

# Healthcare Improvement Scotland (HIS) - Register of Interests

## June 2026

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	A description of – (a) Remuneration received by virtue of being – (i) employed or self-employed; (ii) the holder of an office; (iii) a director of an undertaking; (iv) a partner in a firm; (v) appointed or nominated by my public body to another body; or (vi) engaged in a trade, profession or vocation or any other work. (b) Any allowances received in relation to membership of any organisation;

REGISTERABLE INTEREST	DESCRIPTION OF INTEREST
	<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	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.
3-Contracts	<p>A description of the nature and duration, but not the price of, of a contract 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 & 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 & 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 & 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>

REGISTERABLE INTEREST	DESCRIPTION OF INTEREST
	(d) voluntary organisations
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.

## Non-executive Directors

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
<b>Abhishek Agarwal</b>	<b>1- Remuneration</b>	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
	<b>2 – Other Roles</b>	Board Chair, Grampian Housing Association		1/7/22 to 17/9/24

				DATE OF INTEREST
NAME	CATEGORY	INTEREST	DESCRIPTION	
		Board Member - Colleges Scotland	Part of Forth Valley College Chair role.	28/06/24 to 27/03/25
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Owner of residential properties	Not relevant to role with HIS	1/7/22 to present
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	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
	<b>9 - Close Family Members</b>	Nil		
<b>Keith Charters</b>	<b>1 - Remuneration</b>	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

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
	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		

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
	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		

				DATE OF INTEREST
NAME	CATEGORY	INTEREST	DESCRIPTION	
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	Nil		
	<b>9 - Close Family Members</b>	Nil		
<b>Judith Kilbee</b>	<b>1 - Remuneration</b>	Self-employed – Contract, AMLo Biosciences	Healthcare Development Manager - Melanoma	19/9/22 to 31/5/25
	<b>2 – Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		

				DATE OF INTEREST
NAME	CATEGORY	INTEREST	DESCRIPTION	
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	Member of the Scottish Covid Bereaved group	Group have core participant status in both the UK and Scottish Covid inquiries. Representing the Scottish Covid Bereaved Group for Module 6 which is scheduled to be held in July 2025.	2/8/23 to present
	<b>9 - Close Family Members</b>	Nil		
<b>John Lund</b>	<b>1 - Remuneration</b>	Consultant, Core Asset Consulting Solutions, Edinburgh	Financial Services Consultancy	15/01/25 to present
	<b>2 - Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 - Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Accenture PLC	Provider of Consulting Services	15/01/25 to present

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	Nil		
	<b>9 - Close Family Members</b>	Wife is consultant physician at NHS Greater Glasgow & Clyde Sister-in-Law is consultant surgeon at NHS Greater Glasgow & Clyde		15/01/25 to present
<b>Nikki Maran</b>	<b>1 - Remuneration</b>	Nil		
	<b>2 – Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	Fellow of Royal College of Anaesthetists (retired)		02/10/23 to present

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
		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.	16/05/24
	<b>9 - Close Family Members</b>	Son is radiology trainee on South East Scotland regional training scheme		02/10/23 to 17/8/25
		Son is consultant radiologist employed by NHS Lothian		18/8/25 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
<b>Evelyn McPhail</b>	<b>1 - Remuneration</b>	Aspiring Chairs programme participant	NHS Scotland programme with participants placed in host Boards	24/4/24 to 28/1/25
	<b>2 – Other Roles</b>	Board Member, Care Inspectorate	Nominated by my public body to another body	1/4/25 to 31/3/26
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	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
	<b>9 - Close Family Members</b>	Spouse is on the Board of Fife Employment Access Trust (a mental health charity supporting people with enduring mental illnesses back into employment). It is a non-remunerated role.		01/03/25-present
<b>Douglas Moodie</b>	<b>1 - Remuneration</b>	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

