

A conflict of interest situation arises where the private interests of a public servant compete or conflict with the interests of the public body or his official duties. Private interests include the financial and other interests of the public servant himself, his relatives, personal friends or the clubs and associations to which he belongs.

If a public servant places his private interests in the first priority when a conflict of interest situation occurs, he may not be able to carry out his duties at his best and may even be vulnerable to corruption. Here are some common examples of conflict of interest:

Example 1: A public servant involved in a procurement process is closely related to or has beneficial interest in a supplier being considered by the public body.

Example 2: A public servant participates in the evaluation and selection of tenders where one of the bidders is his family member or relative.

Example 3: A staff member responsible for processing service applications is considering an application from his family member.

Example 4: A candidate being considered in a recruitment or promotion exercise is a relative or a close personal friend of the staff member responsible for the exercise.

Example 5: A public servant undertakes part-time work at a contractor company which he is responsible for monitoring.

To properly handle conflict of interest, public servants should avoid any actual and perceived conflict of interest. If unavoidable, they should immediately declare to the organisation in detail. If in doubt, please consult the management of your organisation.