

 <p>Winnipeg Regional Health Authority Office régional de la santé de Winnipeg Caring for Health À l'écoute de notre santé</p> <p><b>POLICY</b></p>	<p><b>REGIONAL</b></p> <p>Applicable to all WRHA governed sites and facilities (including hospitals and personal care homes), and all funded hospitals and personal care homes. All other funded entities are excluded unless set out within a particular Service Purchase Agreement.</p>		Level: <b>1</b>
	Policy Name: <b>CONFLICT OF INTEREST</b>	Policy Number: 20.10.011	Page: 1 of 4
	Approval Signature: <i>Original signed by A. Wilgosh</i>	Section: <b>HUMAN RESOURCES</b>	
	Date: March 2011	Supercedes: September 2010	

## 1.0 **PURPOSE:**

The Winnipeg Regional Health Authority (WRHA) is committed to promoting a standard of conduct that preserves and enhances public confidence in the integrity, objectivity, and impartiality of its clinical and business activities. WRHA Representatives are expected to uphold these standards by avoiding potential, perceived or real Conflicts of Interest, and to promptly disclose and address any conflicts should they arise. To achieve this standard, the purpose of this policy is:

- 1.1 To provide guidance to WRHA Representatives in their relationships with third parties and the identification of any real, potential or perceived Conflict of Interest situations.
- 1.2 To ensure the proper handling of real, potential or perceived conflicts in order to protect the integrity of the WRHA and its representatives.

## 2.0 **DEFINITIONS:**

- 2.1 **Conflict(s) of Interest:** A situation in which a WRHA Representative has a Private Interest or a relationship with a Related Person that creates, either in appearance or in reality, a perceived or real opportunity for improper influence in the performance of their duties and responsibilities to the WRHA. This would include all situations which would cause an independent observer to reasonably question whether the professional actions or decisions of the WRHA Representative are compromised by considerations of personal gain, financial or otherwise.
- 2.2 **Private Interest(s):** Any matter, including without limitation a financial, personal and/or private affiliation, relationship or other involvement, that might influence the actions taken or decisions made by a WRHA Representative on behalf of the WRHA.
- 2.3 **Gift(s):** Items of any value that are given by a business or individual seeking to do or doing business with the WRHA to either the WRHA Representative or Related Person, and for which the recipient neither paid nor provided services. This includes, but is not limited to items such as pens, notepads, textbooks, electronic media, meals, gift certificates, tickets, devices, products or services, travel, hotel accommodations, entertainment or payments for attending a meeting.
- 2.4 **WRHA Representative(s):** All persons employed or contracted by WRHA facilities and WRHA funded facilities as well as members of the WRHA Board and members of the medical staff including physicians at all sites governed by this policy.

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- 2.5 Related Person(s): Any person or entity associated with a WRHA Representative, including a family member, personal friend, business associate or partner, or any corporation, joint venture, partnership or business entity owned or operated wholly or in part by the WRHA Representative.

For the purposes of this policy, a family member includes parent, spouse, common-law spouse, child, siblings, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandchild, former guardian, fiancé as well as step-relationships of the same degree. It also includes any other relative who is or has been recently residing in the same household.

### 3.0 **POLICY:**

- 3.1 WRHA Representatives shall act honestly and in good faith and shall adhere to standards of integrity, impartiality and ethical conduct in their attempt to prevent and avoid potential, perceived or real conflicts of interest.
- 3.2 WRHA Representatives shall not:
- a) Use or exercise his or her position with the WRHA to influence a decision made, or to be made, on behalf of WRHA that would have the potential of benefiting his or her Private Interests and/or Related Persons.
  - b) Grant or receive preferential treatment in the exercise of any position with the WRHA to benefit his or her Private Interests and/or Related Persons.
  - c) Use or communicate knowledge or information not available to the general public and gained in the scope of his or her duties to the WRHA that would have the potential of benefiting his or her Private Interests and/or Related Persons;
  - d) Use equipment, supplies, facilities, staff and other resources of WRHA to benefit his or her Private Interests and/or Related Persons.
  - e) Engage in activities outside of the WRHA, including outside employment, self employment, consulting, volunteering or serving as a board member to any individual, organization or corporation, where these activities interfere or conflict with the WRHA Representative's duties and responsibilities to the WRHA.
  - f) Accept Gifts on their own behalf or for their own benefit from industry representatives, regardless of the nature or value of the Gift. Tokens of appreciation of nominal value received from patients, clients and residents may be accepted on behalf of the department, ward or unit.
  - g) Solicit prizes, funds and give-aways from vendors unless it is for the purposes of raising charitable funds and solicitation is performed by individuals who are not directly involved in the development of contracts or the selection of vendors for purchases. Vendors shall be informed that their decision regarding participation will not have any influence on procurement decisions.
  - h) Influence or attempt to influence decisions relating to the recruitment of or awarding of a contract to a Related Person.
  - i) Participate in political activities while holding a position as a member of the WRHA Board or a member of senior management. These include the soliciting of funds for a provincial or federal party or candidate, or seeking nomination or holding an executive office in a political party as a candidate without being granted a leave of absence.

