

| Conflict of Interest Details as at 01 December 2025 | | | | | | | |
|---|------------------------|-------------------------------------|---|---|--|---------------|-------------|
| Employee Name | Position Title | Interest Category | Interest Situation | Interest Description | Comments | Col Date From | Col Date To |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Financial interests | Outside employment | Fellow at the Cambridge Judge Business School. This is an honorary position, I am not on faculty and not paid for this role. However I do deliver occasional lectures for CJBS, some of which are remunerated. | | 01/01/2018 | |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Financial interests | Outside employment | Non-Executive Director on board of THISLabs. Chair of Board of THISLabs from 11.03.24 | | 27/11/2023 | |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Financial interests | Outside employment | With effect from 16.02.2022 I became an employee of the Eastern Academic Health Science Network as their Chief Clinical Officer. This is the same role as I held since April 2019 until 15.02.2022 but during these dates it was as a secondee from CUH Foundation Trust. | | 16/02/2022 | |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Financial interests | Shareholdings and other ownership interests | Co-director and shareholder in Ahluwalia Education and Consulting Limited. I undertake private work in the field of healthcare management, reviews and healthcare related education and training through this company for a range of clients including but not limited to the NHS, pharmaceuticals and charities. | Estimated date of start as initially undertook no work through it. | 01/10/2018 | |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Financial interests | Shareholdings and other ownership interests | I have been appointed as a director of Hazelwick Management Company Limited. This is a small private company that oversees a block of property in which my wider family and I have an interest. There are no NHS connections. | | 06/04/2022 | |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Non-financial professional interest | Hospitality | Attended Bishop of Ely garden party amongst other invitees from public sector | canapes and drinks offered to guests | 19/06/2025 | 19/06/2025 |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Non-financial professional interest | Outside employment | Member C & P Clinical Ethics Committee. Not remunerated so not employed. | Estimated date. | 01/05/2020 | |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Non-financial professional interest | Outside employment | Member Eastern Region Clinical Senate (since March 2020 - this is within my role at Eastern AHSN. Not remunerated for this role specifically. | | 01/03/2020 | |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Non-financial professional interest | Outside employment | Trustee on the main board of Macmillan Cancer Support | This is a pro-bono role | 01/02/2017 | |
| Ahluwalia, Dr Jagjit Singh (Jagjit) | Chairman | Non-financial professional interest | Shareholdings and other ownership interests | Director of Cambridge University Health Partners. This directorship is to be formally confirmed by CUHP but would in practice have come into effect on assuming the role of Chair at Royal Papworth with effect 01.02.24 | Formal documentation still pending from CUHP | 01/02/2024 | |
| Conquest, Mrs. Cynthia Bernice | Non-Executive Director | Non-financial personal interests | Loyalty interests | I am a school Governor for North East Essex Co-operative Academy which is a school in Colchester which provides Alternative Provision School for children aged 5 - 16, most of whom have found it difficult to be successful in a mainstream school. | Still the same | 01/09/2023 | |
| Conquest, Mrs. Cynthia Bernice | Non-Executive Director | Non-financial professional interest | Loyalty interests | Member of the Seacole Group - Network for BAME NEDs in the NHS | Chair of their Governance Group wef 9 May 2023 Still the same Still the same | 25/02/2021 | |
| Fadero, Mrs. Amanda Therese | Non-Executive Director | I have no interests to declare | | | | 01/10/2013 | |
| Fadero, Mrs. Amanda Therese | Non-Executive Director | Indirect interests | Loyalty interests | I am an Non Executive Director at East Sussex Healthcare NHS Trust | | 01/07/2020 | 30/06/2026 |
| Fadero, Mrs. Amanda Therese | Non-Executive Director | Indirect interests | Outside employment | Consilium Partners is a specialist health consultancy working with health and care organisations to help them plan, improve and deliver successful and sustainable futures | | 11/10/2021 | |
