

Register of Interests

Name	Position	Date of declaration	Details of the declaration (why there is or might be considered to be a conflict).	Who the declaration concerns	Details of firm, business, public body or political party involved	Details of payment, benefit, transaction, contract, property, gift or hospitality involved (give date)
Karen Carlton	Commissioner for Public Appointments in Scotland	02/11/2006 & 28/08/07	1. Non executive director of the Broadcast Training and Skills Regulator (BTSR). 2. Member of the appointment panel for the BBC Audience Council in Scotland. 3 Member of Criagielaw and Gogarburn golf courses	1. Self. 2. Self 3. Husband	1. BTSR works closely with Ofcom, Skillset and the UK Broadcasting industry. 2. BBC Scotland is involved in supporting the work of the appointment panel.	1. BTSR - £7.5k per annum. 2. BBC appointment panel - no remuneration but provided hospitality - lunch and two tickets for the Calcutta Cup at Murrayfield (25/02/06) and a dinner invitation for self and partner to mark the final meeting of the Broadcasting Council on 30/11/06.
Karen Elder	Business Manager	27/06/2006	Director of property investment company - may be conflict when considering office premises	Self	Dervin Property Investment Co. Ltd	Salary of £500 p.a.
Ian Bruce	Compliance Manager	27/06/2006	None	None	None	None
Mr Robin Jordan	OCPAS Assessor / 1. Management and HR Consultant 2. Reader's Panel for the Queen's Anniversary Prizes for Higher and Further Education. 3. Independent Chair of the Nominations Committee of The Chartered Insurance Institute, 2007-2010.	19/07/06, 24/04/06, 28/06/07, 26/09/07, 11/05/09	1. Management and HR Consultant. - this is my fee earning role where I bid for assignments, often on a competitive basis and conduct the necessary consulting work. I have in the past (and currently) worked for organisations in the remit of OCPAS. There are no conflicts at present but some are likely to happen in the future. Such a conflict would arise if I was already working for (or had recently worked for) the organisation in the capacity of consultant or OCPAS Assessor. It would be handled in the following way: I would raise the matter with OCPAS to decide if there was an actual or potential conflict of interest for mutual agreement on how it should be handled. If agreed that an actual or potential conflict existed I would refuse the second role (for example if I was acting as a consultant I would refuse the appointment round and vice versa). NB - the following potential conflict was declared on 28/06/07 - my company has been awarded the contract to complete a project on the "Performance Appraisal of	Self	1. Management and HR Consultant. 2. Scottish Government. 3. The Chartered Insurance Institute	1 and 3. Removed on ground of confidentiality (commercially sensitive information)

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Mr Paul Matheson	OCPAS Assessor / Equality and Diversity Coordinator, Strathclyde Police	23/07/2006	None	None	None	None
Professor Alec P Spencer	1. OCPAS Assessor / 2. Retired former Director, Rehabilitation and Care. Scottish Prison Service / 3. Member, UK Expert Group on Prostitution, Pornography and Trafficking - Victims of Violence and Abuse Prevention Programme / 4. Honorary Professor (Criminology and Criminal Justice) Department of Applied Social Science, University of Stirling / 5. Director and Chairman, Includem / 6. Chairman, Scottish Accreditation Panel for Offender Programmes (till end March 2010) / 7. Chairman, Council of the Scottish Association for the Study of Offending. / 8. Convener, The Scottish Consortium on Crime and Criminal Justice / 9. Board member (trustee), The Lucy Faithfull Foundation. 10. Member of Advisory Council, Stop it Now UK and Chair of Scotland Steering Group, Stop it Now.	22/09/2006, 29/09/06, 20/11/06, 04/01/07, 27/06/07, 09/11/07, 02/02/10	1. OCPAS Assessor / 2. Retired former Director, Rehabilitation and Care. Scottish Prison Service / 3. Member, UK Expert Group on Prostitution, Pornography and Trafficking - Victims of Violence and Abuse Prevention Programme / 4. Honorary Professor (Criminology and Criminal Justice) Department of Applied Social Science, University of Stirling / 5. Director and Chairman, Includem / 6. Chairman, Scottish Accreditation Panel for Offender Programmes (till end March 2010) / 7. Chairman, Council of the Scottish Association for the Study of Offending. / 8. Convener, The Scottish Consortium on Crime and Criminal Justice / 9. Board member (trustee), The Lucy Faithfull Foundation. 10. Member of Advisory Council, Stop it Now UK and Chair of Scotland Steering Group, Stop it Now. No conflicts envisaged for any of the above other than assignment to appointment rounds for some bodies sponsored by Justice Directorates or assignment to appointment round for the Office of the Scottish Charity Regulator	Self	4 University of Stirling. 5. Includem (a Scottish charity providing services to young people in trouble). 6. Community Justice Services Division, Scottish Government Directorates under the Director General for Justice and Communities. 7. The Scottish Association for the Study of Offending (SASO). 8. The Scottish Consortium on Crime and Criminal Justice (an alliance of organisations and individuals committed to better criminal justice policies). 9. The Lucy Faithfull Foundation (a UK child protection charity). 10. Stop it Now UK (a project of the Lucy Faithfull Foundation).	3. Nil (travel expenses may be payable for future attendance at meetings) 4. Nil / 5. Nil / 6. Volume of work was approx 10 - 12 days at a pro-rata daily fee of £495 plus travel expenses. / 7. Nil / 8. Nil (travel or subsistence expenses where appropriate) / 9. Nil (travel or subsistence expenses where appropriate) / 10. Nil (travel or subsistence expenses where appropriate)

