

## Avoidance of Conflicts of Interest or Integrity

Employees should perform their duties honestly and impartially and avoid situations which might compromise their integrity or otherwise lead to conflicts of interest.

The impartiality and integrity of Council employees is central to the maintenance of public confidence in the Council.

Council employees must therefore observe the principles of fairness and impartiality in all official dealings. No individual or organisation with which an employee is involved may therefore be given preferential treatment (whether by access to goods and services or access to 'inside information') over any other individual or organisation.

In addition, Council employees should avoid any financial or other interest or undertaking that could directly or indirectly compromise the performance of their duties, or the standing of Council in its relationships with the public or clients. This would include any situation where actions taken in an official capacity could be seen to influence or be influenced by an individual's private interests (e.g. company directorships, shareholdings, offers of outside employment).

Where any actual or potential conflict of interest arises with the full, effective, and impartial discharge of their duties, employees should follow the procedure for reporting Conflicts of Interest found in the Hastings District Council Operations Manual

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