



### Ex-partner applicant

#### The story

A recruitment panel is shortlisting applications. Members are asked for conflicts of interest and none are noted.

During shortlisting, one panel member ranks an applicant much lower than the other members and when this is discussed, they reveal that the applicant is their ex-partner and that 'there is no way we'd want someone like that working here'.

One of the other members is concerned about potential conflicts of interest, but the chair decides that this is not an issue because the applicant and the panel member have been divorced for quite some time.

The chair also notes that this sort of knowledge is a useful part of general panel deliberations and can 'save us a lot of trouble down the track'.

#### Questions

1. What are the risks?
  
  
  
  
  
  
  
  
  
  
2. What should be done to manage the conflict?

The information used in this scenario is not factual – we created it for education and discussion. Any likeness to actual persons or events is coincidental.

## Questions – Facilitator copy

3. What are the risks?
  - ▽ Conflicts of interest have not been recorded.
  - ▽ The decision-making process of the Panel is not recorded.
  - ▽ The best possible candidate may not have been selected.
  - ▽ The Panel has considered matters outside the Selection Criteria when reaching its ultimate decision.
  
4. What should be done to manage the conflict?
  - ▽ The panel member should alert the Convenor of their previous relationship with the candidate.
  - ▽ The Convenor should ensure the selection report documents the conflict of interest, and outlines how it was managed.
  - ▽ If possible, the Convenor should exclude the ex-partner of the candidate from reviewing that candidate's application.

## Notes

Employees are regularly called upon to be involved in recruitment and selection processes. In such instances, they should consider whether they have a conflict of interest, which may include:

- ▽ family or friendship relationship with an applicant
- ▽ close working relationship (current or previous) with an applicant
- ▽ financial interests (either in relation to an applicant or the outcome)
- ▽ an acrimonious relationship with an applicant, or
- ▽ any other factor which may affect the ability to remain unbiased.

The Panel should convene prior to reading the applications to identify and, if relevant, document any actual, potential, or perceived conflicts of interest.

Refer to the agency's Selection Panel Procedures.



### The Commission can help

We are available to provide support and assistance with identifying, reporting, investigating, managing and preventing misconduct: [prevention@integrity.tas.gov.au](mailto:prevention@integrity.tas.gov.au) or 1300 720 289.

For more Misconduct Prevention resources go to [www.integrity.tas.gov.au/resources](http://www.integrity.tas.gov.au/resources)