# Managing Conflicts of Interest

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1. **Introduction**

1.1 The Coventry and Warwickshire Partnership NHS Trust (the ‘organisation’), and the people who work with and for us, collaborate closely with other organisations, delivering high quality care for our patients.

1.2 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.

1.3 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.

2. **Purpose**

2.1 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 the Trusts Fraud, Bribery and Corruption Policy.

3. **Definitions**

3.1 **Conflict of Interest**

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.
3.2 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.

3.3 Interests
Interests fall into the following categories:

- **Financial interests:**
  Where an individual may get direct financial benefit\(^1\) 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\(^2\) 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.

3.4 Staff
At Coventry and Warwickshire Partnership NHS Trust we use the skills of many different people, all of whom are vital to our work. This includes people on differing employment 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; and
- Committee, sub-committee and advisory group members (who may not be directly employed or engaged by the organisation)
- Chief Executive, Chair and Non-Executive Directors.

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\(^1\) This may be a financial gain, or avoidance of a loss.

\(^2\) 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.
3.5 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.’

Decision making staff in this organisation are:

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<th>Staff</th>
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<tr>
<td>Executive and Non-Executive Directors</td>
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<td>AFC 8d and above and consultants</td>
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<td>Members of advisory groups which contribute to direct or delegated decision making on commissioning or provision of services</td>
<td>This will include - All staff within Pharmacy, IT and Procurement teams who have the power to enter into contracts on behalf of their organisation and are involved in decision making concerning the commissioning of services, purchasing of goods, medicines, medical devices or equipment, and formulary decisions</td>
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<tr>
<td>Admin and clinical staff who have the power to enter into contracts</td>
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<tr>
<td>Admin and clinical staff involved in decision making re commissioning of services, purchasing goods, medicines, medical devices or equipment or formulary decisions</td>
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3.6 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’.

4. Duties / Responsibilities

4.1 Chief Executive
The Chief Executive has ultimate accountability for the Trust’s Conflicts of Interest. Operational responsibility has been delegated to the Director of Strategy and Business Development

All references to staff within this policy also apply to the Chief Executive.

4.2 Director of Strategy and Business Development
The Director of Strategy and Business Development has lead responsibility for overseeing the Trust Conflicts of Interest, for ensuring that all appropriate steps are taken to ensure that all staff
are aware and in compliance with the national Conflicts of Interest guidance.

4.3 **(Responsible) Committee / Group**
All reports in relation to Conflict of Interest will be received by the Audit Committee.

4.4 **Trust Board**
The Trust Board has a duty to set the highest standards of behaviour for staff employed within the organisation. All Board members have a duty to declare potential conflicts of interest to the Board and details of these declarations will be maintained by the Corporate Affairs Team who will maintain a register of such declarations.

4.5 **The Chair and Non-Executive Directors**
All references within this document to staff will also include the Chair and Non-Executive Directors.

4.6 **Staff**
All staff have a duty to comply with the Trust’s standards as outlined in their contracts of employment and codes of conduct and enforce these standards in their areas of responsibility.

4.7 **Corporate Affairs Team**
The Corporate Affairs Team are responsible for managing the Conflicts of Interest process and monitoring compliance.

5 **Process**

5.1 **Identification, Declaration and Review 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 organisation.
- 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).

A Gifts and Hospitality Declaration Form is available at Appendix 1. Declarations should be made to: the Corporate Affairs Team; coi@covwarkpt.nhs.uk.
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.

5.2 **Proactive Review of Interests**
The Corporate Affairs Team will prompt decision making staff annually to review declarations they have made and, as appropriate, update them or make a nil return.

5.3 **Records and Publication Maintenance**
The organisation will maintain a Conflicts of Interest Register, Gifts and Hospitality Register and a Sponsorship Register.

All declared interests that are material will be promptly transferred to the registers by the Corporate Affairs Team.

**Publication**
The Organisation will:
- Publish the interests declared by decision making staff in the Conflicts of Interest Register, Gifts and Hospitality Register and the Sponsorship Register.
- Refresh this information annually.
- Make this information available via the intranet website.

