Non-financial professional interest	Loyalty interests	Examiner for RCPSG MFDS examination	04/01/2021	
McDermott, Miss Katherine Louise	Consultant	Non-financial professional interest	Loyalty interests	Member of BDA CDS Y&H Division and National Group Management Committee.	09/04/2021	
McDermott, Miss Katherine Louise	Consultant	Non-financial professional interest	Loyalty interests	Y&H Special Care Dentistry MCN member. Representing TRFT CDS service.	02/09/2019	
McDermott, Miss Katherine Louise	Consultant	Non-financial professional interest	Sponsored events	Hon. Treasurer of the British Dental Association Community Dental Services General Management Committee and the Yorkshire and Humber Community Dental Services Division.	14/01/2019	03/12/2023
McKay, Mr. Andrew Robert	Dental Officer - Band C	Indirect interests	Clinical private practice	My wife works in a dental practice in the local area. She sees NHS and private patients.	26/01/2021	25/01/2022
Pomeroy, Miss Hannah Sarah	Dental Officer - Band A	I have no interests to declare			31/03/2021	
Clarke, Mrs. Julie Amanda (Amanda)	Deputy Head of Service	I have no interests to declare			06/04/2021	06/04/2022
Clarke, Mrs. Julie Amanda (Amanda)	Head of Service	I have no interests to declare			06/04/2021	06/04/2022
Ward, Mrs. Tracy Caroline	Clinical Service Manager	I have no interests to declare			08/09/2020	07/09/2021
Bott, Mr. Christopher David	Lead Advanced Clinical Practitioner	I have no interests to declare			24/07/2020	
Kilgariff, Mrs. Sally	Deputy Chief Operating Officer	I have no interests to declare			08/12/2020	
Gray, Mr. Benjamin Mark (Ben)	Assistant Director of Strategy, Planning & Integration	I have no interests to declare			07/12/2020	
Stokell, Mr. Neil	Head of PMO	I have no interests to declare			07/09/2020	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Tobin, Mr. Christopher (Christopher)	Head of Estates Service	I have no interests to declare			01/04/2021	31/03/2022
Jackson, Mr. Mark	Head of Health & Safety & Compliance	I have no interests to declare			08/04/2021	
Bennett, Mr. Anthony Stephen	Trust Security Manager	I have no interests to declare			29/03/2021	
Bird, Mr. Paul Michael	Head of Facilities Services	I have no interests to declare			09/09/2020	01/09/2021
Saxton, Miss Lauren Alice	Clinical Information Assurance Lead	Financial interests	Outside employment	Director of Communications for IHRIM (Institute of Health Records Information Management)	01/03/2020	
Rawlinson, Mr. James	Director of Health Informatics	I have no interests to declare			04/09/2020	
Bennett, Mr. Anthony Stephen	Freedom to Speak up Guardian	I have no interests to declare			29/03/2021	
Rolfe, Mrs. Anne Marie	Quality Governance Corporate Lead	I have no interests to declare			31/03/2021	
Knight, Ms. Vivienne Susan	Assistant Chief Nurse	I have no interests to declare			01/04/2021	01/04/2022
Malecki-Ketchell, Ms. Kathryn Aniela	Assistant Chief Nurse - Nursing Workforce and Education	I have no interests to declare			26/01/2021	25/01/2022
Cooper, Mr. James Graham	Lead Advanced Clinical Practitioner	Indirect interests	Outside employment	Working for Notts HC NHS trust on a Zero Hour bank Contract Also working for Broom Lane Medical Centre/Kimberworth Park on a Locum Basis	01/01/2020	
Dawson, Mrs. Susan Teresa	Safeguarding Children - Specialist Advisor	Indirect interests	Outside employment	I am employed on an Ad Hoc basis by Southwell and Nottingham Diocese (Church of England) as a sessional tutor to co -deliver Safeguarding training to persons within the Diocese . This does not conflict with my working day as this is usually done on my non working days. I deliver approximately 4-8 sessions an academic term. My managers have always been aware of this	18/02/2021	
