

**BOARD AND DECISION MAKERS CONFLICTS OF INTEREST AND GIFTS AND HOSPITALITY REGISTER 2019-2020 (including sponsorship, outside employment (including private practice), patents and donations)**

Name	Role	Declarations of Interest
Andy Brogan	Executive Director Mental Health & Deputy CEO	Partner is a Director in the Trust
Alison Davis	Non-Executive Director & Senior Independent Director	<p><b>Impact MH</b> NED – no contracts for services with EPUT</p> <p><b>Looking After Mum and Dad (CIC)</b> Director – no relationship with EPUT</p>
Professor Natalie Hammond	Executive Nurse	<p><b>Brian Graves (Husband) Aquakare</b> No link to EPUT</p> <p><b>Incyte (shareholder)</b> No expected link to EPUT</p> <p><b>Mental Health Nurse Directors</b> Council member. Name listed at Companies House. No relationship with EPUT</p>
Dr Rufus Helm	Non-Executive Director	<p><b>Business development and delivery role with askmyGP</b> – a provider of online consultation systems to primary care. No relationship or interest with EPUT.</p> <p><b>Working with Finworks Health</b> to develop a system to support the Continuing Healthcare process. No relationship or interest with EPUT.</p>
Dr Milind Karale	Executive Medical Director	<p><b>Niche Patient Safety (Investigator/clinical Adviser)</b> Organisations that investigate Serious Incidents. Niche may be commissioned to undertake investigations in EPUT/EPUT may commission Niche to undertake investigations</p> <p><b>Medinova Ltd (Director)</b> No relationship to EPUT Not a supplier of goods and Services to EPUT</p>
Sean Leahy	Executive Director People & Culture	None
Nigel Leonard	Executive Director Corporate Governance & Strategy	<p><b>Janette Leonard Director of ITT</b> Spouse</p>

Manny Lewis	Non-Executive Director (Vice Chair)	<b>Habinteg Housing Association - Chair</b> No link to EPUT <b>Watford Council - MD</b> No link to EPUT.
Mark Madden	Executive Chief Finance & Resources Officer	None
Sally Morris	Chief Executive	None
Dr Alison Rose- Quirie	Non-Executive Director	<b>OME Housing Group</b> Independent member of Care Board OME Housing run social care housing schemes in Essex <b>ACA-1</b> Chair Architectural practice specialising in H+SC design Nottingham <b>NED</b> of Nottingham Healthcare Trust
Professor Sheila Salmon	Chair	None
Amanda Sherlock	Non-Executive Director	None
Nigel Turner	Non-Executive Director	<b>Theseus Consulting Ltd - Director and beneficial owner</b> No known relationship with EPUT <b>Acamas Ltd – Director and beneficial owner</b> No known relationship with EPUT <b>Princess Alexander Hospital</b> Engaged directly as a freelance management consultant – no conflict of interest. 1 <sup>st</sup> April to 26 <sup>th</sup> Nov 2019. <b>Princess Alexander Hospital</b> Engaged directly as a freelance management consultant Potential conflict of interest addressed January 2020
Janet Wood	Vice-Chair	None
Janette Leonard	Director of ITT and Performance	<b>Nigel Leonard – Executive Director of Strategy and Transformation</b>

		Spouse.
Nicola Brown	Deputy Chief Finance Officer	<p>Husband is Chief Finance Officer in the NHS. Currently working at Medway NHS Foundation Trust (to 30/2/20) and will be working at Dartford &amp; Gravesham NHS Trust from 1/5/2020.</p> <p>Sally Morris (CEO) and Janet Wood (NED) are God Parents to my two children. Relationship was declared on my application for substantive role in the Trust. Neither individual was involved in recruitment process.</p> <p>I am God Mother to Janet Wood's (NED) two children.</p>
Faye Swanson	Director of Compliance & Assurance	None
Elizabeth Semain	Director of Contracting & Business Development	Partner is an Executive Director in the Trust – Andy Brogan
Andrew Graham	Managing Director	None
Pamela Sabine	Director Integrated Services-Adults & Older People-WE	<p><b>Director of the Society of Podiatric Medicine</b></p> <p>This is a dormant company, registered with Companies House. Annual returns are submitted</p>
Richard Chilcott	Director of Estates & Facilities	None
Alexandra Green	Director for H&SC West Essex	Employed in a joint Director position with Essex County Council. Interest declared at County Council level. The few areas of conflict relating to particular areas of service delivery are well managed in partnership with the Executive COO and DASS (ECC) respectively.
Denise Cook	Director of Specialist Services Essex	None
Susan Waterhouse	Director MH Services	<p><b>Trustee for 'New Life Wood' charity</b></p> <p>This is a charity that recycles wood but offers placements to ex-prisoners and mental health service users to help build their lives. I cannot see a conflict at the moment but there could be a potential in the future</p> <p><b>Trustee for 'Sporting Memories Foundation</b></p> <p>This is a national charity that tackles dementia, depression and loneliness through</p>

