

## **Joint statement from the Chief Executives of statutory regulators of health and care professionals**

### **Conflicts of Interest**

This joint statement on 'conflicts of interest' sets out our expectations of health and care professionals in relation to avoiding, declaring and managing conflicts of interest across all healthcare settings. It is intended to support the standards or code for each profession and any additional guidance they may have. These professional standards, codes and additional guidance should be the over-riding consideration for professionals. We believe that given the increasing move towards multi-disciplinary teams, there is great value in working together for a consistent approach.

We will promote this joint statement to our registrants, students, and to the public, to ensure they all know what we expect. We will support this with case studies to illustrate the principles of the statement, and show how these issues might arise in different settings. We will encourage all registrants to reflect on their own learning and continuing professional development needs regarding conflicts of interest.

### **Handling conflicts of interest**

Conflicts can arise in situations where someone's judgement may be influenced, or perceived to be influenced, by a personal, financial or other interest.

We expect health and social care professionals<sup>1</sup> to:

- Put the interests of people in their care before their own interests, or those of any colleague, business, organisation, close family member or friend.
- Maintain appropriate personal and professional boundaries with the people they provide care to and with others.
- Consider carefully where conflicts of interest may arise – or be perceived to arise – and seek advice if they are unsure how to handle this.
- Be open about any conflict of interest they face, declaring it formally when appropriate and as early as possible, in line with the policies of their employer or the organisation contracting their services.
- Ensure their professional judgement is not compromised by personal, financial or commercial interests, incentives, targets or similar measures.
- Refuse all but the most trivial gifts, favours or hospitality if accepting them could be interpreted as an attempt to gain preferential treatment or would contravene your professional code of practice.
- Where appropriate, ensure that patients have access to visible and easy-to-understand information on any fees and charging policies for which you are responsible.

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<sup>1</sup> 'Health and care professionals' refers to those individuals regulated by one of the nine regulators overseen by the Professional Standards Authority. Social workers are separately regulated in Wales, Scotland and Northern Ireland.

CEO signatures (alphabetical by organisation)



Rosalyn Hayles  
Chief Executive and Registrar  
General Chiropractic Council




Ian Brack  
Chief Executive and Registrar  
General Dental Council



Charlie Massey  
Chief Executive and Registrar  
General Medical Council



Alistair Bridge  
Director of Strategy  
General Optical Council



Tim Walker  
Chief Executive and Registrar  
General Osteopathic Council



Duncan Rudkin  
Chief Executive and Registrar  
General Pharmaceutical Council



Marc Seale  
Chief Executive and Registrar  
Health and Care Professions Council



Jackie Smith  
Chief Executive and Registrar  
Nursing and Midwifery Council



Trevor Patterson  
Chief Executive  
Pharmaceutical Society NI

## **Datganiad ar y cyd gan Brif Weithredwyr rheolyddion statudol gweithwyr iechyd a gofal proffesiynol**

### **Gwrthdaro rhwng Buddiannau**

Mae'r datganiad hwn ar y cyd ynghylch 'gwrthdaro rhwng buddiannau' yn nodi'r disgwyliadau o weithwyr iechyd a gofal proffesiynol mewn perthynas ag osgoi, datgan a rheoli gwrthdaro rhwng buddiannau ar draws yr holl leoliadau gofal iechyd. Ei fwriad yw cynorthwyo'r safonau neu'r cod ar gyfer pob proffesiwn, ynghyd ag unrhyw ganllawiau ychwanegol sydd ganddynt. Y safonau proffesiynol, y cod a'r canllawiau ychwanegol ddylai fod y brif ystyriaeth i weithwyr proffesiynol. O ystyried y symud cynyddol tuag at dimau amlddisgyblaethol, credwn bod cryn werth mewn cydweithio er mwyn sicrhau dull gweithredu cyson.

