

Code of Business Conduct – Register of Staff Interests and Gifts/Hospitality 1 April 2023 – 31 March 2024

Name	Designation	Base	Date	Accepted	Interest Declared
Muhammed Adeel Akhtar	Consultant Orthopaedics	Victoria Hospital	25.04.23	Yes	A ballpoint pen. Estimated value £23.49
Leanne Young	Midwife	Victoria Hospital	15.05.23	-	Offer baby massage classes as an instructor (qualified for outwith NHS). Premises hired privately
Valerie Turner	SCN (Emergency Care)	Ward 51, Victoria Hospital	20.05.23	Yes	Airfryer. Estimated value £180
Ian Mitchell	Consultant Urology	Victoria Hospital	1.06.23	No	Gift voucher given in thanks for care given. Estimated value: £500
Dr Kirsten Wade	Paediatric Specialty Doctor	Community & Acute Paediatrics	12.06.23	-	Work with EnteroBiotix research company for approximately 5 hours a month
Andrew Verrecchia	Operating Dept. Practitioner	Victoria Hospital	20.07.23	-	Elected member of Fife Council Member of Labour Party Unison Fife Health Branch Secretary Member of Unison National Executive Council
Anita McKenzie	Bank Auxiliary Nurse	Fife	23.08.23	-	Director, Microscopy Supplies & Consultants Ltd
Valerie Turner	SCN (Emergency Care)	Ward 51, Victoria Hospital	10.10.23	Yes	On behalf of T Norcross family purchased for ward (collection at crematorium): 10 x TV Aerials 6 x Fans (approved by IPCT and can be cleaned). Estimated value £250
Claire Campbell	Experienced Speech & Language Therapist	St Andrews Community Hospital	02.11.23	Yes	M&S Voucher (value £100) received from husband of patient who received input from C Campbell whilst inpatient for end of life care in Ward 2, St Andrews Hospital Community Hospital. Advice sought from Fife Health Charity (Charity Director) who advised that, given the exceptional circumstances and to avoid causing unnecessary upset and grief to the donating family, the voucher should be

					accepted, in liaison with Fife Health Charity and used to support staff within the local Speech & Language Therapy team
Samantha-Louise Clarke	Business Manager, Primary & Preventative Care	Cameron House	14.12.23	-	Locum work in a GP practice to allow nursing registration to be kept while on secondment
Pawel Redlicki	Physiotherapist	Victoria Hospital	20.12.23	-	Physiotherapy studio co-owner
Anne Marie Machan	Regional Audit Manager/Internal Audit	Cameron House	09.01.24	-	Voluntary Director (Trustee), FRASAC (Fife Rape & Sexual Assault Centre) Scottish Charity Number: 033050 Company Ltd Number: 327459 FRASAC receives circa £250k of funding from Fife Council annually. £500k of funding received from other sources; MSCB Global Limited (Company No: 09082818) Listed as a Director of husband's company (Craig Machan) – undertake no active role in the company and none is planned, and no remuneration. Company provides consultancy small social care suppliers (in England only); Kingscavil Associates Limited (Company No: SC265040) Listed as a Director of husband's company (Craig Machan) – undertake no active role in the company and none is planned, and no remuneration. Company provides business consultancy advice
Alister Hynie	Highly Specialised Occupational Therapist	OH Building, 1-5 Willow Drive, Whyteman's Brae	16.01.24	-	Director, charity board of Fife Employment Access Trust (FEAT). This is a voluntary role. There is no remuneration attached. Not engaged in direct service delivery with this group
David Hutchison-McDade	Mental Health Nurse Specialist	Occupational Health & Wellbeing	16.01.24	-	Co-owner with husband of a Wellbeing Centre in Fife, Centre for Positive Change, and occasionally carry out private life coaching sessions. Additionally, co-owner of Positive Change with Scott brand.
Ruth Boyd	Principal Auditor / FTF	Tayside/Forth	16.01.24	-	Employed by Fife Council as a member of their

