

Standards of Business Conduct Annual Report 2013/14

Author	
Lisa Reid	Head of Governance and Assurance

1. Introduction

- 1.1 A full revision of the Standards of Business Conduct (the 'Standards') was last undertaken in March 2012 to take into account the impact of the Bribery Act 2010. A further revision is planned for early in 2015.
- 1.2 During 2013/14 the focus has been on embedding the Standards within the organisation and ensuring all staff are aware of both the Standards and the requirement to adhere to them.

2. Background

- 2.1 The Standards outline the principles by which the Trust, its management and staff make decisions and can be held accountable. They also include best practice guidance for business activities in addition to a description of the mechanism through which concerns may be dealt with in the event that an individual believes these practices are not being followed.
- 2.2 Specific guidance is provided for the declaration of gifts, benefits, hospitality or sponsorship, all of which should be declared and registered if they amount to more than £50. Gifts must also be declared if several small gifts from the same, or closely related source, total more than £200 in a 12-month period.
- 2.3 The adherence to the Standards engenders a strong corporate responsibility programme throughout the organisation, keeping our business well within legal requirements. It also provides a working environment in which all employees are able to feel confident about our standards of business practice. The Standards enable the Trust to continue to achieve financial and operating results while simultaneously adhering to high ethical standards that guide relationships with service users, employees, external partners and local communities.
- 2.4 Adherence to, and compliance with, ethical business conduct practices (and thereby the relevant legislation and regulation) is reliant upon effective communication throughout the organisation to ensure all staff understand their responsibilities in relation to the Standards of Business Conduct and related policies and procedures. Consequently, Table 1 highlights the (on-going) awareness campaign.

Table 1:

Standards of Business Conduct communication to staff

Aspect of Standards	Communication media	Dates of communications sent to staff
1. Alcohol & Substance Misuse	Screensaver, Emails	9/12/13, 20/12/13, 07/01/14, 03/2/14
2. Anti-Fraud:	Emails, Screensaver, inSite (intranet)	28/11/13, 10/12/13
3. Bribery Act	Whilst there are no specific communications about this aspect of the Standards during 2013/14 they are covered on the Standards of Business Conduct inSite page.	
4. Conflicts of Interest		
5. Environment – Corporate Social Responsibility	Emails, Newsweek, inSite	11/2/14
6. Ethics	Whilst there are no specific communications about this aspect of the Standards during 2013/14 they are covered on the Standards of Business Conduct inSite page.	
7. Equality & Diversity		
8. Gifts / Sponsorship / Entertainment	Screensaver, word of mouth with wards.	Ongoing
9. Charitable Donations	Email, Newsweek, inSite, word of mouth with wards.	Ongoing
10. Health of Employees	Email, InSite, Screensaver	12/12/13
11. Procedures & Open Door Communication	Email, InSite, Team Brief	'Dear Louise' mechanism message sent out first week of each month via Team Brief, plus reminders via Chief Executive's weekly message to staff
12. Health & Safety	Email, inSite, Newsweek, Screensaver	18/12/13, 22/01/14

Aspect of Standards	Communication media	Dates of communications sent to staff
13. Information Technology Security and Acceptable Use	Emails	21/1/14
14. Confidentiality	Email, posters, screensavers, inSite, Team Brief	30/7/13, 20/11/13, 20/2/14
15. Outside Interests	Whilst there are no specific communications about this aspect of the Standards during 2013/14 they are covered on the Standards of Business Conduct inSite page.	
16. Intellectual Property		

3. Overview of Achievements during the period 2013/14

3.1 Since the launch of the revised Standards in 2008 there has been a steady increase in the number and type of declarations submitted to the Head of Governance & Assurance for approval. Both the Interim Company Secretaries and the Head of Governance & Assurance were contacted during the year on numerous occasions for advice by staff from a variety of professional groups.

- 40 declarations were made during 2013/14 for gifts, benefits, hospitality or sponsorship using the approved Standards declaration form which resulted in 39 declarations being approved and 1 being rejected (*an increase in declarations made of 2 from 2012/13*), see appendix 1.
- Post Graduate Medical Education (PGME) recorded 35 sponsored consultant study leave episodes (*an increase of 1 from 2012/13*), see appendix 2.
- PGME recorded 10 occasions (*a decrease of 41 from 2012/13*) for which companies provided a total of £2,000 of sponsorship (*a decrease of £7,500 from 2012/13*) for the PGME Tuesday lunchtime lecture programmes, see appendix 3.
- PGME recorded sponsorship of lunches on 20 occasions (*an increase of 2 events from sponsorship received in 2012/13*) from companies for the weekly Acute Medicine Teaching Programme, see appendix 4.
- PGME recorded sponsorship of lunches on 41 occasions (*an increase of 18 events from sponsorship received in 2012/13*) from companies for the weekly Grand Rounds Teaching Programme, see appendix 5.

