

Code of Business Conduct – Register of Staff Interests and Gifts/Hospitality 1 April 2022 – 31 March 2023

Name	Designation	Base	Date	Accepted	Interest Declared
Pauline Clemison	Community Children's Nurse	Kelty CDC	05.04.22	-	Director, Westfield Coatings Partnership (with husband)
Thomas Rowley	Estates Supervisor	Cameron Hospital	11.04.22	-	Paid Director of Kelty Hearts Football Club
Neal Stevenson	Communications Manager (Press & Media)	Hayfield House	21.09.22	-	Member of the Board of Trustees of Glenrothes Food Bank (unpaid)
Susi Welch	Staff Nurse	GNEF H@H	22.11.22	Y	£10 gift voucher given to each member of the team following a collection gathered at funeral. Given to team thanking them for care and attention.
Sean Baxter	FY2	Adamson Hospital	22.11.22	Y	As above
Colin Bruce	Staff Nurse	GNEF H@H	22.11.22	Y	As above
Carol Galloway	Team Leader	Adamson Hospital	22.11.22	Y	As above
Denise Clark	CSW	Adamson Hospital	22.11.22	Y	As above
Emily Hawkins	Staff Nurse	Adamson Hospital	22.11.22	Y	As above
Gillian Szparman	ANP	Adamson Hospital	24.11.22	Y	As above
Lisa Philp	HCSW	Adamson Hospital	24.11.22	Y	As above
Rebecca Scott	WP	Adamson Hospital	24.11.22	Y	As above
Gillian Selfridge	Community Diabetes Specialist Nurse	Queen Margaret Hospital	29.11.22	Y	Flights, hotel accommodation and taxi expenses to and from airport provided by Novo Nordisk to attend Diabetes Professional Care Conference in London 15-17 November 2022. Reasonable hospitality accepted in line with ABPI guidance. £89 for taxi fare.
Carol Alford	Community Diabetes Specialist Nurse	Ladybank Clinic	29.11.22	Y	Diabetes Conference 15-17 November 2022. Flight, hotel accommodation and taxi to conference in London provided by Novo Nordisk. £59.60 taxi fare
Helen Colhoun	Prof. of Medical Informatics & Epidemiology / Hon. Consultant in Public	University of Edinburgh / NHS Fife	12.12.22	-	Novo Nordisk - sit on Steering Committee of large international trial (SELECT) of new diabetes drug semaglutide. Remuneration for this time paid to University of Edinburgh under

	Health				<p>institutional consultancy contract total: £4457 in 2022, of which 70% is paid in salary to me and the rest is retained by the University. For face-to-face meetings (1 per year) of the steering committee, travel to the meeting and hotel accommodation and meals are provided.</p> <p>Bayer Ltd - participated in one advisory panel for Bayer advising on clinical trial design for evaluating the efficacy on finerenone. Consultancy fees of £1500 were paid to the University of Edinburgh, of which I receive ~35% after tax</p> <p>Medscape - attendance at face-to-face meeting in Barcelona, for which cost of flight and accommodation and meals paid, to make educational video. Total £2714 including expenses</p> <p>IQVIA Ltd – Principal Investigator on a research contract between IQVIA and University of Edinburgh, value £400K</p> <p>Roche Pharmaceuticals Bayer Ltd - Own shares in Roche: ~35K and Bayer: ~40K</p> <p>Do not prescribe drugs in my NHS role. Sit on the Diabetes MCN and do not comment on drug efficacy in that role</p>
Elizabeth Wright	OT Team Lead	St Andrews Comm. Hospital	21.12.22	Yes	Gift Voucher for Marks & Spencer - £30
Geety Khosraviani	RSW	St Andrews Comm. Hospital	22.12.22	Yes	Gift Voucher - £30
Jodie Young	RSW	St Andrews Comm. Hospital	21.12.22	Yes	Gift Voucher - £30
Pauline Campbell	Rehab Support Worker	St Andrews Comm. Hospital	23.12.22	Yes	Gift Voucher for Marks & Spencer - £30
James Woodcock	Rehabilitation Support Worker	St Andrews Comm. Hospital	23.12.22	Yes	Gift Voucher - £30
Elaine Docherty	RSW – ICASS	St Andrews Comm. Hospital	23.12.22	Yes	Christmas Gift Voucher - £30