Hall, Ms. Hannah	Patient Engagement and Inclusion Lead	Indirect interests	Loyalty interests	Spouse owns his own business 'Hallmark Branding Ltd.' Deals with marketing, graphics, printing, website creation, rebranding etc.	16/03/2020	13/08/2026
Robinson, Mrs. Samantha	Head of Patient Experience	I have no interests to declare			03/12/2020	
Briggs, Mr. George Henry	Chief Operating Officer	Financial interests	Shareholdings and other ownership interests	Share holder and director in Briggs health Ltd	10/01/2016	01/09/2022
Ned, Mr. Steven David	Director of Workforce and Organisational Development	Financial interests	Outside employment	Director of Steven Ned Ltd	07/04/2021	
Ned, Mr. Steven David	Director of Workforce and Organisational Development	Financial interests	Outside employment	Joint Director of Workforce - employed by The Rotherham NHS Foundation Trust also Director of Workforce at Barnsley NHS Foundation Trust	07/04/2021	
Gardner, Dr Callum Brian (Callum)	Medical Director	Financial interests	Shareholdings and other ownership interests	Owner and Director of Innovative Medicine Ltd, used for infrequent medicolegal work.	01/03/2018	01/09/2022
Wood, Mrs. Angela Jennifer	Chief Nurse	I have no interests to declare		I have no interests to declare	07/09/2020	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Allsop, Mrs. Evelyn Rebecca	Head of Financial Services	I have no interests to declare			03/12/2020	
Bloy, Mr. Mark Richard	Assistant Director of Finance	Non-financial personal interests	Loyalty interests	My wife works in Pay Services.	29/03/2021	28/03/2022
Gill, Mrs. Amarjit Kaur	Divisional Finance Manager	I have no interests to declare			16/04/2021	
Hobson, Mr. George Richard (Richard)	Stores Supervisor	I have no interests to declare			30/03/2021	
Webster, Mr. Mark Anthony William	Logistics Manager	I have no interests to declare			16/03/2021	
Drury, Mr. Michael	Logistics Officer	I have no interests to declare			16/03/2021	
Hardy, Mr. Daniel James	Logistics Officer	I have no interests to declare			16/03/2021	
Roebuck, Mr. Mark Leon	Logistics Officer	I have no interests to declare			16/03/2021	
Segar, Mr. John David	Logistics Officer	I have no interests to declare			16/03/2021	
Thickett, Mr. Kevin John	Logistics Officer	I have no interests to declare			16/03/2021	
Arthurs, Miss Holly Louise	Apprentice Administrator-21-22 Years	I have no interests to declare			31/03/2021	
Pannett, Miss Sheree Elaine	Senior Buyer	I have no interests to declare			25/03/2021	
Parker, Mr. Ian Roy	Procurement Officer	I have no interests to declare			22/03/2021	
Ralston, Mr. Paul Charles	Head of Procurement	I have no interests to declare			16/03/2021	15/03/2022
Seaman, Mr. Justin Peter	Category Manager	I have no interests to declare			18/03/2021	
Taylor, Mr. Daniel Robert	Contracts Manager	I have no interests to declare			13/04/2021	
Tearney, Mrs. Lisa Jane	Category Manager	I have no interests to declare			16/03/2021	
Turner, Mrs. Jo-Anne Tracey (Jo)	Category Manager	I have no interests to declare			17/03/2021	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Ferrie, Mr. Paul Gerrard	Deputy Director of Human Resources	I have no interests to declare			31/03/2021	
Hardy, Miss Danielle Amanda	HR Systems & Workforce Manager	Non-financial professional interest	Patents	Family member works at the Trust	01/09/2020	
Richards, Mr. Stuart David	Associate Director of Teaching	I have no interests to declare			23/03/2021	
Calvert, Mrs. Chantil Louise	Occupational Health Advisor	Financial interests	Outside employment	I provide a range of holistic therapies outside of work on a private basis.	17/09/2020	17/09/2021
Lynch, Dr Gerard	Guardian of Safe Working Hours	I have no interests to declare			07/04/2021	
Lynch, Dr Gerard	Guardian of Safe Working Hours	I have no interests to declare			07/04/2021	07/04/2022
How, Dr Steven	Consultant	I have no interests to declare			26/01/2021	