- 3.2 During the year and following the Board Governance review undertaken by Deloitte LLP new codes of conduct for both members of the Board of Directors and the Trust's Governors were introduced. These codes clearly set out the Trust's expectations of both its Directors and its Governors and all Board members and Governors signed up to the codes during the summer of 2013.
- 3.3 All new employee contracts include a reference to the Standards i.e. *"You must act in accordance with Trust policies and procedures at all times. Documents relevant to your own work area are available from your line manager all other documents can be found on the Trust's intranet. The Standards of Business Conduct outline the principles by which the Trust, its management and staff make decisions, and can be held accountable. It is the responsibility of all staff to ensure that they are not placed in a position which risks, or appears to risk conflict between their private interests and their NHS duties."* Key information for new starters is included in the Welcome Day workbook and a copy of the Standards is provided within the information pack.
- 3.4 Those staff involved in procurement at the Trust are provided with advice to ensure they act in accordance with the Supplies Code of Conduct regarding their receipt of incentives e.g. loyalty points, staff contact with company representatives etc. This advice is formalised through the inclusion of detailed guidance within the Trust's *'Policy and Guidance for the Procurement and Payment of Goods and Services (Procurement Policy)'* which is aligned to, and compliant with, the revised Standards of Business Conduct 2012, version 7.
- 3.5 The Assurance Unit, Legal Affairs department and Communications Team have continued to work jointly during the year to maintain a Trust-wide communications plan to publicise the revised 2012 Standards of Business Conduct. The plan included:
- A dedicated intranet page (as part of the Governance and Assurance pages) for the promotion of the high standards of conduct expected of staff who work for, and individuals who do business with, the Trust. This page has been available since July 2012 and hosts The Rotherham NHS Foundation Trust Standards of Business Conduct, Frequently Asked Questions, Standards of Business Conduct decision tool and the declaration form.
 - All e-mail user communications relating to Standards of Business Conduct declarations and addressing the appropriate way to donate money to the Rotherham Health Foundation Charity were circulated.
 - Screensavers relating to the Standards of Business Conduct continued to be used.

4. The Way Forward for 2014/15

4.1 The Head of Governance & Assurance, Legal Affairs department and Communications team will continue to work jointly to further enhance the Trust-wide communications plan to publicise the Standards of Business Conduct. The 2014/15 plan will include:

- Posters and display screens in reception areas aimed at both patients and individuals who do business with the Trust advising them of the gifts and hospitality Trust staff are able to accept and items which Trust staff will have to decline.
- Articles developed by relevant Trust experts for publication in Newsweek / Team Talk relating to the policies that are referenced in the Standards to raise staff awareness.
- All e-mail user communications relating to Standards of Business Conduct declarations and emphasising staff responsibilities with the Standards of Business Conduct.

4.2 The Head of Governance & Assurance and Legal Affairs Manager will continue to meet as required with the Local Counter Fraud Specialist to ensure appropriate joint working takes place with regard to the promotion of, and adherence to, the Standards.

4.3 All Trust policies are required to identify how adherence to the policy will be monitored and this includes those policies referenced within the Standards. The work of the Local Counter Fraud Specialist and Internal Audit are complementary to the Trust's own work programme to promote adherence by all staff to these Standards.

5. Conclusion

5.1 Overall the impact of the Standards on the declaration of gifts, benefits, hospitality or sponsorship has been positive as evidenced by the continued declarations made and enquires received relating to the Standards. As mentioned above, the Standards are underpinned by several Trust policies therefore publication of articles explaining the relevance of the policies to the Standards serve to enhance staff awareness and increase understanding.

6. Action required by the Audit Committee

6.1 The Audit Committee is invited to:

- Approve this annual report and support the further work to be undertaken to safeguard ethical business practice in the future.
- Note that this annual report will be published on the Trust's internet site following its approval.