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
		Moodie Consulting Ltd, SC247851	Management Consulting	1/9/22 to present
		DJM Management Consulting Ltd, SC422750	Management and GDPR Consulting	1/9/22 to 31/5/25
		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
	<b>2 – Other Roles</b>	DJM Kidz Play Ltd, SC386377, Holding Co		1/9/22 to 06/06/23
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Destiny Pharmpie, AIM listed	Antimicrobial Drug Discovery	1/9/22 to present
		Lustre plc (lustrepureskin)	Skincare/Acne products	1/9/22 to present
		lpulse Ltd	Light therapy for skincare	1/9/22 to present
		Calon Cardio Tech A		1/9/22 to present

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
		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	Owns 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

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
		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/manufacturer of extreme	31/1/24 to present

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
			cold storage facilities utilising ECO measures to reduce power consumption.	
		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
		NurseM	Investment into the business of 3% of capital. Company provides handcreams and facial creams to NHS and NHS staff	01/10/23-present
		Plum Sector	Investment into the business of 3% of capital. Company is Fintech which captures savings and ISA's and makes follow investments to Biotech	01/10/21-present
		Hoptroff	Investment into the business of 3% of capital. Company provides accurate time keeping for blockchain and crypto.	01/03/21-present

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
		Carnot	Investment into the business of 5% of capital. Company designs and manufactures engine related parts to deliver CO2 and Fuel consumption savings to engines – specifically for shipping, airlines, and HGV sectors.	01/09/20 - present
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	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 31/8/25
		Chairman, Bfriend Ayrshire	Charity focussed on providing mentoring/career guidance services to young people and adults. Non-remunerated role.	23/9/24 to present
	<b>9 - Close Family Members</b>	Nil		
<b>Michelle Rogers</b>	<b>1 - Remuneration</b>	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

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
		Panel Member for Redress Scotland	Independent body which makes decisions about applications to Scotland's Redress Scheme	4/8/25 to present
	<b>2 – Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non–Financial Interests</b>	Nil		
	<b>9 - Close Family Members</b>	Nil		
<b>Duncan Service</b>	<b>1 - Remuneration</b>	Evidence Manager, SIGN (previously Senior Information Officer)		1/3/11 to present
	<b>2 – Other Roles</b>	Nil	Nil	
	<b>3 - Contracts</b>	Nil	Nil	

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
	<b>4 – Election Expenses</b>	Nil	Nil	
	<b>5 - Houses, Land and Buildings</b>	Nil	Nil	
	<b>6 - Shares and Securities</b>	Nil	Nil	
	<b>7 - Gifts and Hospitality</b>	Nil	Nil	
	<b>8 - Non-Financial Interests</b>	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

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
		Treasurer, Scottish Masters Hockey		1/8/24 to present
	<b>9 - Close Family Members</b>	Nil		
<b>Rob Tinlin</b>	<b>1 - Remuneration</b>	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 to present
	<b>2 – Other Roles</b>	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
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	Director, Towler Tinlin Associates Limited	Occasional leadership consultancy in local government.	1/7/22 to 31/3/25
		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
	<b>9 - Close Family Members</b>	Nil		
<b>Carole Wilkinson</b>	<b>1 - Remuneration</b>	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
	<b>2 – Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE OF INTEREST
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	General Medical Council Dinner	Opportunity for networking with key stakeholder	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
	<b>8 - Non-Financial Interests</b>	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 26/08/25
	<b>9 - Close Family Members</b>	Nil		

## Executive Board Member

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
Robbie Pearson	1 - Remuneration	Chief Executive, Healthcare Improvement Scotland		
	2 – Other Roles	Non-Executive Director, Wheatley Care	Provider of care and support services.	Ended 31/03/26
	3 - Contracts	Nil		
	4 – Election Expenses	Nil		
	5 - Houses, Land and Buildings	Nil		
	6 - Shares and Securities	Nil		
	7 - Gifts and Hospitality	Gift voucher from Wheatley Care	Gift made upon leaving the Board	23/03/26
	8 - Non-Financial Interests	Co-Chair for NHS Employers in the Scottish Partnership Forum	Provides the Scottish Government, NHSScotland employers and trade unions/professional organisations an opportunity to work together to improve health services for the people of Scotland.	