Janis Deards	Rehabilitation Support Worker / ICT Dept	St Andrews Comm. Hospital	24.12.22	Yes	Gift Voucher - £30
June Horne	RSW / ICT	St Andrews Comm. Hospital	24.12.22	Yes	Gift Voucher - £30
Angie Russell	RSW / ICT	St Andrews Comm. Hospital	24.12.22	Yes	Gift Voucher - £30
Lavonne Welsh	Rehab Support Worker	St Andrews Comm. Hospital	26.12.22	Yes	Voucher - £30
June Jennings	RSW	St Andrews Comm. Hospital	27.12.22	Yes	Voucher - £30
Laura Aksu	RSW (ICASS)	St Andrews Comm. Hospital	28.12.22	Yes	Voucher - £30
Andy Brown	Principal Auditor	Cameron House, Cameron Hospital	10.01.23	-	Wife works as Staff Nurse in Theatre Recovery, Phase 3 Theatres, Victoria Hospital, Kirkcaldy
Catriona Walker	Major Trauma Co-ordinator	Glenrothes Hospital	11.01.23	-	Private physio work for Neuro Physio Scotland. Generally, one patient at any given time and sessions are once per week at most. Neuro Physio Scotland makes approach to offer work
Andrea Wilson	General Manager Waiting Times	Victoria Hospital	11.01.23	-	Non-Executive Director, British Dietetic Association Board Member, British Transport Police Scotland Independent Advisory Group
Lynette MacKenzie	Service Manager, Paediatrics, WCCS	Queen Margaret/ Victoria Hospitals	12.01.23	-	On the Board of Directors of the registered charity Dunblane Kids Club
Alice A Fernie	Occupational Therapist	OT, Department Victoria Hospital	12.01.23	-	Director of Trax Plant Hire Limited. Owner of farm business J + A Fernie and Sons
Janet Thomas	Team Lead, Physiotherapist	Queen Margaret Hospital	12.01.23	-	Work 14 hours (2 days per week) as a lecturer at Queen Margaret University since April 2012
David Hutchison-McDade	Mental Health Nurse Specialist	Occupational Health and Wellbeing	13.01.23	-	Co-owner with husband of a wellbeing centre in Fife, Centre for Positive Change (which also includes Wellbeing Radio)
Colin Smith	Nurse Therapist		13.01.23	-	Self-employed. Counselling/Psychotherapy. One day per week at Inverkeithing/Dalgety Bay Medical Practice
James Joseph McDonald	Consultant Neurologist	Victoria Hospital	13.01.23	- Yes	Biogen UK Ltd provided support for attendance at a Congress (ECTRIMS), including registration, transport and accommodation

					within the European Union. Est Value £2500. Does not hold any position on the formulary committee and does not have any responsibility for making pricing, reimbursement or purchasing decisions regarding medicines not already approved at regional formulary level.
Roslynn Barclay	ASD Portfolio Manager	Victoria Hospital	16.01.23	-	Member, Bridgehead Healing Leadership Board (Christian voluntary sector organisation active in Fife, affiliated with a number of local Churches)
Elspeth Boxall	Senior Pharmacist BBV	Victoria Hospital	16.01.23	-	Directorship EAB Infrastructure (family business offshore wind construction consultancy) NES postgraduate tutor (part time evening work, 11 hours per month)
Naomi Bulteel	Consultant in ID/Acute Medicine	Victoria Hospital	18.01.23	Yes Yes	HIV Drug Therapy Glasgow 2022 virtual conference attendance – sponsored by ViiV – Est Value £300 ECAS congress 2021 virtual conference attendance – sponsored by ViiV – Est Value £400
Lynsey Scott	Team Leader Diabetic Eye Screening	Victoria Hospital	18.01.23	Y	Director of British Association of Retinal Screening Ltd (wef 27.09.18 for a period of 3 years, re-elected to BARS Council, continuing as Director/Treasurer from 24.09.21 for a further period of 3 years. BARS Conference Planning Meeting in London 9.06.23. Train travel (£115) BARS Conference in Bristol 27-28 September 2023. Air travel (£87.96) and accommodation/ delegate fee (£220) Payment of conference fee/overnight hotel stay required for participation in Bristol Conference as Lead Organiser and Slit Lamp Workshop Leader (27/28 September 2023). Est Value total £422.96
Ben Johnston	Head of Capital Planning / Project	Victoria Hospital	19.01.23	-	Supplier (Gardiner & Theobald) currently providing services to NHS Fife. No current /

