

**NHS Norfolk and Waveney Integrated Care Board (ICB)  
Register of Interests**

**Declared interests of the Joint Senior Leaders**

Name	Role	Declared Interest- (Name of the organisation and nature of business)	Type of Interest			Is the interest direct or indirect?	Nature of Interest	Date of Interest		Action taken to mitigate risk
			Financial Interests	Non-Financial Professional Interests	Non-Financial Personal Interests			From	To	
Tracey Bleakley	Chief Executive Officer	Drayton Medical Practice			X		Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
		Chair of Primadonna Literary Festival (Suffolk)			X		Chair of the board and attendee of the festival	2021	Current	No link to health and therefore no risk to mitigate
Mark Burgis	Executive Director of Patients and Communities	Lakenham Practice	X			Indirect	Wife is Nurse Prescriber who is currently undertaking occasional locum work at Lakenham Practice in Norwich. Wife receives an income from the practice when undertaking locum shifts at the practice	Aug-21	Present	Declare at any relevant meetings and remove myself from any significant discussions or decisions relating to the practice
		Practice name removed from publication			X		Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
Andrew Palmer	Executive Director of Strategy & Deputy Chief	Practice name removed from publication			X		Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
		James Paget University Hospital		X			My wife works at the JPUH, in a non-decision making role		Present	Any decision relating specifically to the JPUH should ideally be made by the ICB's CEO. However, in their absence the decision will be taken in the best interests of the system with the necessary due-diligence taking place prior to final decision being made.
Jocelyn Pike	Executive Director Strategic Transformation	Practice name removed from publication			X	Direct	Patient at a Norfolk and Waveney GP Practice	Ongoing		Withdrawal from any discussions and decision making in which the Practice might have an interest
Karen Barker	Executive Director of Corporate Affairs & ICS Development	Practice name removed from publication			X	Direct	Member of a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
Steven Course	Executive Director of Finance	March Physiotherapy Ltd			X	Indirect	Wife is an employee of a physiotherapy business	Sep-15	Present	Ensure not involved in any decision making that may involve the company

Dr Frankie Swords	Executive Medical Director, Norfolk and Waveney ICB	Practice name removed from publication			X		Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
		Norfolk and Norwich University Hospital			X	Direct	Honorary Consultant Physician and Endocrinologist at Norfolk and Norwich University Hospitals NHS FT (1 day a week)	2008	Present	In the interests of collaboration and system working, risks will be considered by the ICB Chair, supported by the Conflicts Lead and managed in the public interest.
		Multiple patient charities			X	Direct	Ad hoc Clinical Advisor for multiple patient charities - Addison Self Help Group - Pituitary Patient Support Group - Turner syndrome Society	2008	Present	In the interests of collaboration and system working, risks will be considered by the ICB Chair, supported by the Conflicts Lead and managed in the public interest.
		British Medical Association			X	Direct	Member of the British Medical Association	1999	Present	Inform Chair and will not take part in any discussions or decisions relating to BMA
		Better Help, and VCSE provider: St Martin's Housing Trust	X				Indirect	Husband is a mental health counsellor and undertakes work independently and with the private provider Better Help, and VCSE provider: St Martin's Housing Trust	2022	Present
Ian Riley	Executive Director of Digital & Data	Nothing to Declare					N/A			N/A
Patricia D'Orsi	Executive Nursing Director	Royal college of Nursing			X	Indirect	Professional Body - RCN Union			
Heather Farley	Head of Place Development, Partnerships & Planning - North	Practice name removed from publication			X		Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
		CGL	X				Husband works for CGL in an operational role. Income into the household from CGL	Jan-19	Present	Service not commissioned by North. Excuse myself from any funding related conversations regarding CGL or any conversations which may directly relate to how he delivers his role
Fran Weston	Head of People	Nothing to Declare					N/A			N/A
Clara Yates	Associate Director of Research and Innovation	Practice name removed from publication			X	Direct	Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
Paul Benton	Director of Quality Assurance in Complex Care	Nothing to Declare					N/A			N/A
Peter Best	Head Of Insights and Analytics	Nothing to Declare					N/A			N/A
Anne Borrows	Associate Director of Special Projects	British Association of Occupational Therapists			X	Direct	Member of a British Association of Occupational Therapists, a specialist professional body	Jul-98	Present	Low risk conflict. In the unlikely event that I am party to discussions/ decisions which relate to the nature of my declared conflict, I am prepared to leave/not be part of the discussion.
		Health Professions Council			X		Registered as an Occupational Therapist with Health Professions Council	Jul-98	Present	

