

**NHS 24  
BOARD MEETING  
24 APRIL 2025  
ITEM NO 12.1  
FOR ASSURANCE**

**REGISTER OF INTERESTS UPDATE 2025**

**Executive Sponsor:**

John Gebbie, Director of Finance

**Lead Officer/Author:**

Geraldine Mathew, Board Secretary

**Action Required:**

The NHS 24 Board is asked to review for assurance the annual update to the Register of Interests.

**Key Points for the Board/Committee to consider:**

A full review of the Register of Interests is undertaken in March each year and is also continually updated throughout the year. This paper provides the NHS 24 Board with an overview of the Register of Interests registered by Board members, Executive Management Team and Senior Managers, within the organisation.

**Governance process:**

This paper was presented to the Executive Management Team meeting on 15 April 2025.

**Strategic alignment and link to overarching NHS Scotland priorities and strategies:**

This paper aligns with the principles of the Blueprint for Good Governance.

**Strategic alignment and link to Corporate Delivery Plan activity:**

The Register of Interests ensures transparency and accountability, which are essential components to the achievement of Corporate Delivery Plan activities.

**Key Risks:**

Failure to review the register of interests annually poses governance risks for the NHS 24 Board. Conflicts of interest may go unreported, undermining decision-making transparency and integrity. This could lead to reputational damage or legal challenges.

**Financial Implications:**

There are no financial implications associated with this process.

**Equality and Diversity:**

There are no equality and diversity implications associated with this process.

**1. RECOMMENDATION**

1.1 The NHS 24 Board is asked to note and take assurance from the attached Register of Interests declared by Board members, Executive Management Team, and Senior Managers within the organisation.

1.2 To ensure the ongoing accuracy of the Register of Interests, Board members, Executive Management Team, and Senior Managers, are required to advise the Board Secretary of any changes to the Register within one month of the change occurring.

1.3 It should be noted that the full Register of Interests also includes other staff within the organisation who have delegated financial authority and/or influence over NHS 24 decisions, however, as per the NHS 24 Staff Code of Conduct, details of the registrations of interests for this group will be held within NHS 24 but will not be made publicly available, and are therefore not included within this report.

**2. TIMING**

2.1 An annual review of the Register of Interests is undertaken by the Board Secretary, and this is presented to the NHS 24 Board for assurance in preparation for publication on the NHS 24 website.

**3. BACKGROUND**

3.1 Each member of the NHS 24 Board is required to register their relevant interests as outlined in the NHS 24 Members Code of Conduct, which forms part of the Corporate Governance Framework.

3.2 All members of the Executive Management Team, Senior Managers, and other staff with delegated financial authority and/or influence over NHS 24 decisions, are also required to register any relevant personal interests, given their role and influence. This is outlined in the NHS 24 Staff Code of Conduct, which is also included within the Corporate Governance Framework. As noted in Section 1.3, other staff with delegated financial authority and/or influence over NHS 24 decisions, are required to register interests, but this information will not be published.

**4. ENGAGEMENT**

4.1 All non-Executive Directors of the Board, Executive Directors of the Board, Executive Management Team, Senior Managers, and other staff identified as having delegated financial authority and/or influence over NHS 24 decisions, have been engaged with throughout this process.

**5. FINANCIAL IMPLICATIONS**

5.1 There are no financial implications associated with this process.

**6. MEASURABLE BENEFITS**

6.1 The Register of Interests provides enhanced transparency and public trust. It reduces the risk of any conflicts of interest occurring, supports robust decision-making, and strengthens corporate governance.

**7. NEXT STEPS**

7.1 The Register of Interests will be published on the NHS 24 website.

**NHS 24 OFFICIAL**

- 7.2 Reference to the Register of Interests will be included within the NHS 24 Annual Report and Accounts.
- 7.3 The Register of Interests will be shared with the external auditor.

