



Evan and his brother

How should Evan handle his brother's interview?

The story

Evan works for the WorkSafe Tasmania. His brother, Brad, has just become unemployed and is looking for a job.

Brad asks Evan if WorkSafe is hiring at this stage, and Evan tells him about the new position that is being advertised.

Evan helps Brad with his application and also to prepare for a possible interview.

Later that week Evan is asked by his manager to be on the interview panel. Evan is aware there may be a potential conflict of interest, but his brother needs this job, so he decides to say nothing and stay on the panel.

At the end of the interviewing process, Brad is awarded the position.

Questions

- ▼ Is there a misconduct risk in this situation? If so, what should Evan have done differently?
- ▼ What are the potential impacts for Evan, Brad and the Department?
- ▼ What strategies could be implemented to avoid this situation in the future?

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

1. Is there a misconduct risk in this situation? If so, what should Evan have done differently?
 - ▽ Yes, there is a conflict of interest. He should have declared the conflict to his manager and excused himself from the interview panel.

2. What are the potential impacts for Evan, Brad and the Department?
 - ▽ Evan: performance management, disciplinary action which could result in sanctions- serious mismanagement of a conflict of interest could result in termination.
 - ▽ Brad: uncertainty about whether he deserved the job or was the best candidate.
 - ▽ Department: perception of nepotism and corruption, loss of public trust, perception that the Department 'doesn't follow the rules'.

3. What strategies could be implemented to avoid this situation in the future?
 - ▽ More training on employee obligations under the State Service Code of Conduct and Department expectations
 - ▽ Training on how to manage conflicts of interest



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 or 1300 720 289.

For more Misconduct Prevention resources go to www.integrity.tas.gov.au/resources