

Mental wellbeing at work Advisory Committee Interests Register

Publication Date: 02/03/2022

Name	Role with NICE	Type of interest	Description of interest	Interest arose	Interest declared	Interest ceased	Comments
Alan Maryon-Davis	PHAC Chair	Direct - non-financial professional and personal	Has an honorary professorial contract with Kings College London in public health. KCL might have a contractual arrangement with NICE and/or other organisations in the health or social care sectors. Involved in teaching only (no research) as an unremunerated affiliate from 10/2018.	2007	09/2017		Declare and participate Rationale: interest is non-specific
Alan Maryon-Davis	PHAC Chair	Direct - non-financial professional and personal	Occasionally writes and broadcasts on a wide range of health matters in my academic and/or personal capacity (unpaid). None is specific to Mental wellbeing at work.		09/2017		Declare and participate Rationale: interest is non-specific
Alan Maryon-Davis	PHAC Chair	Direct - non-financial	Trustee (Chair) of Alcohol Research UK/Alcohol	2010	10/2018	11/2019	Declare and participate

		<i>professional and personal</i>	<i>Concern, an independent charity seeking to reduce alcohol-related harms through research and evidence-based advocacy.</i>				<i>Rationale: interest is non-specific</i>
<i>Alan Maryon-Davis</i>	<i>PHAC Chair</i>	<i>Direct - non-financial professional and personal</i>	<i>Trustee of Medact, an independent charity seeking solutions to social injustice, health inequity, climate change and nuclear proliferation through research and evidence-based advocacy.</i>	<i>09/2019</i>	<i>10/2018</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Chris Bojke</i>	<i>Core member</i>	<i>Direct - financial</i>	<i>Freelance economist work for Roboleo Ltd and Bresmed. No work, past, present or planned has any relation to this guideline.</i>	<i>2009</i>	<i>02/2017</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Chris Bojke</i>	<i>Core member</i>	<i>Direct - financial</i>	<i>Professor at Academic Unit for Health Economics, University of Leeds.</i>	<i>09/2016</i>	<i>02/2017</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Chris Bojke</i>	<i>Core member</i>	<i>Indirect</i>	<i>Wife is a senior research fellow in the Technology Assessment team at the Centre for Health Economics (CHE), University of York. CHE is</i>		<i>02/2017</i>		<i>Declare and participate</i>

			<i>currently a NICE commissioned independent academic centre used as an ERG for technology appraisal decisions. Recent work under NIHR CLARHC contract has included public health related work for CCGs such as economic evaluation of air pollution interventions</i>				
<i>Jakki Cowley</i>	<i>Core Lay member</i>		<i>None declared</i>		<i>09/2017</i>		
<i>Sarah Newsam</i>	<i>Core member</i>	<i>Direct - financial</i>	<i>I provide independent strategic consultancy in the area of health and social care, which can touch on mental health and wellbeing.</i> <i>However, I do not provide direct mental health or wellbeing support in the workplace / occupational health services in a paid capacity.</i>	<i>02/2017</i>	<i>11/2019</i>		<i>Declare and participate</i> <i>Rationale: interest is non-specific</i>
<i>Sarah Newsam</i>	<i>Core member</i>	<i>Direct - financial</i>	<i>An ongoing role as Chair of the Oldham Carers Partnership Board taken up in March 2017. Whilst this work is reimbursed, it is not at commercial rates</i>	<i>03/2017</i>	<i>09/2017</i>		<i>Declare and participate</i> <i>Rationale: interest is non-specific</i>

			<p><i>as it is a voluntary / advocacy role relating to carers.</i></p> <p><i>The role is a strategic one relating to informal, family carers as a social and health care service recipient/user group, NOT paid workers in the social care sector.</i></p>				
<i>Sarah Newsam</i>	<i>Core member</i>	<i>Direct - Non-financial professional & personal</i>	<p><i>I am a recently qualified (PG Dip) counsellor/psychotherapist and member of the counselling professional body BACP (British Association for Counselling and Psychotherapy)</i></p>	<i>Sept 2019</i>	<i>Oct 2019</i>		<p><i>Declare and participate</i></p> <p><i>Rationale: interest is non-specific</i></p>
<i>Sarah Newsam</i>	<i>Core member</i>	<i>Direct - Non-financial professional & personal</i>	<p><i>I am about to start practicing (counselling) voluntarily with a young people's substance misuse service</i></p>	<i>Nov 2019</i>	<i>Nov 2019</i>		<p><i>Declare and participate</i></p> <p><i>Rationale: interest is non-specific</i></p>
<i>Graham Rushbrook</i>	<i>Core member</i>	<i>Direct- Financial</i>	<p><i>Independent public health consultant employed by RBE associates of which I am a director with the majority shareholding.</i></p>	<i>Oct 2010</i>	<i>Oct 2019</i>		<p><i>Declare and participate</i></p> <p><i>Rationale: interest is non-specific</i></p>