If decision making staff have substantial grounds for believing that publication of their interests should not take place then they should contact the Corporate Affairs Team 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. A Conflicts of Interest panel consisting of representatives from HR, Medical Staff and Corporate Affairs will consider all requests for non-publication. However, this would be the exception and information will not be withheld or redacted merely because of a personal preference.

5.4 **Wider Transparency Initiatives**
The Coventry and Warwickshire Partnership NHS Trust fully supports wider transparency initiatives in healthcare, and 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/ethics/ethical-responsibility/disclosure-uk/

5.5 Management of Interests – General Management
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 Coventry and Warwickshire Partnership NHS 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.

The Conflicts of Interest panel will also advise on possible disputes about the most appropriate management action.

5.6 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.

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

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\(^3\) 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 Coventry and Warwickshire Partnership NHS Trust not in a personal capacity. These should be declared by staff.
- 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.

**What should be declared:**
- Staff name and their role with the organisation.
- 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).
- See form at Appendix 1.

**5.6.2 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.

**5.6.2.1 Meals and Refreshments:**

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\(^3\) 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](http://www.pmcpa.org.uk/thecode/Pages/default.aspx)
• Under a value of £25 - may be accepted and need not be declared.
• Of a value between £25 and £75\(^4\) - may be accepted and must be declared.
• Over a value of £75 - should be refused unless (in exceptional circumstances) senior approval is given. A clear reason should be recorded on the organisation’s register(s) 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).

5.6.2.2 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 organisation’s register(s) 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.

What should be declared:
• Staff name and their role with the organisation
• 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)
• See form at Appendix 1.

5.6.2 Outside Employment
• Staff should declare any existing outside employment on appointment and any new outside employment when it arises.

\(^4\) 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
• 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 organisation to engage in outside employment.

The organisation 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.

**What should be declared:**
• Staff name and their role with the organisation.
• 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).
• See form at Appendix 2.

### 5.6.3 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 organisation.
• 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.

**What should be declared:**
• Staff name and their role with the organisation
• 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)
• See Form at Appendix 2.

### 5.6.4 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 organisation.

- Staff should seek prior permission from the organisation 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.

**What should be declared:**

- Staff name and their role with the organisation
- 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)
- See form at Appendix 2.

### 5.6.5 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 organisation does business with an organisation in which close family members and relatives, close friends and associates, and business partners have decision making responsibilities.

**What should be declared:**

- Staff name and their role with the organisation
- 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)
• See form at Appendix 2.

5.6.6 Donations

• Donations made by suppliers or bodies seeking to do business with the organisation 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 organisation’s own registered charity or other charitable body and is not for their own personal gain.
• Staff must obtain permission from the organisation 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.

What should be declared:

• The organisation will maintain records in line with the above principles and rules and relevant obligations under charity law.
• See form at Appendix 3

5.6.7 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 for the organisations 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 organisation's 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.
• Staff within the organisation 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.
• Staff arranging sponsored events must declare this to the organisation.

What should be declared:

• The organisation will maintain records regarding sponsored events in line with the above principles and rules.
• See form at Appendix 3

5.6.8 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 organisation, 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 organisation.

What should be declared:

• The organisation 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 organisation
• 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).
• See form at Appendix 3.

5.6.9 Sponsored Posts

• External sponsorship of a post requires prior approval from the organisation.
• 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.

What should be declared:

• The organisation 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.
• See form at Appendix 3
5.6.10 Clinical Private Practice

Clinical staff should declare all private practice on appointment, and/or any new private practice when it arises\(^5\) 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 organisation 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
  - 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

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.

What should be declared:
- Staff name and their role with the organisation
- 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)
- See form at Appendix 2.

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\(^5\) 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
5.7 Management of Interests – Advice in Specific Contexts

5.7.1 Strategic Decision Making Groups

In common with other NHS bodies Coventry and Warwickshire Partnership NHS 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 organisation these groups are: Trust Board, Trust Board Committees, Capital Investment Group, Great Place Delivery Board, Strategic/Children’s/Mental Health/Physical Health Drugs and Therapeutics Group

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 organisation’s register(s)
- 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.

