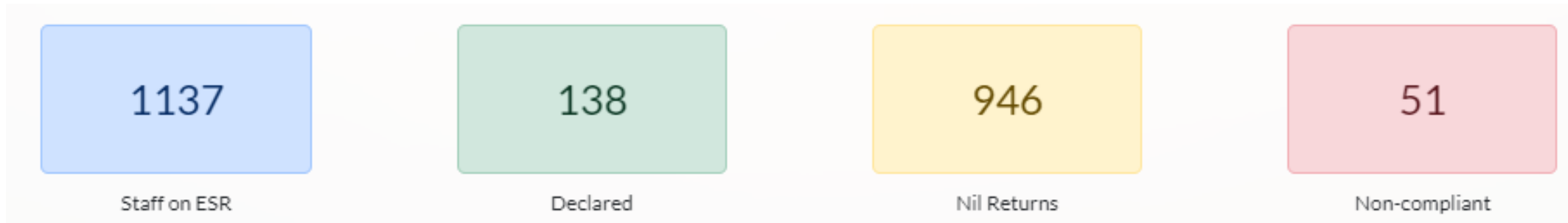


Board of Directors – Cover Sheet

Subject:	Declaration of Interests Progress Report		Date: 04/04/24		
Prepared By:	Laura Webster, Corporate Secretariat Team Leader				
Approved By:	Sally Brook Shanahan, Director of Corporate Affairs				
Presented By:	Sally Brook Shanahan, Director of Corporate Affairs				
Purpose					
To provide an update of the status of the Trust's Conflicts of Interest register.		Approval	X		
		Assurance			
		Update			
		Consider	X		
Strategic Objectives					
Provide outstanding care in the best place at the right time	Improve health and well-being within our communities	Empower and support our people to be the best they can be	To continuously learn and improve	Sustainable use of resources and estate	Work collaboratively with partners in the community
				X	
Principal Risk					
PR1	Significant deterioration in standards of safety and care				
PR2	Demand that overwhelms capacity				
PR3	Critical shortage of workforce capacity and capability				
PR4	Failure to achieve the Trust's financial strategy				
PR5	Inability to initiate and implement evidence-based Improvement and innovation				
PR6	Working more closely with local health and care partners does not fully deliver the required benefits				
PR7	Major disruptive incident				
PR8	Failure to deliver sustainable reductions in the Trust's impact on climate change				
Committees/groups where this item has been presented before					
Audit and Assurance Committee – 21 st March 2024					
Acronyms					
ESR – Electronic Staff Record AAC – Audit and Assurance Committee SFHFT – Sherwood Forest Hospitals NHS Foundation Trust					
Executive Summary					
<p>All staff are required to submit a declaration of interest if they have an actual or potential conflict. This must be made upon appointment with the Trust or when a conflict arises during their employment. Staff who are a band 7 or above are required to submit a nil declaration if there is no interest to declare.</p> <p>As of 12th March 2024, 51 employees within the Trust who are band 7+ remain non-compliant; this is a decrease from 88 employees who were non-compliant in January 2024. New starters have been contacted to ask that they complete their declaration of interests. Emails targeting band 7+ non-compliant staff members are now sent every three weeks. Recipients' line managers are automatically copied which provides an avenue for additional support to ensure compliance.</p> <p>In comparison to March 2023, 96 were reported as being non-compliant with an overall total of 1088 Band 7+ staff being identified via ESR.</p> <p>In accordance with our annual publishing schedule, the associated reports have been formatted to ensure they are suitable for public consumption. As these documents will be published post April 2024 the new Trust branding has been applied.</p> <p>The Board are asked to APPROVE these documents for publishing to the Trust website.</p>					

Data as of 12th March 2024



Most recent actions taken:

- Chaser emails have automatically been sent to all non-compliant band 7 and above colleagues. Line managers have been copied into these emails for notification, in hopes they will be able to support colleagues in reaching compliance.
- Information slide included on the Trust's Orientation Day presentation to capture new starters.
- Preparations arranged with the Communications Department to issue annual reminders to all staff via the below channels:
 - Weekly Staff Bulletin (scheduled for the whole of April 2024).
 - Screen savers (will pop up on all idle monitors).

Declaration Compliance Report by Division

Division	Active Staff	Declared	Nil Returns	Non-compliant Staff	Staff Compliance (%)
214 Clinical Support, Therapies and Outpatients - L2	207	26	173	8	96.1%
214 Corporate - L2	206	25	176	5	97.6%
214 Medicine Division - L2	190	20	161	9	95.3%
214 MSK - L2	4	1	3	0	100%
214 NHIS - L2	45	4	41	0	100%
214 Surgery Division - L2	215	43	168	4	98.1%
214 Urgent & Emergency Care Division - L2	145	9	118	18	87.6%
214 Vaccination Programme - L2	5	0	4	1	80%
214 Women & Childrens Division - L2	118	10	102	6	94.9%

Declaration Compliance Report by Staff Group

Division	Active Staff	Declared	Nil Returns	Non-compliant Staff	Staff Compliance (%)
Add Prof Scientific and Technic	41	9	31	1	97.6%
Additional Clinical Services	4	0	4	0	100%
Administrative and Clerical	210	19	188	3	98.6%
Allied Health Professionals	105	12	88	5	95.2%
Healthcare Scientists	56	6	49	1	98.2%
Medical and Dental	354	66	260	28	92.1%
Nursing and Midwifery Registered	365	26	326	13	96.4%