

# **SELECTED MEDICAL PRACTITIONER** **CONFLICT OF INTEREST POLICY**

When acting for the Board as Selected Medical Practitioner you will be asked to assess a claimant for Ill-Health, Injury or Death Benefits and address the questions referred under the relevant regulations.

Your decision should be reached on the basis of the evidence provided and must be fair and impartial at all times. Any conflict of interest or perceived conflict of interest must be brought to the Police Administration Manager's immediate attention.

It is essential that conflicts of interest are effectively managed to ensure the integrity and impartiality of the assessment process and to maintain public confidence. The Board, as a public body, is committed to following the Nolan Principles (see Appendix A) and expects the same standards to be applied by its Selected Medical Practitioners.

## **What is a conflict of interest?**

A conflict of interest arises where your judgement may be compromised by personal, financial or other considerations.

## **What action is required?**

Where it comes to your attention that you have previously treated or assessed an applicant you must notify the NIPB as soon as possible as this may give rise to a conflict of interest. A different Selected Medical Practitioner may then be appointed to carry out the assessment, unless exceptional circumstances apply.

The Board will check applications to identify if any Selected Medical Practitioner has treated or assessed an applicant within the previous two years. In that case their name will be excluded from the list provided to the applicant to make their selection.

Should you find that you do not recognise an applicant until the examination you must end the appointment immediately, providing an explanation to the applicant. Notification must then be given to the Police Administration Manager to determine whether the assessment may proceed or another Selected Medical Practitioner is to be appointed.

Any other interest that may influence your judgement should be declared at the earliest opportunity i.e. on addition to the Selected Medical Practitioner call-off list or as the conflict arises.

## **Are there any exceptions?**

The Board may in its discretion determine there are exceptional circumstances which permit the Selected Medical Practitioner to proceed with the assessment. For example, in the case of an applicant whose condition is terminal and they have specifically requested the Selected Medical Practitioner who previously treated/assessed them.

## APPENDIX A

### THE SEVEN PRINCIPLES OF PUBLIC LIFE (THE NOLAN PRINCIPLES):

<b>Selflessness</b>	Holders of public office should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family or their friends.
<b>Integrity</b>	Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.
<b>Objectivity</b>	In carrying out public business, including making public appointments, awarding contracts or recommending individuals for rewards and benefits, holders of public office should make choices on merit.
<b>Accountability</b>	Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.
<b>Openness</b>	Holders of public office should be as open as possible about the decisions and actions that they take. They should give reasons for their decisions and restrict information only when the wider public interest demands.
<b>Honesty</b>	Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interest.
<b>Leadership</b>	Holders of public office should promote and support these principles by leadership and example.