		Oracle Health			X	Indirect	Oracle Health contract for NHS Services. My husband leads the patient administration team developing software such as booking and referral management systems. He also acts as the Technical Director for all UK based Oracle Health software sales	Nov-24	Present	Low risk conflict. In the unlikely event that I am party to discussions/ decisions which relate to the nature of my declared conflict, I am prepared to leave/not be part of the discussion
		Practice name removed from publication			X		Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
Colin Bright	Associate Director of Financial Management	Norfolk Primary Care (formerly North Norfolk Primary Care)				Interest	Friends with CEO and CFO		Present	Any non-routine decisions/actions required that cannot be dealt with by the Head of Finance will be escalated to Director of Finance
		Norfolk & Suffolk Foundation Trust				Interest	Wife is a nurse at Norfolk & Suffolk Foundation Trust		Present	Any perceived Col that could occur will be escalated to Director of Finance
Karin Bryant	Associate Director of Commissioning	Practice name removed from publication			X		Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
		Palantir				Indirect	My cousin works for Palantir - Supplier of software to the NHS		Present	Will not be part of decision making in relation to software.
Amanda Brown	Associate Director of Corporate Governance	Practice name removed from publication			X	Direct	Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
Emma Bugg	Associate Director of PCN Development Norwich	Practice name removed from publication			X		Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared
		Norfolk Primary Care (NPC).	X	X		Indirect	Sally Ross-Benham - Sally works for Norfolk Primary Care (NPC). Services commissioned by the ICB are provided by NPC.  Sally and I have a social link outside of the business needs	Sep-24	Present	Declare this interest at the start of any meetings where relevant and Chair of meetings to decide action accordingly. Procurement activity would be managed through COI specific to the project and would be considered at each level via that project.
		Home Visiting Service	X	X			Dr Lucia Fitzpatrick (GP at NPC working on Home Visiting Service) – social link outside of business needs. The Home Visiting Service is funded through a Proactive Healthcare LCS	Sep-24	Present	Declare this interest at the start of any meetings where relevant and Chair of meetings to decide action accordingly. Procurement activity would be managed through COI specific to the project and would be considered at each level via that project.
		St Stephens Gate	X	X			Dr Jeanine Smirl (GP Partner at St Stephens Gate, Norwich, and GP Adviser for Primary Care ICB) - social link outside of business needs St Stephens Gate Medical Practice is a Norwich based practice and I am the AD for PCN in Norwich.	Sep-24	Present	Declare this interest at the start of any meetings where relevant and Chair of meetings to decide action accordingly. Procurement activity would be managed through COI specific to the project and would be considered at each level via that project.

		Castle Partnership, Norwich	X	X			Dr Jo Walsh (GP partner at Castle Partnership, Norwich) - social link outside of business needs	Sep-24	Present	Declare this interest at the start of any meetings where relevant and Chair of meetings to decide action accordingly. Procurement activity would be managed through COI specific to the project and would be considered at each level via that project.
		Humbleyard practice	X	X			Sarah Ambrose (Nurse at Humbleyard practice based in South Norfolk) - social link outside of business needs	Sep-24	Present	Declare this interest at the start of any meetings where relevant and Chair of meetings to decide action accordingly. Procurement activity would be managed through COI specific to the project and would be considered at each level via that project.
Johanne Catlin	Head of Organisational Development (Internal ICB)	Nothing to Declare					N/A			N/A
Rebekah Collett	Associate Director of West Place	Norfolk and Waveney Intergrated Care Board			X	Indirect	My husband Ross Collett is the Director of UEC	Oct-21	Present	Separate portfolios/not on call together (both on silver rota)
Ross Collett	Director of Urgent & Emergency Care	Norfolk and Waveney Integrated Care Board			X	Indirect	I am married to Rebekah Collett – AD of West Pla	1.2021	Present	Line manager aware and has sign-off of any commissioning decisions I make relating to the contracts I manage currently
Sharon Crowle	Head of Professional Education Training and Development	Birchwood surgery				Indirect	Brother in law Dr Pinch Birchwood surgery		Present	Make people aware that these individuals are related by marriage
		Oak Street Medical centre				Indirect	Sister in Law Victoria Crowle Oak Street Medical centre		Present	
		Practice name removed from publication			X			Patient at a Norfolk and Waveney GP Practice	Ongoing	
Michael Dennis	Associate Director of Pharmacy and Medicines Optimisation (Chief Pharmacist)	PrescQipp			X	Direct	Provide challenge and leadership to this CIC who provide independent prescribing tools to the NHS		Present	I am careful to not be involved or attempt to influence unduly any funding decisions relating to their products
		PrescQipp	X			Direct	One off payment by the hour for recording and editing slide narration		Present	
Jenny Elsmore	Organisational Change Programme Director	Nothing to Declare					N/A			N/A
Anne Heath	Associate Director of Digital	Nothing to Declare					N/A			N/A
Paul Higham	Associate Director of Estates	Practice name removed from publication			X	Direct	Patient at a Norfolk and Waveney GP Practice	Ongoing		To be raised at all relevant meetings where discussions/decisions relate to the conflict declared

