

Healthcare Improvement Scotland (HIS) - Register of Interests December 2024

The [HIS Code of Conduct](#) mirrors the Standards Commission Model of Conduct for Members of Devolved Bodies and sets out which interests held by Non-executive Directors of HIS should be registered. In line with the Code, the register shows all interests declared by Non-executive Directors during the period of their appointment with the dates that the interest was in place. Interests declared by members of the Executive Team are also set out below, showing those interests in place in the current financial year with start or end dates as appropriate. This register is updated quarterly on the HIS website but a more up to date register is held on file and is available on request.

In accordance with the Ethical Standards in Public Life etc (Scotland) Act 2000 (Register of Interests) Regulations 2003, Board Members of devolved public bodies are required to give notice of their interests under the following headings:

REGISTERABLE INTEREST	DESCRIPTION OF INTEREST
1 - Remuneration	<p>A description of –</p> <p>(a) Remuneration received by virtue of being –</p> <p>(i) employed or self-employed;</p> <p>(ii) the holder of an office;</p> <p>(iii) a director of an undertaking;</p> <p>(iv) a partner in a firm;</p> <p>(v) appointed or nominated by my public body to another body; or</p> <p>(vi) engaged in a trade, profession or vocation or any other work.</p> <p>(b) Any allowances received in relation to membership of any organisation;</p> <p>(c) The full name and details of the nature of the business, organisation, undertaking, partnership or other body;</p> <p>(d) The nature and regularity of the work that is remunerated; and</p> <p>(e) The name of the directorship and the application of the applicable business</p>
2 - Other Roles	<p>A description of a directorship that is not itself remunerated, but is of a company or undertaking which is a parent or subsidiary of a company or undertaking which pays remuneration.</p>
3 - Contracts	<p>A description of the nature and duration, but not the price of, of a contact which is not fully implemented where –</p>

	<p>(a) goods and services are to provided to, or works are to be executed for, the devolved public body; and</p> <p>(b) any responsible person has a direct interest, or an indirect interest as a partner, owner or shareholder, director or officer of a business or undertaking, in such goods and services.</p>
4 -Election Expenses	A description of, and statement of, any assistance towards election expenses relating to election to the devolved public body.
5 - Houses, Land and Buildings	A description of any other right or interest in houses, land and buildings, which may be significant to, of relevance to, or bear upon, the work or operation of the devolved public body.
6 - Shares and Securities	<p>A description of, but not the value, shares and securities in a company, undertaking or organisation that may be significant to, of relevance to, or bear upon, the work or operation of the devolved public body and:</p> <p>(a) owing or having an interest in more than 1% of the issued share capital of the company or other body; or</p> <p>(b) the market value of any shares and securities is greater than £25,000.</p>
7 - Gifts and Hospitality	A description of any gifts and hospitality received.
8 - Non–Financial Interests	<p>A description of such interests as may be significant to, of relevance to, or bear upon, the work or operation of the devolved public body, including without prejudice to that generality membership of or office in –</p> <p>(a) other public bodies;</p> <p>(b) clubs, societies and organisations;</p> <p>(c) trades unions; and</p> <p>(d) voluntary organisations</p>
9 - Close Family Members	A description of any close family member who has transactions with the devoted public body or is likely to have transactions or do business with it.

1. NON-EXECUTIVE BOARD MEMBERS

CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST IN PLACE
Abhishek Agarwal			
1 - Remuneration	Associate Professor, Edinburgh Napier University		1/7/22 to present
	External Examiner, University College London		1/7/22 to 10/11/22
	MBA External Examiner, University of Lincoln		1/7/22 to 20/11/23
	Role of DBA (Doctor of Business Administration) External Examiner, University of Dundee		27/09/23 to 19/8/24
	Chair of the Board of Management, Forth Valley College		28/06/24 to present
	Board Member, Scottish Housing Regulator		1/10/24 to present
2 – Other Roles	Board Chair, Grampian Housing Association		1/7/22 to 17/9/24
	Board Member - Colleges Scotland	Part of Forth Valley College Chair role.	28/06/24 to present
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Owner of residential properties	Not relevant to role with HIS	1/7/22 to present
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non–Financial Interests	Member of The Educational Institute of Scotland		1/7/22 to present
	Member - Chartered Management Institute		1/7/22 to present
	Senior Fellow - Higher Education Academy		1/7/22 to present

