

# Managing Conflicts of Interest in the NHS



# Conflicts of Interest Policy for Tees, Esk and Wear Valleys NHS Foundation Trust

## Contents

1 Policy Summary .....	4
2 Introduction .....	5
3 Purpose.....	5
4 Key terms.....	5
5 Interests .....	6
6 Staff.....	6
7 Decision Making Staff.....	7
8 Identification, declaration and review of interests.....	7
8.1 Identification & declaration of interests (including gifts and hospitality) .....	7
8.2 Proactive review of interests.....	7
9 Records and publication.....	8
9.1 Maintenance.....	8
9.2 Publication.....	8
9.3 Wider transparency initiatives.....	8
10 Management of interests – general.....	9
11 Management of interests – common situations .....	9
11.1 Gifts.....	9
11.2 Hospitality.....	10
11.3 Outside Employment.....	11
11.4 Shareholdings and other ownership issues.....	11
11.5 Patents .....	12
11.6 Loyalty interests .....	12
11.7 Donations .....	13
11.8 Sponsored events .....	13
11.9 Sponsored research .....	14
11.10 Sponsored posts .....	14
11.11 Clinical private practice .....	15
11.12 Sponsorship to support printing and publication activities.....	16
12 Management of interests – advice in specific contexts.....	16
12.1 Strategic decision making groups .....	16
12.2 Procurement.....	17
13 Dealing with breaches .....	17
13.1 Identifying and reporting breaches .....	17
13.2 Taking action in response to breaches.....	18
13.3 Learning and transparency concerning breaches .....	19
14 Review .....	19
15 Associated documentation .....	19

16 Appendix 1 – Declaration flowchart..... 20  
17 Appendix 2 – Register of Sponsorship/Hospitality Return (CORPORATE).... 21  
18 Appendix 3 – Register of Sponsorship/Hospitality Return (INDIVIDUAL)..... 22  
19 Document control ..... 23  
20 Equality Analysis Screening Form..... 24

# 1 Policy Summary

Adhering to this policy will help to ensure that we use NHS money wisely, providing best value for taxpayers and accountability to our patients for the decisions we take.

As a member of staff you should...	As an organisation we will...
<ul style="list-style-type: none"> <li>• Familiarise yourself with this policy and follow it. Refer to the guidance for the rationale behind this policy <a href="https://www.england.nhs.uk/wp-content/uploads/2017/02/guidance-managing-conflicts-of-interest-nhs.pdf">https://www.england.nhs.uk/wp-content/uploads/2017/02/guidance-managing-conflicts-of-interest-nhs.pdf</a></li>   <li>• Use your common sense and judgement to consider whether the interests you have could affect the way taxpayers' money is spent</li>   <li>• Regularly consider what interests you have and declare these as they arise. If in doubt, declare.</li>   <li>• <b><u>NOT</u></b> misuse your position to further your own interests or those close to you</li>   <li>• <b><u>NOT</u></b> be influenced, or give the impression that you have been influenced by outside interests</li>   <li>• <b><u>NOT</u></b> allow outside interests you have to inappropriately affect the decisions you make when using taxpayers' money</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure that this policy and supporting processes are clear and help staff understand what they need to do.</li>   <li>• Identify a team or individual with responsibility for:               <ul style="list-style-type: none"> <li>○ Keeping this policy under review to ensure they are in line with the guidance.</li> <li>○ Providing advice, training and support for staff on how interests should be managed.</li> <li>○ Maintaining register(s) of interests.</li> <li>○ Auditing this policy and its associated processes and procedures at least once every three years.</li> </ul> </li>   <li>• <b><u>NOT</u></b> avoid managing conflicts of interest.</li>   <li>• <b><u>NOT</u></b> interpret this policy in a way which stifles collaboration and innovation with our partners</li> </ul>

## 2 Introduction

Tees, Esk and Wear Valleys NHS Foundation Trust ('the Trust') and the people who work with and for us, collaborate closely with other organisations, delivering high quality care for our patients.

These partnerships have many benefits and should help ensure that public money is spent efficiently and wisely. But there is a risk that conflicts of interest may arise.

Providing best value for taxpayers and ensuring that decisions are taken transparently and clearly, are both key principles in the NHS Constitution. We are committed to maximising our resources for the benefit of the whole community. As an organisation and as individuals, we have a duty to ensure that all our dealings are conducted to the highest standards of integrity and that NHS monies are used wisely so that we are using our finite resources in the best interests of patients.

## 3 Purpose

This policy will help our staff manage conflicts of interest risks effectively. It:

- Introduces consistent principles and rules
- Provides simple advice about what to do in common situations.
- Supports good judgement about how to approach and manage interests

This policy should be considered alongside these other Trust and external policies:

- Whistleblowing Policy
- Disciplinary Policy and Procedure
- During Employment Policy
- Standing Financial Instructions
- Code of Conduct for NHS Managers October 2002
- Professional Code of Conduct
- NHS Counter Fraud Service
- Local Anti-Fraud, Bribery and Corruption Policy
- Conflicts of interest in the NHS <https://www.england.nhs.uk/ourwork/coi/>

## 4 Key terms

A 'conflict of interest' is:

"A set of circumstances by which a reasonable person would consider that an individual's ability to apply judgement or act, in the context of delivering, commissioning, or assuring taxpayer funded health and care services is, or could be, impaired or influenced by another interest they hold."