**NHS 24 Register of Interests - Board Members, Executive Directors, and Senior Managers - April 2025**

Name	Position	Interests Declared
<b>Non-Executive Board Members</b>		
Dr Martin Cheyne	Chair	No interests declared
Mr Alan Webb	Non-Executive and Board Vice Chair	Remuneration: Chief Executive Officer, Third Sector Dumfries and Galloway Non-Financial Interests: Fellow - The Royal Society for Arts (FRSA) Fellow - Institute of Leadership (FIoL) Associate - Chartered Institute of Personnel & Development Member - Association of Chief Officers of Scottish Voluntary Organisations (ACOSVO) Board Member - Dumfries and Galloway Integration Joint Board Board Member - Dumfries and Galloway Community Planning Partnership Board Member - Dumfries and Galloway Alcohol and Drugs Partnership Member - Dumfries and Galloway Champions Board Board Member - Scottish Government Mental Health and Wellbeing Strategy Leadership Board
Mr Kenny Woods	Non-Executive/Employee Director	Other Roles: UNISON Steward and Branch Secretary NHS 24 Branch. Member of UNISON Scotland Health Committee Director of NHS Credit Union (Unremunerated role)
Ms Amina Khan	Non-Executive	No interests declared
Ms Liz Mallinson	Non-Executive	No interests declared
Ms Anne Gibson	Non-Executive	Remuneration: Head of Practice, Relationships Scotland Non-executive Director, Scottish Legal Complaints Commission and Chair of Remuneration Committee Self-employed Consultant Lay member - Joint Standing Committee for Legal Education in Scotland Education Panel Member for General Teaching Council in Scotland
Ms Abeer Macintyre	Non-Executive	Remuneration: Freelance Consultant to a wide range of third sector organisations Other Roles: Organisational development advisor to Charity Careers Africa Close Family Members: Brother-in-law is Chairman of Harper MacLeod Law Firm and Chairman of Scottish Rugby
Mr Martin Tognari	Non-Executive	No interests declared
Ms Carole Gillie	Non-Executive	No interests declared
Mr David Howe	Non-Executive	Remuneration: CEO of Jordisk Consulting Ltd Other Roles: Trustee of the Royal Scottish Geographical Society
<b>Executive Management Team</b>		
Mr Jim Miller	Chief Executive	Close Family Members: Wife employed by NHS24, ODLL Team.
Dr Ronald Cook	Medical Director	Remuneration: Specialist Medical Advisor - Scottish Public Services Ombudsman
Mr John Gebbie	Director of Finance	No interests declared
Mr Andrew Moore	Director of Nursing and Care	Contracts: Member of The Royal College of Nursing
Ms Suzy Aspley	Chief Communications Officer	Remuneration: Earnings related to book sales Related Undertakings: Publicity related to book promotion and publication. Contracts: Contract with Orenda Books, Carson Road, London.
Ms Ann-Marie Gallacher	Chief Information Officer	No interests declared
Ms Stephanie Phillips	Director of Transformation, Strategy, Planning & Performance	No interests declared
Dr Jacqui Hepburn	Deputy Chief Executive and Director of Workforce	Non-Financial Interests: Non-Executive Director - Crossroads, Fife Non-Executive Director - Fife College (Chair of People and Culture, Member of Audit & Risk Committee and Member of Chairs Committee inc RemCo) Member - British Transport Police Independent Advisory Group (Scotland)
Ms Joanne Edwards	Director of Service Delivery	No interests declared
<b>Senior Managers</b>		
Ms Lisa Dransfield	Deputy Head of Communications	No interests declared
Ms Lisa Morton	Associate Head of Communications	Non-Financial Interests: Trustee, Home Start Stirling (charitable organisation)
Mr Kenny Birney	Deputy Chief Information Officer	No interests declared
Mr Damien Snedden	Deputy Director of Finance	No interests declared
Mr Neil Logan	Head of Finance Planning and Reporting	No interests declared
Ms Lynne Kane	Head of Estates and Facilities	No interests declared
Ms Linda Robertson	Head of Risk	No interests declared
Ms Geraldine Mathew	Board Secretary	No interests declared
Mr Patrick Rafferty	Associate Director of Operations and Nursing	No interests declared