	Internal Audit	Valley			bank care assistant staff working at Napier House Residential Care Home, Glenrothes. Work, on average, one shift (7 hours) per week (over the weekend or on a Friday when not contracted to work for NHS Fife). Occasionally do additional shifts when taking statutory holidays at NHS. Under no obligation to work any shift for Fife Council, can accept or refuse any/all shifts offered
Andy Brown	Principal Auditor / FTF Internal Audit	Cameron House	16.01.24	-	Wife works as a staff nurse in theatre recovery, phase 3 theatres in VHK
Anthony Tasker	Paediatric Consultant	Victoria Hospital	17.01.24	-	Speaker fees (£735) for Diabetes conference organised by Eli Lilly & Company Ltd September 2022. Diabetes UK (Charity) – Health care professional representative on research group.
Allan Matthews	Consultant Dermatologist	Victoria Hospital	18.01.24	-	Company Director, Sporting Skin Ltd. Paid for consultancy work with/at Synaptik (medical locum agency), Cignpost Diagnostics and Nuffield Health Edinburgh Hospital, where he has practicing privileges.
Margaret Zabowka	Auditor / FTF Internal Audit	Tayside	23.01.24	-	Mother employed by NHS Tayside as a screener in the Scottish bowel screening centre
Jowita Szyszka	Senior Project Officer – Fife Health Charity	Victoria Hospital (Hayfield House)	30.01.24	-	Director, WISE mentoring CIC Freelance working as a consultant on accessibility with brilliant leaders
Alice Fernie	Occupational Therapist	Victoria Hospital	30.01.24	-	Director and secretary of Trax Excavator Hire Ltd; Owner of J & A Fernie and sons farming
Helen Wilson	Occupational Therapist	Victoria Hospital	12.02.24	-	Occasional sale of hand-made crafts to AHP colleagues in aid of charity. Total value approx £150
Emily Stephens	Pelvic Health Physiotherapist	Victoria Hospital	20.02.24	-	Other employment – Works 15 hours as a self-employed contractor in a private physiotherapy clinic, Edinburgh
Neal Stevenson	Communications Manager (press &	Victoria Hospital	26.02.24	-	Member, Board of Trustees, Glenrothes and District Foodbank. This is an unpaid role and

	media)				requires attendance at bi-monthly meetings of the Board of Trustees, with very small amount of adhoc work required outwith
Esther Curnock	Consultant in Public Health Medicine	Cameron House	26.02.24	-	Role as a supported accommodation care with Fife Council; Husband is a Trustee with CLEAR (CLEAR Buckhaven and Methil – For a brighter, sustainable future (clearfife.org)) – a voluntary organisation in Fife that has received funding from Fife Health Charity for community engagement activities

FIFE HSCP REGISTER OF STAFF INTERESTS, GIFTS AND/OR HOSPITALITY

Name	Designation	Directorate HSCP	Date	Accepted	Interest Declared
Andrea Willis	Community Staff Nurse	Community Care Services	Nov. 23	Yes	Director, SW Subsea Services Ltd
Carrie Murray	Physiotherapist	Community Care Services	Nov. 23	Yes	Runs Carrie Murray Pilates Business
Catriona Anderson	Occupational Therapist	Community Care Services	Apr. 23	Yes	4 Slice Toaster from Asda (Estimated value £30) donated for OT Kitchen Assessments
Hayley Pascall	Specialist Physiotherapist	Community Care Services	Nov. 23	Yes	Tropic Skincare Ambassador & undertakes Private Physio work on behalf of Forth Physio
Caroline Fagan	Physiotherapist	Community Care Services	Dec. 23	Yes	Self Employed Physiotherapist
Karen Johnston	Staff Nurse	Community Care Services	Dec. 23	Yes	Own a business, The Organised Bird
Michelle Carlin	Community Staff Nurse	Community Care Services	Nov. 23	Yes	Own a business, Mobile Ear Wax Removal Service
Nicola Duncan	Community Respiratory Physiotherapist	Community Care Services	Feb. 24	Yes	Run own Physiotherapy Clinics & teaches Pilates and Yoga
Nicola Dall	Physiotherapist	Community Care Services	Dec. 23	Yes	Co-owner of private Physiotherapy & Pilates Clinic
Janet Thomas	Team Lead Physiotherapist	Community Care Services	Nov. 23	Yes	Lecturer at Queen Margaret University (14 hrs per week) & Secretary of the International Association of Physiotherapists working with Older People (IPTOP)
Evelyn Gillies	OT Support Worker	Community Care Services	Nov. 23	Yes	Other Employment: Fife Council Home Carer (24 hr per month contract)