A conflict of interest may be:

- Actual - there is a material conflict between one or more interests
- Potential – there is the possibility of a material conflict between one or more interests in the future

Staff may hold interests for which they cannot see potential conflict. However, caution is always advisable because others may see it differently and perceived conflicts of interest can be damaging. All interests should be declared where there is a risk of perceived improper conduct.

## 5 Interests

Interests fall into the following categories:

- **Financial interests:**  
Where an individual may get direct financial benefit\* from the consequences of a decision they are involved in making.
- **Non-financial professional interests:**  
Where an individual may obtain a non-financial professional benefit from the consequences of a decision they are involved in making, such as increasing their professional reputation or promoting their professional career.
- **Non-financial personal interests:**  
Where an individual may benefit personally in ways which are not directly linked to their professional career and do not give rise to a direct financial benefit, because of decisions they are involved in making in their professional career.
- **Indirect interests:**  
Where an individual has a close association† with another individual who has a financial interest, a non-financial professional interest or a non-financial personal interest and could stand to benefit from a decision they are involved in making.

## 6 Staff

At Tees, Esk and Wear Valleys NHS Foundation Trust we use the skills of many different people, all of whom are vital to our work. This includes people on differing engagement terms, who for the purposes of this policy we refer to as 'staff' and are listed below:

- All salaried employees
- All prospective employees – who are part-way through recruitment
- Contractors and sub-contractors
- Agency staff
- Non-Executive Directors
- Trust Governors

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\* This may be a financial gain, or avoidance of a loss.

† A common sense approach should be applied to the term 'close association'. Such an association might arise, depending on the circumstances, through relationships with close family members and relatives, close friends and associates, and business partners.

## 7 Decision Making Staff

Some staff are more likely than others to have a decision making influence on the use of taxpayers' money, because of the requirements of their role. For the purposes of this guidance these people are referred to as 'decision making staff.'

For the purposes of this policy decision making staff in the Trust are:

- Executive, corporate and non-executive directors
- Those at Agenda for Change Band 8C and above
- Administrative and clinical staff involved in decision making concerning the commissioning of services, purchasing of goods, medicines, medical devices or equipment, and formulary decisions
- Administrative and clinical staff who have the power to enter into contracts on behalf of the Trust

## 8 Identification, declaration and review of interests

### 8.1 Identification & declaration of interests (including gifts and hospitality)

All staff should identify and declare material interests at the earliest opportunity (and in any event within 28 days). If staff are in any doubt as to whether an interest is material then they should declare it, so that it can be considered. Declarations should be made:

- On appointment with the Trust.
- When staff move to a new role or their responsibilities change significantly.
- At the beginning of a new project/piece of work.
- As soon as circumstances change and new interests arise (for instance, in a meeting when interests staff hold are relevant to the matters in discussion).

Declarations should be made to your Head of Service/ Associate/Clinical Director and to your Director. A flow chart describing the procedure to be followed to declare an interest is attached to this policy (Appendix 1).

A [Conflict of Interest Declaration Form](#) can be found on InTouch.

A Register of Sponsorship/Hospitality Return Form can be found in (Appendix 2) Corporate or (Appendix 3) Individual.

After expiry, an interest will remain on register(s) for a minimum of 6 months and a private record of historic interests will be retained for a minimum of 6 years.

### 8.2 Proactive review of interests

We will prompt decision making staff annually, by direct email and via the Trust Core Team Brief process, to review declarations they have made and, as appropriate, update them or make a nil return.

## **9 Records and publication**

### **9.1 Maintenance**

The Trust will maintain three registers of interests a Gifts and Hospitality Register that is maintained by the Director of Finance and Information and a Register of Interests of the Board of Directors and a Register of Interests of the Council of Governors that are maintained by the Trust Secretary.

All declared interests that are material will be promptly transferred to the appropriate register by either the Director of Finance and Information or the Trust Secretary.

### **9.2 Publication**

We will:

- Publish the interests declared by decision making staff in the Trust register of interests
- Refresh this information annually
- Make this information available within the Trust website

If decision making staff have substantial grounds for believing that publication of their interests should not take place then they should contact the Director of Finance or the Trust Secretary and Information to explain why. In exceptional circumstances, for instance where publication of information might put a member of staff at risk of harm, information may be withheld or redacted on public registers. However, this would be the exception and information will not be withheld or redacted merely because of a personal preference.

### **9.3 Wider transparency initiatives**

The Trust fully supports wider transparency initiatives in healthcare, and we encourage staff to engage actively with these.

Relevant staff are strongly encouraged to give their consent for payments they receive from the pharmaceutical industry to be disclosed as part of the Association of British Pharmaceutical Industry (ABPI) Disclosure UK initiative. These “transfers of value” include payments relating to:

- Speaking at and chairing meetings
- Training services
- Advisory board meetings
- Fees and expenses paid to healthcare professionals
- Sponsorship of attendance at meetings, which includes registration fees and the costs of accommodation and travel, both inside and outside the UK
- Donations, grants and benefits in kind provided to healthcare organisations



Further information about the scheme can be found on the ABPI website:  
<http://www.abpi.org.uk/our-work/disclosure/about/Pages/default.aspx>

## 10 Management of interests – general

If an interest is declared but there is no risk of a conflict arising then no action is warranted. However, if a material interest is declared then the general management actions that could be applied include:

- restricting staff involvement in associated discussions and excluding them from decision making
- removing staff from the whole decision making process
- removing staff responsibility for an entire area of work
- removing staff from their role altogether if they are unable to operate effectively in it because the conflict is so significant

Each case will be different and context-specific, and the Trust will always clarify the circumstances and issues with the individuals involved. Staff should maintain a written audit trail of information considered and actions taken.

