

**STAFFORDSHIRE AND STOKE-ON-TRENT INTEGRATED CARE BOARD  
CONFLICTS OF INTEREST REGISTER 2025-2026  
INTEGRATED CARE BOARD (ICB)  
AS AT NOVEMBER 2025**

Title	Forename	Surname	Role	Organisation	1. Financial Interest	2. Non-financial professional interests	3. Non-financial personal interests	4. Indirect interests	5. Actions taken to mitigate identified conflicts of interest
Dr	Buki	Adeyemo	Chief Executive Officer	North Staffordshire Combined Healthcare Trust (NSCHT)	Nothing to declare	1. Board of Governors University of Wolverhampton (ongoing) 2. Mental Health Network, NHS Confederation, NHS CEO Representative (ongoing)	Nothing to declare	Nothing to declare	(h) interest recorded on the Conflicts Register
Mr	Nadeem Tony	Ahmed	ICB Participatory (non-voting) member	Staffordshire and Stoke-on-Trent Integrated Care Board	1. Director of Dentaire Ltd and TT Partners Ltd, Principal dentist at Dentaire Dental Care (ongoing)	1. Chair of Local Dental network - Shropshire and Staffordshire (ongoing)	Nothing to declare	1. Brother is an ENT surgeon and head of department at QE Hospital Birmingham (ongoing)	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) interest recorded on the Conflicts Register.
Ms	Helen	Ashley	Director of Strategy / Deputy CEO	University Hospitals of North Midlands NHS Foundation Trust (UHNHM)	Nothing to declare	Nothing to declare	Nothing to declare	Nothing to declare	No action required
Mr	Neil	Carr OBE	Chief Executive Officer	Midlands Partnership University NHS Foundation Trust (MPFT)	1. CEO of MPFT (ongoing)	1. Member of ST&W ICB (ongoing)	1. Fellow of RCN (ongoing) 2. Doctor of University of Staffordshire (ongoing) 3. Doctor of Science Keele University (Honorary) (ongoing) 4. Visiting Professor - Wagner College, New York (ongoing)	Nothing to declare	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on conflicts register.
Dr	Joanna	Chan	Primary Care Partner Member	Staffordshire and Stoke-on-Trent Integrated Care Board	1. GP Partner at Dale Medical Practice (2003 - ongoing) 2. Clinical Director, Seisdon PCN (2019 - ongoing) 3. Director of GP First PCN Limited (2019 - ongoing)	1. GP Clinical Champion Staffordshire Training Hub (2023 - ongoing)	Nothing to declare	Nothing to declare	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company (h) Recorded on CCG Conflicts Register.
Mr	Simon	Constable	Chief Executive	University Hospitals of North Midlands NHS Foundation Trust (UHNHM)	Nothing to declare	1. Lay Member of Keele University Council (April 2025 - four-year term, 10-12 days per year)	Nothing to declare	Nothing to declare	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on CCG conflicts register.
Mrs	Claire	Cotton	Director of Governance	University Hospitals of North Midlands NHS Foundation Trust (UHNHM)	1. Employee of University Hospital of North Midlands NHS Trust (UHNHM) (2000 - ongoing)	Nothing to declare	Nothing to declare	Nothing to declare	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on CCG conflicts register.
Dr	Elizabeth	Disney	Chief Transformation Officer	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	Nothing to declare	Nothing to declare	1. Brother is Clinical Lead and Consultant at UHNHM (1st September 2024 to date). 2. Brother's partner is owner-operator of Nature and Nurture Psychology, a child and family psychology service based in Staffordshire (November 2024 - ongoing)	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on the conflicts register.
Dr	Paul	Edmondson-Jones	Interim Chief Executive	Staffordshire and Stoke-on-Trent Integrated Care Board	1. Employed session a week (0.1 wte) by MPFT as Head of SSoT PH Alliance (as a locum public health consultant) (June 2024 - ongoing)	1. Fellow of the Faculty of Public Health (FFPH) and registered with the GMC (December 2022 - ongoing)	Nothing to declare	Nothing to declare	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on conflicts register.
Mrs	Lisa	Ellis	Executive Support Officer	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	Nothing to declare	Nothing to declare	Nothing to declare	No action required
Ms	Claire	Finn	Chief Finance Officer	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	Nothing to declare	1. Trustee of Newfield Charity - no link to SSOT (ongoing) 2. HFMA Branch committee member (ongoing)	1. Family member works for 360 assurance (not director) - hosted NHS provider carrying out internal audit services for the NHS - do not currently provide any service to SSOT. (ongoing)	(h) Interests recorded on the conflicts register.
Mr	Patrick	Flaherty	Chief Executive Officer and ICB Board Member	Staffordshire County Council	1. Chief Executive Officer of Staffordshire County Council (July 2023 - ongoing)	Nothing to declare	Nothing to declare	Nothing to declare	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on ICB conflicts register.
Mr	Ian	Green	Chair - ICB Board	Shropshire Telford and Wrekin ICB and Staffordshire and Stoke-on-Trent ICB	1. Chair, Salisbury NHS Foundation Trust (February 2023 - April 2025) 2. Chair, NHS Wales Joint Commissioning Committee (April 2024 - ongoing) 3. Non-Executive Director, South Central Ambulance NHS FT (June 2020 - end Autumn 2025) 4. Chair, Estuary Housing Association (No dealings with the NHS) (January 2023 - ongoing)	Nothing to declare	Nothing to declare	Nothing to declare	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on CCG conflicts register.