Locker, Mr. Thomas Edward	Consultant	Financial interests	Shareholdings and other ownership interests	Shareholder/director ACCT Education Ltd	01/11/2019	
Locker, Mr. Thomas Edward	Consultant	Financial interests	Shareholdings and other ownership interests	Shareholder/director Lindum Medical Ltd	01/03/2016	
Mapatuna, Dr Chamika Ransiri	Consultant	Financial interests	Outside employment	I work for GMC as an Associate for PLAB 2 Examiner, for which I get paid directly by GMC	01/03/2019	28/02/2023
McCormick, Dr Simon	Consultant	I have no interests to declare			01/04/2021	
Rankin, Dr Katherine Denise (Kate)	Consultant	I have no interests to declare			31/03/2021	
Middleton, Mrs. Fiona	Head of Nursing	I have no interests to declare			07/09/2020	
Kanagasabapathy Shunmugam, Dr Sundhar Rajhan Shunmugam (Sundhar Kanagasabapathy)	Consultant	I have no interests to declare			18/04/2021	
McCowen, Dr Eleanor Mary	Consultant	I have no interests to declare			14/09/2020	
McCowen, Dr Eleanor Mary	Consultant	I have no interests to declare			26/01/2021	
Naganna, Dr Naveen	Consultant	I have no interests to declare			03/12/2020	03/12/2021
Shebani, Dr Abdul Karim Shebani Omar	Consultant	I have no interests to declare			08/12/2020	08/12/2021
Suri, Dr Sanjay Vijay	Consultant	Financial interests	Clinical private practice	I have started accepting instructions from solicitors for expert witness reports within the areas of my expertise for a fee	04/04/2021	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Suri, Dr Sanjay Vijay	Consultant	Financial interests	Outside employment	Mindfulness, Self care and Resilience training services. I am training to be a mindfulness teacher with Bangor University. I have delivered 3 x 8 week MBSR courses and aim to complete my certification as a qualified teacher in 2022. I have expertise due to my experience and interest in self care and resilience and am offering these freelance services to the general public and to other NHS trusts for a fee.	04/04/2021	01/04/2022
Suri, Dr Sanjay Vijay	Consultant	Non-financial personal interests	Donations	I curated a recipe book along with friends and family called "Recipes for Friendship" and offered it to my limited mailing list in return for a donation to Akshay Patra an India and UK based charity that provides school meals to disadvantaged populations. We aim to raise £2500 (95% achieved to date). All donations were made directly to Akshay Patra. My financial contribution was to gift Euro 50 to the graphic designer, a family friend.	08/03/2021	31/05/2021
Suri, Dr Sanjay Vijay	Consultant	Non-financial professional interest	Sponsored events	Prem Seva is a project that I am developing at the moment. The vision is to develop a website and/or an app to train families and paid carers in helping them look after their elderly relatives at home in India. This will involve raising funds via NGP and charitable organisations in India. I am at the stage of creating modules to deliver the training. The next stage will be to market and disseminate the training package for use by families and agencies that provide paid carers. The aim is that the project will be not-for-profit but a fee may be charged for subscribers to meet the running costs of the website.	04/04/2021	01/04/2022
Ransome, Mr. Daniel Charles	Speech Therapist	Financial interests	Clinical private practice	I do occasional private work in Sheffield area. I do not see children for private therapy who live in Rotherham or attend Rotherham schools.	26/01/2021	26/01/2022
Marshall, Miss Faye	Service Manager	I have no interests to declare			16/09/2020	
Takel, Mrs. Victoria Elizabeth	Deputy General Manager	I have no interests to declare			07/09/2020	
Takel, Mrs. Victoria Elizabeth	Deputy General Manager	I have no interests to declare			07/04/2021	
Townsend, Mr. James Robert	General Manager	I have no interests to declare			30/03/2021	