		the power of sport. At the moment this charity does not function in Essex though might in the future.
Elizabeth Wells	Director MH Services	To be advised
Hillary Scott	Chief Pharmacist	None
Gregory Wood	Clinical Director of Psychology & Psychotherapy	<p><b>Relationship with an employee of EPUT</b></p> <p>My wife, Dr Barbara Mason is Clinical Manager on the DClinPsy programme at UH, but also has been a bank employee for EPUT for many years. She has worked in our Clinical Health Psychology Service in Luton, but now mostly supplies intermittent staff support sessions. These are approved by a member of the Trust Executive Team or my line manager.</p> <p><b>Member of the East of England Clinical Senate Council</b></p> <p>I have been a member of the Council for over 7 months, as an independent clinician in the region with acknowledgment of my position at EPUT. Any conflict of interest has to be declared for each piece of work completed for the Council (such as a review of services that EPUT may have a financial or practical interest in).</p>
Mikala (Katie) Keen	Deputy Director of HR & Communications	<p><b>Loyalty Interest – Management of family member:</b></p> <p>Son-in-Law. I was not part of the recruitment process and I am not part of ongoing development/supervision decisions. Internal arrangements are in place in terms of performance and pay related matters that I have no involvement in or am I part of any decisions made.</p> <p><b>Loyalty Interest – Management of family member:</b></p> <p>Daughter. I was not part of the recruitment process and I am not part of ongoing development/supervision decisions. Internal arrangements are in place in terms of performance and pay related matters that I have no involvement in or am I part of any decisions made.</p>
Rachel Jennings	Associate Director	<p><b>My sister Christina Rowland is registered as an Associate of Enable East -</b></p> <p>Christina has worked with EE as an associate since 2016 and was recruited by EE Director Susannah Howard. Christina completed the standard associate</p>

		<p>recruitment process and since joining in 2016 has worked on 12 short contracts, including 2 within EPUT. EE work is not the only source of income for Christina.</p> <p>When a customer approaches EE for associates we endeavour to forward a number of CV's for consideration so that the customer can select the associate they feel has the skills and experience needed. In line with this process, if Christina is put forward for a project, where it is possible other CV's would also be sent to the customer to consider therefore removing any bias towards Christina being selected.</p>
Mousumi Basu	Associate Director of SEE Integration	<p><b>Trustee on a voluntary sector organisation outside our working boundaries.</b> Role involves providing support to the senior leadership team, developing and agreeing strategic plans and financial responsibility.</p> <p><b>Trustee, Age UK Hertfordshire</b> Organisation does not provide services within the current borders of EPUT provision</p>
Kevin McKenny	Deputy Director Integrated Care	None
Nicole Rich	Deputy Director	None
Emma Whiteford	Deputy Director of patient Flow & Access	None
Lynnbritt Gale	Associate Director Community Treatment Services SW & Mid Essex	None
Emma Strivens	Associate Director North East MH Services	None
Susannah Balmford	Deputy Director of ITT and Performance	None
Clare Barley	Head of Financial Accounting	None
Russell Middleton	Head of Financial Management	Owner Director of Limited Company which provides book keeping and accounting services to private clients

