

Conflict of Interest Policy

1. Scope

This Conflict of Interest Policy (**policy**) relates to councillors, members of committees, subcommittees and working groups (hereafter referred to as committees) and ANZCA managerial staff.

This policy is also intended to raise awareness of conflict of interest issues and provide guidance for the college and to all those who fulfil a representative role, for example committee members, examiners, community representatives or staff involved in college work.

2. Introduction

In most cases, conflicts of interest can be avoided simply by being aware of the potential for conflict and the exercise of good judgment.

The college is committed to the highest levels of integrity. Councillors, committee members, staff members and other representatives of the college are expected to conduct their relationships with each other, the college, and outside organisations with objectivity and honesty.

The general rule is that college representatives and staff are obligated to avoid and disclose ethical, legal, financial, or other conflicts of interest involving the college, and remove themselves from a position of decision-making authority with respect to any conflict situation involving the college.

It is understood that the organisation may also need to manage conflicts of interest. Conflicts arising at an organisational level are managed by the ANZCA Council in accordance with the constitution.

3. Purpose

The purpose of this policy is to provide guidance in identifying and handling potential and actual conflicts of interest involving the college and its activities.

This policy reflects the guidance found within the Australian Corporations Act 2001, the New Zealand Companies Act 1993 and the college Code of Professional Conduct.

4. Body of policy

4.1 Basic definitions

Generally, a conflict of interest may occur if an interest or activity influences or appears to influence the ability of an individual to exercise objectivity or impairs the individual's ability to perform their council or committee responsibilities, ANZCA employment or other responsibilities in the best interests of the college.

An individual is considered to have a potential conflict of interest when:

- The individual has the opportunity, whether real or perceived, to influence the college's business, administrative, or other material decisions in a manner that leads to personal gain or advantage.
- The individual has an existing or potential financial or other significant interest that impairs or might appear to impair the individual's independence in the discharge of their responsibilities to the college.

4.2 Specific relationships that may create conflicts of interest

A variety of situations, affiliations and relationships may create potential or perceived conflicts of interest. (Examples of potential conflicts of interest are given in Appendix A.)

In addition, financial or other relationships (for example, membership on a board or other management position) with a prospective or actual contractor, vendor or supplier to the college on the part of a councillor, committee member, managerial staff member or other representative, or their family could potentially create the appearance of impropriety or interfere with the discharge of responsibilities on behalf of, and in the best interests of, the college and should be disclosed on a conflict of interest declaration. (See Appendix B.)

When deciding what kind of relationships should be disclosed, the individual should consider the situation from the perspective of an outsider and whether the relationship is of such a nature that it could raise an allegation of an apparent or actual conflict of interest, and then err on the side of transparency, as disclosure helps to alleviate or avoid future misunderstandings.

Without limiting the circumstances in which disclosure may be required, the following relationships of an ANZCA Councillor/Director and/or of an ANZCA employee **must** be disclosed where they intersect with ANZCA business, employment, procurement, governance or decision-making activities:

- a spouse, domestic partner or de facto partner;
- a parent, child, stepchild, foster child or other dependent;
- a sibling or close relative;
- a person residing in the same household;
- a current intimate, romantic or dating relationship;
- a former intimate or romantic relationship where the relationship could reasonably be perceived as influencing decision-making;
- a close personal friendship that could reasonably give rise to a perception of favouritism;
- a business partnership, joint venture or significant financial relationship.

Such relationships should be disclosed regardless of whether the individual believes they have influenced, or will influence, the individual's judgment. Disclosure does not necessarily mean that a conflict exists, but it enables the college to assess whether any management measures are required.

4.3 Gifts

Gifts received from suppliers to the college and its representatives or gifts given to suppliers can affect or appear to affect the objectivity of judgment regarding that supplier. Gifts can bring with them an expectation to return the favour. If you have a doubt about an item received or given, a discussion with the CEO can help resolve a potential conflict of interest that a gift might represent.

4.4 Disclosure and management of conflicts of interest

Should an appearance of impropriety or actual conflict of interest exist, appropriate actions must be taken. This will vary depending upon the particular facts. The councillor, committee member, manager or ANZCA representative involved in the conflict situation must work cooperatively with the council or chief executive officer (CEO) to achieve a resolution of the conflict issues in the best interests of the college.

This resolution may include the councillor, committee member, manager or representative being removed from a position of decision-making authority with respect to the conflict situation or other more serious actions, depending upon the nature of the conflict.

Conflict management measures may include temporary modification, suspension or reassignment of delegated authority.

