

**Conflict of Interests Register: Outside Employment**

Staff name	Role at CLCH	Date declared	Nil returns	Employer name (outside CLCH)	Description of duties	Time commitment	Relevant dates	Other information (action taken to mitigate against a conflict)
Nicola Clarke	Diabetes Specialist Dietitian, Wandsworth			Nova Nordisk	One-off presentation at Diabetes GP and Community Nurse event, Manager David Dullaghan provided written permission (dated 10.07.18)	1 day	12.07.18	Declared to Trust Secretary. Letter of approval provided by line manager, David Dullaghan
Caroline Clarke	Organisational development consultant			Consultancy	Training - ad hoc	Varies		Declared to Trust Secretary. Manager is aware
Elizabeth Welsh	CBU manager (job share) Children's integrated complex care			westbourne Park Baptist Church, Porchester Road, London	Employee (part time) and company director	Part time, NHS job is a job share to accommodate this	Ongoing	Declared to manager and full details reconfirmed / provided on 06.12.18
Farid Ashrafi	Divisional Business Manager		03.01.19					
Stephanie Griffin	Head of Organisational Development		02.01.19					
JULIE READ	CBU Manager		28.12.18					
Laurence Turner	NHS Graduate Management Trainee On placement at CLCH		23.12.18					
Jo Davis	cbu manager		20.12.18					
Cathrine Martina Louise Maluskj	Workforce Business Partner		20.12.18					
jayne skippen	Associate Director of Quality-North		20.12.18					
Jenny Pang	Head of Finance (CAPITA)		19.12.18					
Sheila Pearce	Divisional Director of Nursing & Therapies		19.12.18					
Stuart Barrett	Workforce Business Partner		19.12.18					
Daniel Greenleaf	Head of Business & Performance		19.12.18					
Mark Handley	Head of Human Resources		19.12.18					
Amanda J Bateman	Lead Infection Prevention Nurse		19.12.18					
Anjum Fareed	Head of Contracts		19.12.18					
Valerie abdulla	CBU manager		19.12.18					
Darren Anthony Jones	Divisional Director for Nursing & Therapy		19.12.18					
James Fitzpatrick	Assistant Director of IM&T		19.12.18					
William Davies	Workforce Business Partner		19.12.18					

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Andrew Chronias	CIO		19.12.18					
Jayne Walbridge	Trust Secretary		11.12.18					
Laura Williams	Associate Director of Resilience & Compliance		14.12.18					
Jem Ramazanoglu	Continuous Improvement Programme Manager		13.12.18					
Samantha Jayasekera-Heffer	Corporate Clinical Director		11.12.18					
Sally Miller	AHP Lead		11.12.18					
Karyn Lechowick	Clinical Change Manager		11.12.18					
Charlie Sheldon	Chief Nurse		09.12.18					
Levon Quilter	BIPA Director of Services		07.12.18					
Malcolm	Hall		07.12.18					
Christine Bilsborough	Consultant physiotherapist		07.12.18					
Daniel Brennan	Business Manager		07.12.18					
Jackie Allain	CBU Manager		06.12.18					
Susan Murray	Team Lead Tissue Viability		06.12.18					
Cora Molloy	CBU Manager		06.12.18					
Lesley Burns	Estates and facilities operations manager		06.12.18					
Niraj Shah	Head Of Partnership Performance		06.12.18					
Rosie Waskett	Associate Director of Quality		06.12.18					
Fleur Beeson	CBU Manager		06.12.18					
Patrick Laffey	CBU Manager Long Term Conditions		06.12.18					
Keith Hinchcliffe	Head Of Procurement		06.12.18					
Parul Patel	IM&T Client Director, Capita		06.12.18					
Kathleen Isaac	Head of Business Development		06.12.18					
Tom Wright	Commercial Director		06.12.18					
Sue Danks	Transformation Lead		06.12.18					
Liz Lubbock	Policy, Projects and Engagement Lead - Lead Freedom to Speak Up Guardian		06.12.18					
Gideon Lund	CBU manager		06.12.18					

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Charlene Greenaway	Director of Operations - Partnership Team		05.12.18					
Freda O'Driscoll	SLT CBU Manager and Professional lead		05.12.18					
Elizabeth Welch	Children's Integrated Complex Care CBU Manager		05.12.18					
Cathy Walker	Divisional Director of Operations (North)		05.12.18					
Jennifer Griffin	Children's Speech and Language Therapy Transformation Lead		05.12.18					
Emily Keeble	Head of Patient Safety		05.12.18					
Rob Stewart	Partnership Estates & Facilities Manager		05.12.18					
Shalene Daly	Business Manager		05.12.18					
joanne medhurst	medical director		05.12.18					
Paul Betts	Assistant Director of Partnership & Procurement		05.12.18					
John Pickett	Transport Manager		05.12.18					
Louella Maria Johnson	Director of People and Communications		05.12.18					
Emma Manby	Estates Transformation Lead		05.12.18					
Caroline Clarke	Organisational Development Consultant		05.12.18					
Arfana Butt	Head of Medicines Management		05.12.18					
Jean Lewis	Professional Lead Adult Nursing		05.12.18					
Nish	Matenjwa		05.12.18					
Silvia Ceci	Lead Pharmacist		05.12.18					
Paul Thomas	Head of Quality Improvement		05.12.18					
Julian St Clair-Gribble	Head of Workforce Information & HR Systems		05.12.18					
Joan Douglas	Programme Director for Quality		05.12.18					
Susan Yadin	Clinical Director for Dentistry		05.12.18					
Marcia Daley	Head of Learning and Development		05.12.18					