Fiona Benson	Head of Estates & Facilities Operations	To be advised
Timothy Wheeler	Head of Property Management & Development	None
John Bramall	Consultant	None
Glenn Westrop	Deputy Chief AHP	None
Nicholas Richards	Podiatric Surgeon	To be advised
Jason Nandial	Podiatric Surgeon	<b>Consultant at Phoenix Baddow</b> No conflict <b>Consultant at Facemed Crays Hill</b> No conflict
Ian Carr	Associate Director Specialist	None
Mhairi Donaldson	Associate Clinical Director of Psychological Services	To be advised
Judith Friedman	Associate Clinical Director of Psychological Services	To be advised
Lynn McGhee	Associate Director Adult Inpatient Services	None
Stephanie Rea	Associate Director West MH Services	None
Joanne Paul	Deputy Director of Quality (Transformation)	None
Angela Wade	Director of Nursing & Infection Prevention & Control	None
Rina Gupta	Consultant Perinatal Psychiatrist	None
Andrew Biggs	Consultant Psychiatrist and Honorary Clinical Senior Lecturer	None
Suresh Woadhwani	Locum Consultant Psychiatrist	None
Gbolahan Otun	Consultant	None

Hem Pal	Consultant	None
Maneesh Rajendraprasad	Consultant	None
Abdul Raof	Consultant	None
Kallur Suresh	Consultant	Spouse is an employee of the Trust, I declare this interest where relevant. A wallet gifted by a patient approximately value £10, I donated this wallet to the ward for use in the ward raffle.
Rupesh Adimulam	Consultant	Private practice - I do private practice outside my working hours from time to time. There is no fixed date. I included this in my appraisal.
Louise Colledge	Consultant	None
Mateen Durrani	Locum Consultant A&E Liaison Psychiatry	<b>Sanctuary Lodge.</b> A private facility for treatment and rehabilitation of patients with addictive behaviours in Essex.
Manal El-Maraghy	Consultant	To be advised
Ramanathan Elayaperumal	Consultant	<b>Private clinic at Oaks Hospital, Colchester</b> No conflict <b>Private clinic Nuffield Hospital, Ipswich</b> No conflict <b>Private clinic Priory Hospital, Chelmsford</b> No conflict <b>Section 12 work (MHact &amp; Dols assessments)</b> No conflict
Klaus-Malte Flechtner	Consultant	None
Carlo Henrich	Consultant	None
Alexandru Lita	Consultant	To be advised
Ayyamkulam (James) Louis	Consultant	To be advised
Maria Minou	Speciality Doctor	None
Karwan Saddik	Speciality Doctor	None
Aung Sein	Speciality Doctor	None

Ahmed Shoka	Locum Consultant	None
Rajesh Atam	Speciality Doctor	None
Harini Bandela	Consultant	None
Rachna Bansal	Consultant	None
Anirban Bhowmick	Consultant	To be advised
Adrian Branisteanu	Locum Consultant	None
Matthias Broeker	Consultant	None
Simon Dein	Consultant	I work in Baldock Manor, a private psychiatric Hospital, 2 days a week. There is no conflict of interest.
Kavitha Devarajan	Consultant	None
Simon Hayhoe	Locum Consultant	None
Heba Mhmoud Fakher Hendawy	Locum Consultant	None
Haritha Immadisetty	Specialty Doctor	To be advised
Akim Kassim	Consultant	None
Rupam Kumari	Specialty Doctor	None
Alice Levinson	Consultant	None
Miomir Milovanovic	Consultant	Private psychoanalysis and psychoanalytic psychotherapy at 23 College Crescent London NW3 5LL, Monday-Fri. I do not see any conflict of interest. I have declared this in my appraisals.
Suman Mukhopadhyay	Consultant	None
Augustine Okolie	Locum Consultant	None
Basavaraja Papanna	Consultant	None
Uma Rajendhran	Consultant	None
Mitesh Shah	Consultant	None
Tessa Sloper Talbot	Locum Consultant	None
Rajeeva Abey Suriya	Consultant	None

Shafalica Bhan Kotwal	Consultant	None
Mark Holman	Consultant	None
Rawnak Jahan	Locum Specialty Doctor	None
Adnan Khan	Consultant	None
Marianna Leontis	Consultant	Total of approximately 10 DVLA payments for completing DVLA forms relating to patients I have had direct contact with and disclosed a diagnosis of dementia . This is for the DVLA to establish relative safety of the patient and their ability to continue to drive. Total of approximately £420 – the amount is approximate as there may be other ones in the post from ones I have completed.
Justin Marley	Consultant	I have worked on behalf of the Trust in partnership with Accenture. Accenture loaned an Alexa device for use with a project, as the project is on hold the Alexa is being held (not used) by Trust as part of the partnership until the project is resumed.  Accenture offered to subsidise part of my trip to Las Vegas, declined and funded this entirely myself.
Fiona McDowall	Consultant	None
Simadevi Shende	Consultant	None
Timothy Stevens	Consultant	None
Kiran Tariq	Specialty Doctor	None
Ian Winston	Specialty Doctor	None
Bisharda Angom	Consultant	To be advised
Tanushree Sarma	Consultant	To be advised
Nuruz Zaman	Consultant	None
Muhammad Iqbal	Locum Consultant	None
Emil Mihaylov	Specialty Doctor	None
Gamini Ambepitiya	Clinical Lead	None
Anna Bachmat	Specialty Doctor	None