5.7.2 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 organisation 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.

All staff involved in the procurement process must complete and sign a declaration of interest form – see Appendix 4.

See the Standing Orders incorporating Standing Financial Instructions and Scheme of Reservation and Delegation of Powers for further information on levels of approval.

5.8 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 Corporate Affairs Team. These can also be reported via the Freedom to Speak Up Guardian or the Counter-Fraud Specialist.

To ensure that interests are effectively managed staff are 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: Raising Concerns (Freedom to Speak – Whistleblowing) Policy.

The organisation 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. Any breaches will be considered via the Conflicts of Interest panel.

Following investigation the organisation will:

• Decide if there has been or is potential for a breach and if so what the 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 organisation should be made aware
• Take appropriate action as set out in the next section.

5.8.1 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 organisation 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 organisation 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 wrong-doing or fault then the organisation 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.

5.8.2 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 twice per year.

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 via intranet website as appropriate, or made available for inspection by the public upon request.

6. Consultation

This policy has been developed in consultation with Joint Staff Side Group and the Joint Negotiating and Consultative Committee (JNCC)/ Joint Local Negotiating Committee (JLNC). All Trust staff have had the opportunity to comment via consultation on the Intranet.

7. Implementation

The Corporate Affairs Team will be responsible for the implementation and communication of the policy, plus monitoring compliance and reporting.

8. Training and Support

There are no training requirements in order to implement this policy. Advice / support can be sought from the Corporate Affairs Team.

9. Review

This policy will be reviewed at least three yearly by the policy author.
10. Monitoring Compliance

<table>
<thead>
<tr>
<th>Aspect of compliance or effectiveness being monitored</th>
<th>Monitoring method</th>
<th>Individual / Department responsible for the monitoring</th>
<th>Frequency of monitoring activity</th>
<th>Group / Committee which will receive the findings / monitoring report</th>
<th>Group / Committee / Individual responsible for ensuring that the actions are completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>All decision making staff to make a declaration of interest or nil return</td>
<td>Central database maintained by Corporate Affairs Team</td>
<td>Corporate Affairs Team</td>
<td>Twice per year</td>
<td>Audit Committee</td>
<td>Trust Board</td>
</tr>
<tr>
<td>All staff to declare any conflicts of interest/gifts and hospitality received</td>
<td>Central database maintained by Corporate Affairs Team</td>
<td>Corporate Affairs Team</td>
<td>Twice per year</td>
<td>Audit Committee</td>
<td>Trust Board</td>
</tr>
</tbody>
</table>

11. References
- ABHI Code of Business Practice
- NHS Code of Conduct and Accountability (July 2004)
- NHS England Managing Conflicts of Interest in the NHS (February 2017)
- Standards of Business Conduct Policy
- General Data Protection Regulations and the current national data protection legislation.

12. Trust Associated Documents
- Standing Orders incorporating Standing Financial Instructions and Scheme of Reservation and Delegation of Powers
- Raising Concerns (Freedom to Speak – Whistleblowing) Policy
- Fraud, Bribery and Corruption Policy
## Version Control

<table>
<thead>
<tr>
<th>Version</th>
<th>Date</th>
<th>Author</th>
<th>Status</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>V0.1</td>
<td>15-02-18</td>
<td>Emma Denis  Executive Support Lead</td>
<td>Draft</td>
<td>First draft based on NHS England guidance</td>
</tr>
<tr>
<td>V1.0</td>
<td>13-04-18</td>
<td>Nicola Corbett  Head of Registration and Compliance</td>
<td>Approved</td>
<td>Chairs approval following PRG virtual review.</td>
</tr>
</tbody>
</table>
14. Equality Impact Assessment Form