Andy Hudson	Assoc Director of Quality Assurance	Practice name removed from publication			X	Direct	Patient at a Norfolk and Waveney GP Practice	Ongoing	To be raised at all relevant meetings where discussions/decisions relate to the conflict declared	
Rebecca Hulme	Director of Children, Young People and Safeguarding	Nothing to Declare					N/A		N/A	
Elizabeth Joyce	Head of System Transformation	Nothing to Declare					N/A		N/A	
Emma Kriehn-Morris	Director of Commissioning Finance	Practice name removed from publication			X	Direct	Patient at a Norfolk and Waveney GP Practice	Ongoing	To be raised at all relevant meetings where discussions/decisions relate to the conflict declared	
Edward Lambert	Associate Director of Financial Planning	Nothing to Declare					N/A		N/A	
Rebecca Mann	Head of Integration & Alliance for CYP MH	Nothing to Declare					N/A		N/A	
Suzanne Meredith	Associate Director – Population Health Management	Norfolk County Council	X			Direct	Employed by Norfolk County Council as Deputy Director of Public Health	*2014	Present	
		Public Health and professional registration on UKPHR			X	Direct	Statutory registration as a Public Health Consultant- Fellow of the Faculty of Public Health and professional registration on UKPHR	*2014	Present	
Shepherd Ncube	Associate Director of Primary Care Commissioning	Nothing to Declare					N/A		N/A	
Dawn Newman	Associate Director of NHS CHC & Complex Care	PHSO	X			Direct	Provision of clinical advice for PHSO regarding NHS Continuing Healthcare		Present	No work undertaken for cases associated with NHS Norfolk and Waveney ICB. No work undertaken within contracted N&W ICB hours.
		National Audit Office				Indirect	Son works for National Audit Office		Present	Do not discuss work matters with my son and he does not discuss his with me. As he audits government offices it is unlikely that a conflict would arise but declaring for transparency as ICB related info may be included in DoHSC info that is audited.
Sandra Oosthuysen	Associate Director of System Culture, Leadership and OD	Nothing to Declare					N/A		N/A	
Russell Pearson	Associate Director of ICS Capital	Practice name removed from publication			X	Direct	Patient at a Norfolk and Waveney GP Practice	Ongoing	To be raised at all relevant meetings where discussions/decisions relate to the conflict declared	
Jayde Robinson	Head of Primary Care Workforce Transformation	Practice name removed from publication			X	Direct	Patient at a Norfolk and Waveney GP Practice	Ongoing	To be raised at all relevant meetings where discussions/decisions relate to the conflict declared	
Roy Weston	Associate Director of Contracting and Procurement	Practice name removed from publication			X	Direct	Patient at a Norfolk and Waveney GP Practice	Ongoing	To be raised at all relevant meetings where discussions/decisions relate to the conflict declared	

Sadie Parker	Director for Primary Care	Active Norfolk			X		Board member for Active Norfolk	2019	Present	Declare interest in meetings where relevant, agree any resulting action with the chair. Seek advice in advance where possible. COI training undertaken
		St Stephensgate Practice			X		GP partner of St Stephensgate Practice, Director of N2S	2023	Present	Declare interest in any meetings where relevant, ensure any potential for conflict is overseen by line manager to ensure robust decision-making. Agree any action with the chair of the meeting. Seek advice when unsure. Recuse myself from any situations likely to place myself or my friend in a compromised position. COI training undertaken.