Rosemarie England	Physiotherapy Assistant Practitioner	Community Care Services	Nov. 23	Yes	Support Glenrothes Heart Club on occasional basis in personal time
Theresa Keicher	Team Leader	Community Care Services	Dec. 23	No	Costa Gift Card donated to number of staff – gift cards returned with letter
Sarah Johnstone	Rehab Support Worker	Community Care Services	Jul. 23	Yes	Gift Vouchers received (estimated value £40) and donated to the Fife Health Charity
Angela Halley	Rehab Support Worker	Community Care Services	Jul. 23	Yes	Gift Vouchers received (estimated value £40) and donated to the Fife Health Charity
Catherine Smith	Staff Nurse	Community Care Services	Jul. 23	Yes	Gift Vouchers received (estimated value £40) and donated to the Fife Health Charity
Helen Clydesdale	Rehab Support Worker	Community Care Services	Jul. 23	Yes	Gift Vouchers received (estimated value £40) and donated to the Fife Health Charity
Helen Settle	Rehab Support Worker	Community Care Services	Jul. 23	Yes	Gift Vouchers received (estimated value £40) and donated to the Fife Health Charity
Jill Dryburgh	Rehab Support Worker	Community Care Services	Jul. 23	Yes	Gift Vouchers received (estimated value £40) and donated to the Fife Health Charity
Margaret Allan	Staff Nurse	Community Care Services	Jul. 23	Yes	Gift Vouchers received (estimated value £40) and donated to the Fife Health Charity
Theresa Keicher	Team Leader, Specialist Palliative Care	Community Care Services	Dec. 23	Yes	Two Hampers were gifted to staff containing sweets and Prosecco. Prosecco was put forward for a raffle to raise funds for SPC, money subsequently donated to Fife Health Charity

Colin Smith	Nurse Therapist	Complex and Critical Care Services	Jan. 24	Yes	Self Employed Counselling / Psychotherapy
Callum MacKinnon	Specialist Occupational Therapist	Complex and Critical Care Services	Feb. 24	Yes	Non-Executive Director (Volunteer) & Casual Employment within a small social enterprise/non-profit organisation, BounceOT
David Barclay	CMHN/KCMHT	Complex and Critical Care Services	Jan. 24	Yes	Trustee & Elder of Newcraigs Evangelical Church
David McGlashan	Senior Psychological Therapist	Complex and Critical Care Services	Jan. 24	Yes	Self Employed as a Private CBT Therapist (approx. 2-4 hrs week) & Voluntary Leadership with local ecclesiastical organisation
Margaret Simpson	Nurse	Complex and Critical Care Services	Feb. 24	Yes	Trustee of Charity Group STAND
Katherine Paramore	Consultant & Clinical Lead	Complex and Critical Care Services	Jan. 24	Yes	Trustee of the Dementia Trust (unpaid role) & Member of Faculty of Old Age Psychiatry Executive Committee for Royal College of Psychiatrists, Scotland
Wendy McConville	Interim Lead Nurse	Complex and Critical Care Services	Feb. 24	Yes	Union Staff Side / Chair UNISON Fife Health Branch
Frances Baty	Director of Psychology Services	Complex and Critical Care Services	Feb. 24	Yes	Owner of two holiday letting cottages
Megan Montgomery	Assistant Psychologist	Complex and Critical Care Services	Feb. 24	Yes	Employed by NHS Lothian in North Edinburgh CAMHS as an Assistant Psychologist
Alan Freeburn	CAAP	Complex and Critical Care Services	Jan. 24	Yes	Sole Trader providing support to Athletes & Musicians with performance issues. Also Lead Volunteer for Inclusion for Scouts Scotland.