**DOCUMENT/ PROJECT NAME:** Managing Conflicts of Interest Policy

<table>
<thead>
<tr>
<th></th>
<th>Yes / No</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <strong>Does the document affect one group less or more favourably than another on the basis of:</strong> -</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Race</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Religion or Belief</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Gender reassignment</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Sex</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Sexual Orientation</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Age</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Disability (learning disabilities, physical disability, sensory impairment and mental health problems)</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Marriage and civil partnership</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Pregnancy and maternity</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>2. <strong>Is there any evidence that some groups are affected differently?</strong></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>3. <strong>If you have identified potential discrimination are there any expectations valid, legal and/or justifiable?</strong></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>4. <strong>Is the impact of the document / guidance likely to be negative?</strong></td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>5. <strong>If so, can the impact be avoided?</strong></td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>6. <strong>What alternative is there to achieving the document / guidance without the impact?</strong></td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>7. <strong>Can we reduce the impact by taking different actions?</strong></td>
<td>N/A</td>
<td></td>
</tr>
<tr>
<td>8. <strong>Who has consultation taken place with?</strong></td>
<td>All staff via the intranet, staffside</td>
<td></td>
</tr>
<tr>
<td>9. <strong>EIA Team:</strong></td>
<td>1. Emma Denis, Executive Support Lead 2. Jenny Horrabin, Associate Director of Corporate Affairs 3. Vicki Kennedy, Personal Assistant</td>
<td></td>
</tr>
<tr>
<td>10. <strong>Head of Equality and Diversity</strong></td>
<td>Rano Bains</td>
<td></td>
</tr>
<tr>
<td>11. <strong>Date of the Assessment:</strong> (dd/mm/yyyy)</td>
<td>15/02/2018</td>
<td></td>
</tr>
</tbody>
</table>

If you have identified a potential discriminatory impact on this procedural document, please refer it to the author of the policy or strategy, together with any suggestions as to the action required to avoid / reduce this impact. For advice in respect of answering the above questions, please refer to the guidance notes. **If the document affects one group less or more favourably, you MUST complete the full EIA form (i.e. if you have answered ‘Yes’ to any of the above).** The full EIA form can be obtained from the Equality and Diversity Department/website.

This policy, strategy, procedure or function has to go to the Head of Equality and Diversity for final sign off. Please return a copy to the Equality and Diversity Department: rano.bains@covwarkpt.nhs.uk
### APPENDIX 1 - TEMPLATE GIFTS AND HOSPITALITY DECLARATION FORM

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Description of Gifts and Hospitality</th>
<th>Amount</th>
<th>Relevant Dates</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr John Smith</td>
<td>Senior Policy Manager, Commissioning</td>
<td>Hospitality received - Organisation Z to pay for travel to speak at conference on Managing Conflicts of Interest on 21/12/16</td>
<td>£95</td>
<td>21/12/2016</td>
<td>Approval to attend event and accept hospitality given by Mary Baker, Head of Unit</td>
</tr>
</tbody>
</table>

Please see below for information on how to populate the above boxes

The information submitted will be held by Coventry and Warwickshire Partnership NHS Trust for personnel or other reasons specified on this form and to comply with the organisation’s policies. This information may be held in both manual and electronic form in accordance with the Data Protection Act 1998. Information may be disclosed to third parties in accordance with the Freedom of Information Act 2000 and published in registers that Coventry and Warwickshire Partnership NHS Trust holds.

I confirm that the information provided above is complete and correct. I acknowledge that any changes in these declarations must be notified to Coventry and Warwickshire Partnership NHS Trust as soon as practicable and no later than 28 days after the interest arises. I am aware that if I do not make full, accurate and timely declarations then civil, criminal, internal disciplinary or professional regulatory action may result.

I do / do not [delete as applicable] give my consent for this information to be published on registers that Coventry and Warwickshire Partnership NHS Trust holds.

If consent is NOT given please give reasons:

<table>
<thead>
<tr>
<th>Signed:</th>
<th>Date:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please return this form to the: Corporate Affairs Team coi@covwarkpt.nhs.uk
GUIDANCE NOTES FOR COMPLETION OF SPECIMEN INTERESTS DECLARATION FORM

Name and Role:

Insert your name and your position/role in relation to the organisation you are making the return to

Description of Interest:

Provide a description of the interest that is being declared. This should contain enough information to be meaningful (e.g. detailing the supplier of any gifts, hospitality, sponsorship, etc.). That is, the information provided should enable a reasonable person with no prior knowledge should be able to read this and understand the nature of the interest.