Declaration of gifts, benefits, hospitality or sponsorship received 2013/14

Individual	Speciality	Title of event/gift/benefit	Sponsor	Location	Extent of Sponsorship including financial value	Duration
Matron	Critical Care Unit	Measuring Quality in the NHS	Hollister Limited	London	Return train travel, overnight accommodation, hospitality	25th and 26th April 2013
Director of P&OD	P&OD	The HR Forum	Event arranged by Richmon Events with various sponsors	Southampton	two nights accommodation and food/beverages	11th to 18th May
Marketing Manager	Marketing and Corporate Affairs	Rotherham United Football Club Charity launch and end of season dinner	Rotherham United Football Club	Rotherham	7 match tickets (value £140) and 4 dinner tickets (value £200). Will be utilised by volunteers undertaking charity bucket collection.	27th April 2013 plus date of dinner
Vascular Access Nurse Specialist	Vascular Access	National Infusion and Vascular Access Society Conference	BBraun	London	Conference fee, train tickets, 1 night accommodation	6th and 7th June 2013
Corporate Secretariat Supervisor	Corporate Services	Lunch	Michael Morgan, Interim Chief Executive	N/A	Provision of £15 to purchase lunch for corporate secretariat	26/04/2013
Clinical Nurse Specialist	Dermatology	Conference Award	British Dermatological Nursing Group	Liverpool	Annual conference £500	9th -11th July 2013
Moving and Handling Specialist	Therapy Services	Moving and Handling Bariatric Workshop	Handicare	TRFT	Co leading event (no fees involved, free event).	25th June 2013

Individual	Speciality	Title of event/gift/benefit	Sponsor	Location	Extent of Sponsorship including financial value	Duration
Head of Governance and Assurance	Assurance Unit	Director of Rotherham Cancer Care Centre	N/A	Rotherham	N/A	From 9.2.14 no longer Trustee and Director.
Moving and Handling Specialist	Therapy Services	National Back Exchange Annual Conference	Sidhil Limited	Leicestershire	Conference fees and accommodation fees	30/09/13-02/10/13
Moving and Handling Specialist	Therapy Services	National Back Exchange Annual Conference	Sidhil Limited	Leicestershire	Conference fees and accommodation fees	30/09/13-02/10/13
Lead Specialist Nurse Pain Management Team	Pain Team/Anaesthetics	National Pain Symposium	Abbott Pharmaceuticals/NAPP Pharmaceuticals	Chester	Registration fee (£195) and Accommodation (£198)	12/09/13 - 13/09/13
Lead Nurse	Infection Prevention and Control	Infection Prevention 2013	Shulke	London	Transport, accommodation and conference fees (£542)	29/09/13-2/10/13
Senior Nurse	Infection Prevention and Control	Infection Prevention 2013	Shulke	London	Transport, accommodation and conference fees (£192)	29/09/13-2/10/13
Charity Development Officer	Fundraising	Rotherham United Football Club testimonial evening	Dr Ted's Children Appeal in partnership with Rotherham United	Rotherham	2 tickets priced at £40 each (£80)	28/06/2013

Individual	Speciality	Title of event/gift/benefit	Sponsor	Location	Extent of Sponsorship including financial value	Duration
Waste Management & Environmental Services Officer	Estates and Facilities	Cleanmed Awards	Sharpsmart limited	Oxford	Delegate fees, hospitality and overnight stay	17/09/2013
Deputy Dept Manager, Fracture and Orthopaedics	Fracture and Orthopaedics	Orthopaedic and Trauma Alliance Conference 2013	Benecare Medical	Blackpool	Delegate fees and overnight stay	28/09/13 - 29/09/13
Dept Manager, Fracture and Orthopaedics	Fracture and Orthopaedics	Orthopaedic and Trauma Alliance Conference 2013	Benecare Medical	Blackpool	Delegate fees and overnight stay	28/09/13 - 29/09/13
Dental Nurse Manager	Dental Services	Presentation to dept staff on new materials	RCHC/Dental Dept	TRFT	Sponsored lunch for staff	09/09/2013
Consultant	Respiratory Medicine	Advice from marketing dept of Astra Zeneca Pharmaceutical Company	Astra Zeneca Head Office	N/A	Advice (£0)	Jul-13
Lead Pacing Physiologist	Cardiology	Heart Rhythm Congress 2013	Sorin Limited	Birmingham	2 nights accommodation and meals	21-23 October 2013
Cardiac Physiologist	cardiology	Heart Rhythm Congress 2013	Boston Scientific Limited	Birmingham	3 nights accommodation and meals	20-23 October 2013
Consultant	ENT	UK NIM and APS Course	Medtronic	Stevenage	Travel and accommodation	22-23 Sept 2103
Nurse Specialist	Dermatology	Honorarium for work completed on BDNG Skin Cancer Competencies	British Dermatological Nursing Group	N/A	Cheque for £500	all undertaken in own time