Staff who declare material interests should make their line manager or the person(s) they are working to aware of their existence.

## 11 Management of interests – common situations

This section sets out the principles and rules to be adopted by staff in common situations, and what information should be declared.

### 11.1 Gifts

- Staff should not accept gifts that may affect, or be seen to affect, their professional judgement.

Gifts from suppliers or contractors:

- Gifts from suppliers or contractors doing business (or likely to do business) with the organisation should be declined, whatever their value.
- Low cost branded promotional aids such as pens or post-it notes may, however, be accepted where they are under the value of £6\* in total, and need not be declared.

Gifts from other sources (e.g. patients, families, service users):

- Gifts of cash and vouchers to individuals should always be declined.
- Staff should not ask for any gifts.
- Gifts valued at over £50 should be treated with caution and only be accepted on behalf of the Trust's Charitable Trust Fund and not in a personal capacity. These should be declared by staff.

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\* The £6 value has been selected with reference to existing industry guidance issued by the ABPI:  
<http://www.pmcpa.org.uk/thecode/Pages/default.aspx>

- Modest gifts accepted under a value of £50 do not need to be declared.
- A common sense approach should be applied to the valuing of gifts (using an actual amount, if known, or an estimate that a reasonable person would make as to its value).
- Multiple gifts from the same source over a 12 month period should be treated in the same way as single gifts over £50 where the cumulative value exceeds £50.

### **11.1.1 What should be declared**

- Staff name and their role with the Trust.
- A description of the nature and value of the gift, including its source.
- Date of receipt.
- Any other relevant information (e.g. circumstances surrounding the gift, action taken to mitigate against a conflict, details of any approvals given to depart from the terms of this policy).

## **11.2 Hospitality**

- Staff should not ask for or accept hospitality that may affect, or be seen to affect, their professional judgement.
- Hospitality must only be accepted when there is a legitimate business reason and it is proportionate to the nature and purpose of the event.
- Particular caution should be exercised when hospitality is offered by actual or potential suppliers or contractors. This can be accepted, and must be declared, if modest and reasonable. Senior approval must be obtained.
- Sponsorship to attend conferences & training:
  - This is permitted if the employee has written approval from their line manager who must be satisfied that acceptance will not compromise the responsibilities and actions of the staff member.
  - The acceptance of sponsorship to train staff particularly staff providing clinical services should be carefully considered. The potential to influence clinical practice should always be borne in mind.
  - Participation (as speaker or attendee) in company-organised meetings should only take place if meetings have a genuinely educational (rather than purely promotional) purpose.
  - Travel, accommodation and the provision of food and drink should not be of a standard greater than that which the recipients would normally adopt when paying for themselves.
  - Staff should not rely on these events for the purposes of continuing professional development.

### Meals and refreshments:

- Under a value of £25 - may be accepted and need not be declared.
- Of a value between £25 and £75\* - may be accepted and must be declared.

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\* The £75 value has been selected with reference to existing industry guidance issued by the ABPI  
<http://www.pmcpa.org.uk/thecode/Pages/default.aspx>

- Over a value of £75 - should be refused unless (in exceptional circumstances) senior approval is given. A clear reason should be recorded on the Trust's register of interest as to why it was permissible to accept.
- A common sense approach should be applied to the valuing of meals and refreshments (using an actual amount, if known, or a reasonable estimate).

Travel and accommodation:

- Modest offers to pay some or all of the travel and accommodation costs related to attendance at events may be accepted and must be declared.
- Offers which go beyond modest, or are of a type that the organisation itself might not usually offer, need approval by senior staff, should only be accepted in exceptional circumstances, and must be declared. A clear reason should be recorded on the Trust's register of interest as to why it was permissible to accept travel and accommodation of this type. A non-exhaustive list of examples includes:
  - offers of business class or first class travel and accommodation (including domestic travel)
  - offers of foreign travel and accommodation.

#### **11.2.1 What should be declared**

- Staff name and their role with the Trust.
- The nature and value of the hospitality including the circumstances.
- Date of receipt.
- Any other relevant information (e.g. action taken to mitigate against a conflict, details of any approvals given to depart from the terms of this policy).

### **11.3 Outside Employment**

- Staff should declare any existing outside employment on appointment and any new outside employment when it arises.
- Where a risk of conflict of interest arises, the general management actions outlined in this policy should be considered and applied to mitigate risks.
- Where contracts of employment or terms and conditions of engagement permit, staff may be required to seek prior approval from the Trust to engage in outside employment.

The Trust may also have legitimate reasons within employment law for knowing about outside employment of staff, even when this does not give rise to risk of a conflict, for example to assist efforts to comply with the Working Time Regulations.