Alison Chesney	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Director & Shareholder in Cheney Orthopaedic Services
Alison Clark	Consultant Clinical Psychologist	Complex and Critical Care Services	Feb. 24	Yes	Shareholdings in Abdn Devril Water Shared Solar Park
Amanda Stevenson	Principal Clinical Psychologist	Complex and Critical Care Services	Jul. 23	Yes	Self Employed with The Edinburgh Practice (6 hrs per week)
Catriona Jack	Counselling Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Own Private Practice working part-time and occasionally
Elizabeth Taylor	CAAP	Complex and Critical Care Services	Jan. 24	Yes	Lecturer/Clinical Tutor University of Stirling
Helen Galliard	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Complete 1-2 hrs per week private psychological therapy with Anderson Brown Psychological Services
Helen Reid	Consultant Clinical Psychologist	Complex and Critical Care Services	Dec. 23	Yes	Gift of Stained Glass Candle Holder (estimated value £20) from patient
Hilary Maddox	Consultant Clinical Psychologist	Complex and Critical Care Services	Jan. 23	Yes	Owner of Parents Inc Scotland and Parents Inc & Delivery of occasional training events for other health boards (1-2 per year)
Jana Kharnis	Enhanced Psychological Practitioner	Complex and Critical Care Services	Jan. 24	Yes	Self Employed Yoga Teacher (outwith working hours)
Jill Jones	Consultant Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Occasional Private Clinical Work as Sole Trader
Laura Williams	Principal Clinical Psychologist	Complex and Critical Care Services	Feb. 24	Yes	Self Employed Private Therapist
Lisa Ahern	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Employed at The Edinburgh Practice

Louise Casselden	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Self Employed (Casselden Psychology Services) Clinical Psychologist (work a few hrs a week)
Louise Loughran	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Employed in Independent Practice for Autism Assessments, based in Dundee
Lucie Michalova	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Part time (1 evening a week) Self Employed Clinical Psychologist at The Edinburgh Practice.
Melanie Platten	Consultant Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Self Employed providing IPT-A Supervision for Manchester University and Greater Manchester NHS Trust (work done out with NHS hours)
Paul Watson	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	3 hrs per week self-employed providing online private practice work as a clinical psychologist
Paula Milanesi	CAAP	Complex and Critical Care Services	Jan. 24	Yes	Other Employment: Private practice as a Psychologist and Coach
Paula Mulholland	Consultant Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Provide remote private clinical supervision to Clinical Psychologists in private practice & provide group clinical supervision to MSc Adult CAAP Trainees (not within NHS Fife)
Shona Murphy	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Work 0.5WTE with NES as Programme Lead for Paediatric Psychology

Susan Olley	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Sole Trader – Therapeutic Consultations for Psychological Therapy Scotland (1 session per week)
Tara Graham	Research & Service Development Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Second employment with Open University
Jack Rigley	Clinical Associate in Applied Psychology	Complex and Critical Care Services	Jan. 24	Yes	Self Employed CBT Practitioner (1-4 hrs per week)
Steven Voy	Consultant Psychiatrist	Complex and Critical Care Services	Jan. 24	No	Gift of Champagne and Chocolates (estimated worth £40)
Joshua Muggleton	Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Own shares in a range of publicly listed companies and indexes, some of which be involved in product supply or healthcare provision (I am not involved in any NHS Fife procurement). Author of two books published by Jessica Kingsley Publishers, both of which are relevant to work Occasionally undertake pain and unpaid work/consultation with NAIT
Magdalena Pribanova	Trainee Clinical Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Director of Al-Affan Limited, Dental Company. Received gift from client's patient of "Anxiety Monster" (estimated worth £10)
Scott Stewart	Counselling Psychologist	Complex and Critical Care Services	Jan. 24	Yes	Director, Aberdour Psychologies & Psychotherapy Services Ltd.
Naveen Sreekumari	APP – General Practice	Primary & Preventative Care Services	Feb. 24	Yes	Manage Thistle Physio Clinic (2-3 evenings a week)