Charlesworth, Mrs. Karen	Matron - Gynae Services & ISH	I have no interests to declare			16/09/2020	
Cowie, Mrs. Alison	Head of Nursing	I have no interests to declare			12/04/2021	
Gough, Mrs. Verity	Matron - Maternity	I have no interests to declare			05/10/2020	
Hayter, Mrs. Elizabeth Helen	Matron - Maternity	I have no interests to declare			05/10/2020	
Petty, Mrs. Sarah Joanne	Head of Midwifery	I have no interests to declare			06/04/2021	
Watkins, Miss Doreen Emelda (Dotty)	Head of Governance	I have no interests to declare			01/04/2021	
Power, Mrs. Victoria Elizabeth Mary Jayne	Trainee Advanced Nurse Practitioner	I have no interests to declare			06/10/2020	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Stocks, Miss Leanne Michelle	Healthcare Support Worker	Financial interests	Shareholdings and other ownership interests	AESTHETICS AND BEAUTY BUISNESS RAN FROM MY HOME AS A SOLE TRADER	01/10/2020	
Bika, Dr Olanike Hamina	Consultant	I have no interests to declare			01/04/2021	
Patel, Miss Daksha	Consultant	I have no interests to declare			07/04/2021	
Poku, Mr. Stephen	Consultant	I have no interests to declare			31/03/2021	
Richardson, Dr Catherine Jane	Consultant	I have no interests to declare			26/01/2021	
Griffith, Mrs. Wendy Lorraine (Griffith)	Smoking Cessation Specialist Midwife	Indirect interests	Loyalty interests	I work in the same Smoking In Pregnancy Team as my Cousin Patricia Beecher	26/01/2021	
Umerov, Dr Murad	Consultant	I have no interests to declare			07/04/2021	
Barnard, Mr. James William	Nurse Consultant	I have no interests to declare			01/04/2021	
Alwail, Dr Ali Nagi	Consultant	I have no interests to declare			05/04/2021	
Elsisi, Dr Islam Fathi Hussein Ali	Consultant	I have no interests to declare			01/04/2021	
Goddard, Dr Kathryn Elizabeth	Consultant	I have no interests to declare			31/03/2021	
Taylor, Dr James William	Consultant	I have no interests to declare			04/09/2020	
Abdel-Moniem Mahmoud, Dr Sarah Abdel	Locum Consultant	I have no interests to declare			12/04/2021	11/04/2022
Lawton, Mrs. Sandra	Nurse Consultant	Financial interests	Outside employment	Specialist Advisor CQC	01/09/2014	
Lawton, Mrs. Sandra	Nurse Consultant	Financial interests	Outside employment	University of South Wales- Tutor Online course - Dermatology 2019 On Going	01/02/2019	
Lawton, Mrs. Sandra	Nurse Consultant	Financial interests	Outside employment	University of Southampton @o-applicant 2017 On Going NIHR Programme Grants for Applied Research (PGfAR) Ref: RP-PG-0216-20007	01/03/2017	
Lees, Mrs. Tara Denise	Nurse Consultant	I have no interests to declare			17/12/2020	17/12/2021
Kulavarasalingam, Dr Kavita	Consultant Endocrinologist	I have no interests to declare			03/12/2020	
Kulavarasalingam, Dr Kavita	Consultant Endocrinologist	I have no interests to declare			15/04/2021	
Muzulu, Dr Solomon	Consultant	I have no interests to declare			08/04/2021	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Abdelhafiz, Dr Ahmed Hassan	Consultant	I have no interests to declare			07/04/2021	
Athavale, Dr Nandkishor Vishwanath	Consultant	I have no interests to declare			17/03/2021	31/03/2022
Broadhurst, Dr Ruth Victoria	Consultant	I have no interests to declare			09/04/2021	
Hendry, Dr Fiona	Consultant	I have no interests to declare			31/03/2021	
Athey, Dr Victoria Louise	Consultant	I have no interests to declare			07/09/2020	
Athey, Dr Victoria Louise	Consultant	I have no interests to declare			09/04/2021	
Qureshi, Dr Nubeel	Consultant	I have no interests to declare			04/12/2020	
Mir, Dr Ruhail Nazir	Consultant	I have no interests to declare			31/03/2021	
Stewart, Mr. Paul Robert	Deputy General Manager	I have no interests to declare			08/04/2021	
Smith, Mrs. Gail Sylvia	Deputy Head of Nursing	I have no interests to declare			06/09/2020	30/09/2021
Charles, Dr Robert James	Consultant	I have no interests to declare			01/04/2021	
