

Three Shires Hospital

Introduction

Consultants are critical to each Circle Health Group hospital. In common with other private healthcare operators and in most instances, Circle Health Group does not employ these consultants. Instead, most consultants working in our hospitals are self-employed practitioners who see and treat patients at our hospitals under the terms of our “Practising Privileges” policy.

In 2014, the Competition and Markets Authority issued an Order (the “**CMA Order**”) regulating the relationships between private hospitals and consultants who have Practising Privileges or treat private patients or refer them for tests at private facilities (“**Referring Clinicians**”).

In accordance with the CMA Order, hospital operators are prohibited from offering any incentive scheme or arrangement, whether legally enforceable or not, or incentive, which is intended to induce or may be reasonably regarded as inducing Referring Clinicians to refer patients to, or treat private patients at, their facilities. Circle Health Group does not operate any such schemes. The Order also requires hospital operators to disclose information about certain arrangements they have with Referring Clinicians, including: ownership interests held by Referring Clinicians in the hospital operator or in equipment used in the hospital; the provision of certain “high value” services to Referring Clinicians; the availability of “low value” basic amenities for Referring Clinicians; and any remuneration for services provided by Referring Clinicians to the hospital. Set out below is information about the arrangements we have with Referring Clinicians at this hospital.

Higher Value Services

We charge our Referring Clinicians £20 per hour for using consulting rooms at our hospital, except in relation to NHS patients.

We charge our Referring Clinicians £15 (plus VAT) per half day session and £25 per full day session (plus VAT) for using space at our hospital for their own medical secretaries, inclusive of stationery and telephone charges.

Lower Value Services

We provide a number of support services to our Referring Clinicians, for which we do not make a charge. Further details regarding these arrangements are provided on our corporate webpage [here](#).

General Corporate Hospitality

At this hospital, we provide general corporate hospitality as detailed on our corporate webpage [here](#).

In addition to the arrangements detailed on our corporate webpage, the hospital hosts quarterly Medical Advisory Committee meeting which includes a dinner. The hospital Senior Management Team also attend each event, including dinner approximately costs £600.

The hospital has a sponsorship agreement with Northampton Cricket Club which includes access to tickets to cricket games. The hospital makes these available to staff and Referring Clinicians on a fair and equal basis.

The hospital has a sponsorship agreement with Northampton Saints Rugby Club which includes access to the venue to host events and tickets to rugby games. The hospital makes these available to staff and Referring Clinicians on a fair and equal basis.

Financial Interests

Mr Michael Griffiths, Referring Clinician Audiologist, owns audiology testing equipment (including hearing testing booth) which is situated in the hospital. Mr Michael Griffiths provides reporting which supports the hospital's ENT specialty. The hospital pays c£11,000 per year for the provision of the equipment and services.

Mr Robert Hicks, Consultant General Surgeon, owns a Sonosite Ultrasound Machine which he brings to clinics. The hospital does not pay for use of this equipment.

Dr Kazeem Salako, Consultant Dermatologist, and Mr Philip Ameerally, Oral Maxillofacial Consultant, own Mole Mapping Equipment which is housed in a consultation room at Three Shires. The hospital does not pay for use of this equipment.

Dr Enson Thomas, Consultant Respiratory Physician, owns a spirometer, diagnostic sleep study kit and CPAP equipment which is used at the hospital. The hospital does not pay for use of this equipment.

Services Arrangements

Dr Basel Alouanti, Referring Clinician Microbiologist, provides our hospital with microbiology and infection control advice and support to the hospital infection control team, including out of hours, and receives £7,200 per year for these services.

Dr Iqbal Khan, Consultant Gastroenterologist, supports the hospital's Endoscopy service, chairs Endoscopy user group meetings, and leads on our JAG (Joint Advisory Group on GI Endoscopy) committee. Dr Iqbal Khan is paid £300 a month for these services.

Dr Craig Knighton, Consultant Oncologist, is our clinical specialist for our Oncology services and is paid £300 a month.

Clinical Chair

Mr Robert Hicks, Consultant General and Vascular Surgeon, is the Clinical Chair and Medical Advisory Committee Chair of the hospital. Mr Robert Hicks' role includes chairing the hospital Clinical Governance Committee meetings and attending the hospital's Senior Management Team meetings. Mr Robert Hicks is paid £13,000 per year for these services. In

addition, the Clinical Chair will also attend national Clinical Chair meetings, generally in London, for which we reimburse their reasonable travel and attendance expenses.

Questions

Should you have any further questions in this area, please contact us by email at corporate.compliance@circlehealthgroup.co.uk.

January 2026