Easy Read – Conflict of Interest

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| Help with solid fill | This document explains what a conflict of interest is and what Able Disability Services does to manage them. |
| Shuffle with solid fill | A conflict of interest occurs when a staff member's interests differ from Able Disability Services' or your best interests. |
| Badge Tick1 with solid fill | Our staff should always do what is best for you and Able Disability Services. |
| Judge male with solid fill | Our staff's interests are called private interests. |
| User with solid fill Comment Slash Silence with solid fill | A private interest can be:  ● direct – something owned by the person  ● indirect – something owned by a family member or a close friend. |
| Piggy Bank with solid fill | A private interest can also be:  ● financial – getting money from it  ● non-financial – builds personal relationships in the community or with friends and family. |
| Comment Like with solid fill | It is okay for staff to have a conflict of interest if they tell Able Disability Services.  We can then decide what to do about their conflict of interest to manage it. |
| Questions with solid fill | A conflict of interest may be:  ● actual – it happened  ● potential – it could become a problem  ● perceived – it seems like a conflict but is okay as long as it is monitored. |
| Mute speaker with solid fill | A conflict of interest is wrong when a staff member uses it to get more than they should for themselves or their friends. |
| Two Men with solid fill | A conflict of interest can happen if a staff member's close friends or family become involved in work decisions. |
| Philanthropy with solid fill | A conflict of interest can happen if a staff member gets extra money by working for a different company while working at Able Disability Services. |
| Users with solid fill | A conflict of interest happens when our staff:  ● are involved with another organisation  ● encourage you to use the other Provider to receive supports. |
| A picture containing drawing  Description automatically generatedManagement with solid fill | How does Able Disability Services manage a staff conflict of interest? |
| Boardroom with solid fill | We ask all of our staff to tell us (declare) their conflict of interest as soon as possible. |
| Questions with solid fill | The Able Disability Services Director assesses all staff conflicts of interest to make sure they will not severely impact our organisation or you in any way. |
| Playbook with solid fill | The Able Disability Services Director will manage and monitor all declared conflicts to ensure they continue not to impact you or us. |
| Cycle with people with solid fillBadge Tick1 with solid fill | We regularly check that conflicts of interest are not impacting Able Disability's:  ● support provision  ● quality of support  ● good decision-making. |
| A picture containing drawing  Description automatically generatedJudge male with solid fill | How do we ensure no conflict of interest with a participant? |
| Chat with solid fill | The Able Disability Services Director will discuss any identified conflicts of interest that could impact the support you receive. |
| Chat bubble with solid fillUser with solid fill | The Able Disability Services Director will explain how we manage the conflict. |
| Worried face with solid fill with solid fill | We want you to tell us if you are unhappy about managing the conflict of interest. |
| Handshake with solid fill | We will work with you to try and make changes to make you happy. |
| Decision chart with solid fill | Any decisions you make about your providers or supports will not impact the current supports we provide you. |
| Connections with solid fill | Using other providers will not impact the quality of supports you receive from Able Disability Services. |
| Shuffle with solid fill | If we cannot fix the conflict of interest and are unhappy, we may refer you to another provider. |
| Chat bubble with solid fillTwo Men with solid fill | We will talk with you about this.  We will work out the best way for you to continue receiving the supports you need. |
| Open hand with solid fill | If you are referred to another provider, we will assist with your transition from our service. |