Types of interest:

Financial interests - This is where an individual may get direct financial benefits from the consequences of a decision they are involved in making

Non-financial professional interests - This is 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 status or promoting their professional career

Non-financial personal interests - This is 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 - This is 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 who would stand to benefit from a decision they are involved in making

A benefit may arise from both a gain or avoidance of a loss.

Relevant Dates:

Detail here when the interest arose and, if relevant, when it ceased

Comments:

This field should detail any action taken to manage an actual or potential conflict of interest. It might also detail any approvals or permissions to adopt certain course of action
**APPENDIX 2 - TEMPLATE INTERESTS DECLARATION FORM**

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Description of Interest</th>
<th>Relevant Dates</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr John Smith</td>
<td>Senior Policy Manager, Commissioning</td>
<td>Hospitality received - £95 from Organisation Z to pay for travel to speak at conference</td>
<td>21/12/2016</td>
<td>Approval to attend event and accept hospitality</td>
</tr>
<tr>
<td></td>
<td>Directorate, Organisation A</td>
<td>on Managing Conflicts of Interest on 21/12/16</td>
<td>21/12/2016</td>
<td>given by Mary Baker, Head of Unit</td>
</tr>
</tbody>
</table>

Please see below for information on how to populate the above boxes

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I do / do not [delete as applicable] give my consent for this information to be published on registers that Coventry and Warwickshire Partnership NHS Trust holds.

If consent is NOT given please give reasons:

Signed: ___________________________  Date: ___________________________

Please return this form to the Corporate Affairs Team coi@covwarkpt.nhs.uk
GUIDANCE NOTES FOR COMPLETION OF SPECIMEN INTERESTS DECLARATION FORM

Name and Role: Insert your name and your position/role in relation to the organisation you are making the return to

Description of Interest:
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Relevant Dates:
Detail here when the interest arose and, if relevant, when it ceased

Comments:
This field should detail any action taken to manage an actual or potential conflict of interest. It might also detail any approvals or permissions to adopt certain course of action
<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Description of Sponsorship</th>
<th>Relevant Dates</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr John Smith</td>
<td>Senior Policy Manager, Commissioning</td>
<td>Hospitality received - £95 from Organisation Z to pay for travel to speak at conference on</td>
<td>21/12/2016</td>
<td>Approval to attend event and accept hospitality given by Mary</td>
</tr>
<tr>
<td></td>
<td>Directorate, Organisation A</td>
<td>Managing Conflicts of Interest on 21/12/16</td>
<td>21/12/2016</td>
<td>Baker, Head of Unit</td>
</tr>
</tbody>
</table>

Please see below for information on how to populate the above boxes

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If consent is NOT given please give reasons:

Signed: ___________________________ Date: ___________________________

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A benefit may arise from both a gain or avoidance of a loss.

Relevant Dates: Detail here when the interest arose and, if relevant, when it ceased

Comments: This field should detail any action taken to manage an actual or potential conflict of interest. It might also detail any approvals or permissions to adopt certain course of action
Appendix 4 – Declaration of Interest Form (Procurement)

Declaration of Interest Form

Thank you for being part of the Tender evaluation panel for the provision of

……………………………………………………………………………………………………………………………………………………………

Date: ........................................

Guidance

If at the time of opening the bids you become aware that you may have an association or conflict of interest with an organisation/company who have submitted a bid, please can you make this known to the Procurement Manager/Chair of the evaluation panel at that time.

Your role within the evaluation panel on this occasion may be postponed.

Declaration (Please state / or enter no conflicts)

……………………………………………………………………………………………………………………………………………………………

Signed ………………………………………………………………………………………

Post………………………………………………………………………………………..…

Chair/ Procurement Manager……………………………………………………………

Date : ..............................................................

Thank you in advance for your assistance.