| Fadero, Mrs. Amanda Therese | Non-Executive Director | Indirect interests | Outside employment | Interim CEO for St Peter and St James Hospice | | 19/05/2025 | 30/11/2025 |
| Fadero, Mrs. Amanda Therese | Non-Executive Director | Indirect interests | Sponsored research | My brother Matthew Wakefield has recently been appointed as the Chairman of Oxford BioDynamics PLC- a biotechnology company developing personalised medicine tests based on 3D genomic biomarkers | | 14/12/2020 | |
| Glenn, Mr. Timothy John | Deputy CEO | Non-financial personal interests | Loyalty interests | I am a governor at William Westley Primary School | | 05/10/2022 | |
| Glenn, Mr. Timothy John | Deputy CEO | Non-financial professional interest | Loyalty interests | My wife is ICS development lead for the East of England. Currently on secondment to Cambridge University Hospitals, working on their OBC/FBC for the Cambridge Cancer Hospital | | 31/03/2020 | |

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| Harrison, Mrs. Sophie Ann | Chief Finance Officer | Financial interests | Donations | I am a donor to the Royal Papworth Charity and sit on the Board of Trustees in the role of CFO. I do not oversee direct spending of the donation and it is not material to the Charity overall. | | 06/11/2023 | |
| Harrison, Mrs. Sophie Ann | Chief Finance Officer | Non-financial personal interests | Loyalty interests | Husband is the Chief Finance Officer at North West Anglia NHS FT | | 01/12/2020 | |
| Jones, Mr. David Ian | Non-Executive Director | I have no interests to declare | | | | 13/06/2025 | |
| Leacock, Ms. Diane Eleanor | Non-Executive Director | I have no interests to declare | | | | 07/06/2025 | |
| Leacock, Ms. Diane Eleanor | Non-Executive Director | Financial interests | Loyalty interests | Portfolio Finance Director working on behalf of the CFO Centre through my limited company, ADO Consulting Ltd | Name change from FD & CFO Centre to CFO Centre | 26/09/2022 | |
| Leacock, Ms. Diane Eleanor | Non-Executive Director | Financial interests | Outside employment | Director, ADO Consulting Ltd | I am a self-employed finance consultant operating through my company, ADO Consulting Ltd | 01/12/2020 | |
| Leacock, Ms. Diane Eleanor | Non-Executive Director | Financial interests | Outside employment | Non Executive Director, Essex Partnership University NHS Foundation Trust | | 04/12/2023 | |
| Leacock, Ms. Diane Eleanor | Non-Executive Director | Indirect interests | Loyalty interests | Daughter works as an Audit Assistant Manager with KPMG London | | 01/10/2024 | |
| Leacock, Ms. Diane Eleanor | Non-Executive Director | Non-financial personal interests | Loyalty interests | Trustee, Benham-Seaman Trust | | 01/12/2020 | |
| Leacock, Ms. Diane Eleanor | Non-Executive Director | Non-financial personal interests | Loyalty interests | Trustee. Firstsite | Voluntary position | 01/12/2020 | |
| Leacock, Ms. Diane Eleanor | Non-Executive Director | Non-financial professional interest | Loyalty interests | Member of the Seacole Group, a network for BAME NEDs in the NHS | | 01/12/2020 | |
| Martin, Professor Graham Paul | Non-Executive Director | Financial interests | Outside employment | Employed by the University of Cambridge as a research professor. | | 01/11/2025 | |
| Martin, Professor Graham Paul | Non-Executive Director | Non-financial professional interest | Loyalty interests | Director, Meloriem Foundation, a company limited by guarantee that provides guidance to THIS Labs (an online research and development platform) and supports The Healthcare Improvement Studies Institute, University of Cambridge, through funding for research and professional activity to improve quality and safety of healthcare. This is an unremunerated position. | | 11/11/2025 | |
| Martin, Professor Graham Paul | Non-Executive Director | Non-financial professional interest | Loyalty interests | Trustee of the Nuffield Trust. This is an unremunerated position. | | 01/11/2025 | |
| McEnroe, Mr. Harvey Lee Anthony | Chief Operating Officer | Non-financial personal interests | Donations | Member of the Labour Party | | 04/07/2023 | |
| McEnroe, Mr. Harvey Lee Anthony | Chief Operating Officer | Non-financial personal interests | Outside employment | I am Deputy Chair of Governors for Acorn Federation of Primary Schools and a Parent Governor for the Ambition Federation of Primary Schools. | | 05/10/2023 | |
| McEnroe, Mr. Harvey Lee Anthony | Chief Operating Officer | Non-financial professional interest | Loyalty interests | deputy chair of governors and chair of resources committee - Acorn Schools Federation | | 03/07/2016 | |