Clark, Dr Jon Roy (Jon)	Consultant	Financial interests	Clinical private practice	I occasionally work at Thornbury and Clarendon Hospitals in Sheffield. I provide Anaesthetic services, mainly NHS in private sector, but occasionally private patients. This amounts to approx. 2 lists per month in the evenings and weekends. I have declared this previously in my job planning meetings.	01/06/2006	
Clark, Dr Jon Roy (Jon)	Consultant	Financial interests	Clinical private practice	I work approx. 2 lists per month in the private sector. Usually NHS patients but occasional PP.	03/12/2020	
Colhoun, Dr Alison	Consultant	I have no interests to declare			31/03/2021	
Cooper, Dr Alison Elizabeth	Consultant	I have no interests to declare			03/12/2020	
Hartog, Mr. Dean Andrew	Consultant	I have no interests to declare			31/03/2021	
Hartog, Mr. Dean Andrew	Consultant	I have no interests to declare			07/04/2021	06/04/2022
Hormis, Dr Anil Paul	Consultant	Financial interests	Sponsored events	I receive honoraria for lecturing at educational events from the following medical companies. 1. Medtronic 2. Teleflex 3. Sedana Medical 4. Medasense	02/12/2020	01/04/2022
Joshi, Dr Amar Rameshchandra	Consultant	Financial interests	Clinical private practice	occasional private lists in own time	01/03/2012	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Lee, Dr Jocelyn Cheuk Lam	Consultant	I have no interests to declare			08/04/2021	08/04/2022
Lynch, Dr Gerard	Consultant	I have no interests to declare			07/04/2021	
Lynch, Dr Gerard	Consultant	I have no interests to declare			07/04/2021	07/04/2022
McDonough, Dr Julian	Consultant	I have no interests to declare			10/09/2020	
Russon, Dr Kim Erica	Consultant	Indirect interests	Loyalty interests	I'm not sure if I have to declare this or not. I do not think it creates any loyalty interests but none of the other situations fit. I am the current President of the British Association of Day Surgery. Through this role I am required to speak to some industry and am an invited speaker to a number of conferences. As an invited speaker my travel and accommodation would usually be covered but with the recent covid restrictions I have only presented virtually.	06/11/2020	24/06/2021
Shekar, Dr Mario Sharan	Consultant	Financial interests	Clinical private practice	I work occasionally providing anaesthesia services at thornbury hospital within my scope of NHS work	07/10/2020	21/10/2023
Shuker, Dr Katy	Consultant	I have no interests to declare			28/01/2021	
Smith, Dr Clare Elizabeth	Consultant	I have no interests to declare			16/09/2020	
Smith, Dr Mark Jonathan	Consultant	I have no interests to declare			12/04/2021	11/04/2022
Thomas, Dr Amy Jayne	Consultant	I have no interests to declare			28/09/2020	
Thomas, Dr Amy Jayne	Consultant	I have no interests to declare			13/04/2021	12/04/2022
Thornley, Dr Helen Christina	Consultant	I have no interests to declare			07/04/2021	
Windsor, Dr Clare Michelle	Consultant	I have no interests to declare			31/03/2021	
D'Silva, Mrs. Julie Mary	Nurse Consultant	I have no interests to declare			07/04/2021	
Dickinson, Mr. Owen Thomas	Nurse Consultant in Endoscopy and Interventional Radiology	I have no interests to declare			31/03/2021	31/03/2022
Garner, Mr. Jeffrey Philip (Jeff Garner)	Consultant	Non-financial professional interest	Outside employment	Editor of Journal 'TRAUMA'	31/03/2021	
Garner, Mr. Jeffrey Philip (Jeff Garner)	Consultant	Non-financial professional interest	Outside employment	Major trauma consultant @ STH	31/03/2021	
Garner, Mr. Jeffrey Philip (Jeff Garner)	Consultant	Non-financial professional interest	Shareholdings and other ownership interests	Director of JAAS Editing Ltd	31/03/2021	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Oommen, Mr. Chitakattil Mammen	Locum Consultant	I have no interests to declare			31/03/2021	
