

## **ATTACHMENT 8 – STRATEGIES FOR THE MANAGEMENT OF IDENTIFIED CONFLICTS OF INTEREST**

The six strategies outlined below are recommended by the WA Integrity Coordinating Group for managing identified conflicts of interest. These may be used to assist in developing an appropriate strategy to mitigate any identified conflict of interest or risks.

A clear risk mitigation strategy should be developed and outlined in step 6 of the Assessment Guide and Record (Attachment 7 of the *WA Health Staff Air Travel Policy*).

### **1. Record/Register:**

Recording the disclosure of conflict of interest in a register is an important first step, however this does not necessarily resolve the conflict. It may be necessary to assess the situation and determine whether one or more of the following strategies is required.

### **2. Restrict:**

It may be appropriate to restrict involvement in the matter. For example, by refraining from taking part in debate about a specific issue, abstaining from voting on decisions, and/or restricting access to information relating to the conflict of interest. If such a situation occurs frequently, and if an ongoing conflict of interest is likely, other strategies may need to be considered.

### **3. Recruit:**

If it is not practical to restrict involvement in a matter, an alternate office may be able to take on the relevant role, or an independent third party may need to be engaged to participate in, oversee or review the integrity of the decision-making process.

### **4. Remove:**

Removal from involvement in a matter altogether is the best option when ad hoc or recruitment strategies are not feasible or appropriate.

### **5. Relinquish:**

Relinquishing the personal or private interest which prompted concerns about a conflict of interest may be a valid strategy. For example, this could be the relinquishment of shares or a membership of a club or association.

### **6. Resign:**

Resignation is usually a last option, but may be appropriate, if the conflict of interest cannot be resolved in any other way. For example, some cultural and political affiliations may not be able to be practically relinquished.

#### References:

Attachment 1 – WA Health Managing Conflict of Interest Guidelines  
[http://www.health.wa.gov.au/circularsnew/circular.cfm?Circ\\_ID=12611](http://www.health.wa.gov.au/circularsnew/circular.cfm?Circ_ID=12611)

WA Integrity Coordinating Group  
<http://www.opssc.wa.gov.au/ICG/Documents/guidelines.pdf>