Alan Gow	Health Promotion Service Team Manager	Primary & Preventative Care Services	Feb. 24	Yes	As a Chartered Member of the Royal Environmental Health Institute of Scotland, occasionally asked to review student portfolios (examination fee and expenses provided – work undertaken out with working hours)
Bryan Jackson	Ad Hoc Out of Hours GP	Primary & Preventative Care Services	Feb. 24	Yes	Self Employed GP Locum and ad hoc OOH GP Locum work in various NHS Scotland Boards.
Carmen McPherson	Specialist Podiatrist	Primary & Preventative Care Services	Jan. 24	Yes	Private Podiatry Practice
Catriona Griffin	Specialist Podiatrist	Primary & Preventative Care Services	Feb. 24	Yes	Self Employed working outwith contracted NHS Hours.
Catriona Walker	Major Trauma Co-ordinator	Primary & Preventative Care Services	Jan. 24	Yes	Private Physio for Neuro Physio Scotland (usually 1 session per week)
Wendy McCormack	Highly Specialist Podiatrist	Primary & Preventative Care Services	Feb. 24	Yes	Work (approx. 6hrs week) as Associate Podiatrist at Amanda's Podiatry
Edward Martin	Health Promotion Officer	Primary & Preventative Care Services	Oct. 23	Yes	Mental Health Ambassador – Dunfermline Athletic Football Club (Voluntary Role). Health and Wellbeing Officer – The Pars (paid role) Freelance Trainer Mind-Fitt Mental Health Training
Fiona Millar	Physiotherapist	Primary & Preventative Care Services	Feb. 24	Yes	Self Employed Pilates Instructor / Business Owner Studio 72, Aberdour

Gael Finlayson	Specialist Podiatrist	Primary & Preventative Care Services	Feb. 24	Yes	Have a small private domiciliary podiatry business called Sweet Feet Fife
Hannah Kennedy	Specialist Podiatrist	Primary & Preventative Care Services	Feb. 24	Yes	Private Work – 2 hrs per week
Helana Forrest	Specialist Podiatrist	Primary & Preventative Care Services	Jan. 24	Yes	Self Employed – Private Practice (Amanda’s Podiatry) – 6.5hr/week
Jane Hislop	Clinical Education Lead MSK Physiotherapy	Primary & Preventative Care Services	Feb. 24	Yes	Work Part-time (28 hrs week) as Lecturer in Medical Education and Director of PG Certification in Simulation in Clinical Education, University of Edinburgh
Jennifer Whitehead	Highly Specialised Podiatrist	Primary & Preventative Care Services	Feb. 24	Yes	Own a Dance School – JDW Highland Dance & occasionally cover shifts at private podiatry clinic
Jill Sunter	Health Promotions Officer	Primary & Preventative Care Services	Jan. 24	Yes	Other Employment: Facilitator, Zebra Collective (0hrs working contract)
Jim Scanlan	APP in GP/MSK Physiotherapy	Primary & Preventative Care Services	Feb. 24	Yes	Scottish Rugby Union Faculty of Medicine Member Tutor SCRUMPCAPS Level 1-3 First Aid and Pre-hospital Care Courses
Suzanne Jones	Clerical Officer	Primary & Preventative Care Services	Jan. 24	Yes	Self Employed Book-keeper for small businesses Self Employed write of fiction mainly for DC Thomson & Ulverscroft

