

The ACT Integrity Commission receives various reports alleging corrupt conduct, including cases where ACT Government public officials have failed to declare or properly manage conflicts of interest.

What is a 'conflict of interest'

A conflict of interest occurs when someone's private interests, like personal, professional or other business relationships, *do, could, or appear* to influence how they perform their official role.

Types of conflicts

Conflicts can be perceived, potential or actual.

A perceived conflict occurs when it **appears** to an outsider that your private interests could improperly influence your decision-making.

A potential conflict is one that **might** arise in the future between your private interests and duties.

An actual conflict is when a direct conflict **exists** between your current duties and existing private interests.

Some undeclared or unmanaged conflicts that influence decisions are considered corrupt conduct. For example:

Nepotism: Giving jobs, benefits or information to family members without merit or justification.

Example: An ACT public official influencing a recruitment process, such as recruiting a family member, without following proper processes or declaring a conflict of interest.

Cronyism: Giving unfair advantages to friends or close associates, often through procurement or recruitment opportunities, based on personal relationships rather than fairness or merit.

Example: An ACT public official with inside knowledge of a lucrative tender process providing that information to a friend to give their business an unfair advantage during the tender process.

Managing a conflict

All conflicts **must** be documented and managed. You are required to disclose in writing any actual, potential or perceived conflict of interest to your supervisor/manager as soon as you are aware of it. You can seek advice from Human Resources or your Senior Executive Responsible for Business Integrity Risk (SERBIR).

Resources

As an ACTPS official, you can contact your Human Resources or Corporate area for further information or email psm@act.gov.au.

You can also visit the [ACTPS Employment Portal](#) to access the following resources:

- [Conflict of Interest Policy](#)
- [Conflict of Interest Disclosure form](#)
- [Decision-making flowchart](#)
- [Supervisor/Manager checklist](#)