Title	Forename	Surname	Role	Organisation	1. Financial Interest	2. Non-financial professional interests	3. Non-financial personal interests	4. Indirect interests	5. Actions taken to mitigate identified conflicts of interest
Mrs	Julie	Houlder	Non-Executive Member	Staffordshire and Stoke-on-Trent Integrated Care Board	1. Chair of Derbyshire Community Health Foundation Trust (January 2023 - ongoing) 2. Associate Charis Consultants Ltd (January 2019 - ongoing) 3. Owner Craftykin Limited (July 2022 - ongoing) 4. Owner of Elevate Coaching (October 2016 - ongoing)	1. Director Windsor Academy Trust (January 2019 - ongoing)	Nothing to declare	Nothing to declare	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on ICB conflicts register
Mr	Chris	Ibell	Chief Digital and Information Officer	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	Nothing to declare	Nothing to declare	Nothing to declare	No action required
Ms	Mahishmi	Irvine	Chief People Officer	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	Nothing to declare	1. YMCA Trustee (September 2023 - ongoing)	Nothing to declare	(h) recorded on conflicts register.
Mrs	Heather	Johnstone	Chief Nursing and Therapies Officer	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	1. Visiting Fellow at Staffordshire University (March 2019 - March 2028 ongoing)	1. Volunteer with Girl Guiding UK (September 2025 - ongoing)	1. Spouse is employed by UHB at Heartland's hospital (2015 - ongoing) 2. Daughter is Marketing Manager for Voyage Care LD and community service provider (August 2020 - ongoing) 3. Brother-in-law works for Optima Health and UHNM (ongoing) 4. Grandson has a position as a FCB and is a	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on conflicts register.
Mr	Shokat	Lal	Non-Executive Member	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	1. Member of the Black Country Integrated Care Partnership through day job at Sandwell Council (September 2024 - ongoing)	1. Director Saharha Day Care Project, Derby (Voluntary role) (November 2001 - ongoing)	Nothing to declare	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on conflicts register.
Mr	Mike	Lawton	Non-Executive Member	Staffordshire and Stoke-on-Trent Integrated Care Board	1. Employment with Black Country Housing Group (May 2024 - ongoing) 2. Employment with EMH Group, Leicester (March 2024 - ongoing)	Nothing to declare	Nothing to declare	1. Wife works as Specialist BMS in Pathology Lab UHNM (2024 - ongoing) 2. Son-in-Law works in procurement as a buyer for UHNM (2024 - ongoing) 3. Daughter works as a Pharmacist Trainer for Boots based in Nottingham (2024 - ongoing)	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on conflicts register.
Ms	Anna	Mather	Healthwatch Staffordshire Manager	Healthwatch Staffordshire	Nothing to declare	Nothing to declare	Nothing to declare	Nothing to declare	No action required
Ms	Siobhan	Reilly (Heafield)	Non-Executive Member	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	1. Trustee at Beth Johnson Foundation Charity (Sept 2023 - ongoing)	Nothing to declare	1. Partner is NHSE employee – Midlands Director of Performance (2007 - ongoing)	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on conflicts register.
Mrs	Tracey	Shewan	Director of Corporate Governance	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	1. I sometimes do shifts for MPFT that I am not paid for, last shift February j2023 (ongoing)	Nothing to declare	1. Sibling is a registered nurse with MPFT (July 2022 - ongoing) 3. Daughter works for West Midlands Ambulance Service (WMAS) (July 2022 - ongoing)	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on conflicts register.
Mr	Phil	Smith	Chief Delivery Officer	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	Nothing to declare	Nothing to declare	Nothing to declare	No action required
Mr	Simon	Whitehouse	ICB Chief Executive	Shropshire Telford & Wrekin ICB & Staffordshire and Stoke-on-Trent ICB	1. ICB Chief Executive of Shropshire, Telford and Wrekin ICB & Staffordshire and Stoke-on-Trent ICB (January 2022 - ongoing) 2. Staffordshire and Stoke-on-Trent ICB CEO (October 2025 - ongoing)	Nothing to declare	1. Trustee for the Port Vale Football Club Foundation Trust (January 2022 - ongoing)	1. Spouse is a senior staff nurse at University Hospitals of North Midlands (January 2022 - ongoing)	(a) to (g) inclusive as required in any procurement decisions relating to third parties advice is offered to by company. (h) recorded on the conflicts register.
Mr	Paul	Winter	Associate Director of Corporate Governance and DPO	Staffordshire and Stoke-on-Trent Integrated Care Board	Nothing to declare	Nothing to declare	Nothing to declare	Nothing to declare	No action required