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Jan Polley	OCPAS Assessor / Self Employed consultant	13-Oct	1. Own business providing advice and coaching services to small businesses and public sector bodies. 2. Member of the training faculty of the Scottish Director Development Centre, Institute of Directors 3. Member of audit committee of Objective 3 Partnership (Scotland) Ltd. 4. Shareholdings - Standard Life. 5. Personal friend of CEO - Cairngorms National Park Authority	Self	Removed on ground of confidentiality (commercial sensitivity).	Removed on ground of confidentiality (commercial sensitivity).
Jinny Hutchison	OCPAS Assessor / Non Executive Director, Human Rights Scotland	25/10/2006	None anticipated	Self	1. Human Rights Scotland	None

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Elaine Noad	OCPAS Assessor / Self employed independent consultant	01/10/2006, 08/11/06, 08/05/07, 28/06/07, 24/09/07, 07/11/07, 26/11/07	1. Member, Scottish Parole Board (potential conflict of interest if acting as an OCPAS assessor for public appointments for NDPBs sponsored by the Criminal Justice Directorate) 2. Chair of Disability Employment Advisory Committee, Department of Work and Pensions. 3. Member of management committee - Sanctuary (Scotland) Housing Association (also a registered charity). There is potential for a conflict of interest if assigned to board member appointments to the Office of the Scottish Charity Regulator. 4. Non executive director of the overall Audit Committee for the Directorates falling under the aegis of the Director General for Justice and Communities of the Scottish Government. 5. Non executive director of the Audit Committee for the Health and Wellbeing Directorate of the Scottish Government. There is a potential for a perceived or actual conflict in relation to appointments to bodies under the aegis of the Justice or Health and Wellbeing Directorates. This was reported to	Self	1. Parole Board for Scotland. 2. Department of Work and Pensions. 3. Sanctuary (Scotland) Housing Association. 4. Scottish Government. 5. Scottish Government	1. Daily rate £182 gross (circa 96 days per annum) 4. 3 days per year at £232 per day 5. 3 days per year at £232 per day

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Annette Hogg	OCPAS Assessor / Self Employed consultant	19/01/2007 and 10/04/07 (by telephone)	1. Investors in People Advisor to Scottish Enterprise. 2. to 4. Removed on ground of confidentiality (commercially sensitive information) 5. My son represents Nortel at International Standards meetings participating in the development of standards in respect of next generation telecommunications networks and on occasions at certain meetings is the UK government delegate.	Self (1 to 4) Son (5)	1. Scottish Enterprise Glasgow, Scottish Enterprise Dunbartonshire, Investors in People (Quality Centre) Scotland. 2. - Details withheld as commercially sensitive. 3. Details withheld as commercially sensitive. 4. Details withheld as commercially sensitive. 5. Carrier NGN (Next Generation Networks) International Standards.	1. Contracted to deliver services (due to expire in June 2007) - contract amount not provided as commercially sensitive. 2. Contracted to deliver services (due to expire in October 2007) - contract amount not provided as commercially sensitive. Company name not to be provided as commercially sensitive. 3. Contracted to deliver services (due to expire in October 2007) - contract amount not provided as commercially sensitive. Company name not to be provided as commercially sensitive. 4. Previously contracted to deliver services (2004/5) - contract amount not provided as commercially sensitive. Company name not to be provided as commercially sensitive. 5. N/A.
Ann Clark	OCPAS Assessor / Self Employed Consultant	28/02/2007	1. As a self employed consultant (Clark Consulting) potential conflict if I am ever contracted by a Scottish Government directorate to which I have also been assigned as an OCPAS Assessor. 2. Alastair Dodds, Partner, who works for Highland Council and serves on the Scottish Consumer Council - no conflicts anticipated 3. Moira E Clark, sister, receives an attendance allowance from the Mental Health Tribunal (OCPAS does not regulate appointments to this body)	1. Self, 2. Partner, 3. Sister	1. Clark Consulting, 2. Highland Council, Scottish Consumer Council, 3. Mental Health Tribunal	1. Income from own business, 2. Salary from Highland Council, 3. Attendance allowance from MHT.
Irene Morrison	OCPAS Assessor / Member of the board of governors, the Adam Smith College, Fife	14/03/2007	1. / 2. As the college has charitable status, this may result in a potential conflict of interest if I am assigned to an appointments round for OSCR.	1. / 2. Self	Adam Smith College	None
Tom Cairns	OCPAS Assessor	09/05/2008	None	None	None	None
Jennifer Hawksworth	OCPAS Assessor / 1. Management Consultant	01/05/2008	I was previously a board member for the Scottish Arts Council	Self	Scottish Arts Council	None