9 - Close Family Members	Nil		
Keith Charters			
1 - Remuneration	Director & Owner, Strident Publishing Limited		12/10/20 to present
	Self-employed as author, presenter & book event chair	Trading as Keith Charters	12/10/20 to present
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non–Financial Interests	Trustee, East Kilbride Athletic Club SCIO		12/10/20 to present
9 - Close Family Members	Wife is employed by NHS Greater Glasgow & Clyde	A non-managerial, clinical Allied Health Professional role	12/10/20 to present
Suzanne Dawson			
1 - Remuneration	Nil		
2 – Other Roles	Member of Law Society of Scotland Admissions Sub-Committee	Regulation of Scottish legal trainees	1/3/19 to present
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non–Financial Interests	Director and Charity Trustee, Eastgate Theatre & Arts Centre	Community cultural venue	1/3/19 to 11/09/23
	Charity Trustee, Borders Further Education Trust	Grant decisions made for further education projects in the Scottish Borders	1/3/19 to 28/09/23

	Fellow of Chartered Institute of Marketing	Professional membership organisation	1/3/19 to 28/09/23
9 - Close Family Members	Brother employed by NHS Borders	Administrative post	1/5/21 to present
Nicola Hanssen			
1 - Remuneration	Director of Hensikt Consulting		1/8/21 to present
	Tayside NHS Volunteering Scoping Exercise	Funded by NHS Tayside NHS Trust to VHS who contracted Hensikt Consulting to undertake the work	26/10/21 to 31/3/22
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non–Financial Interests	Nil		
9 - Close Family Members	Nil		
Judith Kilbee			
1 - Remuneration	Self-employed – Contract, AMLo Biosciences	Healthcare Development Manager - Melanoma	19/9/22 to present
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non–Financial Interests	Member of the Scottish Covid Bereaved group	Group have core participant status in both the UK and Scottish Covid inquiries	2/8/23 to present
9 - Close Family Members	Nil		
Nikki Maran			
1 - Remuneration	Nil		

2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non–Financial Interests	Fellow of Royal College of Anaesthetists (retired)		02/10/23 to present
	Fellow of Royal College of Surgeons of Edinburgh (Ad Eunum)		02/10/23 to present
	General Medical Council Specialist medical register (anaesthesia)		02/10/23 to present
	Dinner with group of Associate Medical Directors (AMD), NHS Lothian	Held to mark retirement of one of my previous AMD colleagues. All paid own expenses.	16/05/2024
9 - Close Family Members	Son is radiology trainee on South East Scotland regional training scheme		02/10/23 to present
	Daughter-in-law is paediatric trainee on South East Scotland Regional training scheme		02/10/23 to present
	Brother is dentist working in Dental Institute (NHS Lothian) & owner of private dental practice in Edinburgh		02/10/23 to present
Evelyn McPhail			
1 - Remuneration	Aspiring Chairs programme participant	NHS Scotland programme with participants placed in host Boards	24/4/24 to present
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		

5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non-Financial Interests	Board Member and Vice Chair-Fife College	Strategic role at Board level including chair of the Remuneration Committee, and membership of the Chairs, Audit & Risk and Academic Quality Committees .	5/10/20 to present
	Fellow of the Royal Pharmaceutical Society	Professional recognition from the Royal Pharmaceutical Society for services to Pharmacy	5/10/20 to present
	Registration with the General Pharmaceutical Council		5/10/20 to 12/1/23
9 - Close Family Members	Nil		
Douglas Moodie			
1 - Remuneration	Care Inspectorate – Chair	Remuneration being paid by Care Inspectorate for hours worked	1/9/22 to present
	Kidz World Nursery Ltd, SC357038	Early Years Childrens' Nursery, OOSC, and Softplay	1/9/22 to present
	Moodie Consulting Ltd, SC247851	Management Consulting	1/9/22 to present
	DJM Management Consulting Ltd, SC422750	Management and GDPR Consulting	1/9/22 to present
	DJM Property Services & Contracts Ltd, SC699943	Property Maintenance & Property Factoring	1/9/22 to present
	DJM Property Lettings Ltd, SC607699	Property Lettings	1/9/22 to present
	Scottish Social Services Council – Council member	Remuneration being paid via Care Inspectorate for hours worked	12/06/3 to present
2 – Other Roles	DJM Kidz Play Ltd, SC386377, Holding Co		1/9/22 to 06/06/23
3 - Contracts	Nil		
4 – Election Expenses	Nil		