Mubarak Khan	Clinical Lead	None
Ujwala Komma	Specialty Doctor	None
Natalia Kotlirov	Specialty Doctor	None
Fatos Mlinaku	Specialty Doctor	None
Mona Shariq	Specialty Doctor	None
Vyasa Immadisetty	Consultant	Medical Examiner and Supervisor for General Medical Council. No know conflict of interest. Clinical Director aware.  Priory Clinic at Priory Hospital Chelmsford. Up to 2x a month. Declaration as part of job planning meeting with Clinical Director.
Edwin Ugoh	Consultant	Attended Opioid conference – Opioid treatment departing conference
Nadine Bogdan	Consultant	None
Rajesh Balasubramanian	Consultant	To be advised
Thomas Picton	Clinical Director	I do occasional DOLS assessments for Essex County Council (although medical role in these is soon to end). Essex County Council is in partnership with EPUT. Mentioned in last appraisal, is a common practice amongst Trust doctors and not seen as a potential conflict. I would not do assessments in this role on my own patients.
Inderbir Sidhu	Consultant LD	None
Suresh Thiurairatnam	Specialty Doctor	None
Tin Tin Toe	Specialty Doctor	None
Victor Udu	Consultant LD	None
Ehireimen Aigbogun	Specialty Doctor	None
David Baird	Consultant	None
Vivek Bisht	Consultant	None

Raman Deo	Consultant	None
Sivagnanagowry Fernando	Specialty Doctor	None
Nicholas Hallett	Consultant	None
David Ho	Consultant	None
Martin Laker	Locum Consultant	None
Malavika Rajeev	Specialty Doctor	None
Abu Abraham	Consultant	<p><b>Private Practice</b></p> <ul style="list-style-type: none"> <li>• Declared the practice in my annual appraisals</li> <li>• Informed my Clinical Director and Medical Director</li> <li>• Ensure patients seen in my NHS outpatient clinic are never seen by me privately</li> </ul>
Odumuseye Adu	Specialty Doctor	None
Shalini Agrawal	Consultant	<p><b>Attended Dementia update meeting organised by GE Healthcare</b> (No direct conflict with trust). Approved by manager Documented in appraisal.</p> <p><b>GMC Associate: (Health Assessor, Medical Supervisor and Performance Assessor)</b> (No direct conflict with trust). Approved by manager Documented in appraisal.</p> <p><b>Private practice at Halcyon doctors</b> (No direct conflict with trust). Approved by manager Documented in appraisal.</p> <p><b>Locum work as consultant psychiatrist</b> (No direct conflict with trust). Did during annual leave which was approved by manager. To be discussed in next appraisal.</p> <p><b>Locum work as consultant psychiatrist</b> (No direct conflict with trust). Did during annual leave which was approved by manager To be discussed in next appraisal.</p>
Vishal Agrawal	Clinical Director	<b>Medical member, Medical Practitioner's Tribunal Service</b>

		No direct conflict with Trust <b>Medical assessor, General Pharmaceutical Council</b> No direct conflict with Trust <b>Director, Clarus Private Health, private practice in psychiatry</b> No direct conflict with Trust All Line Manager approval & appraisal declaration
Ahaoma Ngozi Chinwe Agunwamba	Specialty Doctor	Nuleka Care Services. Husband is one of the Directors who have potential to provide residential care activities for learning difficulties, mental health & substance abuse to EPUT patients. However the company is not actively trading.
Kate Aikhomu	Specialty Doctor	Donation (cheque) of £100 from patient's father to team – appropriate action being addressed internally.
Hina Ali	Specialty Doctor	None
Sandeep Bansal	Consultant	None
Blaga Bojinova-Carr	Consultant	None
William Burbridge-James	Consultant Psychotherapist	None
Praneeth Dara	Specialty Doctor	None
Lars Davidson	Consultant	To be advised
Christopher Fasey	Locum Consultant	None
Jennifer Ford	Clinical Director	None
Kumari Galboda-Liyanage	Consultant	To be advised
Stefano Gelati	Consultant	None
Agampodi Gunasekara	Specialty Doctor	None
Khalid Jaffar	Consultant	None
Naveen Kartha	Specialty Doctor	None
Khalid Latif Mufti	Specialty Doctor	None
Gladvine Mundempilly	Clinical Director	None
Marie Murphy	Associate Medical Director (west)	To be advised