<i>Graham Rushbrook</i>	<i>Core member</i>	<i>Direct, Non-financial professional and personal</i>	<i>Trustee Sra Lee charity Hastings and Rother</i>	<i>Sept 2017</i>	<i>Oct 2019</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Graham Rushbrook</i>	<i>Core member</i>	<i>Direct, Non-financial professional and personal</i>	<i>Chair of health and Wellbeing awards and Behaviour change special interest group for the Royal Society for Public Health</i>	<i>Mar 2017</i>	<i>Oct 2019</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Richard Watt</i>	<i>Core member</i>	<i>Direct, Non-financial professional and personal</i>	<i>Director of research for Central and North West London NHS Trust</i>	<i>Jan 2020</i>	<i>Feb 2020</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Jane West</i>	<i>Core member</i>	<i>Indirect</i>	<i>I am the NIHR Clinical Research Network National Specialty Lead for Public Health (funded for 4 hours per week). Funding goes to employer.</i>	<i>2015</i>	<i>10/2017</i>		<i>Declare and participate Rationale: interest is non-specific; employer receives funding</i>
<i>Jane West</i>	<i>Core member</i>	<i>Indirect</i>	<i>I am funded through the UK Prevention Research Partnership to work on the ActEarly Consortium (research development, delivery, analysis and</i>	<i>Sept 2019</i>	<i>Oct 2019</i>		<i>Declare and participate Rationale: interest is non-specific, and employer receives funding.</i>

			<i>reporting) Funding goes to employer.</i>				
<i>Jane West</i>	<i>Core member</i>	<i>Direct - Non-financial professional & personal</i>	<i>I am a member of the PHE Independent Advisory Panel on Data Release (representing the NIHR). Unpaid other than expenses covered.</i>	<i>Feb 2019</i>	<i>Oct 2019</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Jane West</i>	<i>Core member</i>	<i>Direct – financial</i>	<i>Member of the Advisory Board for Safer Gambling</i>	<i>December 2019</i>	<i>7th June 2021</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Craig Cook</i>	<i>Core Member</i>	<i>Direct Financial</i>	<i>Director of Acute Commissioning and Deputy Director of Commissioning Operations – NHS Derby and Derbyshire Clinical Commissioning Group</i>	<i>January 2019</i>	<i>September 2019 on appointment</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Gail Findlay</i>	<i>Core Member</i>	<i>Direct non-financial professional and personal interests</i>	<i>Professor Emeritus at Institute for Connected Communities, University of East London (Not involved in research related to the PHAC topic: Mental Wellbeing at Work)</i>	<i>Oct 2020</i>	<i>4th January 2021</i>		<i>Declare and participate Rationale: interest is non-specific</i>

<i>Gail Findlay</i>	<i>Core Member</i>	<i>Direct non-financial professional and personal interests</i>	<i>Fellow of the Faculty of Public Health (Not involved in activities related to the PHAC topic: Mental Wellbeing at Work)</i>	<i>2006</i>	<i>4th January 2021</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Gail Findlay</i>	<i>Core Member</i>	<i>Direct Financial</i>	<i>As Professor and Director of Health Improvement at IHHD, UEL</i>	<i>Nov 2011</i>	<i>September 2019 on appointment</i>	<i>30th Sep 2020</i>	<i>Declare and participate Rationale: interest is non-specific</i>
<i>Gail Findlay</i>	<i>Core Member</i>	<i>Direct non-financial professional and personal interests</i>	<i>As Chair of the Trust for Developing Communities (a Brighton based charity)</i>	<i>April 2017</i>	<i>September 2019 on appointment</i>	<i>November 2019</i>	<i>Declare and participate Rationale: interest is non-specific</i>
<i>Gail Findlay</i>	<i>Core Member</i>	<i>Direct Financial</i>	<i>As a Public Health Specialist. Occasional freelance work, not related to the topic of mental wellbeing at work.</i>		<i>September 2019 on appointment</i>		<i>Declare and participate Rationale: interest is non-specific</i>
<i>Gail Findlay</i>	<i>Core Member</i>	<i>Direct non-financial professional and personal interests</i>	<i>Member of the Socialist Health Association. I am not involved in any policy work; including not being involved in any policy work related to the</i>	<i>1993</i>	<i>January 2020</i>		<i>Declare and participate Rationale: interest is non-specific</i>