5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Destiny Pharmed, AIM listed	Antimicrobial Drug Discovery	1/9/22 to present
	Lustre plc (lustrepureskin)	Skincare/Acne products	1/9/22 to present
	Ipulse Ltd	Light therapy for skincare	1/9/22 to present
	Calon Cardio Tech A		1/9/22 to present
	Calon Cardio Convertible Loan Stock plc	Heart pump design/innovation	1/9/22 to present
	Careathomeservice.tech Ltd (time for you care)	Care Home Services	1/9/22 to present
	Domainex pie	Medical Services/Drug testing lab	1/9/22 to present
	Sky Medical tech Ltd	DVT Innovation/Treatment	1/9/22 to present
	RD Graphene Ltd	Graphene Design/Products	1/9/22 to present
	Biotronics Ltd	Life Science Analytical & Biometrical Solutions	1/9/22 to present
	AJ Bell SIPP - Douglas J Moodie	Personal SIPP	1/9/22 to present
	Kidz World Nursery Ltd	Early Years/Out of School clubs settings	1/9/22 to present
	Moodie Consulting Ltd	Financial Services Management Consulting	1/9/22 to present
	DJM Property Services & Contracts Ltd	Property Maintenance and Property Factoring Company	1/9/22 to present
	DJM Property Lettings Ltd	Owens and Lets out sixty properties	1/9/22 to present
	DJM Management Consulting Ltd	GDPR Consulting business	1/9/22 to present
	Anastasis Biotech plc	Develops novel treatments for cancer driving mutations	12/06/23 to present
	Oyako Ltd	Innovative viewing software for mobile phones	12/06/23 to present
	Regemat 3D Ltd	Designs Bioprinters for Biotech Industry	12/06/23 to present
	C-Major Ltd	Innovates new designs to prevent NSI's in hospitals	12/06/23 to present
	Human Forest Ltd	E-Bike Manufacturers	12/06/23 to present
	Gibie Ltd	Linen manufacturers using biodegradable materials	12/06/23 to present
	Luas Diagnostics Ltd	Produces products to test for Infectious and other diseases	12/06/23 to present
	42 Genetics Ltd	Deciphers world Genomic data	12/06/23 to present

	Active Needle Tech Ltd	Produces a new range of needles to target cancer cells	12/06/23 to present
	Heura Ltd	Sells organic food	12/06/23 to present
	Inbentus Medical Tech (Spain)	Designs and Manufactures Medical equipment	12/06/23 to present
	Inspira Pharma	Drug discovery/research company	12/06/23 to present
	Dentons SIPP – Douglas J Moodie	Personal SIPP	Jan 2023 to present
	Organic Heat Exchangers	Medical Devices Co – design/manufacture of extreme cold storage facilities utilising ECO measures to reduce power consumption.	31/1/24 to present
	Scribestar	Investment Fund Co, includes early stage investments into Pharma co's.	31/1/24 to present
	CHIP Fintech	Fintech Financial Services Co, which includes investments into the Pharma, Biotech, and Health sectors.	31/1/24 to present
	Nothing Phones	Mobile phone co. focussed on using Android tech.	31/1/24 to present
7 - Gifts and Hospitality	Nil		
8 - Non-Financial Interests	Clacks First Ltd, SC344868 - Chairman	Business improvement district (BID)	1/9/22 to present
	Chairman of the Children's Panel in Falkirk		1/9/22 to present
	Chairman, Bfriend Ayrshire	Charity focussed on providing mentoring/career guidance services to young people and adults. Non-remunerated role.	23/9/24 to present
9 - Close Family Members	Nil		
Michelle Rogers			
1 - Remuneration	Contractor - Clackmannanshire Council, local authority	Community Justice Coordinator	1/9/22 to 4/8/24
	Employee - Clackmannanshire Council, local authority	Community Justice Coordinator	5/8/24 to present
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		