#### **11.3.1 What should be declared**

- Staff name and their role with the Trust.
- The nature of the outside employment (e.g. who it is with, a description of duties, time commitment).
- Relevant dates.
- Other relevant information (e.g. action taken to mitigate against a conflict, details of any approvals given to depart from the terms of this policy).

### **11.4 Shareholdings and other ownership issues**

- Staff should declare, as a minimum, any shareholdings and other ownership interests in any publicly listed, private or not-for-profit company, business, partnership or consultancy which is doing, or might be reasonably expected to do, business with the Trust.
- Where shareholdings or other ownership interests are declared and give rise to risk of conflicts of interest then the general management actions outlined in this policy should be considered and applied to mitigate risks.
- There is no need to declare shares or securities held in collective investment or pension funds or units of authorised unit trusts.

#### **11.4.1 What should be declared**

- Staff name and their role with the Trust.
- Nature of the shareholdings/other ownership interest.
- Relevant dates.
- Other relevant information (e.g. action taken to mitigate against a conflict, details of any approvals given to depart from the terms of this policy).

### **11.5 Patents**

- Staff should declare patents and other intellectual property rights they hold (either individually, or by virtue of their association with a commercial or other organisation), including where applications to protect have started or are ongoing, which are, or might be reasonably expected to be, related to items to be procured or used by the Trust.
- Staff should seek prior permission from the Trust before entering into any agreement with bodies regarding product development, research, work on pathways etc, where this impacts on the organisation's own time, or uses its equipment, resources or intellectual property.
- Where holding of patents and other intellectual property rights give rise to a conflict of interest then the general management actions outlined in this policy should be considered and applied to mitigate risks.

#### **11.5.1 What should be declared**

- Staff name and their role with the Trust.
- A description of the patent.
- Relevant dates.
- Other relevant information (e.g. action taken to mitigate against a conflict, details of any approvals given to depart from the terms of this policy)

### **11.6 Loyalty interests**

Loyalty interests should be declared by staff involved in decision making where they:

- Hold a position of authority in another NHS organisation or commercial, charity, voluntary, professional, statutory or other body which could be seen to influence decisions they take in their NHS role.
- Sit on advisory groups or other paid or unpaid decision making forums that can influence how an organisation spends taxpayers' money.

- Are, or could be, involved in the recruitment or management of close family members and relatives, close friends and associates, and business partners.
- Are aware that their Trust does business with an organisation in which close family members and relatives, close friends and associates, and business partners have decision making responsibilities.

#### **11.6.1 What should be declared**

- Staff name and their role with the Trust.
- Nature of the loyalty interest.
- Relevant dates.
- Other relevant information (e.g. action taken to mitigate against a conflict, details of any approvals given to depart from the terms of this policy).

### **11.7 Donations**

- Donations made by suppliers or bodies seeking to do business with the Trust should be treated with caution and not routinely accepted. In exceptional circumstances they may be accepted but should always be declared. A clear reason should be recorded as to why it was deemed acceptable, alongside the actual or estimated value.
- Staff should not actively solicit charitable donations unless this is a prescribed or expected part of their duties for the organisation, or is being pursued on behalf of the Trusts own registered charity or other charitable body and is not for their own personal gain.
- Staff must obtain permission from the Trust if in their professional role they intend to undertake fundraising activities on behalf of a pre-approved charitable campaign for a charity other than the organisation's own.
- Donations, when received, should be made to a specific charitable fund (never to an individual) and a receipt should be issued.
- Staff wishing to make a donation to a charitable fund in lieu of receiving a professional fee may do so, subject to ensuring that they take personal responsibility for ensuring that any tax liabilities related to such donations are properly discharged and accounted for.

#### **11.7.1 What should be declared**

- The Trust will maintain records in line with the above principles and rules and relevant obligations under charity law.

### **11.8 Sponsored events**

- Sponsorship of events by appropriate external bodies will only be approved if a reasonable person would conclude that the event will result in clear benefit the Trust and the NHS.
- During dealings with sponsors there must be no breach of patient or individual confidentiality or data protection rules and legislation.
- No information should be supplied to the sponsor from whom they could gain a commercial advantage, and information which is not in the public domain should not normally be supplied.

- At the Trusts discretion, sponsors or their representatives may attend or take part in the event but they should not have a dominant influence over the content or the main purpose of the event.
- The involvement of a sponsor in an event should always be clearly identified. Ideally, the involvement of more than one sponsor is encouraged to reduce any suggestion of endorsement.
- Staff within the Trust involved in securing sponsorship of events should make it clear that sponsorship does not equate to endorsement of a company or its products and this should be made visibly clear on any promotional or other materials relating to the event.
- Where members of the public are invited to an event a separate area for the pharmaceutical company must be provided.
- The Trust must select the speakers and invited delegates. The Trust should retain the responsibility for negotiating fees and making payments to speakers.
- The venue for the meeting and/or refreshments should not be excessive.
- Staff arranging sponsored events must declare this to the Trust.

#### **11.8.1 What should be declared**

- The Trust will maintain records regarding sponsored events in line with the above principles and rules.

### **11.9 Sponsored research**

- Funding sources for research purposes must be transparent.
- Any proposed research must go through the relevant health research authority or other approvals process.
- There must be a written protocol and written contract between staff, the Trust, and/or institutes at which the study will take place and the sponsoring organisation, which specifies the nature of the services to be provided and the payment for those services.
- The study must not constitute an inducement to prescribe, supply, administer, recommend, buy or sell any medicine, medical device, equipment or service.
- Staff should declare involvement with sponsored research to the Trust.