			<i>PHAC topic of Mental Wellbeing at work.</i>				
<i>Gail Findlay</i>	<i>Core Member</i>	<i>Direct non-financial professional and personal interests</i>	<i>Member of the Institute for Health Promotion and Education (IPHE)</i> <i>Not involved in any policy work; including not being involved in any policy work related to the PHAC topic of Mental Wellbeing at work.</i>	<i>1979</i>	<i>June 2021</i>		<i>Declare and participate</i> <i>Rationale: interest is non-specific</i>
<i>Louise Thompson</i>	<i>Topic Expert member</i>	<i>Indirect</i>	<i>Evaluation lead for a new project funded by Forces in Mind Trust testing the effectiveness of IPS for finding employment for military veterans with physical and mental health conditions. Includes salary payment paid direct to my employers</i>	<i>2019</i>	<i>May 2019 on appointment</i>		<i>Declare and participate</i> <i>Rationale: interest is non-specific, and employer receives funding.</i>
<i>Louise Thompson</i>	<i>Topic Expert Member</i>	<i>Indirect</i>	<i>Contributing to a Rapid Scoping Review on workplace interventions and motivations to improve return to work. The work is sub-contracted by Ipsos Mori who are contracted by Joint Work and Health Unit. This is a small scoping review, 3 months</i>	<i>2018</i>	<i>May 2019 on appointment</i>		<i>Declare and participate</i> <i>Rationale: interest is non-specific, and employer receives funding.</i>

			<i>of work. Includes salary payment paid direct to my employers.</i>				
<i>Louise Thompson</i>	<i>Topic Expert Member</i>	<i>Indirect</i>	<i>Co-applicant on a research grant funded by UK Occupational Therapy Research. 'Comparing A Reusable Learning Object with Face-To-Face Training for Occupational Therapists In Advising On Fitness For Work (CREATE). Includes salary payment paid direct to my employers</i>	<i>2017</i>	<i>May 2019 on appointment</i>	<i>2019</i>	<i>Declare and participate Rationale: interest is non-specific, and employer receives funding.</i>
<i>Louise Thompson</i>	<i>Topic Expert Member</i>	<i>Indirect</i>	<i>Co-investigator on Research Project – Mental Health First Aid in the Workplace: a feasibility study. Funded by Institute of Occupational Safety and Health - includes salary payment paid direct to my employers</i>	<i>2017</i>	<i>May 2019 on appointment</i>	<i>2018</i>	<i>Declare and participate Rationale: interest is specific, and employer receives funding.</i>
<i>Louise Thompson</i>	<i>Topic Expert Member</i>	<i>Indirect</i>	<i>Lead for Consultation Exercise with Line Managers on Support for Employees with Mental Health Problems. Funded by East Midlands AHSN – includes salary payment</i>	<i>2016</i>	<i>May 2019 on appointment</i>	<i>2017</i>	<i>Declare and participate Rationale: interest is specific, and employer receives funding.</i>

			<i>paid direct to my employers</i>				
<i>Louise Thompson</i>	<i>Topic Expert Member</i>	<i>Indirect</i>	<i>Lead for Implementation of Individual Placement and Support (IPS) in the East Midlands. Funded by East Midlands AHSN – includes salary payment paid direct to my employers</i>	<i>2014</i>	<i>May 2019 on appointment</i>	<i>2016</i>	<i>Declare and participate Rationale: interest is non-specific, and employer receives funding.</i>
<i>Louise Thompson</i>	<i>Topic Expert Member</i>	<i>Indirect</i>	<i>Co-investigator on Research project “Pre-protocol planning to inform a study of employed patients with mild to moderate mental health disorders and the impact of the GP fit note on mental health and work outcomes.” Nottingham City CCG Research Development Grant. – includes salary payment paid direct to my employers</i>	<i>2014</i>	<i>May 2019 on appointment</i>	<i>2015</i>	<i>Declare and participate Rationale: interest is non-specific, and employer receives funding.</i>
<i>Louise Thompson</i>	<i>Topic Expert Member</i>	<i>Indirect</i>	<i>Co-investigator on Research project “Getting the Best from the Fit Note”</i>	<i>2013</i>	<i>May 2019 on</i>	<i>2014</i>	<i>Declare and participate Rationale: interest is non-specific, and employer</i>