Individual	Speciality	Title of event/gift/benefit	Sponsor	Location	Extent of Sponsorship including financial value	Duration
Clinical Director	Support Services	Associate Non-executive Director at Mid Yorkshire Hospital Trust	NHS through Trust Development Agency	Mid Yorkshire Hospital Trust	STIPEND £6,000 per annum and travel expenses	Role undertaken in own time and annual leave
Adult Audiology Lead	Ear Care and Audiology	Private practice based in Sheffield selling hearing aids	N/A	N/A	N/A	N/A
Heart Failure Specialist Nurse	Cardiac Team	Venice Arrhythmia	Pfizer and Inspro	Venice	Travel, delegate fee, hotel and accommodation	27-29 October 2013
Macmillan Cancer Information and Support Manager	Corporate Services	Foods at a value of £20 from visiting director from Iraq	Director from Iraq	N/A	Food to value of £20	N/A
Consultant	Children and Young People's Service	Calderdale CCG Governing body meetings and development meetings	Calderdale CCG	Halifax	Remuneration by invoice and travel and parking	Monthly meetings since Nov 2012
Head of Estates Services	Estates and Facilities	Bottle of whiskey	W Wright Electrical	N/A	Bottle of whiskey (less than £50)	N/A
Clerical Officer	Estates and Facilities	Bottle of prosecco and champagne truffles chocolates	Catering Consultancy Bureau	N/A	Bottle of prosecco and champagne truffles chocolates (less than £50)	N/A
Director of Estates	Estates and Facilities	Bottle of prosecco and champagne truffles chocolates	Catering Consultancy Bureau	N/A	Bottle of prosecco and champagne truffles chocolates - intention to donate as gift to hospital charity (less than £50)	N/A
Head of Facilities Services	Estates and Facilities	Bottle of prosecco and champagne truffles chocolates	Catering Consultancy Bureau	N/A	Bottle of prosecco and champagne truffles chocolates (less than £50)	N/A

Individual	Speciality	Title of event/gift/benefit	Sponsor	Location	Extent of Sponsorship including financial value	Duration
Voluntary Services Co-ordinator	Communications and Involvement	Crystal Star	From a volunteer	N/A	Crystal Star (valued at £29)	N/A
Consultant	Obs & Gynae	Secondary Care Member of Wakefield CCG Governing Body	N/A	N/A	Take annual leave to attend meetings and paid directly by CCG	N/A
Senior Project Manager	P&OD	Informal sponsorship of TRFT Choir	Happee Tea / Emandolli Ltd	N/A	Happee Tea / Emandolli Ltd to advertise on TRFT Choir Newsletter – requested rejected.	N/A
Consultant	Haematology	Speaker Agreement to speak about TRFT photopheresis experience nationally and internationally	Therakos	Various	Travel, delegate fee and accommodation as necessary	Various as required
Fundraiser	Hospital Charity	Match day hospitality at Rotherham United Football Club	RUFC	Rotherham	Meal and match (less than £50)	15/03/2014
Marketing Manager	Corporate Services	Match day hospitality at Rotherham United Football Club	RUFC	Rotherham	Meal and match (less than £50)	15/03/2014
Lead Nurse	Ward B6	Educational Grant	Novartis	Rotherham	Funding to support set up of departmental database	N/A
Lead Nurse	Ward B6	Neurology Study	e-Rewards, Medical Market Research	N/A	Invitation to participate in market research – agreed it would be inappropriate to participate.	N/A