Romancik, Dr Martin	Consultant	I have no interests to declare			11/04/2021	
Farrell, Mrs. Janet	Nurse Consultant	I have no interests to declare			08/04/2021	
Anderson, Mr. Alexander James	Consultant	Financial interests	Clinical private practice	I have a clinical private practice in Sheffield which is administered through my limited company Abbey Knee Clinic Ltd	08/12/2007	
Anderson, Mr. Alexander James	Consultant	Financial interests	Shareholdings and other ownership interests	I have a personal shareholding in Sheffield Orthopaedics Ltd, which will be transferred to my limited company Abbey Knee Clinic Ltd later this year	08/12/2007	
Blair, Mr. Stephen	Consultant	I have no interests to declare			31/03/2021	
Bryant, Mr. Richard Charles	Consultant	Financial interests	Clinical private practice	Private practice upper limb surgery in Sheffield. Thornbury & Claremont Hospitals	01/01/2010	
Bryant, Mr. Richard Charles	Consultant	Financial interests	Shareholdings and other ownership interests	HR/IT director with Sheffield Orthopaedics Ltd	24/05/2019	
Bryant, Mr. Richard Charles	Consultant	Financial interests	Shareholdings and other ownership interests	Shareholder and Director of Bryant Orthopaedics Ltd	01/01/2015	
Bryant, Mr. Richard Charles	Consultant	Financial interests	Shareholdings and other ownership interests	Shareholder in Sheffield Orthopaedics Ltd	26/01/2021	
Bryant, Mr. Richard Charles	Consultant	Indirect interests	Shareholdings and other ownership interests	My wife is a director in Bryant Orthopaedics Limited. she has no clinical input of any kind	01/01/2015	
Carmichael, Dr Ian William	Consultant	Financial interests	Clinical private practice	I own a company based in Sheffield that provides orthopaedic consultation and surgery to both private and NHS patients	01/01/2009	
Draviaraj, Mr. Kingsley Paul	Director of Clinical Services	Financial interests	Clinical private practice	Practising privileges in Kinvara private hospital, Rotherham	04/12/2020	04/12/2021
Draviaraj, Mr. Kingsley Paul	Director of Clinical Services	Financial interests	Clinical private practice	Private practice privilege in BMI Thornbury hospital Sheffield Kinvara Private Hospital Rotherham Along with my wife I am a Director of company KPD associates ltd	10/09/2020	10/09/2021
Draviaraj, Mr. Kingsley Paul	Director of Clinical Services	Financial interests	Outside employment	Clinical chair BMI thornbury hospital , Sheffield . 12 months term. 4 hrs a week	06/04/2021	
Draviaraj, Mr. Kingsley Paul	Director of Clinical Services	Financial interests	Shareholdings and other ownership interests	director of company KPD associates along with wife pat of South Yorkshire orthopaedic service group, no share holding just administrative support	03/09/2002	10/09/2021
Halsey, Mr. Timothy John (Tim)	Consultant	Non-financial professional interest	Clinical private practice	I have practicing privileges at the Claremont Hospital in Sheffield and work there as an Associate with the Sheffield Orthopaedics Limited group of surgeons outside my time in the NHS. I see and treat both NHS and private patients. I do not advertise my private work to my Rotherham NHS patients in clinic.	31/03/2021	01/04/2022
Legg, Mr. Andrew John (Andrew)	Consultant	Financial interests	Clinical private practice	Private practice at Spire Methley Park Private practice at Kinvara Hospital	01/04/2020	01/04/2022
Nanavati, Dr Nikhil	Locum Consultant	Financial interests	Clinical private practice	St Hugh's hospital, Grimsby Kinvara hospital, Rotherham Impulse Medical Services, Scunthorpe Member of South Yorkshire Orthopaedic Services (SYOS)	29/03/2021	01/04/2022
Paniker, Mr. Jayanth	Consultant	I have no interests to declare			07/04/2021	07/04/2022

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Wembridge, Mr. Kevin Richard	Consultant	Financial interests	Clinical private practice	Private practice at BMI Thornbury Hospital	31/03/2021	01/03/2026
