

Conflicts of Interest

Conflicts Of Interest (COI) arise when a person is in a position to derive personal benefit from actions or decisions made in their official capacity. This can occur across all facets of business incl competitions, events, festivals, booked shows. This refers to a reasonably perceived, potential or actual COIs.

COIs can occur between:

- performers and producers, performers and judges, performers and agents
- producers and judges, producers and agents

Types of COIs:

1. Perceived - the public or competitor or performer could form the view that a performer / producer / judge private interests could improperly influence their decisions or actions, now or in the future
2. Conflict of duty – a person is required to fulfil two or more roles that may actually, potentially or be perceived to be in conflict with each other
3. Direct Interest (Relationships) - an employee / producer / judge benefiting from their own personal, family, professional or business interests
4. Indirect Interest – personal, family, professional or business interests of producers / judges / competitors with whom the performer / producer / judge is, or was recently, closely associated
5. Financial interest - involves an actual, potential or perceived financial gain or loss. Money does not need to change hands for an interest to be financial
6. Non-financial interest – tendency toward favouritism or prejudice resulting from friendship, animosity, or other personal involvement with another performer / producer / judge



Examples of COIs:

1. Fraternising at events – between groups of unequal relationships, e.g. judges and performers
2. Judging of competitions from a position of power e.g. producers judging their own competitions
3. Colluding between any of the above named groups at events or competitions
4. Bias being shown either positive or negative towards any of the above named groups
5. Personal relationships either positive or negative which would result in favourable/unfavourable outcome
6. Sponsors of events or competitions having a financial gain from the result of the event / competition
7. Fraternising before events between groups of unequal relationships e.g. judges and performers
8. The provision of a gift, gratuity or favour, of a substantial nature, between the parties named above
9. Sharing and use of confidential information obtained from a relationship between the parties named above

In the event of a:

- COI, alert the Producer privately and seek instruction
- COI between the Producer and Judge, seek to speak to the owner of the club/event, major sponsor, head producer or manager

Options for management include:

1. Taking no further action as the potential COI is minimal or can be eliminated by disclosure / effective supervision
2. Informing persons likely to be affected of the conflict and seeking the views about the person continuing
3. Where there may be a reasonably perceived conflict of interest, potential COI or actual COI
 - a. appointing an independent third party to oversee the integrity of the process
 - b. appointing extra persons to the panel to minimise the influence of the individual with the COI
 - c. modification of the responsibilities of the person identified as having a COI
 - d. providing education to the person about identifying conflict of interest and management
 - e. removing the person from the responsibilities or duties to which the conflict relates