**ANY CONFLICT DECLARED THAT HAS CEASED WILL REMAIN ON THE REGISTER FOR SIX MONTHS AFTER THE CONFLICT HAS EXPIRED**

- 1. Financial Interest** (This is where individuals may directly benefit financially from the consequences of a commissioning decision, e.g. being a partner in a practice that is commissioned to provide primary care services)
- 2. Non-financial professional interests** (This is where an individual may benefit professionally from the consequences of a commissioning decision e.g. having an unpaid advisory role in a provider organisation that has been commissioned to provide services by the ICB)
- 3. Non-financial personal interests** (This is where an individual may benefit personally, but not professionally or financially, from a commissioning decision e.g. if they suffer from a particular condition that requires individually funded treatment)
- 4. Indirect interests** (This is where there is a close association with an individual who has a financial interest, non-financial professional interest or a non-financial personal interest in a commissioning decision e.g. spouse, close relative (parent, grandparent, child etc) close friend or business partner)
- 5. Actions taken to mitigate identified conflicts of interest**
  - Change the ICB role with which the interest conflicts (e.g. membership of an ICB commissioning project, contract monitoring process or procurement would see either removal of voting rights and/or active participation in or direct influencing of any ICB decision)
  - Not to appoint to an ICB role, or be removed from it if the appointment has already been made, where an interest is significant enough to make the individual unable to operate effectively or to make a full and proper contribution to meetings etc
  - For individuals engaging in Secondary Employment or where they have material interests in a Service Provider, that all further engagement or involvement ceases where the ICB believes the conflict cannot be effectively managed
  - All staff with an involvement in ICB business to complete mandatory online Conflicts of Interest training (provided by NHS England), supplemented as required by face-to-face training sessions for those staff engaged in key ICB decision-making roles
  - Manage conflicts arising at meetings through the agreed Terms of Reference, recording any conflicts at the start / throughout and how these were managed by the Chair within the minutes
  - Conflicted members not to attend meetings, or part(s) of meetings: e.g. to either temporarily leave the meeting room, or to participate in proceedings but not influence the group's decision, or to participate in proceedings / decisions with the agreement of all other members (but only for immaterial conflicts)
  - Conflicted members not to receive a meeting's agenda item papers or enclosures where any conflict arises
  - Recording of the interest on the ICB Conflicts of Interest/Gifts & Hospitality Register and in the minutes of meetings attended by the individual (where an interest relates to such)
  - Other (to be specified)