			<i>IOSH – includes salary payment paid direct to my employers</i>		<i>appointment</i>		<i>receives funding.</i>
<i>Louise Thompson</i>	<i>Topic Expert Member</i>	<i>Direct – non-financial professional and personal interest</i>	<p><i>Co-author on several articles relating to the use of the Fit Note to support Return-to-Work:</i></p> <p><i>Coole, C., Nouri, F., Potgieter, I., Watson, P. J., Thomson, L., Hampton, R. and Drummond, A., (2015) Recommendations to facilitate the ideal fit note: are they achievable in practice? BMC FAMILY PRACTICE. 16,</i></p> <p><i>Coole, C., Watson, P., Thomson, L., Hampton, R (2013). How GPs complete Fit Note comments. Occupational Medicine.</i></p> <p><i>Thomson, L. & Hampton, R. (2012) Fit for Work? Changing Fit Note Practice among GPs. British Journal of General Practice, 62 (595), e147-e150(4).</i></p>	<i>2012</i>	<i>May 2019 on appointment</i>	<i>2015</i>	<i>Declare and participate Rationale: interest is non-specific</i>

Louise Thompson	Topic Expert Member	Indirect	Mental Health and Productivity Pilots: advisory role on this project funded by Midlands Engine and led by Coventry University. It aims to implement and evaluate interventions to improve mental health and productivity at work. Includes salary payment paid direct to my employer.	July 2019	Nov 2019	Ongoing till July 2022	Declare and participate Rationale: interest is non-specific, and employer receives funding.
Louise Thompson	Topic Expert Member	Indirect	Well-being of the Workforce Study – a mixed methods research project which I’m co-leading exploring the impact of COVID pandemic on the mental well-being of employed and furloughed people in the UK. Currently applying for funding.	April 2020	July 2020		Declare and participate Rationale: interest is non-specific, and employer will receive funding.
Louise Thompson	Topic Expert Member	Direct - non-Financial professional and personal	British Psychological Society (BPS) Covid Response Working Group on ‘Working Differently’ – member of this group developing guidance and recommendations related	April 2020	July 2020		Declare and participate Rationale: interest is specific, and declaration is sufficient mitigation

			<i>to the workplace following the COVID pandemic</i>				
<i>Louise Thompson</i>	<i>Topic Expert Member</i>	<i>Direct - non-Financial professional and personal</i>	<i>Co-author of Mental health first aid in the workplace: A feasibility study. Narayanasamy M, Geraghty J, Coole C, Nouri F, Thomson L, Callaghan P DA (2018)</i>	<i>2018</i>	<i>October 2020</i>		<i>Declare and Partial exclusion</i> <i>Rationale: Paper is 1 of 2 qualitative studies included in the review for RQ 1, and as such was unable to contribute to the drafting of recommendations associated with this review</i>
<i>Rob Allan</i>	<i>Topic Expert Member</i>	<i>Direct – non-financial professional and personal interest</i>	<i>Trustee of Headway brain injury clinic in Nottingham (unpaid)</i>	<i>March 2019</i>	<i>Feb 2020</i>		<i>Declare and participate</i> <i>Rationale: non-specific</i>
<i>Abigail Hirshman</i>	<i>Topic Expert Member</i>	<i>Direct – non-financial professional and personal interest</i>	<i>Member of Steering Group for ESRC funded project on implementing wellbeing initiatives</i>	<i>Sept 2019</i>	<i>Oct 2019</i>		<i>Declare and participate</i> <i>Rationale: declaration is sufficient mitigation</i>
<i>Abigail Hirshman</i>	<i>Topic Expert Member</i>	<i>Direct – non-financial professional and personal interest</i>	<i>Member of steering group for ESRC funded project on returning to work following long term mental health related absence</i>	<i>Jan 2019</i>	<i>Oct 2019</i>		<i>Declare and participate</i> <i>Rationale: declaration is sufficient mitigation</i>
<i>Abigail Hirshman</i>	<i>Topic Expert Member</i>	<i>Direct – non-financial</i>	<i>Speaking on a range of conference platforms in my role as Head of Mental</i>	<i>ongoing</i>	<i>Oct 2019</i>		<i>Declare and participate</i>

