



Identifying and managing a conflict of interest: 6Ps and 6Rs

6 Ps: Identifying a conflict of interest

Public vs Private Interest

Is it possible I have an interest that may seem to conflict with my public duties or role?

Potentialities

Is it possible that I or my family or friends could, at some stage, benefit from my interest?

Perception

Is it possible my personal interest could be seen by other people to influence my decisions?

Proportionality

Will my involvement in the decision seem fair and reasonable in all the circumstances?

Presence of Mind

What are the possible consequences if I don't declare my private interest?

Promises

Have I made or implied any promises by this holding this interest?

6 Rs: Managing a conflict of interest

Record

Is it a minor conflict? If so, documenting a Declaration of Conflict of interest may be enough to manage it.

Restrict

Is it a conflict that is unlikely to arise frequently? If so, restricting the person's involvement in the matter may be enough to manage it.

Recruit

Is it a conflict that is likely to be frequent or ongoing? If so, it may be necessary to recruit an independent 3rd party to oversee part or all of the decision-making process so they can vouch for the integrity of the process.

This is often a particularly useful option in rural or remote communities where expertise is necessary and hard to replace.

Remove

Is it a conflict that is serious? If the first 3 Rs cannot sufficiently manage the conflict, it may be necessary for the person to remove themselves from the process/activity/decision.

Relinquish

Is it a conflict that could be managed by the person relinquishing their private interest?

Resign

Is it a conflict where none of the other Rs is sufficient to resolve it?

The public employee cannot/will not relinquish their conflicting private interest and changes to their work responsibilities are not feasible, then no other option remains.



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