#### **11.9.1 What should be declared**

- The Trust will retain written records of sponsorship of research, in line with the above principles and rules.
- Staff should declare:
  - their name and their role with the Trust.
  - Nature of their involvement in the sponsored research.
  - relevant dates.
  - Other relevant information (e.g. what, if any, benefit the sponsor derives from the sponsorship, action taken to mitigate against a conflict, details of any approvals given to depart from the terms of this policy).

### **11.10 Sponsored posts**

- External sponsorship of a post requires prior approval from the Trust.

- Rolling sponsorship of posts should be avoided unless appropriate checkpoints are put in place to review and withdraw if appropriate.
- Sponsorship of a post should only happen where there is written confirmation that the arrangements will have no effect on purchasing decisions or prescribing and dispensing habits. This should be audited for the duration of the sponsorship. Written agreements should detail the circumstances under which organisations have the ability to exit sponsorship arrangements if conflicts of interest which cannot be managed arise.
- Sponsored post holders must not promote or favour the sponsor's products, and information about alternative products and suppliers should be provided.
- Sponsors should not have any undue influence over the duties of the post or have any preferential access to services, materials or intellectual property relating to or developed in connection with the sponsored posts.

#### **11.10.1 What should be declared**

- The Trust will retain written records of sponsorship of posts, in line with the above principles and rules.
- Staff should declare any other interests arising as a result of their association with the sponsor, in line with the content in the rest of this policy.

#### **11.11 Clinical private practice**

Clinical staff should declare all private practice on appointment, and/or any new private practice when it arises\* including:

- Where they practise (name of private facility).
- What they practise (specialty, major procedures).
- When they practise (identified sessions/time commitment).

Clinical staff should (unless existing contractual provisions require otherwise or unless emergency treatment for private patients is needed):

- Seek prior approval of their Trust before taking up private practice.
- Ensure that, where there would otherwise be a conflict or potential conflict of interest, NHS commitments take precedence over private work.<sup>†</sup>
- Not accept direct or indirect financial incentives from private providers other than those allowed by Competition and Markets Authority guidelines:  
[https://assets.publishing.service.gov.uk/media/542c1543e5274a1314000c56/Non-Divestment\\_Order\\_amended.pdf](https://assets.publishing.service.gov.uk/media/542c1543e5274a1314000c56/Non-Divestment_Order_amended.pdf)

Hospital Consultants should not initiate discussions about providing their Private Professional Services for NHS patients, nor should they ask other staff to initiate such discussions on their behalf.

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\* Hospital Consultants are already required to provide their employer with this information by virtue of Para.3 Sch. 9 of the Terms and Conditions – Consultants (England) 2003: [https://www.bma.org.uk/-/media/files/pdfs/practical\\_advice\\_at\\_work/contracts/consultanttermsandconditions.pdf](https://www.bma.org.uk/-/media/files/pdfs/practical_advice_at_work/contracts/consultanttermsandconditions.pdf)

<sup>†</sup> These provisions already apply to Hospital Consultants by virtue of Paras.5 and 20, Sch. 9 of the Terms and Conditions – Consultants (England) 2003: [https://www.bma.org.uk/-/media/files/pdfs/practical\\_advice\\_at\\_work/contracts/consultanttermsandconditions.pdf](https://www.bma.org.uk/-/media/files/pdfs/practical_advice_at_work/contracts/consultanttermsandconditions.pdf)

### **11.11.1 What should be declared**

- Staff name and their role with the Trust.
- A description of the nature of the private practice (e.g. what, where and when staff practise, sessional activity, etc).
- Relevant dates.
- Any other relevant information (e.g. action taken to mitigate against a conflict, details of any approvals given to depart from the terms of this policy).

### **11.12 Sponsorship to support printing and publication activities**

- It must be clearly stipulated in the written formal agreement that companies must not advertise, or imply, either verbally or in writing, that the Trust endorses the use of a particular product.
- A logo or company name must never be used in association with the name or logo of TEWV Trust. The Trust should acknowledge, with the standard phrase, in a discreet manner, on the published material, the names of the sponsoring companies
- “TEWV is grateful for the support of..... in the production of this booklet”

#### **11.12.1 What should be declared**

- The Trust will maintain records regarding sponsored printing / publication in line with the above principles and rules.

## **12 Management of interests – advice in specific contexts**

### **12.1 Strategic decision making groups**

In common with other NHS bodies the Trust uses a variety of different groups to make key strategic decisions about things such as:

- Entering into (or renewing) large scale contracts.
- Awarding grants.
- Making procurement decisions.
- Selection of medicines, equipment, and devices.

The interests of those who are involved in these groups should be well known so that they can be managed effectively. For this Trust these groups are:

- Board of Directors
- Executive Management Team
- Resources Committee
- Locality Management and Governance Boards
- Council of Governors

These groups should adopt the following principles:

- Chairs should consider any known interests of members in advance, and begin each meeting by asking for declaration of relevant material interests.



- Members should take personal responsibility for declaring material interests at the beginning of each meeting and as they arise.
- Any new interests identified should be added to the Trusts register of interests.
- The vice chair (or other non-conflicted member) should chair all or part of the meeting if the chair has an interest that may prejudice their judgement.