4.5 ANZCA Council and Committees

The president/dean/chair, prior to the deliberations of that council/faculty committees, will request disclosure of real or potential conflicts of interest to be declared by drawing attention to the following (which also serves to remind members that the proceedings are confidential):

The discussion and agenda documents of the committee/subcommittee/working group are confidential and must not be disclosed outside the committee/subcommittee/working group. I also remind the committee that the college has a Conflict of Interest Policy. To that end, members are required to declare conflicts of interest at the start of the meeting or as they arise, so that a decision can be made about whether the conflict is manageable or not. In the latter case, members should absent themselves from the meeting when an issue about which they have a conflict is discussed. Does anyone have a new conflict to declare or a previously declared conflict which is no longer active?

If an individual becomes aware that they have, or may have, a conflict of interest in a matter being considered, or about to be considered, they must disclose the nature of that interest as soon as practicable.

Any disclosures will be recorded in the minutes.

The president/dean/chair will decide on the materiality of the disclosure and whether or not a conflict of interest exists. If the chair is uncertain, a conflict of interest will be deemed to exist. If the chair makes a disclosure, the deputy chair will make the decision.

An individual with a conflict may be present and may vote if the other committee members permit, on the basis that the interest is fully disclosed, and the other committee members are satisfied that the interest should not disqualify them. If the committee members consider the conflict to be material the relevant individual may be asked to leave while the matter is discussed and voted upon.

4.6 Conflict of interest declaration

Upon commencing their role as a councillor, board member, committee chair/member or employment with the college (for managerial-level staff), councillors and staff must complete a conflict of interest declaration.

If a conflict of interest, or possible conflict of interest, may or has arisen at any time during the person's engagement, employment and/or tenure with the college, they are also required to complete the conflict of interest declaration, as soon as the issue arises.

Individuals who have completed a conflict-of-interest declaration are also required to update the declaration whenever there has been a change in their affiliations.

4.7 Interpretation

This policy cannot describe all conflicts of interest situations that may arise involving the college. Therefore, councillors, committee members, managerial staff and other college representatives must use good judgment to avoid any appearance of impropriety.

Appropriate circumstances may also justify exceptions to the application of the policy.

If you have any questions about this policy or its application, please err on the side of caution and transparency and seek advice from the college's CEO prior to entering into such a transaction.

Any breaches of the policy could result in disciplinary action being taken against any individual involved including termination of the engagement or employment.

5. Concerns or comments

If you have any concerns about the conflict of interest policy, please contact policy@anzca.edu.au. Requests must be in writing, and resolution of concerns will be sought as promptly as possible.

6. Changes to the policy

The college may modify or amend this policy at any time. Formal notice of amendments will not ordinarily be given, but the current conflict of interest policy will be available via the college website, corporate policies. The latest version of the policy can be accessed via the college website www.anzca.edu.au.

7. Control register

Version	Author	Approved by	Approval Date	Sections Modified
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1	Office of the CEO	Council	October, 2008	Created
1.1	Policy Unit		Nov 19, 2011	Formatted
1.2	Policy Unit	CEO	March 11, 2014	Copyright statement added
1.3	Policy Unit	Executive	September 18, 2014	Inclusion of: relevant legislation; gifts; committee processes; organisation level process. Revision of Appendix B Questionnaire.
1.3	Office of the CEO	CEO	18 March 2022	Amendment to some wording. Addition of committee member and board member.
1.4	Office of the CEO	CEO	18 February 2025	Amendments to some wording to provide clarity.
1.5	Office of the CEO	CEO	4 Sept 2026	Amendments to strengthen guidance on relationships that should be disclosed.

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Appendix A

Examples of conflict-of-interest activities and relationships

The following activities illustrate types of potential or actual conflicts of interest that should be avoided and disclosed, as applicable, in accordance with this policy. **The list is not all inclusive and is intended to provide guidance only.**

- *Conflicting duties:* Participating in decisions relating to an employer that may conflict with the interests of the college, for example, consideration of a hospital inspection report by the Training Accreditation Committee of a councillor's hospital.
- *Self-benefit:* Using your position or relationship within the college to promote your own interests or those of your family, including using confidential or privileged information gained in the course of your participation on the council, another committee or employment at the college for personal benefit or gain or for the personal gain or benefit of family members.
- *Conflicting relationships:* In a situation where the relationship between an assessor (or examiner) and a trainee may compromise an unbiased assessment.
- *Influence peddling:* Soliciting benefits for yourself or your family from outside organisations in exchange for using your influence to advance the interests of that organisation within the college.
- *Other business relationships and dealings:* Approving grants or contracts with organisations in which you or your family have a significant financial or other interest or relationship, particularly if you are in a position to influence major decisions, are responsible for review, negotiation and approval of grants or contracts, or otherwise direct the college's business dealings with that entity or business.
- *Intellectual Property:* Inappropriate or unauthorised use of materials developed under the aegis of the college or potential conflicts relating to the development and use of educational material (for those councillors and fellows employed by universities).
- *Outside commitments:* Participating in social or political activities is not restricted as long as you participate as an individual and not as a representative of the college.
- *Property transactions:* Directly or indirectly leasing, renting, trading, or selling real or personal property to the college.
- *Use of the college property for personal advantage:* Using or taking college resources, including facilities, equipment, personnel, and supplies, for private use or other unauthorised non-college activities.
- *Recording or reporting false information:* Misrepresenting, withholding, or falsifying relevant information required to be reported to external parties, or used internally for decision-making purposes, in order to derive personal benefits.
- *Gifts:* Personally accepting anything of value (unless nominal - generally \$A100 or less), including without limitation, payments, gifts, or loans from organisations or individuals that have dealings with the college or that have applied for or have received grants from the college during the preceding three years.
- *Close personal relationship:* A close personal relationship between councillors, board members, committee members and/or employees is permissible and private in nature. This includes, but is not limited to, an intimate relationship or close friendship that involves ongoing contact outside of hours unrelated to work. Any close personal relationship that could reasonably give rise to an actual, potential or perceived conflict of interest must be declared so that any potential or actual issues can be managed, for example, reporting requirements and decision-making processes, to avoid any possible conflicts from occurring or continuing.