5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non-Financial Interests	Nil		
9 - Close Family Members	Nil		
Duncan Service			
1 - Remuneration	Evidence Manager, SIGN (previously Senior Information Officer)		1/3/11 to present
2 – Other Roles	Nil	Nil	
3 - Contracts	Nil	Nil	
4 – Election Expenses	Nil	Nil	
5 - Houses, Land and Buildings	Nil	Nil	
6 - Shares and Securities	Nil	Nil	
7 - Gifts and Hospitality	Nil	Nil	
8 - Non-Financial Interests	Director and Company Secretary, SHU East District Ltd		1/3/11 to present
	UNISON Steward		1/3/11 to present
	Treasurer, Guidelines International Network (G-I-N)		1/8/13 to 1/9/16 and 1/9/18 to 23/9/22
	Chair, Guidelines International Network (G-I-N)		1/9/16 to 1/9/18
	Board Member, Guidelines International Network (G-I-N)		1/8/11 to 23/9/22
	Co-Chair, UK Grade Network		11/3/20 to 31/07/24
	NICE Accreditation Advisory Committee		1/1/16 to 1/6/17
	Treasurer, Scottish Masters Hockey		1/10/24 to present
9 - Close Family Members	Nil		
Rob Tinlin			

1 - Remuneration	Non-Executive Director, Crown Office & Procurator Fiscal Service		1/7/22 to 19/12/22
	Interim Chief Executive for Harlow Council in Essex		10/10/22 to 19/12/22
	Interim Chief Executive, Southend-on-Sea City Council		24/7/23 to 04/02/24
	Chair of the Cumberland Council Improvement Board	The purpose is to assist the Council in making improvements to its financial and performance situation.	30/08/24
2 – Other Roles	Non-Executive Director, Board of Governance for the Comptroller & Auditor General for Jersey	Appointed by States of Jersey for oversight of governance of Jersey Audit Office.	1/7/22 to present
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non–Financial Interests	Director, Towler Tinlin Associates Limited	Occasional leadership consultancy in local government.	1/7/22 to present
	Hon. Treasurer and a Trustee of the North Berwick Environment and Heritage Trust	A local civic trust/society concerned with issues around the built environment in North Berwick.	April 2024 to present
9 - Close Family Members	Nil		
Carole Wilkinson, Chair			
1 - Remuneration	Lay Member, General Teaching Council	Regulation body; remuneration available but not claimed	10/10/18 to 31/3/24
	On Board Training	Ad hoc advice and consultancy work for David Nicholl; Remuneration is a small hourly fee	10/10/18 to 15/08/23
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		

6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	General Medical Council Dinner	Opportunity for networking with key stakeholder	11/10/23 to 11/10/23
	Aspiring Chairs Programme Participant, NHS Lanarkshire	Candle provided as gift at end of programme as thanks and not related to shortlisting of participants	16/01/24 to 16/01/24
8 - Non-Financial Interests	Board Member, Care Inspectorate	Nominated by my public body to another body	10/10/18 to present
	Registered by Scottish Social Services Council	Regulator for social work, social care and children and young people workforce	10/10/18 to present
	Vice Chair of NHS Board Chairs Group	Forum for all Chairs to contribute to strategic development/delivery of NHS services	1/8/21 to 22/08/23
	Chair of NHS Board Chairs Group	Forum for all Chairs to contribute to strategic development/delivery of NHS services	23/08/23 to present
9 - Close Family Members	Nil		

2. EXECUTIVE BOARD MEMBER

CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2024/25
Robbie Pearson			
1 - Remuneration	Chief Executive, Healthcare Improvement Scotland		
2 – Other Roles	Non-Executive Director, Wheatley Care	Provider of care and support services.	Starts 02/12/24
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		

8 - Non-Financial Interests	Chair, NHS Board Chief Executives Group		
9 - Close Family Members	Sister-in-law is nurse at St Columba's Hospice (regulated by HIS)		Ended 14/11/24
	Nephew's wife is a paediatrician working in NHS Greater Glasgow and Clyde		