| McEnroe, Mr. Harvey Lee Anthony | Chief Operating Officer | Non-financial professional interest | Outside employment | Senior Responsible Officer - C&P Elective Care Recovery Chair - Planned Care Board | | 05/06/2025 | |
| McEnroe, Mr. Harvey Lee Anthony | Chief Operating Officer | Non-financial professional interest | Outside employment | Senior Responsible Officer - Easter Physiological Science Network (2-year role) | | 01/06/2025 | |
| Midlane, Mrs. Eilish Elizabeth Ann | Chief Executive | Non-financial professional interest | Loyalty interests | Appointed as a Trustee to the Board of East Anglia Air Ambulance (charity) | Selected as Trainee October 2025 with a start date of 1st December 2025. I shall be undertaking shadowing and induction prior to commencing my new role. | 01/12/2025 | 01/12/2028 |
| Midlane, Mrs. Eilish Elizabeth Ann | Chief Executive | Non-financial professional interest | Loyalty interests | Director at CBC Ltd. on behalf of Royal Papworth. | CBC Ltd. is a limited company owned and representing the interests of partners on the Biomedical campus. | 06/11/2023 | |
| Midlane, Mrs. Eilish Elizabeth Ann | Chief Executive | Non-financial professional interest | Loyalty interests | Invited by the Regional Director of Finance to join the selection panel for NHS One Finance Aspiring Finance Director program. | This is a commitment to give time to review applications and sit on the selection panel only. | 21/08/2024 | 31/12/2024 |
| Midlane, Mrs. Eilish Elizabeth Ann | Chief Executive | Non-financial professional interest | Loyalty interests | Judging the HSJ 2025 awards. | Judging the Data driven transformation category of the Health Service Journal awards 2025. | 02/06/2025 | 30/09/2025 |
| Midlane, Mrs. Eilish Elizabeth Ann | Chief Executive | Non-financial professional interest | Outside employment | I am a voting member, representing NHS providers and Trusts, on the Cambridge and Peterborough Integrated Trust Board. This includes attendance at the Board, and a number of Board sub-committees. | | 01/09/2022 | |
| Midlane, Mrs. Eilish Elizabeth Ann | Chief Executive | Non-financial professional interest | Outside employment | I am an unpaid Director of CUHP | | 01/09/2022 | |
| Midlane, Mrs. Eilish Elizabeth Ann | Chief Executive | Non-financial professional interest | Sponsored events | Life Sciences Advisory Council and Entrepreneur's event at the Being Human Exhibition, London | Attendance at the quarterly Life Sciences advisory Council in London, followed by an evening event hosted by Lazard's and Astrazeneca to showcase the potential of Cambridge to entrepreneurs and investors. | 18/11/2024 | |

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| Monkhouse, Ms. Oonagh Jane | Director of Workforce and Organisational Development | Non-financial professional interest | Outside employment | I am employer side lead and co-chair of the NHS Staff Council. This is a non-remunerated role. The NHS Staff Council is the negotiating body for Agenda for Change Terms and Conditions. | | 01/04/2023 | 31/03/2026 |
| Paddison, Dr Charlotte Anna Mary | Non-Executive Director | Non-financial professional interest | Outside employment | I am employed by the Nuffield Trust as a Senior Fellow (Policy and Research) | I have been employed by the Nuffield Trust, a politically independent research and policy organisation (think tank) based in London since April 2017. | 12/03/2024 | |
| Paddison, Dr Charlotte Anna Mary | Non-Executive Director | Non-financial professional interest | Outside employment | Member of the British Medical Association Patient Liaison Group | This is a voluntary role with the British Medical Association, appointed to the patient liaison group August 2023 | 12/03/2024 | |
| Raynes, Mr. Andrew Duncan (Andrew) | Chief Information Officer | I have no interests to declare | | Spouse works for Royal College of Nursing (I cant see a situation from the drop down pertinent to this declaration so have selected the most likely reflecting the circumstances) | Spouse now left organisation. | 01/06/2017 | 31/05/2025 |
| Raynes, Mr. Andrew Duncan (Andrew) | Chief Information Officer | Financial interests | Hospitality | Evening meal following Go-live of ShCR with Orion Health | Hospitality for 6 members of staff for one meal only (each under £25 p/p) | 23/02/2025 | 23/02/2025 |
| Raynes, Mr. Andrew Duncan (Andrew) | Chief Information Officer | Financial interests | Patents | CIS UCQ is a Trademark for health and care IT courses established under my consultancy ADR Health Care Consultancy Solutions Ltd | | 05/04/2021 | |