Joseph Muthiah	Consultant	To be advised
Gaurish Naik Gaunekar	Consultant	None
Andrea Pathak	Specialty Doctor	None
Ashish Pathak	Consultant	<b>Paid for providing out of hours cover at St Andrews Hospital at Pound Lane, North Benfleet, Essex. SS12 9JP.</b> No conflict of interest as I am not involved in any operational decisions at St Andrews. The out of hours work involves seeing patients as On Call Psychiatrist. I have declared this work in my annual appraisal
Jawaharlal Patil	Consultant	None
Parvathy Pillay	Consultant	<b>2 day Conference –VNS Training for depression –sponsored by Livanova. Conference, travel and stay sponsored by Livanova.</b>
Seemab Rasool	Specialty Doctor	None
Jaya (Subbalekshmi) Reddy	Locum Consultant	<b>Occasional lunch provided by the medical rep during the term time.</b> Post graduate meetings held at the Hawthorne Centre. These events are managed by the Trust Post graduate teaching team.
Feena Sebastian	Consultant	None
Prabhavathy Sethi	Consultant	None
Amit Sharma	Locum Specialty Doctor	To be advised
Pranveer Singh	Consultant	To be advised
Shailendra Thapa	Consultant	None
Karin Thies-Flechner	Clinical Director	None
David Tullett	Consultant	None
Okon Umoh	Consultant	To be advised
Srinivasan Vaidyanadeswaran	Consultant	None
Paster Venan	Specialty Doctor	<b>Locum work from 20.12.2019 to 03.01.2020 at East London Foundation Trust (ELFT) during my annual leave.</b> This locum work was done during my annual leave and I had informed both my supervising consultants about this piece of

		locum work I was going to do as I had sought their references prior to applying for suitable roles.
Carla Villa	Consultant	None
Lubna Ahmad	Specialty Doctor	To be advised
Prashant Misra	Specialty Doctor	None
Andreea Sharma	Specialty Doctor	None
Joshua Westbury	Consultant	<b>Private practice.</b> Activities or contractual activities. No hospitality or other interests involved. Permission sought and approved my Medical Director. Declared and reviewed by annual appraiser
Syed Haroon	Specialty Doctor	None
Daniella (Florina) Patrascu	Consultant	To be advised
Mel Conway	Consultant	<b>Director of listed company providing surgical health services – “Menzie’s Surgical Limited”.</b> Company does not provide goods or services to, or benefit from EPUT. No conflict of interest with EPUT business.
Zuzana Walker	Consultant	None
Khalid Saleem	Associate Specialist	To be advised
Beena Jose	Associate Specialist	None
Helen Wildin	Associate Specialist	None
Simon Runagall	Associate Specialist	None
Thamer Ally	Associate Specialist	None
Steve Davies	Consultant Clinical Psychologist	I have a private practice where I see clients not in the EPUT area. I also provide private clinical supervision to clinicians not employed by EPUT or in the EPUT area. I am an associate of Hertfordshire Psychology Services which does not operate in the EPUT area. No conflicts of interest have arisen from this activity to date.  Education Visitor at the Health and Care Professions Council. I have been appointed to this role for many years. No conflicts of interest have arisen to date.

Joseph McCarthy	Consultant Forensic Psychiatrist	None
Alison Fell	Consultant Clinical Psychologist	<b>Private Practice</b> – self-employed offering clinic as Clinical Psychologist on Monday mornings in Chelmsford. No conflict arising <b>Work with UCL as a seminar group leader for CBTp for Psychosis TOP UP training.</b> No conflict arising
Michael Luckie	Consultant Clinical Psychologist	<b>I occasionally see private patients</b> I take referrals from insurance companies and by personal recommendation. I am not doing any work of this kind at the moment.

*In light of the current situation, some information is still being collated. This document will be updated when available.*