Wembridge, Mr. Kevin Richard	Consultant	Non-financial personal interests	Outside employment	Secretary at Louise Wembridge Consulting Ltd	31/03/2021	01/03/2022
Fawthrop, Dr Fiona Wendy	Consultant	I have no interests to declare			28/09/2020	
Kumari, Dr Rakesh	Consultant	I have no interests to declare			23/09/2020	
Boon, Mr. Gary Michael	Podiatric Surgeon	I have no interests to declare			08/09/2020	31/12/2021
Vasey, Mr. Benjamin Harry	General Manager	I have no interests to declare			06/12/2020	
Timms, Mrs. Deborah Jane	Deputy Head of Nursing	I have no interests to declare			03/07/2020	30/06/2021
Evans, Mr. Alexander William	Consultant	I have no interests to declare			16/12/2020	
Pankhania, Mr. Miran Mashri	Consultant	Financial interests	Clinical private practice	I am applying to undertake private practice at BMI/Circle Thornbury and Claremont. Whilst there is currently very little private practice activity, I have asked to be placed on their books such that should there be a change in the pandemic and private practice becomes a viable activity, that my job plan may be adjusted in future to accommodate this change in working. As yet no timetabled activity exists.	17/09/2020	
Pankhania, Mr. Miran Mashri	Consultant	Indirect interests	Loyalty interests	I have been approached by Medtronic with regards to local anaesthetic sinus surgery and DCR surgery at my employing trust as I have inherited a local anaesthetic DCR practice from my predecessor and I intend to carry this on. I am trying to create a dedicated local anaesthetic service at my employing trust to streamline the peri-operative care of these patients and Medtronic are involved in discussing the business case side of this with our departmental manager.	01/05/2020	
Pankhania, Mr. Miran Mashri	Consultant	Indirect interests	Shareholdings and other ownership interests	I have traded and own stocks in Spire healthcare	01/05/2020	
Pankhania, Mr. Miran Mashri	Consultant	Non-financial professional interest	Sponsored events	I am undertaking a sinus surgery course on 26-27th October 2020, sponsored by Medtronic.	17/09/2020	
Richards, Mr. Stuart David	Consultant	I have no interests to declare			23/03/2021	
Jandu, Miss Manjinderpal Kaur	Consultant	I have no interests to declare			26/01/2021	
Patterson, Mr. Alan	Consultant	I have no interests to declare			16/04/2021	16/04/2022
Wigfull, Mrs. Esther Mary Michelle (Michelle)	Dentist (Poswillo) OP/GA exodontia	Financial interests	Outside employment	DENTIST FOR PAEDIATRIC GENERAL ANAESTHETIC OUTPATIENT EXODONTIA SERVICE DONCASTER AND BASSETLAW NHS TRUST	26/09/2018	
Martin, Mr. Adrian Michael	Consultant in Maxillofacial Prosthetics	I have no interests to declare			23/12/2020	

Employee Name	Job Title	Category of Interest	Interest Situation	Type & Description of Interest	Dated From	Dated To
Hammad, Miss Amany Mansour	Locum Consultant	I have no interests to declare			08/04/2021	
Hassan, Mr. Hassan Mohammed Jawad (Mohammed Hassan)	Locum Consultant	I have no interests to declare			31/03/2021	
Jabir, Mr. Mohamad	Consultant Ophthalmology	I have no interests to declare		I have no interest to declare as I work purely for the NHS. No financial interest, no private practice, no link to companies etc I declare that I have no conflict of interest with my NHS work	28/01/2021	28/01/2022
Shahin Shahin, Dr Mohamed	Consultant	I have no interests to declare			12/04/2021	
Sheikh, Dr Asad Rehman (Dr Asad Rehman)	Locum Consultant	I have no interests to declare			01/04/2021	31/03/2022
Pollard, Miss Caroline Jane	Orthoptic Services Manager	I have no interests to declare			31/07/2020	
Birdsall, Miss Joanne (Jo)	Consultant	I have no interests to declare			31/03/2021	
Birdsall, Miss Joanne (Jo)	Consultant	Financial interests	Outside employment	NHS practice out of area	31/03/2021	