

Policy Statement	
Purpose	Elaborates the requirements relating to Conflict of Interest set out in the UNSW staff Code of Conduct
Scope	All persons subject to the UNSW Code of Conduct
Policy Provisions	

## 1. Preamble

The Independent Commission Against Corruption (ICAC) guidelines on Conflict of Interest state clearly “there is nothing unusual or necessarily wrong in having a conflict of interest. How it is dealt with is the important thing”.

Conflicts of interest may be inherent in the appointment and conditions of some categories of staff (such as conjoint staff), where the relationship of the staff member to UNSW as well as to their employer(s) may lead to a situation of differing interests which may, at times, be in conflict. Where this type of appointment arrangement is apparent and publicly disclosed through a title such as ‘conjoint’, then such inherent conflicts of interest do not have to be declared by the individual member of staff, unless they are likely or may be perceived to materially adversely affect the interests of the University. Conflicts arising as a direct result of the appointment at UNSW are not personal conflicts.

While conflicts of interest are not wrong in themselves, and indeed cannot always be avoided or prohibited, the potential for conflict of interest exists in all aspects of University operations, including research, teaching, assessment, staffing, administration, and commercial activity. With increasing links between the University and other organisations, companies, and institutions, it is important that there is no perception that a member of staff has benefited by using their association with the University inappropriately, or acting in any way contrary to the public interest.

Because the complexity and diversity of relationships and perspectives at universities is extensive, the most effective means to address unavoidable conflicts of interest is to establish a system under which members of staff disclose and obtain evaluation of potential conflict. This system assumes that avoiding the conflict of interest is the best first strategy in dealing with conflicts of interest in the workplace.

The purpose of this policy is to outline just such a system—the University’s principles and procedures for the identification and management of actual, potential, or perceived conflicts of interest—and to assist staff in addressing conflict of interest issues.

### 1.1 Purpose

This policy elaborates the requirements relating to Conflict of Interest set out in the UNSW staff Code of Conduct.

### 1.2 Background

The Code of Conduct, which forms part of the contract of every member of staff, sets out the obligation to act appropriately when a conflict arises between a staff member’s own self-interest and duty to the Univer

Ar

Ar

Ar

Ar

Ar

Ar