Byddwn yn hyrwyddo'r datganiad ar y cyd hwn ymhlith ein cofrestredigion, myfyrwyr a'r cyhoedd, er mwyn sicrhau eu bod oll yn gwybod yr hyn yr ydym yn ei ddisgwyl. Byddwn yn cynorthwyo hyn gydag astudiaethau achos er mwyn dangos egwyddorion y datganiadau, ac er mwyn dangos sut y gallai'r materion hyn godi mewn gwahanol leoliadau. Byddwn yn annog yr holl gofrestrdigion i fyfrio am eu dysgu eu hunain a'u hanghenion o ran datblygiad proffesiynol parhaus ynghylch gwrthdaro rhwng buddiannau.

### **Delio â gwrthdaro rhwng buddiannau**

Gall gwrthdaro godi mewn sefyllfaoedd pan y gallai budd personol, budd ariannol neu fudd arall ddylanwadu ar farn rhywun, neu pan geir tybiaeth y gallai eu barn gael ei ddylanwadu yn y fath ffordd.

Disgwyliwn i weithwyr iechyd a gofal cymdeithasol proffesiynol<sup>2</sup>:

- Roi buddiannau pobl yn eu gofal o flaen eu buddiannau nhw, neu fuddiannau unrhyw gydweithiwr, busnes, sefydliad, aelod agos o'r teulu neu ffrind.
- Cynnal terfynau personol a phroffesiynol priodol gyda'r bobl y maent yn darparu gofal ar eu cyfer a gydag eraill.
- Ystyried yn ofalus lle y gallai gwrthdaro rhwng buddiannau godi – neu lle y byddai modd tybio y byddai'n codi – a cheisio cyngor os byddant yn ansicr ynghylch sut y dylent ddelio â hyn.
- Bod yn agored ynghylch unrhyw wrthdaro rhwng buddiannau y maent yn ei wynebu, a'i ddatgan mewn ffordd ffurfiol pan fo hynny'n briodol ac mor gynnar ag y bo modd, yn unol â pholisïau eu cyflogwr neu'r sefydliad sy'n contractio eu gwasanaethau.
- Sicrhau na fydd buddiannau personol, ariannol neu fasnachol, cymhellion, targedau neu fesurau tebyg yn amharu ar eu barn broffesiynol.

- Gwrthod popeth ac eithrio'r rhoddion, y ffafrau neu letygarwch mwyaf pitw os byddai modd i'r cam o'u derbyn gael ei ddehongli fel ymgais i sicrhau triniaeth ffafriol, neu y byddai'n mynd yn groes i'ch cod ymarfer proffesiynol.
- Pan fo hynny'n briodol, sicrhau bod modd i gleifion droi at wybodaeth weladwy ac sy'n hawdd ei deall am unrhyw ffioedd a pholisïau codi tâl yr ydych yn gyfrifol amdanynt.

Llofnodion Prif Swyddogion Gweithredol (yn nhrefn y wyddor fesul sefydliad)



Rosalyn Hayles  
Prif weithredwr a chofrestrydd  
Cyngor Ceiroprateg Cyffredinol



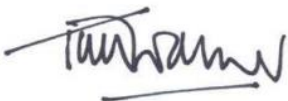
Ian Brack  
Prif weithredwr a chofrestrydd  
Cyngor Deintyddol Cyffredinol



Charlie Massey  
Prif weithredwr a chofrestrydd  
Cyngor Meddygol Cyffredinol



Alistair Bridge  
Cyfarwyddwr Gwasanaethau  
Cyngor Optegol Cyffredinol



Tim Walker  
Prif weithredwr a chofrestrydd  
Cyngor Osteopathig Cyffendinol



Duncan Rudkin  
Prif weithredwr a chofrestrydd  
Cyngor Fferyllol Cyffredinol



Marc Seale  
Prif weithredwr a chofrestrydd  
Y Cyngor Proffesiynau Iechyd a Gofal



Jackie Smith  
Prif weithredwr a chofrestrydd  
Cyngor Nyrsio a Bydwreigiaeth

A handwritten signature in black ink, appearing to read 'Trevor Patterson', with a stylized flourish at the end.

Trevor Patterson  
Prif weithredwr  
Cymdeithas Fferyllol Gogledd Iwerddon