

The following are examples of potential conflicts of interest scenarios.

#### Scenario 1

A member of staff who works in Camden CCG is asked to participate in arranging the commissioning of cardiology services in Camden. The member of staff has a spouse who works in the cardiology department of University College London Hospitals NHS Foundation Trust (UCLH), from which the CCG commissions services. In these circumstances the member of staff is conflicted and will need to disclose the personal relationship. The CCG will then arrange for the conflict of interest to be managed.

#### Scenario 2

A member of staff has a family member who is a part-owner of a specialist franchise that provides eye-screening services. The member of staff is asked to participate in improving the availability of clinical testing for eyes to diabetes patients. The member of staff knows about the franchise and is confident that the service arrangements would be safe with that supplier and would be beneficial for local patients. They proceed to be involved in the process for awarding the tender to the specialist franchise without disclosing that they have a direct interest and are therefore conflicted. Another bidder for the supply of the services is aggrieved at not being awarded the contract and challenges the award of the contract on a number of grounds, including the existence of a conflict of interest and they ask for the award of the contract to be set aside. In this case the member of staff failed to disclose their conflict of interest in breach of the terms of their employment contract and could face disciplinary action. Also the procurement process may have to start again which could have been avoided if the conflict of interest had been disclosed at the outset.