Mr Alasdair Quinney	Associate Director of Operations	No interests declared
Ms Nicola Dawson	Head of Integrated Service Delivery	No interests declared
Ms Linda Falconer	Head of Clinical Services - Lumina	No interests declared
Ms Joan Main	Head of Clinical Services - Digital Transformation Lead	No interests declared
Ms Nicola Paterson	Head of Clinical Services - Aurora	No interests declared
Ms Fiona Pike	Head of Clinical Services - North	No interests declared
Ms Gill Sinclair	General Manager - Unscheduled Care	No interests declared
Ms Caroline Spence	Head of Clinical Services - North	No interests declared
Ms Laura Neil	Lead AHP/Interim Head of Clinical Governance and Quality Improvement	Remuneration: Bank Occupational Therapist - Golden Jubilee National Hospital Non-Financial Interests: Board member, Renfrew Development Trust
Ms Catherine Hamil	Head of Practice Education and Training	No interests declared
Prof Dawn Orr	Associate Director of Nursing & Care	Contracts: University of Strathclyde one day per week within the Future Hospital Initiative as Professor of Practice. (NHS 24 is paid for time)
Ms Lauren Kennedy	Lead Nurse Mental Health and Learning Disabilities	No interests declared
Ms Maureen Burns	Lead Nurse Public Protection/Child Health Commissioner	No interests declared
Dr Khyber Alam	Associate Medical Director - North	Remuneration: Clinical Director Community Urgent Care, NHS Highlands Appraiser, NHS Highlands Appraiser, NHS Grampian
Dr Donald MacIntyre	Associate Medical Director - Mental Health	No interests to declared
Dr John McAnaw	Associate Clinical Director	Undertakings: Pharmaceutical Advisor - Scottish Ambulance Service Shares and Securities: Wife is Director, Shareholder and Pharmacy Superintendent for Lomond Pharmacy Ltd
Dr Siama Latif	Associate Medical Director	No interests to declared
Dr Fredericke Garbe	Public Health Consultant	Remuneration: Substantive employment with Public Health Scotland
Dr Julie Ronald	Associate Medical Director Acute Care	Remuneration: Consultant in Emergency Medicine, NHS Tayside RMO Perth Race Course Director Veritas Medica Ltd - Medico-legal reporting Director Feuer Holidays Ltd - Holiday let cottage
Mr John Barber	Head of Strategic Planning	No interests declared
Ms Arlene Campbell	Head of Stakeholder Engagement	No interests declared
Mr Paul McLaughlin	Head of Corporate Performance	No interests declared
Mr Graham Mirtle	Head of PMO	No interests declared
Ms Victoria Knox	Associate Director of Workforce	No interests declared
Ms Louise Gordon	Head of People Services	No interests declared
Ms Helen Meldrum	Head of Learning Transformation	Remuneration: Non-Executive Director with Scottish Courts and Tribunals Service (SCTS) People Committee Non-Financial Interests: Committee member of Justice of the Peace Advisory Committee - Tayside and Fife Sheriffdom, Scottish Courts and Tribunals Service
Ms Marnie Westwood	Head of Resourcing and Planning	No interests declared
Dr Kerri Neylon	Associate Medical Director - West	Remuneration: GP Partner at Dr Mair & Partners, 1600 Paisley Road West, Glasgow Sessional GP with NHSGCC Out of Hours Service Houses, Land and Buildings: Part owner of a GP Practice (45 Shaw Street, Glasgow) Non-Financial Interests: Member of British Medical Association Fellow of Royal College of General Practitioners Ballot member of Scottish RCGP Council Guest of Scottish General Practitioners Committee and Glasgow Local Medical Committee Member of Primary Care Leads Network Member of Scottish Medical Directors Group
Mr Raymond Elliot	Head of Financial Reporting and Projects	No interests declared
Mr Andrew Curley	Head of Architecture & Digital Solutions	No interests declared
Mr John Sandbach	Head of Clinical Systems Development	No interests declared
Mr Nathan Bassett	Head of ICT Operations	No interests declared
Ms Jill Norris	Head of Technology Change, Transformation & Delivery	No interests declared
Ms Fiona Macaulay	Head of OD, Leadership and Learning	No interests declared