		<i>professional and personal interest</i>	<i>Health and Wellbeing about mental wellbeing at work.</i>				<i>Rationale: declaration is sufficient mitigation</i>
<i>Abigail Hirshman</i>	<i>Topic Expert Member</i>	<i>Direct – non-financial professional and personal interest</i>	<i>Advisory Member of Immersive Theatre Production on helping managers handle difficult conversations around mental health at work. Evaluation terms still under discussion</i>	<i>Jan 2020</i>	<i>Feb 2020</i>		<i>Declare and participate</i> <i>Rationale: declaration is sufficient mitigation</i>
<i>Abigail Hirshman</i>	<i>Topic Expert Member</i>	<i>Direct Financial</i>	<i>Part-time (self-employed) role with mental health charity</i> <i>https://www.cwmt.org.uk/</i> <i>helping them to develop their external strategy and programmes on mental wellbeing at work.</i> <i>Role is similar to the one at ACAS but in a self-employed rather than salaried capacity</i>	<i>September 2020</i>	<i>August 2020</i>		<i>Stood down from Committee.</i> <i>Rationale: self-employed private consultant providing advice in a capacity specific to the update of guideline</i>
<i>Abigail Hirshman</i>	<i>Topic Expert Member</i>	<i>Direct Financial</i>	<i>Training and consultancy work for range of organisations on topics relating to mental wellbeing at work. Work already commissioned for:</i> <i>Presentation for Royal College of Physicians on</i>	<i>September 2020</i>	<i>August 2020</i>		<i>Stood down from Committee.</i> <i>Rationale: self-employed private consultant providing advice in a capacity specific to the update of guideline</i>

			<i>'positive mental health and resilience'</i> <i>Workshop for Private Employer (construction) on Compassionate Leadership and Self-Compassion</i>				
<i>Nam Hunger-Nguyen</i>	<i>Topic Expert Member</i>	<i>Direct Financial</i>	<i>Permanent employment at Woodgrange Medical Practice, an NHS GP surgery in London, as a GP. This role may require a small amount of private letter writing</i>		<i>Nov 2019</i>		<i>Declare and participate</i> <i>Rationale: non-specific</i>
<i>Nam Hunger-Nguyen</i>		<i>Direct Financial</i>	<i>Permanent employment at NHS Digital, as clinical lead for the NHS website and social media. This role may require interaction with non-government organisations such as major search engines and app developers. Some contracts may be connected to NICE, but none that I am involved with.</i>		<i>Nov 2019</i>		<i>Declare and participate</i> <i>Rationale: non-specific</i>
<i>Sarah Murphy</i>	<i>Topic Expert Member</i>	<i>Direct Financial</i>	<i>Counsellor and Service Coordinator at Royal College of Nursing</i>	<i>2008</i>	<i>Oct 2019</i>		<i>Declare and participate</i> <i>Rationale: non-specific</i>

<i>Sarah Murphy</i>	<i>Topic Expert Member</i>	<i>Direct Financial</i>	<i>Counsellor in private practice</i>	<i>2013</i>	<i>Oct 2019</i>		<i>Declare and participate</i> <i>Rationale: Non-specific, declaration is sufficient mitigation.</i>
<i>Sarah Murphy</i>	<i>Topic Expert Member</i>	<i>Direct – non-financial professional and personal interest</i>	<i>Member of British Association of Counselling and Psychotherapy</i>	<i>2009</i>	<i>Oct 2019</i>		<i>Declare and participate</i> <i>Rationale: non-specific</i>
<i>Stef Abrar</i>	<i>Public Health England Topic Adviser</i>	<i>None</i>	<i>None</i>		<i>July 2020</i>		<i>Declare and participate</i>
<i>Stef Abrar</i>	<i>Public Health England Topic Adviser</i>	<i>Direct - non-financial professional and personal</i>	<i>Public Health England was disbanded on 01/10/2021 and so job changed to:</i> <i>National Programme Manager (Public Mental Health Team), Prevention Services, Office for Health Improvement and Disparities, Department for Health and Social Care</i>	<i>October 2021</i>	<i>November 2021</i>		<i>Declare and participate</i> <i>Rationale: Continued participation agreed with NICE Commissioning team</i>

