

# External Investigation Report

Worcestershire Acute Hospitals NHS Trust  
Review of Alleged Potential Conflicts of Interest  
Mr Stephen Lake and Mr Steven Pandey  
NHS Consultant General Surgeons

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CONDUCTED BY

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Independent Investigator  
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**tamarix**  
people

- Executive & Leadership Coaching
- Organisational Development & Diagnostics
- Workplace Investigation & Conflict Resolution

## Terms of Reference for the Investigation

Dr Andrew Short (WAHT Interim Medical Director) commissioned the investigation in August 2016. Due to annual leave commitments of various individuals who were to be interviewed or asked to supply documents, it was agreed the investigation would be undertaken during September 2016 and report in October 2016.

This meant a full, fair and transparent investigation could be carried out as swiftly as possible for all parties.

The principal objective of the investigation has been to consider if there is evidence of any conflicts of interest for Mr Lake and/or Mr Pandey in the commissioning of endoscopy services and/or the allocation of NHS patients to Mr Lake's and Mr Pandey's private practice clinics held at SBSH (specifically through WBC Ltd) and, to consider if appropriate declarations of interest have been made by both.

The investigation has also been asked to consider and identify: -

- If there was a conflict of interest for Mr Pandey and/or Mr Lake as Directors of WBC and their NHS roles including as clinical leads, and the transfer of emergency abdominal surgery from AGH in early 2014 to WRH; and if so, to determine if any such conflict was appropriately declared.
- If there is a conflict or potential conflict between in the NHS role of clinical lead for Mr Pandey (colorectal and joint emergency surgical care) and/or Mr Lake (endoscopy) and their roles as Directors of WBC Ltd, and if so, if this has been appropriately declared.
- If Mr Pandey and/or Mr Lake has or had involvement in the arrangements and decisions leading to the commissioning of additional endoscopy capacity from SSBH by the NHS in 2013/15.
- If there is evidence to suggest that Mr Pandey and/or Mr Lake have inappropriately influenced referral of NHS patients for endoscopy to SSBH.