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
	<b>9 - Close Family Members</b>	Nephew's wife is a paediatrician working in NHS Greater Glasgow and Clyde		

## Executive Team

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
<b>Eddie Docherty</b>	<b>1 - Remuneration</b>	Director of Quality Assurance & Regulation, Healthcare Improvement Scotland		
	<b>2 – Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
	<b>8 - Non-Financial Interests</b>	Nil		
	<b>9 - Close Family Members</b>	Wife does independent work with Health Boards post retiral	Currently Senior Responsible Officer for a project looking at the potential change of location for a learning difficulties cohort in NHS Tayside.	
<b>Melissa Dowdeswell</b>	<b>1 - Remuneration</b>	Director of Nursing and Integrated Care, Healthcare Improvement Scotland		
	<b>2 – Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
	<b>8 - Non-Financial Interests</b>	Nil		
	<b>9 - Close Family Members</b>	Nil		
<b>Gillian Gall</b>	<b>1 - Remuneration</b>	Interim Chief People Officer, Healthcare Improvement Scotland		
	<b>2 – Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	Nil		
	<b>9 - Close Family Members</b>	Nil		
<b>Ann Gow</b>	<b>1 - Remuneration</b>	Strategic Lead, Healthcare Improvement Scotland		

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
		Independent Monitor for the Welsh Government on Swansea Bay Maternity Oversight Board	18 months secondment in current role	
	<b>2 – Other Roles</b>	Vice Chair, Scottish Maternity and Neonatal Taskforce	Taskforce’s work is to improve maternity and neonatal care across Scotland	
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	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	

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
		Trustee, Queen's Nursing institute – from August 2025	Charity providing professional development opportunities for Scotland's community nurses and midwives.	
	<b>9 - Close Family Members</b>	Nil		
<b>Gillian Hennon</b>	<b>1 - Remuneration</b>	Chief Finance and Risk Officer, Healthcare Improvement Scotland		
	<b>2 – Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	Member of the Chartered Institute of Public Finance Accountants (CIPFA)	Professional accountancy body. Member.	
	<b>9 - Close Family Members</b>	Sister is a Podiatrist working in NHS Greater Glasgow and Clyde		
<b>Clare Morrison</b>	<b>1 - Remuneration</b>	Director of Engagement and Change, Healthcare Improvement Scotland		

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
	<b>2 – Other Roles</b>	Nil		
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non-Financial Interests</b>	Fellow of the Royal College of Pharmacy (RCP)	Professional body (registered Pharmacist with the General Pharmaceutical Council). RCP (previously Royal Pharmaceutical Society) fellowship awarded in 2017 for distinction in pharmacy, previously member of the RCP 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	

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
	<b>9 - Close Family Members</b>	Nil		
<b>Safia Qureshi</b>	<b>1 - Remuneration</b>	Director of Evidence and Digital, Healthcare Improvement Scotland		
	<b>2 – Other Roles</b>	Member of the Dance Health Steering Group		
		Trustee of the Arts Culture Health & Wellbeing Scotland Board	Responsible for the good governance of the organisation and support development and delivery of the organisation’s strategy.	01/04/2026
		Director of Dorsai Special Engineering Projects	Non-executive director covering corporate governance and assurance	
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	Nil		
	<b>8 - Non– Financial Interests</b>	Nil		

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
	<b>9 - Close Family Members</b>	Spouse is a Non-executive Board Member of NHS Lothian		
<b>Simon Watson</b>	<b>1 - Remuneration</b>	Medical Director & Director of Safety, Healthcare Improvement Scotland	HIS employment	
	<b>2 – Other Roles</b>	Honorary Consultant Physician, NHS Lothian Health Board	Clinical work on honorary basis for health board	
	<b>3 - Contracts</b>	Nil		
	<b>4 – Election Expenses</b>	Nil		
	<b>5 - Houses, Land and Buildings</b>	Nil		
	<b>6 - Shares and Securities</b>	Nil		
	<b>7 - Gifts and Hospitality</b>	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	

NAME	CATEGORY	INTEREST	DESCRIPTION	DATE INTEREST STARTED/ ENDED IF IN FY 2026/27
		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	
	<b>8 - Non-Financial Interests</b>	Nil		
	<b>9 - Close Family Members</b>	Married to Consultant Physician, NHS Lothian Health Board	Personal relationship	