<i>Robert Woollen</i>	<i>Topic Expert Member</i>	<i>Direct Financial</i>	<i>I deliver health training sessions to global clients on behalf of an Employee Assistance Programme provider (Optum, part of United Health Group). Examples are “Making Time for Fitness” and “Eating Well for Less”</i> <i>Focus is primarily on physical wellbeing</i>	<i>2009</i>	<i>October 2020</i>		<i>Declare and participate</i> <i>Rationale: Non-specific, declaration is sufficient mitigation.</i>
<i>Robert Woollen</i>	<i>Topic Expert Member</i>	<i>Non-Financial professional and personal</i>	<i>I write occasional blogs for “Mad World News”, a website dedicated to improving mental health at work</i>	<i>2019</i>	<i>October 2020</i>	<i>2019</i>	<i>Declare and participate</i> <i>Rationale: Not related to scope and declaration is sufficient mitigation</i>
<i>Robert Woollen</i>	<i>Topic Expert Member</i>	<i>Direct Financial</i>	<i>Developed and delivered training on mental health first response part of salaried role with People Plus Group</i>		<i>October 2020</i>	<i>March 2020</i>	<i>Declare and participate</i> <i>Rationale: specific, declaration is sufficient mitigation and employee received payment.</i>
<i>Karina Nielsen</i>	<i>Expert Witness</i>	<i>Non-Financial professional and personal</i>	<i>Participation in H-Work project, funded by H2020. Multilevel interventions in SMEs and public sector organisations</i>	<i>January 2020</i>	<i>January 2021</i>		<i>Declare and participate</i> <i>Rationale: Despite specific declaration the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision</i>

							<i>making.</i>
<i>Karina Nielsen</i>	<i>Expert Witness</i>	<i>Non-Financial professional and personal</i>	<i>Design, Implementation and Evaluation of Organisational Interventions in Italian Hospitals</i>	<i>October 2020</i>	<i>January 2021</i>		<i>Declare and participate</i> <i>Rationale: Despite specific declaration the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>
<i>Neil Greenberg</i>	<i>Expert Witness</i>	<i>Direct – financial</i>	<i>I run a psychological health consultancy/company called March on Stress Ltd. This provides advice, resilience and peer support training and clinical case management for employed individuals</i>	<i>2003</i>	<i>November 2020</i>		<i>Declare and participate</i> <i>Rationale: Despite being a specific interest, the witness's involvement in this guideline could not result in financial benefit. The witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>
<i>Neil Greenberg</i>	<i>Expert Witness</i>	<i>Indirect – financial</i>	<i>I also work with King's College London carrying out various research</i>	<i>2003</i>	<i>November 2020</i>		<i>Declare and participate</i> <i>Rationale: Rationale: interest is indirect and accepted as their expertise in this area is</i>

							<i>vital to the committee's discussion. The witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>
<i>Neil Greenberg</i>	<i>Expert Witness</i>	<i>Direct – non-financial</i>	<i>I am a trustee of Walking with the Wounded</i>	<i>2016</i>	<i>November 2020</i>		<i>Declare and participate Rationale: Despite specific declaration the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making</i>
<i>Neil Greenberg</i>	<i>Expert Witness</i>	<i>Direct – non-financial</i>	<i>I am a trustee of the Forces in Mind Trust</i>	<i>2016</i>	<i>November 2020</i>		<i>Declare and participate Rationale: Despite specific declaration the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>

<i>Neil Greenberg</i>	<i>Expert Witness</i>	<i>Direct – non-financial</i>	<i>I have two unpaid roles within the Royal College of Psychiatrists</i>	<i>2013</i>	<i>November 2020</i>		<i>Declare and participate</i> <i>Rationale: Non-specific. the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>
<i>Jane Suter</i>	<i>Expert Witness</i>	<i>Non-Financial professional and personal</i>	Primary Investigator for Managing Mental Health in Small and Micro Business: funded by 2019-20 University of York Priming fund	<i>August 2019</i>	<i>March 2021</i>		<i>Declare and participate</i> <i>Rationale: Despite specific declaration the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>
<i>Jane Suter</i>	<i>Expert Witness</i>	<i>Non-Financial professional and personal</i>	Co-Investigator for Impact of COVID-19 on SMEs Staff Mental Health and Well-Being: Practices, Interventions and Strategy to Support Workforce and enhance Productivity, funded by UKRI ESRC	<i>June 2020</i>	<i>March 2021</i>		<i>Declare and participate</i> <i>Rationale: Despite specific declaration the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision</i>