Declaration of Consultant Sponsored Study Leave 2013/14

Speciality	Title of event	Location	Sponsor	Extent of sponsorship	Duration (days)	Authorised by: Clinical Director / Medical Director/Other
Ophthalmology	ASCRS	San Francisco	Alcon	Travel and accommodation	4	CD
Neuro-rehabilitation	Master class in Neuropathic Pain	Manchester	Pfizer	Course fees, travel and accommodation	2	CD
Rheumatology	Progress and Promise 2013	Barcelona	Pfizer	Everything	1	CD
HCOP	Hot Topics in Diabetes and Endocrinology	Southampton	Lilly	Registration fee	1	CD
HCOP	Master class in Pain Management	University of Warwick	Pfizer	Travel and subsistence	2	CD
GU Med	BHIVA	Manchester	Janssen Cilag	Registration fee and accommodation	4	CD
Dermatology	British Medical Laser Association Annual Meeting and BMLA Core Knowledge Course	Manchester	Galderma	Registration fee	3	CD
Anaesthetics	Teaching at RCA	London	RCA	Travel	1	CD
Anaesthetics	AAGBI WSM	London	AAGBI	Conference fee and travel	3	CD
Medicine	European Respiratory Society	Barcelona	Novartis	Travel and accommodation	5	MD

Speciality	Title of event	Location	Sponsor	Extent of sponsorship	Duration (days)	Authorised by: Clinical Director / Medical Director/Other
Medicine	EUROCMR	Florence	Menarini	Registration fee and flights	2 (SL) 4 (AL)	CD
Haematology	European Haematology Association	Stockholm	Shire	Flights	3	CD
Anaesthetics	Attendance at Greenaway Enquiry	London	NACT-UK	Travel	1	CD
Anaesthetics	NACT-UK Council	London	Postgraduate Dean	Travel	1	CD
Anaesthetics	A&E: An Intro	London	RCA	Travel	1	CD
Anaesthetics	Faculty development Day	London	RCA	Travel	1	CD
Medicine	The Beating Heart CRT Physicians Programme	Dublin	St Jude Medical	Course fee, travel and accommodation	5	CD
Medicine	Heart Rhythm Congress	Birmingham	Boston Scientific	Accommodation	2	CD
Surgery	Nottingham Breast reconstruction	Nottingham	Allergan	Course fee	1	CD
Surgery	Lipomodelling Day	Hull	NA	Course fee	1	CD
Surgery	Breast Augmentation Course	Newcastle	Mentor	Course fee and travel	1	CD
Medicine	ERCP Workshop	Liverpool	Boston Scientific	Course fee	1	CD
Dermatology	British Society for Paediatric Dermatology Annual Meeting	London	Genus Pharma	Registration and travel	1	CD
GU Med	CROI	Boston	MSD	Flight and accommodation	3	CD
Medicine	AASLD	Boston	Janssen	Not stated	5	CD

Speciality	Title of event	Location	Sponsor	Extent of sponsorship	Duration (days)	Authorised by: Clinical Director / Medical Director/Other
Ophthalmology	Media Training	Leeds	Novartis Educational	Course fee and subsistence	1	MD
Ophthalmology	Excellence in Ophthalmology	Birmingham	Novartis	Course fee	1	CD
T&O	Partial Knee Cadaveric Meeting	Bristol	Biomet	Course fee	1	Other
T&O	Knee Surgical Skills	Coventry	Northstar Othopaedics Ltd	Course fee and accommodation	2	Other
T&O	Knee Symposium	Munich	Arthrex	Travel and accommodation	1	Other
Haematology	ECP Workshop	Vienna	Therakos	Travel, accommodation and workshop fee	2	CD
Rheumatology	Rheumatoid Arthritis	London	Pfizer	Travel and accommodation	1	CD
Rheumatology	Treat to Target Connect UK National Meeting	London	Abbvie	Travel and subsistence	1.5	CD
Rheumatology	New developments in spondyloarthritis	Manchester	Abbvie	Registration	1	CD
Surgery	Breast Reconstruction	Barcelona	Life Cell	Travel and accommodation	2	CD

N.B. The financial value of sponsorship for consultant sponsored study leave has not been reported historically. This data will be included in the 2014/15 Standards of Business Conduct Annual Report.

Appendix 3

Declaration of PGME sponsorship received for the PGME Tuesday lunchtime lecture programme during 2013/14

Company	Date of Sponsorship	Amount Sponsored
MSD	04 June 2013	£200
Menarini	19 July 2013	£200
Boehringer	24 September 2013	£200
A&H	24 September 2013	£200
Novartis	08 October 2013	£200
Bayer	10 December 2013	£200
Menarini	28 January 2014	£200
Merz	04 February 2014	£200
Norgine	18 March 2014	£200
Teva	18 March 2014	£200

Declaration of PGME sponsorship received for Acute Medicine teaching programme 2013/14