If a member has an actual or potential interest the chair should consider the following approaches and ensure that the reason for the chosen action is documented in minutes or records:

- Requiring the member to not attend the meeting.
- Excluding the member from receiving meeting papers relating to their interest.
- Excluding the member from all or part of the relevant discussion and decision.
- Noting the nature and extent of the interest, but judging it appropriate to allow the member to remain and participate.
- Removing the member from the group or process altogether.

The default response should not always be to exclude members with interests, as this may have a detrimental effect on the quality of the decision being made. Good judgement is required to ensure proportionate management of risk.

## **12.2 Procurement**

Procurement should be managed in an open and transparent manner, compliant with procurement and other relevant law, to ensure there is no discrimination against or in favour of any provider. Procurement processes should be conducted in a manner that does not constitute anti-competitive behaviour - which is against the interest of patients and the public.

Those involved in procurement exercises for and on behalf of the Trust should keep records that show a clear audit trail of how conflicts of interest have been identified and managed as part of procurement processes. At every stage of procurement steps should be taken to identify and manage conflicts of interest to ensure and to protect the integrity of the process.

Further information about the Trust procurement process can be found on the Trust intranet.

## **13 Dealing with breaches**

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 other organisations. For the purposes of this policy these situations are referred to as 'breaches'.

### **13.1 Identifying and reporting breaches**

Staff who are aware about actual breaches of this policy, or who are concerned that there has been, or may be, a breach, should report these concerns to the Local Counter Fraud Specialist, Terry Smith, on telephone number 0191 4415939 or the Trust Freedom to Speak Up Guardian, Dewi Williams by email at [tewv.freedomtospeakup@nhs.net](mailto:tewv.freedomtospeakup@nhs.net)

To ensure that interests are effectively managed staff will be encouraged to speak up about actual or suspected breaches. Every individual has a responsibility to do this. For further information about how concerns should be raised please refer to the Trust Whistleblowing/Raising Serious Concerns Procedure on the Trust website.

The Trust will investigate each reported breach according to its own specific facts and merits, and give relevant parties the opportunity to explain and clarify any relevant circumstances.

Following investigation the Trust will:

- Decide if there has been or is potential for a breach and if so the what severity of the breach is.
- Assess whether further action is required in response – this is likely to involve any staff member involved and their line manager, as a minimum.
- Consider who else inside and outside the Trust should be made aware
- Take appropriate action as set out in the next section.

### **13.2 Taking action in response to breaches**

Action taken in response to breaches of this policy will be in accordance with the disciplinary procedures of the Trust and could involve organisational leads for staff support (e.g. Human Resources), fraud (e.g. Local Counter Fraud Specialists), members of the management or executive teams and organisational auditors.

Breaches could require action in one or more of the following ways:

- Clarification or strengthening of existing policy, process and procedures.
- Consideration as to whether HR/employment law/contractual action should be taken against staff or others.
- Consideration being given to escalation to external parties. This might include referral of matters to external auditors, NHS Protect, the Police, statutory health bodies (such as NHS England, NHS Improvement or the CQC), and/or health professional regulatory bodies.

Inappropriate or ineffective management of interests can have serious implications for the Trust and staff. There will be occasions where it is necessary to consider the imposition of sanctions for breaches.

Sanctions should not be considered until the circumstances surrounding breaches have been properly investigated. However, if such investigations establish wrongdoing or fault then the Trust can and will consider the range of possible sanctions that are available, in a manner which is proportionate to the breach. This includes:

- Employment law action against staff, which might include

- Informal action (such as reprimand, or signposting to training and/or guidance).
- Formal disciplinary action (such as formal warning, the requirement for additional training, re-arrangement of duties, re-deployment, demotion, or dismissal).
- Reporting incidents to the external parties described above for them to consider what further investigations or sanctions might be.
- Contractual action, such as exercise of remedies or sanctions against the body or staff which caused the breach.
- Legal action, such as investigation and prosecution under fraud, bribery and corruption legislation.

### **13.3 Learning and transparency concerning breaches**

Reports on breaches, the impact of these, and action taken will be considered by the Trust Audit Committee at least annually.

To ensure that lessons are learnt and management of interests can continually improve, anonymised information on breaches, the impact of these, and action taken will be prepared and published as part of the Trust Annual report.

## **14 Review**

This policy will be reviewed by May 2020 unless an earlier review is required. This will be led by the Director of Human Resources and Organisational Development.

## **15 Associated documentation**

Freedom of Information Act 2000

ABPI: The Code of Practice for the Pharmaceutical Industry (2014)

ABHI Code of Business Practice

NHS Code of Conduct and Accountability (July 2004)