Appendix B

Conflict of interest declaration

Background

The college requires each new councillor, committee chair/member and all managerial-level staff to:

- 1) review the college's conflict of interest policy (the "policy");
- 2) disclose in the conflict-of-interest questionnaire any relationship described in section 4.2 of the policy that intersects with ANZCA business, employment, procurement, governance or decision-making activities; and
- 3) acknowledge by their signature that they are acting in accordance with the letter and spirit of such policy.

The information provided on this form will be kept by the Office of the CEO and made available for inspection by the CEO, council members and the college's legal adviser. It will otherwise be held in confidence, except where, after consultation with the relevant councillor, council determines that disclosure would serve the college's best interests, or where the CEO makes that determination in relation to a managerial-level staff member.

No.	Question	Yes	No	Further information
1	Employment and business interests Are you, or is any person with whom you have a relationship described in section 4.2 of the policy, a director, officer, owner, partner, employee, agent of, or consultant to, any organisation that collaborates or competes with the college or provides products or services to the college?	☐	☐	If yes, describe the business and the nature of your relationship to it and that of your immediate family.
2(a)	Personal financial interests Have you or has any member of your immediate family had a direct or indirect financial interest in any organisation that collaborates or competes with the college or provides products or services to the college?	☐	☐	If yes to either question, describe the organisation or transaction, its relationship with the college, your interest or involvement and that of any relevant family member, and the actual, potential or perceived impact on the college or the other organisation.
2(b)	Have you or has any member of your immediate family been a party to or involved in contractual transactions with the college?	☐	☐	
3	Personal relationships Do you have any of the personal relationships described in section 4.2 of the Conflict of Interest Policy that intersect with ANZCA business, employment, procurement, governance or decision-making activities?	☐	☐	If yes, describe the relationship and explain how it intersects with ANZCA activities.
4	Gifts Have you or has anyone from your immediate family received any gift (other than promotional items or an occasional meal) or unusual hospitality from a supplier to the college? See section 4.3 of the Conflict of Interest Policy for guidance on gifts.	☐	☐	If yes, describe the nature of the gifts and the parties giving them.
5	Board memberships Do you currently serve on any board of directors, board of trustees, other governing body or advisory board in addition to the college? Providing services to another organisation that are the same as, or similar to, those you provide to the	☐	☐	If yes, list all corporations, organisations or institutions, including the nature of their business and whether they engage in business with the

	college may create a conflict of interest where that work competes with the college's interests.			college. Attach additional pages if required.
6	Employees or college office bearers serving with you To your knowledge, do other employees or college office bearers serve on the boards or governing bodies listed in question 5?	☐	☐	If yes, identify the organisation, individual and capacity in which they serve.
7	Association with auditors The college undertakes regular external audits in keeping with its Australian and New Zealand financial duties, as well as for other purposes deemed necessary by the CEO. Are you or any of your immediate family members employed by or a partner in a firm that provides audit services?	☐	☐	If yes, identify the organisation, individual and capacity.
8	Legal proceedings Are you or a member of your immediate family, or any entity listed by you in response to the questions above, involved in any current or anticipated legal proceedings with the college?	☐	☐	If yes, provide details.
9	Other Are you aware of any other relationships, arrangements, transactions or matters that could create a conflict of interest or the appearance of a conflict, including but not limited to a close personal relationship?	☐	☐	If yes, provide details.

I have read the college's conflict of interest policy. I am currently, and agree to remain, in compliance with the policy.

Name	
Date of declaration	____ day of _____, 20____
Signature	
Date signed	____ / ____ / 20____
Witness name	
Witness signature	
Date witnessed	____ / ____ / 20____