| Raynes, Mr. Andrew Duncan (Andrew) | Chief Information Officer | Financial interests | Shareholdings and other ownership interests | Owner of ADR Health Care Consultancy Solutions Ltd | | 02/05/2017 | |
| Raynes, Mr. Andrew Duncan (Andrew) | Chief Information Officer | Indirect interests | Sponsored events | Orion Healthcare sponsored 1 table at the HSJ Awards 2021 for RPH @ a cost of £4740.00 | Orion Health provide the ShCR in Cambs and P'borough for the next 8 yrs. RPH will connect to this record in 2022. | 19/11/2021 | |
| Raynes, Mr. Andrew Duncan (Andrew) | Chief Information Officer | Non-financial professional interest | Hospitality | HSJ Digital Awards Ceremony 2025 | Sponsorship from Orion Health for awards submission by ICB in conjunction with Royal Papworth in relation to the ShCR and shared table with Orion at the Awards ceremony. Value 6k | 26/06/2025 | 26/06/2025 |
| Raynes, Mr. Andrew Duncan (Andrew) | Chief Information Officer | Non-financial professional interest | Hospitality | Lunch at HETT sponsored by PwC | Lunch with PwC as new EPR delivery partner as part of introductory meeting for EPR deployment. | 26/09/2025 | 24/10/2025 |
| Raynes, Mr. Andrew Duncan (Andrew) | Chief Information Officer | Non-financial professional interest | Sponsored events | RPH Staff Awards sponsorship Cyferd, Celerity Idox CMR | Partner Sponsorship of the staff awards. | 12/12/2024 | 12/12/2024 |
| Raynes, Mr. Andrew Duncan (Andrew) | Chief Information Officer | Non-financial professional interest | Sponsored events | RPH Staff awards sponsorship | Four tech sponsorship opportunities helped fund the Staff awards this year from Celerity, Cyferd, Idox and CMR Surgical. | 12/12/2024 | 12/12/2024 |
| Screaton, Mrs. Maura Bernadette (Maura) | Chief Nurse | Financial interests | Loyalty interests | My husband has set up a limited company, Cambridge Clinical Imaging Ltd., which provides professional imaging services. This is outside the scope of his Royal Papworth employment. I am a named Director and shareholder in Cambridge Clinical Imaging. | | 02/08/2021 | 30/01/2030 |
| Screaton, Mrs. Maura Bernadette (Maura) | Chief Nurse | Financial interests | Shareholdings and other ownership interests | Shareholdings in unit trusts | | 02/08/2021 | 30/01/2030 |
| Screaton, Mrs. Maura Bernadette (Maura) | Chief Nurse | Indirect interests | Loyalty interests | My husband is a Consultant Radiologist at Royal Papworth Hospital. | | 02/08/2021 | 30/01/2030 |
| Smith, Dr Ian Edward (Ian) | Consultant | Financial interests | Sponsored research | I am the PI for the study Voteco2als which is in part supported by the MND association and by the ALS foundation | Completed December 2024 | 14/09/2020 | 08/12/2023 |
| Smith, Dr Ian Edward (Ian) | Consultant | Non-financial professional interest | Clinical private practice | I undertake private clinical practice in the hospital. All appointments are booked through Lorenzo and appropriate fees paid for the use of Trust resources. | Update 2025 - no changes to declare | 14/09/2020 | |
| Smith, Dr Ian Edward (Ian) | Consultant | Non-financial professional interest | Loyalty interests | Vice chair of the Sleep Division of the Association of Respiratory Technicians and Physiologists | Continues | 05/01/2020 | 30/12/2023 |
| Wilkinson, Dr Ian Boden | Non-Executive Director | Financial interests | Outside employment | Advisory board for Astra Zeneca and Skylabs Educational talks supported by Viatris | | 28/10/2025 | |
| Wilkinson, Dr Ian Boden | Non-Executive Director | Indirect interests | Clinical private practice | Private health care at the University of Cambridge; | | 01/03/2021 | 01/03/2035 |
| Wilkinson, Dr Ian Boden | Non-Executive Director | Indirect interests | Loyalty interests | Director of Cambridge Clinical Trials Unit; Member of Addenbrooke;s Charitable Trust Scientific Advisory Board; Senior academic for University of Cambridge Sunway Collaboration; University of Cambridge Member of Project Atria Board (HLRI). | | 01/03/2021 | 28/10/2025 |
| Wilkinson, Dr Ian Boden | Non-Executive Director | Non-financial professional interest | Loyalty interests | President of the British and Irish Hypertension Society | | 31/10/2021 | |
| Wilkinson, Dr Ian Boden | Non-Executive Director | Non-financial professional interest | Outside employment | Hon Consultant CUHFT and employee of the University of Cambridge | | 01/03/2021 | 01/03/2035 |

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| Wilkinson, Dr Ian Boden | Non-Executive Director | Non-financial professional interest | Shareholdings and other ownership interests | Director Cambridge Cardiovascular Clinics | This is a group private practice that is not yet trading | 13/11/2023 | |