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Ali Jarvis	OCPAS Assessor	27/05/2008	1. Self-employed as a consultant working on discrete projects for a range of public, private and voluntary sector clients. Currently no overlap with work as an OCPAS assessor but any new contracts / or OCPAS assignments that appeared to give rise to an actual or a perceived conflict would be immediately discussed with Compliance Manager. 2.Partner works for Scottish Enterprise – no actual or perceived conflict currently occurs	1. Self, 2. Partner	None	1. Fee earning by contract through freelance consultancy work. None other
Bill Smith	OCPAS Assessor / 1. Employee (HR Business Partner) with the Scottish Police Services Authority./ 2. Partner (with wife) in a business	02/05/2008	1. I am an employee (HR Business Partner) with the Scottish Police Services Authority (SPSA), a Non Departmental Public Body / 2. My wife and I are partners in a business which makes payments to, and receives accommodation bookings from, VisitScotland, a Non Departmental Public Body	1. Self / 2. Self and wife	1. Scottish Police Services Authority / 2. W&C Smith - commercial dealings with VisitScotland	1. Salaried employee since 01/01/08 / 2. Payment of fees to VisitScotland in respect of advertising and Quality Award scheme

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Karen Carlton	Commissioner for Public Appointments in Scotland	None	No	None
Karen Elder	Business Manager	None	No	None
Ian Bruce	Compliance Manager	None	No	None
Mr Robin Jordan	OCPAS Assessor / 1. Management and HR Consultant 2. Reader's Panel for the Queen's Anniversary Prizes for Higher and Further Education. 3. Independent Chair of the Nominations Committee of The Chartered Insurance Institute, 2007-2010.	None	The general declaration on my work as a consultant is not confidential. However, in any discussions with OCPAS I would mention specific organisations and, if relevant, the nature of the assignment. This information, in my opinion, is commercially confidential and it would be up to the client organisation to put it into the public domain (see details of firm, business, public body or political party involved). Details of remuneration received for my work with the Chartered Insurance Institute should not be in the public domain as this is personal and does not represent a conflict of interest in relation to my role as OCPAS Assessor.	None

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Mr Paul Matheson	OCPAS Assessor / Equality and Diversity Coordinator, Strathclyde Police	None	No	None
Professor Alec P Spencer	1. OCPAS Assessor / 2. Retired former Director, Rehabilitation and Care. Scottish Prison Service / 3. Member, UK Expert Group on Prostitution, Pornography and Trafficking - Victims of Violence and Abuse Prevention Programme / 4. Honorary Professor (Criminology and Criminal Justice) Department of Applied Social Science, University of Stirling / 5. Director and Chairman, Includem / 6. Chairman, Scottish Accreditation Panel for Offender Programmes (till end March 2010) / 7. Chairman, Council of the Scottish Association for the Study of Offending. / 8. Convener, The Scottish Consortium on Crime and Criminal Justice / 9. Board member (trustee), The Lucy Faithfull Foundation. 10. Member of Advisory Council, Stop it Now UK and Chair of Scotland Steering Group, Stop it Now.	N/A	No	None

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Name	Position	Details of any job application or other employment matter involved	Is there any reason that the declaration should remain confidential (give details)?	Details of membership of any secret society
Jan Polley	OCPAS Assessor / Self Employed consultant	None	Details of payments for this work (individual contracts) at 1. and 2. are confidential as they are personal	None
Jinny Hutchison	OCPAS Assessor / Non Executive Director, Human Rights Scotland	None	No	None

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Elaine Noad	OCPAS Assessor / Self employed independent consultant	None	No	None

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Annette Hogg	OCPAS Assessor / Self Employed consultant	None	1. Details of payments for this work (individual contracts) are confidential as commercially sensitive. 2. Company name and contract amount not to be divulged for commercial reasons. 3. Company name and contract amount not to be divulged for commercial reasons. 4. Company name and contract amount not to be divulged for commercial reasons.	None
Ann Clark	OCPAS Assessor / Self Employed Consultant	None	No	None
Irene Morrison	OCPAS Assessor / Member of the board of governors, the Adam Smith College, Fife	None	No	None
Tom Cairns	OCPAS Assessor	None	No	None
Jennifer Hawksworth	OCPAS Assessor / 1. Management Consultant	None	No	None

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Ali Jarvis	OCPAS Assessor	None	None	None
Bill Smith	OCPAS Assessor / 1. Employee (HR Business Partner) with the Scottish Police Services Authority./ 2. Partner (with wife) in a business	1. Salaried employee - Scottish Police Services Authority / 2. None	No	None