

Exemplar Global Impartiality and Conflict of Interest Guidelines (Skill Examiners)*

*Although this statement specifically relates to skill examiners, it also may be used as a general guideline.

Impartiality and Conflict of Interest

Skill examiners are required to confirm that there is no conflict of interest that may influence the outcomes (fair, valid, and reliable) of the examination.

Determining a Conflict of Interest

A conflict of interest may be actual, perceived, or potential and is determined as follows:

- **Employment:** Conflict of interest is present if there is less than one degree* of separation in the employment relationship or organizational structure.
- **Contractual:** Conflict of interest is present if there is an active contractual relationship between the skill examiner's organization and the applicant.**
- **Training/Assessment:** Conflict of interest is present if the applicant is undergoing training or examination with the skill examiner.***
- **Monetary:** Conflict of interest is present if there is a debt—monetary or other—owing between either the skill examiner and the applicant or the applicant and the skill examiner.
- **Family/Relationships:** Conflict of interest is present if the skill examiner and applicant has a relationship by family or partnership. Examples of relationships are parent-sibling, sibling-sibling, uncle/aunt-nephew/niece, cousin-cousin, spouse-spouse, and partner-partner (business or personal).
- **Other Circumstances:** Conflict of interest may be present in other circumstances than described above. If the skill examiner has any doubt, they are required to contact Exemplar Global for guidance.

Comments

* If the scheme or grade is accredited by JAS-ANZ, any employment arrangement or relationship/s presents a conflict of interest. The skill examination is not to proceed.

** If the scheme or grade is accredited by JAS-ANZ there must be a separation period between the skill examiner's organization and the applicants' contracted relationship of two years before the skill examination can proceed.

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*** If the scheme or grade is accredited by JAS-ANZ there must be a separation period of two years since the applicant undertook training or examination with the skill examiner before the skill examination can proceed.

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