



NSW Police Force

Declarable Associations Policy Statement

A declarable association exists when an individual is associated (to varying degrees) with a person, group or organisation that is involved in (or perceived to be involved in) activity that is incompatible with activity conducted on behalf of the NSW Police Force. These associations create a conflict of interest between the individual's responsibility to the NSW Police Force and their personal relationships/private interests.

The NSW Police Force is committed to managing declarable associations in the public interest. This commitment requires that all individuals engaged in activity on behalf of the NSW Police Force:

- identify declarable associations
- avoid declarable associations where possible
- seek advice if uncertain whether a declarable association exists
- report any declarable association in writing using the *Declarable Association Report Form P1097*, regardless of whether or not it can be avoided
- cooperate in the management and resolution of declarable associations
- report in writing any noticeable change in circumstances relating to a managed declarable association using the *Declarable Association Report Form P1097*.

The following principles underpin this policy statement

The NSW Police Force recognises that declarable associations are often inevitable. It is therefore not considered misconduct to have a declarable association as long as it is reported and managed in line with this policy and related procedures.

The management of declarable associations is seen as a shared responsibility between the individual and the NSW Police Force. However, conflicts should always be resolved in favour in the public interest and that of the NSW Police Force. Maintaining confidentiality is a priority.

Scope

This policy applies to anyone who is engaged in activity on behalf of the NSW Police Force, whether on or off duty. This includes employees (sworn and unsworn), ministerial employees (e.g. special constables), volunteers in policing (VIPs) and temporary employees.

This policy is to be read in conjunction with the *Procedures to Manage Declarable Associations – Individual Responsibilities* and *Procedures to Manage Declarable Associations – Commanders, Manager and Supervisors responsibilities*

Failure to comply

Failure to comply with this policy and related procedures may be considered a breach of the NSW Police Force *Code of Conduct and Ethics* and may result in management action.

Commander
Professional Standards Command
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