							<i>making.</i>
<i>Andrew Berrie</i>	<i>Expert Witness</i>	<i>Non-Financial professional and personal</i>	<p>Employee of Mind, the mental health charity.</p> <ul style="list-style-type: none"> • Time to Change Employer Programme Manager • Head of Workplace Wellbeing Programmes • Mental Health at Work National Lead 	<i>September 2018</i>	<i>April 2021</i>		<p><i>Declare and participate</i></p> <p><i>Rationale: Despite specific declaration the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i></p>
<i>Andrew Berrie</i>	<i>Expert Witness</i>	<i>Non-Financial professional and personal</i>	Secretariat of the Thriving at Work Leadership Council	<i>October 2019</i>	<i>April 2021</i>		<p><i>Declare and participate</i></p> <p><i>Rationale: Despite specific declaration the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i></p>
<i>Andrew Berrie</i>	<i>Expert Witness</i>	<i>Indirect interest</i>	Mind has a number of interests in workplace wellbeing including its commercial provision which includes training	<i>September 2018</i>	<i>April 2021</i>		<p><i>Declare and participate</i></p> <p><i>Rationale: Despite specific declaration the witness is providing expert advice to the</i></p>

			and the Workplace Wellbeing Index				<i>committee and will not be contributing to recommendation drafting or decision making.</i>
<i>Stephen Bevan</i>	<i>Expert Witness</i>	<i>Indirect financial</i> <i>Direct, non-financial professional and personal</i>	Principal Investigator (PI) – Health-Led Trials – Evaluation of IPS Trial for unemployed people living with common mental health problems – grant to Institute for Employment Studies (IES) from DWP/NHS England	Sept 2017	<i>June 2021</i>		<i>Declare and participate</i> <i>Rationale: Non-specific. the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>
<i>Stephen Bevan</i>	<i>Expert Witness</i>	<i>Indirect financial</i> <i>Direct, non-financial professional and personal</i>	Co-investigator – Work After Lockdown study – funded by ESRC/UKRI – PI Dr Jane Parry, Southampton University	July 2020	<i>June 2021</i>		<i>Declare and participate</i> <i>Rationale: Non-specific. the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>

<i>Stephen Bevan</i>	<i>Expert Witness</i>	<i>Indirect financial</i> <i>Direct, non-financial professional and personal</i>	PI – PURPOSE Programme – study examining employment-related stigma & discrimination towards people living with obesity – grant from Novo Nordisk	July 2020	June 2021		<i>Declare and participate</i> <i>Rationale: Non-specific. the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>
<i>Stephen Bevan</i>	<i>Expert Witness</i>	<i>Indirect financial</i> <i>Direct, non-financial professional and personal</i>	Collaborating partner – Centre for Musculoskeletal Health & Work – grant from Medical Research Council/Versus Arthritis – PI Prof Karen Walker-Bone, Southampton University	2015	June 2021		<i>Declare and participate</i> <i>Rationale: Non-specific. the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>
<i>Peter Cheese</i>	<i>Expert Witness</i>	<i>Direct, financial</i>	CEO of the CIPD - CIPD do self-funded research in this field but also have partnerships with other organisations such as Mind. They don't seek commercial gain from this research but provide it broadly in the public	July 2012	June 2021		<i>Declare and participate</i> <i>Rationale: This is Peter Cheese's main salaried role; the witness is providing expert advice and will not be contributing to recommendation drafting or decision</i>

			interest and to serve our membership.				<i>making.</i>
<i>Peter Cheese</i>	<i>Expert Witness</i>	<i>Non-Financial professional and personal</i>	Chair of the What Works Centre for Wellbeing - the work of this centre does involve from time to time funded research (for example via the ESRC) to build evidence and promote understanding of wellbeing issues.	April 2021	June 2021		<i>Declare and participate Rationale: Despite specific declaration the witness is providing expert advice to the committee and will not be contributing to recommendation drafting or decision making.</i>

Review date: 25/11/21