

PACT Policy for Managing Conflicts of Interest



1. POLICY STATEMENT

Conflicts of interest must be properly identified, defined, and where appropriate effectively and transparently managed.

The Pharmaceutical Society of New Zealand Inc (the Society) recognises that its role as the Governance and Registration organisation for PACTs must be balanced with its role as a Training Provider for that programme.

It acknowledges the potential for real and perceived conflicts of interest, and will ensure that:

- Where the Society determines a conflict of interest exists, the Society will take all reasonable steps to ensure that this conflict is managed, and where possible is removed or minimised; and
- Where the Society determines that an actual conflict of interest does not, or is unlikely to exist, the Society will take all reasonable steps to minimise and/or avoid creating such a perception.

This policy is intended to:

- Promote integrity, transparency, objectivity, and impartiality in the PACT Training Programme
- Promote integrity, transparency and accountability in the governance of the PACT Programme
- Provide a mechanism to ensure that any conflict of interest that the Society is aware of is disclosed to the service user, where appropriate.
- Ensure that if there is a conflict between the PACT programme's duty to the Society and its obligation to the profession, then the profession's best interests remain paramount.
- Manage the perception that the PACT Training Programme provided by the Society has or appears to have an unfair competitive advantage.

2. PURPOSE

The Society provides the PACT Training Programme and provides certification for PACTs, administers the overall governance of PACT and as part of this role, maintains a register of certified PACTs and manages their recertification process.

Because the Society has an interest in, and responsibility for, each function of the PACT programme, it may be or may appear to be, unable to be impartial when making decisions and evaluating options for both the governance and training sectors of the programme. This may give rise to the perception that the Society may have an unfair competitive advantage should other organisations wish to provide training.

The purpose of this policy is to ensure the Society manages actual, potential or perceived conflicts of interest that may arise in relation to PACT.

Example of a potential conflict of interest:

- Amendment of the PACT Framework without external consultation to minimise application requirements for PACT training, thus allowing the Society to train a greater number of PACTs.

3. SCOPE

The scope of this policy covers the management of conflicts of interests (actual, potential, or perceived) that may arise because the Society is responsible for maintaining the PACT Governance, Operational and Training Frameworks and manages the functions of these, including certification and recertification.

4. DEFINITIONS

Conflict of Interest: A conflict of interest arises when a person or organisation has an interest that may influence or appear to influence the services they offer or recommendations they make. It includes any bias or the appearance of bias in a decision-making process. It can also involve any circumstances that create a risk that a staff member's professional judgement or actions regarding a primary interest (such as maintaining a PACT register) will be unduly influenced by other interests (such as providing a training programme that provides greater income).

5. POLICY

Anyone concerned about any conflict of interest should contact the Manager of the PACT programme at PACT Programme at education@psnz.org.nz

Any PACT Training Framework updates required by the Society will be judged solely on their professional merit and benefit to the PACT workforce and pharmacy profession rather than by who is providing the training.

No preference will be given to the PACT Training Programme run by the Society. Any application for further PACT training Providers will be considered on their merits: the ability of the organisation to deliver the programme to the required standard and the need for additional training opportunities.

Graduates from any other approved training providers will not be disadvantaged because of their training site.

6. RELATED DOCUMENTS

7. DOCUMENT CONTROL

Position Responsible: PACT Programme Manager

Date Approved: September 2021

Review Date: September 2023

Signed:

Version 1	September 2021	
Version 2	December 2022	Updated PSNZ College references to PSNZ Education and Training Updated Section 3 – Scope to reflect change in Framework management.