3. EXECUTIVE DIRECTORS

CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2024/25
Sybil Canavan			
1 - Remuneration	Director of Workforce, Healthcare Improvement Scotland		
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non-Financial Interests	Member of Unite (Trade Union)	In line with recognised Trade Union and Partnership working arrangements.	
	Volunteer Leader – SNACK Youth Club (Voluntary Work)	Support in running a local youth club in Erskine for teenagers and young adults with additional support needs.	Started April 2024
	Spouse is employed as a Bank Emergency Ambulance Driver with the Scottish Ambulance Service	Works on an 'as and when' required basis to support service delivery	

Ann Gow			
1 - Remuneration	Director of Quality Assurance & Regulation/Deputy Chief Executive, Healthcare Improvement Scotland		
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non-Financial Interests	Member of Royal College of Nursing (RCN)	Professional membership of royal college and trade union. RCN also a stakeholder in HIS work programmes	
	Fellowship of the Queen's Nursing Institute	Professional award for services to community nursing. QNIs also stakeholder in HIs programmes	
	Professional advisor to the RCN Foundation grants committee	Voluntary work for charity which awards hardship and education grants	
9 - Close Family Members	Nil		
Mhairi Hastings			
1 - Remuneration	Interim Director of Nursing and System Improvement		Started 1/11/24
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		

8 - Non-Financial Interests	Nil		
9 - Close Family Members	Nil		
Angela Moodie			
1 - Remuneration	Director of Finance, Planning & Governance, Healthcare Improvement Scotland		
2 – Other Roles	Board Trustee at Cambridge Community Arts	Unremunerated role in a charity.	Starts 10/12/24
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Director and 50% shareholder in Moodie Properties Ltd	Director and 50% shareholder in Moodie Properties Ltd	
7 - Gifts and Hospitality	Hospitality (One night's accommodation)	Accepted for attending National Improvement Leaders Workshop	3/09/24
8 - Non-Financial Interests	Member of the Institute of Chartered Accountants of Scotland (ICAS)	Professional membership and regulation by ICAS	
9 - Close Family Members	Nil		
Clare Morrison			
1 - Remuneration	Director of Engagement & Change, Healthcare Improvement Scotland		
2 – Other Roles	Nil		
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Hospitality (One night's accommodation)	Accepted for attending National Improvement Leaders Workshop	3/09/24

8 - Non-Financial Interests	Fellow of the Royal Pharmaceutical Society	Professional body (registered Pharmacist with the General Pharmaceutical Council). RPS fellowship awarded in 2017 for distinction in pharmacy, previously member of the RPS since 1998	
	Member of Unite	Trade union and pharmacist professional indemnity	
	Honorary Doctorate from the University of the Highlands and Islands	Awarded for contribution to enhancing access to public services within the Highlands and nationally	
9 - Close Family Members	Spouse is employed by the Scottish Ambulance Service as an Emergency Ambulance Technician		
Safia Qureshi			
1 - Remuneration	Director of Evidence and Digital, Healthcare Improvement Scotland		
2 – Other Roles	Chair of the Scottish Ballet Research Committee		
	Director of Dorsai Special Engineering Projects	Non-executive director covering corporate governance and assurance	1/7/24
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
8 - Non-Financial Interests	Member (as a private individual) of the Edinburgh City Council Slavery and Colonialism Review Implementation Group		Ended June 2024
9 - Close Family Members	Spouse is a Non-executive Board Member of NHS Lothian		
Simon Watson			
1 - Remuneration	Medical Director & Director of Safety, Healthcare Improvement Scotland	HIS employment	

2 – Other Roles	Honorary Consultant Physician, NHS Lothian Health Board	Clinical work on honorary basis for health board	
3 - Contracts	Nil		
4 – Election Expenses	Nil		
5 - Houses, Land and Buildings	Nil		
6 - Shares and Securities	Nil		
7 - Gifts and Hospitality	Nil		
	Fellow of the Royal College of Physicians of Edinburgh	Membership of professional body to support work as MD and clinician	
	Member of the British Medical Association	Membership of professional body to support work as MD and clinician	
	Member of the UK Renal Association	Membership of professional body to support work as MD and clinician	
	Section Leader, UK Scout Association (voluntary work)	Voluntary work unrelated to HIS or clinical role	
	Honorary Clinical Senior Lecturer, University of Edinburgh Medical Education Faculty, providing clinical teaching to students	Educational role related to work as clinician and HIS MD	
9 - Close Family Members	Married to Consultant Physician, NHS Lothian Health Board	Personal relationship	