



Conflicts of Interest Policy Statement

A conflict of interest occurs when the private interests of a NSW Police Force employee interferes with or influences, or appears to interfere with or influence, their official duties and responsibilities or where an employee uses their official status to influence private interests.

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

- identify actual, potential and perceived conflicts of interests
- take all reasonable steps to avoid conflicts of interest where possible
- seek advice if uncertain whether a conflict of interest exists
- report any conflicts of interest if they cannot be avoided
- put the public interest before private interest
- cooperate in the management and resolution of conflicts of interest
- report any noticeable change in circumstances relating to conflicts of interest that are being managed.

The following principles underpin this policy statement

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

The management of conflicts of interests is seen as a shared responsibility between the individual and the NSW Police Force. However, conflicts should always be resolved in favour of 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 for Managing Conflicts of Interest*.

Failure to comply

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

Commander
Professional Standards Command
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