

STAFF CONFLICT OF INTEREST POLICY

INTRODUCTION

When working for The Ontario Personal Support Workers Association, employees and volunteers should place the organisation's interests before any private interests they may have, and should be seen to do so. Conflicts of interest, and the perception of conflict of interest, should be avoided.

For this reason, where an employee or volunteer may be seen as having a financial interest in any decision such that it raises the possibility that the employee or volunteer might be influenced by that financial interest, this interest must be notified to the supervisor of the employee or volunteer. The supervisor may issue instructions to the employee or volunteer regarding relevant workplace matters.

Where an employee or volunteer is in a relationship with any other person working or volunteering in or having dealings with the organisation, that relationship must be disclosed to the President or supervisor authorized by the President, of the employee or volunteer where that relationship may cause or be construed to cause a conflict of interest. That the President or, that authorized supervisor, may issue instructions to the employee or volunteer regarding relevant workplace matters.

PURPOSE

This policy has been developed to provide a framework for:

- all employees or volunteers in declaring conflicts of interest; and
- the President, when determining procedures to deal with situations of possible conflicts of interest.

POLICY

A conflict of interest may occur if an interest or relationship influences or appears to influence the ability of the organisation's employees or volunteers to exercise objectivity.

The Ontario Personal Support Workers Association places great importance on making clear any existing or potential conflicts of interest. Employees and volunteers must declare to the President or a supervisor authorized all such conflicts of interest, and the supervisor may issue instructions to the employee or volunteer regarding relevant workplace matters.

AUTHORISATION



Miranda Ferrier
President, OPSWA

CONFLICT OF INTEREST PROCEDURES

RESPONSIBILITIES

The President is responsible for bringing this policy to the attention of employees and volunteers.

Employees and volunteers are responsible for complying with this policy.

PROCEDURES

Where an employee or volunteer may be seen as having a financial interest in any decision such that it raises the possibility that the employee or volunteer might be influenced by that interest, the employee or volunteer must notify this interest to their supervisor. The supervisor may issue instructions to the employee or volunteer regarding relevant workplace matters.

Where an employee or volunteer is in a relationship with any other person working or volunteering in or having dealings with the organisation, that relationship must be disclosed to the President or a supervisor authorize by the President, of the employee or volunteer where that relationship may cause or be construed to cause a conflict of interest. That supervisor may issue instructions to the employee or volunteer regarding relevant workplace matters.

Any such disclosures to supervisors shall be held confidentially and may not be taken into account in any employment context other than the avoidance of conflicts of interest.

AUTHORISATION

Miranda Ferrier

Miranda Ferrier

President, OPSWA

Drafted by	Ian DaSilva	Version	July 2019
Responsible person	Miranda Ferrier	Approved by CEO on	July 30 2019
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