



## CONFLICT OF INTEREST/CONFLICT OF LOYALTY POLICY

Management Committee, other committee members and staff of GAA will strive to avoid any conflict of interest/loyalty between the interests of the Association on the one hand, and personal, professional, and business interests on the other.

This includes avoiding actual conflicts of interest as well as the perception of conflicts of interest. The purpose of this policy is to protect the integrity of the organisation's decision-making process, to enable our stakeholders to have confidence in our integrity, and to protect the integrity and reputation of volunteers, staff and committee members.

Examples of conflicts of interest include:

1. A committee member who is employed by, or otherwise interested in, a business that may be awarded a contract to do work or provide services for the organisation.
2. A committee member who is related to a member of staff and party to a decision to be taken on staff pay and/or conditions.
3. A committee member who is related to a GAA member who is the subject of a disciplinary issue.
4. A committee member who is also a member of or in a position of influence in another sporting, community or voluntary organisation that is competing for the same funding.
5. A committee member who owns property or other assets the value of which may be affected by a decision of the organisation.
6. Club membership of committee members/staff should be considered when making decisions specific to that club.

If the committee member is not directly in any of the situations above, but has a direct family member who is, that will also constitute a conflict.

Senior Committee Members will complete a declaration of interest form to include relationships and posts held that could potentially result in a conflict of interest. This written disclosure will be kept on file and will be updated as appropriate.

The Senior Committee and all other Club Committee meeting's agenda should provide for declaration of any conflicts of interest. In the course of meetings or activities, committee members should themselves disclose any interest in a transaction or decision where there may be a conflict between the organisation's best interests and the committee members best interests or a conflict between the best interests of two organisations that the committee member is involved with. After disclosure, the member may be asked to leave the room for the discussion and may not be able to take part in the decision depending on the judgement of the other committee members present at the time.

Any such disclosure and the subsequent actions taken will be noted in the minutes.

This policy is meant to supplement good judgement, and volunteers, committee members and staff should respect its spirit as well as its wording.



## Guidance Conflicts of Interest/Loyalty

### **Conflict of interest:**

A conflict of interest arises when your private interests compete with your professional duties. A conflict of interest may arise, for example, if an executive member influences the awarding of a contract to a company owned by a family member. It is legal to award a contract to the best qualified company, even if that company is owned by a relative of an executive member, but the executive member must not be part of the decision-making process. This would be a conflict of interest, because the family would benefit financially from their position. A conflict of interest can also happen in relation to a business connection of the executive member (nonfamily related).

### **Conflict of Loyalty:**

A conflict of loyalty arises where a Committee member may be involved in Committee decisions and may be (or perceived to be) potentially influenced by considerations other than the best interests of the organisation. This might happen when the Committee member has come onto the Committee as a nominee of a particular group for example sub groups such as Football, Hurling, LGFA, Camogie, Cultural Section etc. This situation may possibly cause the board member to think that they should act in the interests of the grouping that nominated them.

However, regardless of how they got onto the Senior Management Committee, members should act in the interests solely of the organisation on whose Committee that they sit, rather than acting in the interests of the grouping that nominated them. Conflicts of loyalty may be sufficiently serious to amount to conflicts of interest.