Trust Local Anti-Fraud, Bribery and Corruption Policy

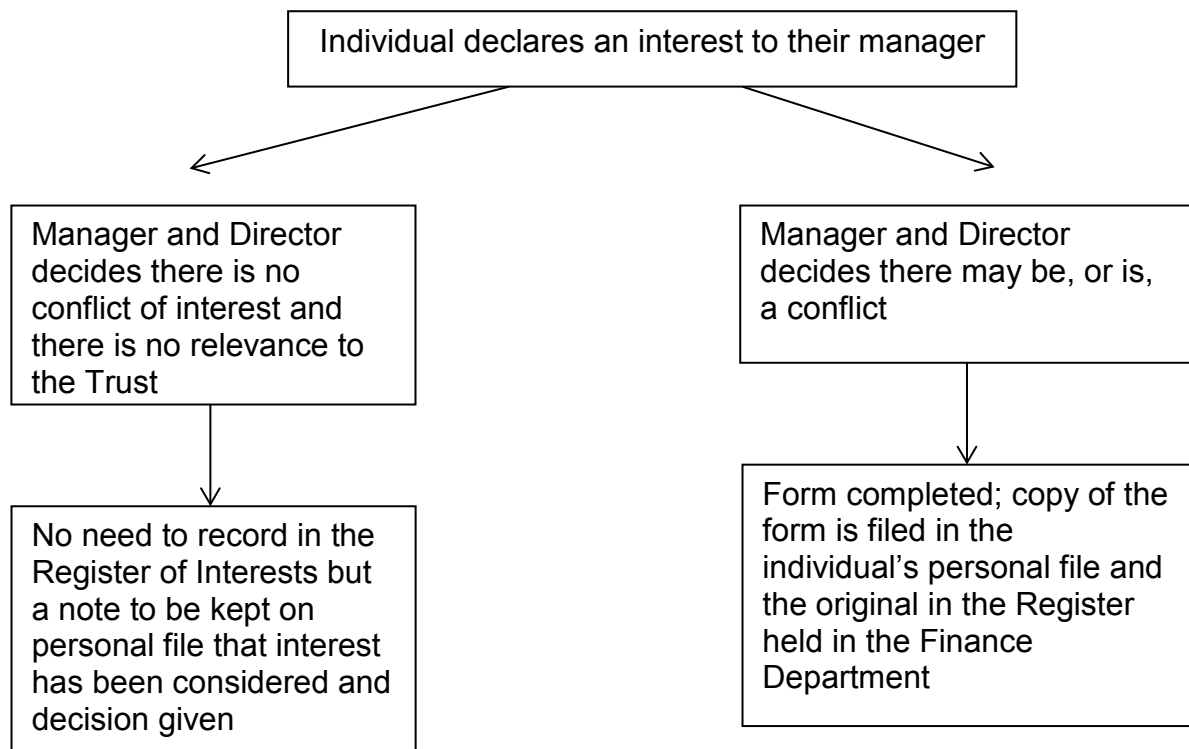
Trust Whistleblowing Policy

## 16 Appendix 1 – Declaration flowchart

Each 'interest' should be considered on its own merit and in its particular circumstances. For example, if a member of staff works in their relative's newsagent shop, the Manager must be aware, but it is unlikely to represent a conflict of interest to the Trust. If however, a member of staff has set up a consortium, then it is clear that this requires investigation and appropriate action would need to be taken. If an interest is declared and there are subsequent changes these must be declared. If in doubt – declare it.

A [Conflict of Interest Declaration Form](#) can be found on InTouch.

A Register of Sponsorship/Hospitality Return Form can be found in (Appendix 2) Corporate or (Appendix 3) Individual.



## 17 Appendix 2 – Register of Sponsorship/Hospitality Return (CORPORATE)

Name:								
Job Title:								
Department:								
Workplace Contact Address:								
Telephone No:								
Directorate: (Please tick Box)	AMH		MHSOP		LD		LD Forensics	
	Forensics		C&YPS		Substance Misuse		NEY	
	Pharmacy		Psychology		AHPs		Corporate	
Type of sponsorship received:  (gifts/staff/research/conference fees etc):								
Estimated Value:								
Sponsorship Provided By:								
Has sponsorship already been received? <small>(circle and date as appropriate)</small>	Yes			No				

Applicants signature: \_\_\_\_\_

Managers signature: \_\_\_\_\_

Manager Approval (please circle):      **YES**                      **NO**                      **Already Received**

**Completed forms to be returned to:  
Finance Dept., Flatts Lane Centre, Flatts Lane, Normanby, Middlesbrough TS6 0SZ**

## 18 Appendix 3 – Register of Sponsorship/Hospitality Return (INDIVIDUAL)

Name:								
Job Title:								
Department:								
Workplace Contact Address:								
Telephone No:								
Directorate: (Please tick Box)	AMH		MHSOP		LD		LD Forensics	
	Forensics		C&YPS		Substance Misuse		NEY	
	Pharmacy		Psychology		AHPs		Corporate	
Type of sponsorship received:  (gifts/staff/research/conference fees etc):								
Estimated Value:								
Sponsorship Provided By:								
Has sponsorship already been received? <small>(circle and date as appropriate)</small>	Yes			No				

Applicants signature: \_\_\_\_\_

Managers signature: \_\_\_\_\_

Manager Approval (please circle):      **YES**                      **NO**                      **Already Received**

**Completed forms to be returned to: Finance Dept., Flatts Lane Centre, Flatts Lane, Normanby, Middlesbrough TS6 0SZ**

## 19 Document control

Date of approval:	31 May 2017	
Next review date:	31 May 2020	
This document replaces:	HR-0020-v3 Standards of Business Conduct PHARM-0002-009-v1 Medicines – code of practice for dealing with pharmaceutical industry	
Lead:	Name	Title
	Beverley Vardon-Odonkor	Head of HR and Workforce Assurance
Members of working party:	Name	Title
	PWG Christopher Williams	Chief Pharmacist
This document has been agreed and accepted by: (Director)	Name	Title
	David Levy	Director of Human Resources
This document was approved by:	Name of committee/group	Date
	Policy Working Group	May 2017
This document was ratified by:	Name of committee/group	Date
	Executive Management Team	31 May 2017
An equality analysis was completed on this document on:	15 June 2017	