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Elizabeth Hale	Director of Improvement		05.12.18					
WENDY ROSE	EXECUTIVE ASSISTANT		05.12.18					
Shirley Rush	Corporate Governance Manager		28.11.18					
Courtney Francis	Senior Community Nurse (Learning Disabilities)	10.04.19		East London NHS FT	Nursing	2 days per week	ongoing	Advised to discuss with line manager.
Kate Wilkins	AD, Quality	18.04.19		Various	Governance support	varies	RCGP - risk training, w/c 22.07.19	Is on the Trust bank and works elsewhere as required, in 2019 for Hounslow and Richmond Community Trust
Arshna Sanghrajka	Clinical Pharmacist (in GP Practice)	25.06.19		Imvway Medical Practice, Mill		22.5 hour per week		Agreed by manager
Jane Bradwell	CASH Nurse Richmond side	01.07.19		H&R	employed by Hounslow and Richmond Community Health - in position of Bank Nurse, Band 5 - Immunization Team - BCG Team 0 - 6 years - 6 to 12 shifts per calendar month, mostly term time only - shifts 3.5 - 7 hours a piece, sites vary	See notes	ongoing	Declared at time of transfer to CLCH
Andrea Williams	Practice Development Nurse North Central Division	07.06.19		CQC and others	· Bank Specialist Advisor, Nurse Team Leader (Community and Care Homes)	Varies, CQC work runs between July and Oct annually	ongoing	email was copied to manager, Jumoke, Adegbie

Eqbal Farah	0-19 Team Lead Lisson Grove Health Centre Children's Health and Development Division	12.06.19		Sky doctors	Nursing agency: work Ad-Hoc shifts ( weekends ) Nursing agency name Sky doctors Ad-Hoc 1-2 shifts a month in hospital to keep clinical skills updated	Varies	ongoing	copied to manager, Carol Cork
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Emma Gedeon	Community Paediatric Specialist Haemoglobinopathy Nurse/ Genetic Nurse Counsellor	12.06.19		Bank	Occasionally as a CLCH Band 5 Bank staff Nurse, on bedded wards, varied locations. My permanent post is contracted for 22.5 hours a week Mon- Wed and any bank work I undertake is not within my permanent working hours. I aim to do around 1-2 bank shifts a month to keep my clinical practise updated.	1-2 shifts per month	ongoing	
Sarah Stone	Staff Nurse	30.09.19		Employed by the Church	Works one day per week at a day care centre for the elderly	1 day	on-going	Manager, Annette Holloway asked Sarah to inform Trust Secretary
Carys Barton	Clinical and Operational lead community cardiology, West Herts	08.10.19		British society for heart failure.	It is a charity and I am on the board. Not paid but expenses reclaimed	Various	on-going	Divisional director of operations and Chief operating officer informed, DDO has agreed, see pharmaceutical sponsorship register too
David Woods	Front of House Manager	13.11.19		Healthshare London	Assumed similar work - reception / management / admin team	1630-1830 hours Mon - Friday	on-going	Acknowledged and copied to manager Ian Daccus - but it later transpired that the manager was Angela Cody (also copied) - given that the employee works full time for the Trust and regularly 10 hours for another employer

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Dr Gaby Parker	Consultant clinical neuropsychologist, professional lead for neurophysiology	13.11.19		Private practice - Allied Neuro Therapy Ltd	<p>I practice privately as a Clinical Neuropsychologist for a company called Allied Neuro Therapy Ltd.</p> <ul style="list-style-type: none"> <li>• I have been working in this capacity since 2011, and work an average of 10 hours per week, arranged around my compressed full-time hours within the NHS.</li> <li>• I do not currently have any financial interest in the company other than as a source of referrals for clinical work, which I then invoice on the basis of hours worked. The company does not seek to compete for statutory sector contracts and to my knowledge has no intentions to do so at this time or in future.</li> <li>• The work involves provision of clinical services directly to patients (commonly funded by insurance claims through personal injury/medical negligence claims) and provision of expert witness opinion to the Court for clients in litigation. This includes clinical negligence work where the defendant party is an NHS Trust / NHS LA. I also supervise the work of other associates within the practice under a sub-contracted hourly rate from the Director, Dr Shai Betteridge (Consultant Clinical Neuropsychologist)</li> <li>• I take a range of actions to mitigate any potential conflicts of interest, including: <ul style="list-style-type: none"> <li>o I do not accept referrals for patients registered with GP's within Hertfordshire, for either treating clinician or expert witness opinion.</li> <li>o I do not make any reference to my private practice in dialogue with any NHS patients, and if asked about this I direct patients to the BPS list of psychologists offering services to the public with general guidance on how to identify a clinician with appropriate expertise</li> <li>o I do not accept referrals for expert opinion where the defending NHS Trust is (or has been) an employer of mine currently, or at the material time of the index event</li> </ul> </li> <li>• I believe that these principles entirely mitigate any potential conflicts of interest. In my opinion this practice enhances my clinical expertise within my NHS role.</li> </ul>	10 hours per week since 2011	on-going	Declaration was copied to Deborah Croall and John Harle (and response to C Walker) - declaration had previously been made to HCT by the employee prior to TUPE