	Director				Yes	relevant procurement activity in progress or on the horizon that would represent a conflict of interest now or in future. Women in Property Invitation to Annual Dinner, 3 March 2023. Invited by Gardiner & Theobald. Est. value: £70
Jenna Wall	CMHN Kirkcaldy Community Health Team	Westfield Corridor, Whyteman's Brae	19.01.23	-		Gowrie House Nursing Home (Kirkcaldy) zero hour contract
Paula Anne Dowie	Advanced Physiotherapist	FRDU, Whytemans Brae Hospital	20.01.23	-		Sole Trader, Complete Physiotherapy
Helen Wilson	Occupational Therapist	Victoria Hospital	23.01.23	-		Occasional sale of homemade craft items within the OT department in aid of charity
Sam Ferguson	Experienced Rotation Physiotherapist	Victoria Hospital	23.01.23	-		Owner of private business providing personal training and physiotherapy for sports injuries. Based in Dunfermline, Fife
Lyndsey Whitson	Band 7 Physiotherapist/physiotherapy	Queen Margaret Hospital	27.01.23	-		Private physiotherapy work at Benji Physio Ltd, Approx 5 hours per week
Melissa Crawford	Assistant Practitioner	St Andrews Community Hospital	31.01.23	Y		£10 Boots gift card, May 2022
Carrie Murray	Pulmonary Rehab Physio ICT	St Andrews Community Hospital	31.01.23	Y		£10 Boots gift card, May 2022
Evelyn Gillies	Occupational Therapy Assistant	Cameron Hospital	01.02.23	-		Contract with Fife Council as Home Carer, 24 hours per 4 week period (paid 4 weekly and work at week-end only)
Joanne Craig	Physiotherapist	Queen Margaret Hospital	01.02.23	-		Owner and physiotherapist at JC Therapies, an MSK physio practice in Dunfermline
Shelley McBain	Corporate Directorate	St Andrews Community Hospital	02.02.23	-		Husband owner of recruitment agency specialising in construction and may bid for contracts on future NHS Fife Capital projects
Mika Smith	Physiotherapist - Medical	Victoria Hospital	02.02.23	-		Fife Flyers physio, approx 6 hours per week
Jane Hislop	Clinical Education Lead MSK Physiotherapy	Queen Margaret Hospital	02.02.23	-		Work part-time (28 hours per week) as Lecturer in Medical Education and Director of

					Postgraduate Certification in Simulation in Clinical Education, University of Edinburgh
Marcia McDougall	Consultant Anaesthetist	Victoria Hospital	03.02.23	Y	Return flights to Belfast and Southampton and two nights in hotels, to attend Intensive Care Society State of the Art meeting, Belfast May 2022 and British Associate of Parenteral and Enteral Nutrition annual congress, December 2022. Speaker at both conferences on fluid management. Part of registration fees for conferences also paid. No food provided other than bed and breakfast and lunch at the conferences. (non-commercial) May 2022: study grant from Scottish Quality and Safety Fellowship: £400 used to travel to visit Baxter fluid facilities in England and Belgium: travel and accommodation. Paid by Health Improvement Scotland as part of the Fellowship programme, not by a commercial company. Est Value £500.
Dr Steve Birrell	Consultant Psychiatrist	Queen Margaret Hospital	07.02.23	-	Self-employed medicolegal practitioner, and run as LTD business, of which S Birrell is Company Director and shareholder; On separate payroll as Designated Medical Practitioner, Mental Welfare Commission for Scotland
Suzanne Burns	Consultant	Hospital @ Home, GNEF	07.02.23	Y	£10 gift voucher given to each member of the team following a collection gathered at funeral. Given to team thanking them for care and attention.
Amy Daly	Physiotherapy Manager Acute Services	Victoria Hospital	09.02.23	-	Self-employed bike fitter, Pilates instructor and physiotherapist.
Dr Mairiead MacLennan	Acting Service Manager /Microbiology	North Laboratory, Victoria Hospital	21.02.23	-	Sole Trader in Private Consultancy in Quality Management, Training & Development in Laboratory Sciences (in own time)
Karen Grant	Advanced Practitioner Physiotherapy	Queen Margaret Hospital	24.02.23	-	Partner and owner of a Private Physiotherapy Clinic based in South Queensferry
Lynsey Watson	Clinical Education	Queen Margaret /	27.02.23	-	Employed by Robert Gordon University as

	Lead/Physiotherapist	Victoria Hospitals			guest lecturer for module in Injection Therapy, 4-5 days of teaching per year
Daniel Baird	Clinical Support Worker	Microbiology, North Laboratory	27.02.23	Yes	Present validation and verification study at conference, CPD evidence, networking. Flights and accommodation provided and funded by Radox Diagnostics. Est Value £250
Annabelle Di Salvo	Advanced Ortho Practitioner	Victoria Hospital	28.02.23	-	Business registered as a sole trader and intermittently see private patients at home. Help out at a private clinic in Dunfermline
Allan Matthews	Consultant Dermatologist	Victoria Hospital	28.02.23	Yes	Company Director – Sporting Skin Ltd. Through this company paid for consultancy work with/at Synaptik (medical locum agency), Cignpost Diagnostics and Nuffield Health Edinburgh Hospital, where have practicing privileges. Taken to European Academy of Dermatology and Venereology Annual Meeting in Milan (September 2022) by Novartis pharmaceutical company, who paid for flights, accommodation and course registration.
Claudia Davis	Physiotherapist	Physiotherapy	06.03.23	-	Ad hoc locum Diagnostic Radiographer in NHS Fife (Victoria Hospital)