

# EDUCATION AND EMPLOYMENT LEGISLATION COMMITTEE

## Questions on Notice

Via email dated 30 October 2017

**1. What arrangements and/or policies does your organisation have regarding conflicts of interest?**

*Incolink's Governance Practice Statement incorporates a Directors' Code of Conduct, in which the Board adopts a number of principles that govern the conduct of directors of Incolink and associate companies including guidance notes and principles with respect to conflict of interest, gifts and benefits and related party transactions. Directors have registered Standing Notices of Interests pursuant to section 192 of the Corporations Act. Directors also declare and a register is kept of gifts and benefits they or anyone related may obtain (as a consequence of the Director being a director of Incolink) from third parties who have a relationship with Incolink. Incolink staff are also subject to (1) Conflict of Interest Policy and Conflict of Interest Declaration and Register; and (2) Gifts Benefits and Hospitality Policy. A register is also kept in respect of any gifts, benefits and hospitality received by staff from service providers.*

**2. In the past 5 years how many times has a director raised a conflict of interest, or has an issue of conflict of interest been dealt with in the minutes of board meetings?**

*In addition to the standing notice of interest provided pursuant to section 192 of the Corporations Act, Directors regularly declare any conflict of interest that may arise from time to time.*

**3. What is the consequence of a breach of your organisation's arrangements and/or policies regarding conflicts of interest? In the past 5 years has this ever occurred and if so on how many occasions?**

*None known*

Via transcript dated 30 October 2017

**4. List of OH&S Grant Recipients:**

1. AMCA (Air Conditioning and Mechanical Contractors' Association)
2. CEPU (Communications Electrical and Plumbers Union – Plumbing Division)
3. CFMEU (Construction Forestry Mining Energy Union – Construction Division)
4. MBAV (Master Builders Association of Victoria)
5. MP&MSAA (Master Plumbers and Mechanical Services Association of Australia)
6. AMWU (Australian Manufacturing Workers Union)
7. AWU (Australian Workers Union)
8. CCF (Civil Contractors Federation – Victoria Division)
9. CFMEU (Construction Forestry Mining Energy Union – FEDFA (Federated Engine Drivers and Firemen's Association) Division)
10. CFMEU – FFPD (Construction Forestry Mining Energy Union – Forestry, Furnishing, Building Products and Manufacturing Division)
11. CICA (Crane Industry Council of Australia)
12. FAV (Floor Covering Association of Victoria)

**5. Whether anyone with an Incolink membership ever been knocked back from training ran by recipients of Incolink training grants**

*We are advised that these training organisations are RTOs and as such are not permitted to discriminate.*