



Conflict of interest

Recruitment and hiring

What is it?

- ▼ A personal interest that could influence recruitment decisions.

Examples

- ▼ A friend or family member could get a job even though they are not the best candidate
- ▼ Bias against certain applicants
- ▼ Second job with an applicant's company
- ▼ Relationship with an applicant that could affect choices

Why it matters

- ▼ Leads to unfair hiring practices
- ▼ Undermines workplace integrity
- ▼ Damages public trust and team morale

How to avoid it

- ▼ Identify potential, perceived and actual conflicts of interest
- ▼ Declare all conflicts
- ▼ Follow fair recruitment procedures
- ▼ Put a management strategy in place

**Declare relationships.
Follow fair hiring protocols.**

Report concerns and learn more at www.integrity.tas.gov.au.

