

The Money and Pensions Service Conflicts of Interest Policy promotes transparency and accountability to protect the organisation's integrity and public trust. It defines conflicts of interest, outlines disclosure requirements, and describes how conflicts should be managed and reported.

### Definition of conflicts

Conflicts of interest include actual, perceived, or potential situations where personal interests could impair impartiality in professional duties. They may arise from financial interests, relationships, responsibilities, or memberships related to the Money and Pensions Service's (MaPS) work.

### Policy scope and purpose

The policy applies to all colleagues and Non-Executive Directors, aiming to protect decision-making integrity, limit legal challenges, and ensure public interest responsibilities are met.

### Disclosure requirements

All colleagues and Non-Executive Directors must declare conflicts on appointment, annually, and when changes occur. Non-Executive and Executive Directors are also required to disclose conflicts from two years prior to joining. Disclosures are recorded confidentially and shared as needed.

### Procurement-specific conflicts

Under the Procurement Act 2023, conflicts must be identified and managed throughout procurement processes to prevent unfair advantages or disadvantages to suppliers.

### Managing conflicts

Conflicts may be managed by withdrawal from involvement, meetings, or decision-making, or exclusion from information. Management approaches depend on circumstances, with Board conflicts assessed by senior leaders.

### Political activity rules

Ordinary political party membership is generally acceptable, but significant political roles require permission and adherence to conduct standards. Restrictions apply especially to sensitive roles, with a formal process for approval and recording.



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## Reporting concerns

Colleagues should report conflicts affecting themselves or others promptly to line managers, the Governance Team, or via whistleblowing channels.

## Related policies

The Conflicts of Interest Policy is supported by related policies on anti-bribery, disciplinary actions, expenses, gifts and hospitality, whistleblowing, and public sector ethical standards.

If you require any further information on this, please use our [Contact us](#) details.