Karen Balanowski	Highly Specialist Podiatrist	Primary & Preventative Care Services	Feb. 24	Yes	Private Podiatry Work / Technical Official with Scottish Swimming and Volunteer with Broxburn ASC and Carnegie ASC
Karen Mellon	Podiatry Clinical Service Manager	Primary & Preventative Care Services	Feb. 24	Yes	Private Podiatry Work / Amateur Swimming Club Child Protection Officer
Catherine Syme	MSK Physiotherapist	Primary & Preventative Care Services	Feb. 24	Yes	Self Employed Pilates Business
Ross Kilgour	Podiatrist	Primary & Preventative Care Services	Feb. 24	Yes	Self Employed Podiatrist Business
Kishore Nidadavolu	Physiotherapist	Primary & Preventative Care Services	Feb. 24	Yes	Self Employed / Owner of Private Physiotherapy Clinic
Laura Glass	Rheumatology Podiatrist	Primary & Preventative Care Services	Jan. 24	Yes	Work part time privately in Rachael Daniels Podiatry
Lee Meacher	Podiatrist	Primary & Preventative Care Services	Feb. 24	Yes	Small number of home visits on weekends
Louise Douglas	Dispatcher	Primary & Preventative Care Services	Feb. 24	Yes	Other employment in Edinburgh Napier University as Programme & Student Support Manager
Marcus Chan	Sessional GP	Primary & Preventative Care Services	Feb. 24	Yes	Other Employment with St Andrews University as an Academic Fellow funded by NES. Other Sessional GP roles in NHS Lothian and Fife
Mark Napier	Podiatrist	Primary & Preventative Care Services	Feb. 24	Yes	Private Practice 1 day per week
Mary Allan	School Nurse	Primary & Preventative Care Services	Jan. 24	Yes	Volunteer with Dunfermline Childrens' Clothing Bank
Mary-Grace Burinski	Senior Health Promotions Officer	Primary & Preventative Care Services	Feb. 24	Yes	Trustee and Co-founder of Childrens' Clothing Bank Dunfermline

Melissa Campbell	GP	Primary & Preventative Care Services	Feb. 24	Yes	Remote work covering whole of UK through own limited company for private healthcare provider; BUPA Employed contract with BUPA to complete health assessments in Edinburgh Clinic. Clinical work as facial aesthetic practitioner through own limited company for BUPA dental healthcare in Edinburgh and Dundee Director of limited company, Artisan Medico Ltd
Mhairi Ferguson	Physio CYP	Primary & Preventative Care Services	Feb. 24	Yes	Self-employed Pilates Instructor
Neil Robertson	Podiatrist	Primary & Preventative Care Services	Jan. 24	Yes	Works as a private podiatrist on a self-employed basis in West Lothian
Praveen Yarlagadda	Physiotherapist	Primary & Preventative Care Services	Feb. 24	Yes	Second Employment with Philip Yeates Physiotherapy (2 evenings per week)
Rachael Daniels	Podiatrist	Primary & Preventative Care Services	Jan. 24	Yes	Part-time private practice in Kirkcaldy
Ross Hughes	Specialist CYP Physiotherapist	Primary & Preventative Care Services	Feb. 24	Yes	3 hrs per week providing physiotherapy for Rangers Football Club
Samantha Bandularatne	GP	Primary & Preventative Care Services	Feb. 24	Yes	GP Partner, Station View Medical Centre Director of Mobilz Ltd
Sandra Fawns	Team Lead	Primary & Preventative Care Services	Jan. 24	Yes	Care Director within Careoligy Day Care Centre

Sara Kirk	USCF	Primary & Preventative Care Services	Jan. 24	Yes	Other employment: Band 5 in Medacs Healthcare Services Plc.
Sharon Edgar	School Nurse	Primary & Preventative Care Services	Jan. 24	Yes	Owner of Business/Practitioner: Sharon Edgar Therapies
Fiona Ritchie	Team Lead Physiotherapist	Primary & Preventative Care Services	Feb. 24	Yes	Ad hoc presenter to UCLAN for the CSP Leadership Development Programme
Suzanne Paterson	Bank Receptionist/ Dispatcher UCSF	Primary & Preventative Care Services	Jan. 24	Yes	Other employment: Fife Council as Team Co-ordinator Business Support
Shelley McBain	Interim Service Manager	Primary & Preventative Care Services	Jan. 24	Yes	Husband owns a recruitment agency who specialises in construction and may bid for contracts on future NHS Fife Capital Projects.
Samantha Clarke	Business Manager	Primary & Preventative Care Services	Dec. 23	Yes	Other employment: undertake locum work within GP Practice in order to remain on NMC Register