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- 3.3 WRHA Representatives have an ongoing duty to recognize and make full written disclosure to their supervisor of any potential, perceived or real Conflicts of Interest for determination in advance of taking any action that gives rise to the Conflict of Interest or, if it could not be foreseen, immediately upon becoming aware of the potential Conflict of Interest.
- 3.4 WRHA Representatives also have an ongoing duty to report to their supervisor any circumstance affecting another WRHA Representative that appears to give rise to a Conflict of Interest. If the circumstance cannot be reported to his or her supervisor, or if that supervisor does not take appropriate action, a WRHA Representative may report the circumstance to the responsible Director, Human Resources Services.
- 3.5 If a WRHA Representative is unable to report the circumstance to either his or her supervisor or the Director, Human Resource Services, a WRHA Representative may report the circumstance to the WRHA Designated Officer under the Disclosure of Staff Concerns Policy.
- 3.6 Persons in breach of this Policy will be dealt with in accordance with applicable policies and procedures including, but not limited to the WRHA Discipline and Discharge Policy and the Medical Staff Bylaws.

#### 4.0 **PROCEDURE:**

- 4.1 A WRHA Representative may be directed at any time to complete and submit a Conflict of Interest declaration by their employer, and if so directed, must comply.
- 4.2 A WRHA Representative shall immediately notify his or her supervisor of any and all relevant and material changes in the information previously disclosed in their completed declaration by completing and delivering an updated Conflict of Interest declaration.
- 4.3 Supervisors shall bring forward any disclosures by WRHA Representatives to the attention of the responsible Director, Human Resource Services or designate for determination of whether or not the matter is a Conflict of Interest. Conflict of Interest declarations completed by physicians shall be forwarded to the Joint Operating Division. If a WRHA Representative does not agree with the determination made by the Joint Operating Division, or the Director, Human Resource Services or designate, they may request that their Conflict of Interested declaration be reviewed by the Vice President and Chief Human Resources Officer or designate for final determination.
- 4.4 Appointed members of the WRHA Board of Directors, the Chief Executive Officer of the WRHA and executive management are required to provide a completed Conflict of Interest declaration annually and a new Conflict of Interest declaration should there be any relevant and material changes to the information previously submitted.
- 4.5 The members of the WRHA Board and the Chief Executive Officer shall submit their Conflict of Interest declaration to the Chair of the WRHA Board, with a copy to the General Counsel of WRHA, for the Chair's review and further handling. Senior management shall submit their declarations to the Vice President & Chief Human Resource Officer of the WRHA for review and further handling. The Chair of the WRHA Board shall submit his or her completed Conflict of Interest declaration to the Minister of Health and Healthy Living of Manitoba, with a copy to the General Counsel of WRHA, for the Minister's review.

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- 4.6 The Director, Human Resource Services shall keep a confidential record of all disclosures and Conflict of Interest declarations received from WRHA Representatives other than members of the WRHA Board, physicians and the WRHA Chief Executive Officer in accordance with WRHA policies and/or any applicable legal or regulatory requirements. The General Counsel of WRHA shall keep a confidential record of all Conflict of Interest declarations received from the WRHA Board and the Chief Executive Officer. The Joint Operating Division shall keep a confidential record of all Conflict of Interest declarations completed by physicians.
- 4.7 WRHA Representatives who are considered to be in a Conflict of Interest may be required to take certain actions including, but not limited to ceasing activities that place them in a Conflict of Interest, withdrawing from any applicable decision-making or business process or withdrawing from their role within the WRHA.

5.0 **REFERENCES:**

- 5.1 General By-Law NO.1 of Winnipeg Regional Health Authority
- 5.2 Alberta Health Services Conflict of Interest Bylaw
- 5.3 WRHA Policy 20.40.060 Employment of Relatives
- 5.4 WRHA Policy 20.50.010 Discipline and Discharge
- 5.5 WRHA Policy 20.50.100 Disclosure of Staff Concerns

**Policy Contact:** *Diane Jansen, Director, WRHA Internal Audit*