

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	Public Appointments Commissioner for 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, 08/12/11	My partner works for the Scottish Parliament and the CES considers the conduct of MSPs and ministers (in respect of appointment activity). As a sub-editor for the Official Report of the Scottish Parliament my partner may be party to or obtain information that should not be passed to the CES.	Partner	Scottish Parliament	None

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)
Mr Robin Jordan	Public Appointments 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 the Commission for Ethical Standards. 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 Assessor. It would be handled in the following way: I would raise the matter with the CES 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	Self	1. Management and HR Consultant. 2. Scottish Government. 3. The Chartered Insurance Institute	For 1. Not provided as contracts are commercially sensitive For 3. - £2,000 per meeting (approx four meetings per year).
Mr Paul Matheson	Public Appointments Assessor / Equality and Diversity Coordinator, Strathclyde Police	23/07/2006	None	None	None	None

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)
Professor Alec P Spencer	1. Public Appointments Assessor / 2. Retired former Director, Rehabilitation and Care. Scottish Prison Service / 3. Honorary Professor (Criminology and Criminal Justice) Department of Applied Social Science, University of Stirling / 4. Chairman, Council of the Scottish Association for the Study of Offending. / 5. Convener, The Scottish Consortium on Crime and Criminal Justice / 6. Board member (trustee), The Lucy Faithfull Foundation. / 7. 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, 22/07/11	1. Public Appointments Assessor / 2. Retired former Director, Rehabilitation and Care. Scottish Prison Service / 3. Honorary Professor (Criminology and Criminal Justice) Department of Applied Social Science, University of Stirling / 4. Chairman, Council of the Scottish Association for the Study of Offending. / 5. Convener, The Scottish Consortium on Crime and Criminal Justice / 6. Board member (trustee), The Lucy Faithfull Foundation. 7. 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.	Self	3 University of Stirling. 4. The Scottish Association for the Study of Offending (SASO). 5. The Scottish Consortium on Crime and Criminal Justice. 6. The Lucy Faithfull Foundation. 7. Stop it Now UK.	3. Nil/ 4. Nil / 5. Nil / 6. Nil / 7. Nil (travel or subsistence expenses where appropriate)
Elaine Noad	Public Appointments 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, 08/12/11	1. Member, Scottish Parole Board (potential conflict of interest if acting as an 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.	Self	1. Parole Board for Scotland. 2. Department of Work and Pensions. 3. Sanctuary (Scotland) Housing Association.	1. Daily rate £182 gross (circa 96 days per annum)

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)
Annette Hogg	Public Appointments Assessor / Self Employed consultant	19/01/2007 and 10/04/07 (by telephone)	<p>1. Investors in People Advisor to Scottish Enterprise. 2. As Associate Director of Partners in People Ltd I have a commercial relationship with XXXXXXXXXXXXXXXXXXXX Ltd supplying an outsourced personnel service. 3. As an Associate Director of Partners in People Ltd I have a business relationship with XXXXXXXXXXXXXXXXXXXX Ltd supplying an outsourced personnel service. 4. As an Associate Director of Partners in People Ltd I had a business relationship (2004/5) with XXXXXXXXXXXXXXXXXXXX supplying an outsourced personnel service. 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.</p>	Self (1 to 4) Son (5)	<p>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.</p>	<p>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.</p>

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)
Ann Clark	Public Appointments Assessor (PAA) / Self Employed Consultant / Part time employment with University of the Highlands and Islands (research fellow)	28/02/2007, 27/01/11 and 04/08/2011	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 a PAA. 2. Moira E Clark, sister, receives an attendance allowance as a member of the Mental Health Tribunal (The PACS does not regulate appointments to this body). 3. Employment with University of the Highlands & Islands. 4. Alistair Dodds, husband, is Chief Executive of Highland Council and has shareholdings with Scottish Southern Energy. 5. John Miller, brother-in-law, Chair of Mental Health Tribunal	1. Self, 2. Sister, 3. Self, 4. Partner, 5. Brother-in-law	1. Clark Consulting, 2. Mental Health Tribunal, 3. University of the Highlands and Islands, 4. Highland Council, 5. Mental Health Tribunal	1. Income from own business, 2. Attendance allowance from MHT, 3. Salary, 4. Salary from Highland Council, 5. Attendance allowance from MHT
Irene Morrison	Public Appointments 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	Public Appointments Assessor	09/05/2008	None	None	None	None
Jennifer Hawksworth	Public Appointments Assessor / 1. Management Consultant	01/05/2008	I was previously a board member for the Scottish Arts Council	Self	Scottish Arts Council	None
Ali Jarvis	Public Appointments Assessor	27/05/2008, 04/04/11, 08/08/11	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 Assessor but any new contracts / or CES assignments that appeared to give rise to an actual or a perceived conflict would be immediately discussed with Compliance Manager. 2. Partner works for EKOS Consultancy – no actual or perceived conflict currently occurs. 3. Board member of the Scottish Funding Council. 4. Board member of NHS Health Scotland	1. Self, 2. Partner, 3. Self, 4. Self	None	1. Fee earning by contract through freelance consultancy work. 2. None relevant. 3. Remuneration of £11,556 pa received., 4. Remuneration of £8,008 pa.

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)
Bill Smith	Public Appointments 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

Register of Interests

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
Karen Carlton	Public Appointments Commissioner for Scotland	None	No	None
Karen Elder	Business Manager	None	No	None
Ian Bruce	Compliance Manager	None	No	None

Register of Interests

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
Mr Robin Jordan	Public Appointments 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 the CES 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 Assessor.	None
Mr Paul Matheson	Public Appointments Assessor / Equality and Diversity Coordinator, Strathclyde Police	None	No	None

Register of Interests

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
Professor Alec P Spencer	1. Public Appointments Assessor / 2. Retired former Director, Rehabilitation and Care. Scottish Prison Service / 3. Honorary Professor (Criminology and Criminal Justice) Department of Applied Social Science, University of Stirling / 4. Chairman, Council of the Scottish Association for the Study of Offending. / 5. Convener, The Scottish Consortium on Crime and Criminal Justice / 6. Board member (trustee), The Lucy Faithfull Foundation. / 7. Member of Advisory Council, Stop it Now UK and Chair of Scotland Steering Group, Stop it Now.	N/A	No	None
Elaine Noad	Public Appointments Assessor / Self employed independent consultant	None	No	None

Register of Interests

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
Annette Hogg	Public Appointments 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

Register of Interests

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
Ann Clark	Public Appointments Assessor (PAA) / Self Employed Consultant / Part time employment with University of the Highlands and Islands (research fellow)	None	No	None
Irene Morrison	Public Appointments Assessor / Member of the board of governors, the Adam Smith College, Fife	None	No	None
Tom Cairns	Public Appointments Assessor	None	No	None
Jennifer Hawsworth	Public Appointments Assessor / 1. Management Consultant	None	No	None
Ali Jarvis	Public Appointments Assessor	None	None	None

Register of Interests

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
Bill Smith	Public Appointments 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