Conflict of Interest

PRINCIPLES

The ABC's status as the national public broadcaster and the expectations of public accountability and integrity mean that it is important that the ABC and its workers uphold the integrity, independence, impartiality and high standards of the ABC by ensuring effective management of conflicts of interest. A conflict of interest occurs where a worker's non-ABC interest, such as a commercial, personal or political activity, competes with their ABC interest.

A reference to "conflict of interest" includes an actual, potential or perceived conflict of interest. This is because potential and perceived conflicts of interest can be as detrimental to the ABC as an actual conflict.

For those workers involved in content making, this policy is to be read in conjunction with the Editorial Policies. The Editorial Policies prevail to the extent of any inconsistency.

STANDARDS

A worker must:

- 1. Immediately take any reasonable steps to avoid or, where this is not reasonably practicable, to minimise the conflict of interest between their personal interests and their work at the ABC;
- 2. at the earliest opportunity, disclose any conflict of interest to their manager;
- 3. if necessary at any time during their employment or engagement, complete a Public Duty/Private Interest Statement or External Work Request form honestly and accurately. If their circumstances change, they must notify their manager at the earliest opportunity, and complete an updated Statement or Request form.

The above standards apply to all conflicts of interest, including (but not limited to) external work, standing for or holding public office, close personal relationships, gifts and benefits, use of social media, public statements (including to the media), supply of goods and services, and financial interests.

CONSEQUENCE OF BREACH

Breaches of these standards may lead to disciplinary action including possible termination of employment.

A breach of this policy may also be a breach of the *Public Governance, Performance and Accountability Act 2013* (Cth). For contractors who are found to have breached this policy, there may be consequences including termination or non-renewal of contract.

ACCOUNTABILITY

Chief People Officer

RELEVANT PROCEDURES & GUIDELINES

External Work Guideline
Political Public Office Guideline
Entertainment & Conference Expenses Procedure
Gifts and Hospitality Guidelines
Disclosure Procedures

DOCUMENT HISTORY:

- Reviewed 2020 (Endorsed by ABC Board 26 Aug 2020; Approved by Executive 23 July 2020)
- Updated 2014 (Policy updated July 2014 to refer to the PGPA Act)
- Reviewed 2014 (Endorsed by PRG 29 Apr 2014; Approved by Executive 9 May 2014)
- Reviewed 2011 (Endorsed by PRG 16 Mar 2011; Approved by OSG 24 Mar 2011)