

The Evidence Commission developed a conflict-of-interest policy that involved three elements:

- completion of a disclosure form by commissioners and key secretariat staff
- screening of these disclosure forms by a member of the secretariat (Jennifer Thornhill Verma) using a risk-assessment model (and if issues arose, by an arm's-length advisor)
- committee comprised of two independent conflict-of-interest experts to review any concerns raised through the screening process and propose a risk-management plan.

This disclosure form, risk-assessment model and risk-management process were developed with guidance from Lisa Bero, and informed by empirical research on conflict-of-interest management.⁽⁷⁶⁻⁷⁸⁾

The disclosures form as follows:

Position in and name of employer:

Are there any other relevant interests,
factors or circumstances not addressed
above?

Is there any additional information you
would like to provide relating to the above
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The resourcing model took the following form:

Risk level	Considerations	Examples	Management
High	- Relevant, personal, financial large amount, long duration, control - Management relationships - Reputational risk	- Company employee - Long-term consultant - Board member - Spouse is company employee - Ties with company with reputational risk	- Do not participate in committee - Eliminate conflict of interest - Cannot be chair - Committee balance
Medium	- Relevant, personal, financial small amount, short duration, minimal control - Family relationships - Reputational risk	- Consulting, honoraria, travel - Child works as clerk for company - Grants from company	- Restrictions on participation - Cannot be chair - Eliminate conflict of interest - Committee balance
Low	No personal financial relationships, no control	- Grant to institution from company - Published articles in The Conversation on relevant topic - Testified before government committees	Full participation or some restriction
None	As above	Academic publications only, examples of expertise, not conflict of interest	