Date	Subject	Company	Amount Sponsored
03/05/2013	Headache	Chiesi	£125
07/06/2013	HOCM	MPS	£125
14/06/2013	Acute Coronary Syndromes	NAPP	£125
28/06/2013	Abnormalities of Haemostasis	Teva	£125
12/07/2013	Parkinson's Disease	Chiesi	£125
26/07/2013	COPD	Napp Pharmaceuticals	£125
09/08/2013	Medicine Induction	Napp Pharmaceuticals	£125
30/08/2013	Diabetic Emergencies	Chiesi	£125
06/09/2013	Blackout/Collapse	Amenarini	£125
27/09/2013	Acute Coronary Syndrome	Amenarini	£125
11/10/2013	COPD	Napp Pharmaceuticals	£125
18/10/2013	Seizures	MPS	£125
25/10/2013	Acute Renal Failure	Novartis	£125
08/11/2013	Alcoholic Liver disease	Norgine	£125
15/11/2013	Heart Failure	Almirall	£125
22/11/2013	PE	Novartis	£125
29/11/2013	Pneumothorax	Napp Pharmaceuticals	£125
06/12/2013	Errors and breaking bad news	Novartis	£125
21/02/2014	Electrolyte disturbance	Norgine	£125
14/03/2014	Asthma	Teva	£125

Declaration of PGME sponsorship received for the Grand Round teaching programme 2013/14

Date	Subject	Presenter	Sponsor	Amount Sponsored
08/04/2013	Stroke Medicine	Dr J Okwera	Boehringer	£200
15/04/2013	Diabetes/Endocrinology	Dr S Muzulu	BMS	£200
22/04/2013	Gastroenterology	Dr M Yousif	Reckitt/Benkiser	£200
29/04/2013	HCOP	Dr F Al-Modaris	Bayer	£200
13/05/2013	Microbiology	Professor W Al-Wali	Gilead	£200
20/05/2013	Respiratory	Dr J Miles	A&H	£200
03/06/2013	Haematology	Dr R Went	Shire	£200
10/06/2013	Cardiology	Dr R Muthusamy	Bayer	£200
17/06/2013	Rheumatology	Dr G Smith	A Menarini	£200
01/07/2013	Acute Medicine	Dr A Arefin	Bayer	£200
08/07/2013	G U Medicine	Dr C Dewsnap	MPS	£200
15/07/2013	Dermatology	Dr A Muncaster	A&H	£200
02/09/2013	Gastroenterology	Dr B Hoeroldt	Norgine	£200
09/09/2013	Microbiology	Professor W Al-Wali	Gilead	£200
16/09/2013	Respiratory	Dr V Athey	Napp	£200
23/09/2013	Haematology	Dr A Alfred	Pfizer	£200
30/09/2013	Cardiology	Dr T Mwambingu	A Menarini	£200
07/10/2013	HCOP	Dr B Mondal	Novartis	£200
14/10/2013	Acute Med	Dr M K Prasad	Napp	£200
21/10/2013	Diabetes/Endocrine	Dr Franke	BMS	£200

Date	Subject	Presenter	Sponsor	Amount Sponsored
04/11/2013	Palliative Care	Dr R Broadhurst	Wesleyan	£200
11/11/2013	Stroke Medicine	Dr S Punnoose	Bayer	£200
18/11/2013	G U Med	Dr N Gupta	A. Menarini	£200
25/11/2013	Rheumatology	Dr F Fawthrop	Napp & A Menarini	£200
02/12/2013	Dermatology	Dr M Wood	Genus	£200
09/12/2013	Rehab Medicine	Dr S Watve	Ipsen	£200
16/12/2013	HCOP	Dr N Athavale	A Menarini	£200
13/01/2014	Respiratory	Dr Jon Miles	GSK	£200
20/01/2014	Microbiology	Professor W Al-Wali	Pfizer	£200
27/01/2014	Haematology	Dr H Barker	Pfizer	£200
03/02/2014	Cardiology	Dr S Smith	Boehringer	£200
10/02/2014	HCOP	Dr N Athavale	Norgine	£200
17/02/2014	Stroke Medicine	Dr J Okwera	Bayer	£200
03/03/2014	Palliative Care	Dr F Hendry	Boehringer	£200
10/03/2014	G U Med	Dr A Garner	A Menarini	£200
17/03/2014	Diabetes/Endocrinology	Dr S Muzulu	Boehringer	£200
24/03/2014	Rheumatology	Dr Fiona Fawthrop	Bayer / A Menarini	£200
31/03/2014	Rehabilitation Medicine	Dr S Watve	Napp	£200