



Conflict identification

Do these people have a conflict of interest? If so, is it actual, potential or perceived: pecuniary or non-pecuniary? For each situation, please tick the boxes that best describe the interest.

- Amber works as a nurse for the Department of Health in a regional hospital. Her husband, Lucas, works as a private GP in a different town. Lucas has never had occasion to visit Amber's hospital, although he has referred some of his patients there for emergency procedures.

Does Amber have a conflict of interest?

- No Actual Potential Perceived
 Pecuniary Non-pecuniary

- Kelly is active in her community, particularly with providing counselling services for young women who are the victims of domestic violence. She gets paid a small amount for this work although she works part-time as a registrar at the local court (Attorney-General's Department) to make ends meet. She often refers the women she meets at the court applying for apprehended violence orders (AVOs) to her counselling service.

Does Kelly have a conflict of interest?

- No Actual Potential Perceived
 Pecuniary Non-pecuniary

- Rod works as a parking officer at the Vista Council. Rod's brother, Ted, is a builder who lives in the Vista Council area. This month, parking officers are targeting builders who park over driveways and who impede the flow of traffic in the area. Rod is certain Ted will receive an infringement.

Does Rod have a conflict of interest?

- No Actual Potential Perceived
 Pecuniary Non-pecuniary

4. Andrew works for the Department of Commerce in a procurement role. He is a keen sportsman and a member of the department's soccer team. The team nominated Andrew for sponsorship. Andrew asked all of the companies he had recently awarded contracts to as part of his work if they would like advertising in exchange for free team jerseys.

Does Andrew have a conflict of interest?

- No Actual Potential Perceived
 Pecuniary Non-pecuniary

Answers

1. Potential

Pecuniary if Amber were to refer patients to Lucas' private practice.

2. Actual

Pecuniary. Kelly obtains financial benefit from the referrals she makes from women seeking AVOs.

3. Potential

Non-pecuniary. Rod does not have a financial interest in his brother's affairs. His interests are social or emotional.

4. Perceived

Non-pecuniary. While the jerseys have a financial value, the value Andrew would obtain through support of this team is social.

Adapted from CMC Qld and NSW ICAC resource: 'Managing Conflicts of Interest in the Public Sector'



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