

The Arden & GEM CSU Standards of Business Conduct Policy requires the publication of all declarations made by 'decision making staff'. In this context, that refers to staff at Agenda for Change Band 8d and above (or equivalent) and Governing Board lay members.

The table below covers those declarations registered between April 2020 and March 2021.

Surname	Forename	Designation within AGEM CSU	Potential areas where conflicts of interest could arise
Charters	Martin	Project Director ICS	Non-Executive Director at Worcestershire Health & Care NHST Member of Senior Advisory Board at DHSC Director, Orchard Vine Ltd Hon Treasurer, Bishops Frome PCC
Fernihough	Joanne	Foundry Programme Director	Share holdings in IBM
Hershaw	Doug	Procurement Lead	Board Member of Gateway Primary Care CiC
Jones	Darren	Lay Member – Governing Board	Director / Significant Shareholder – Approbation Ltd Director / Minority Shareholder – Develop Consulting Ltd Director – NRG Marine Ltd Director / Minority Shareholder – Automotive Holdings Ltd
Lyons	Chris	Lay Member – Governing Board	Non Exec Chair & Shareholder – Ashley House Plc Non Exec – TRGCL Non Exec – Avouch Capital Owner – CL2Enterprises Ltd Trustee – Victoria Foundation Advisor – Westbrook International
McCarthy	Sam	Associate Director, IT	Family own Bridon IT Support Ltd
Mistry	Mahesh	Associate Director, Medicines Optimisation & Individual Funding	Editor for Journal of Medicines Optimisation & Member of Steering Group Wife works for Derbyshire CCG as Head of Medicines Management

Nafees	Asma	Associate Director of BI	Non-Executive Director for The Lisieux Trust
Simms	Ron	Senior HR Consultant	Director & Owner of Hornbeam HR Consultants
Smith	Adrian	Head of Digital Transformations	Consultant to Satellite Applications Catapult Employed as consultant by Wolfram Research Ltd
Smith	Janet	Lay Member – Governing Board	Director – CCPD Ltd Chair – PLDP Committee – West Midlands (NHSE)
Thompson	Tamar	Lay Member – Governing Board	Lay Member – Hereford & Worc CCG Fellow – Univ of Worcestershire & Chair – Worcestershire Nursing & Vice president College of Fellows Vice president – RNC Chair/Trustee/Director – Malvern Theatres Ltd Trustee/Vice Chair – Worcestershire Community Foundation
Walker	Mike	Director of Business Services	Director of Radnor Consultancy

All other decision-making officers have made nil returns.

### Gifts and Hospitality

There were no declarations of gifts and hospitality by decision making officers during this period.