### Change record

Version	Date	Amendment details	Status
4	31 May 17	Replaced with national policy	Withdrawn
4.1	08 Aug 18	“Medicines – code of practice for dealing with pharmaceutical industry” procedure now archived as significant duplication with this document. Minor additions now incorporate in sections 11.2 & 11.8. Section 11.12 is new for sponsorship of printing and publications.	Published

## 20 Equality Analysis Screening Form

Name of Service area, Directorate/Department i.e. substance misuse, corporate, finance etc.	HR and OD			
Name of responsible person and job title	David Levy			
Name of working party, to include any other individuals, agencies or groups involved in this analysis	N/A			
Policy (document/service) name	Conflicts of Interest Policy			
Is the area being assessed a...	Policy/Strategy	<input type="checkbox"/>	Service/Business plan	<input type="checkbox"/>
	Procedure/Guidance	<input type="checkbox"/>	x	Code of practice
	Other – Please state			
Geographical area covered	Trust Wide			
Aims and objectives	<p>This policy will help our staff manage conflicts of interest risks effectively. It:</p> <ul style="list-style-type: none"> <li>• Introduces consistent principles and rules</li> <li>• Provides simple advice about what to do in common situations.</li> <li>• Supports good judgement about how to approach and manage interests</li> </ul>			
Start date of Equality Analysis Screening (This is the date you are asked to write or review the document/service etc.)	8.6.17			
End date of Equality Analysis Screening (This is when you have completed the equality analysis and it is ready to go to EMT to be	15.8.17			



approved)	
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1. Who does the Policy, Service, Function, Strategy, Code of practice, Guidance, Project or Business plan benefit?					
All staff of the trust					
2. Will the Policy, Service, Function, Strategy, Code of practice, Guidance, Project or Business plan impact negatively on any of the protected characteristic groups below?					
<b>Race</b> (including Gypsy and Traveller)	No	<b>Disability</b> (includes physical, learning, mental health, sensory and medical disabilities)	No	<b>Gender</b> (Men, women and gender neutral etc.)	No
<b>Gender reassignment</b> (Transgender and gender identity)	No	<b>Sexual Orientation</b> (Lesbian, Gay, Bisexual and Heterosexual etc.)	No	<b>Age</b> (includes, young people, older people – people of all ages)	No
<b>Religion or Belief</b> (includes faith groups, atheism and philosophical belief's)	No	<b>Pregnancy and Maternity</b> (includes pregnancy, women who are breastfeeding and women on maternity leave)	No	<b>Marriage and Civil Partnership</b> (includes opposite and same sex couples who are married or civil partners)	No

**Yes** – Please describe anticipated negative impact/s

**No** – Please describe any positive impacts/s

This policy does not impact negatively on any protected group and ensures that greater transparency around trust business.

<b>3.</b> Have you considered other sources of information such as; legislation, codes of practice, best practice, nice guidelines, CQC reports or feedback etc.? <b>If 'No', why not?</b>	<b>Yes</b>			
<b>Sources of Information may include:</b> <ul style="list-style-type: none"> <li>Feedback from equality bodies, Care Quality Commission, Equality and Human Rights Commission, etc.</li> <li>Investigation findings</li> <li>Trust Strategic Direction</li> <li>Data collection/analysis</li> <li>National Guidance/Reports</li> </ul>	<ul style="list-style-type: none"> <li>Staff grievances</li> <li>Media</li> <li>Community Consultation/Consultation Groups</li> <li>Internal Consultation</li> <li>Research</li> <li>Other (Please state below)</li> </ul>			
<b>4.</b> Have you engaged or consulted with service users, carers, staff and other stakeholders including people from the following protected groups?: Race, Disability, Gender, Gender reassignment (Trans), Sexual Orientation (LGB), Religion or Belief, Age, Pregnancy and Maternity or Marriage and Civil Partnership				
<b>Yes</b> – Please describe the engagement and involvement that has taken place				
The policy was considered by the TEWV Policy Sub Group that includes staff representatives and TEWV managers.				

**No** – Please describe future plans that you may have to engage and involve people from different groups

5. As part of this equality analysis have any training needs/service needs been identified?					
No training needs have been identified but staff and governor awareness raising through TEWV-wide communications will be needed					
<b>No</b>	Please describe the identified training needs/service needs below				
A training need has been identified for;					
Trust staff	No	Service users	No	Contractors or other outside agencies	No
<b>Make sure that you have checked the information and that you are comfortable that additional evidence can provided if you are required to do so</b>					
The completed EA has been signed off by: You the Policy owner/manager: Type name: David Levy					Date:15/6/17
Your reporting (line) manager: Type name: Colin Martin					Date:15/6/17

If you need further advice or information on equality analysis, the EDHR team host surgeries to support you in this process, to book on and find out more please call: 0191 3336267/6542 or email: [traceymarston@nhs.net](mailto:traceymarston@nhs.net)