

## Conflict of interest form for council

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Conflicts of interest (COI) arise where there is a divergence between an individual's responsibilities to COPE Council and their other interests, such that an individual's motives might be compromised, or perceived to be compromised. COIs are important since Council members' opinions and actions must be, and be seen to be, impartial. COI of all council members are collected on election and annually thereafter.

COI include, but are not limited to, the following. Council members are required to disclose any of the following:

All relevant <b>financial relationships</b> with commercial interests (entities producing, marketing, re-selling, or distributing goods or services) in any amount as well as the nature of the relationship (personal or immediate family) within the past 5 years, eg;
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| <ul style="list-style-type: none"><li>● Grant/research support: None</li></ul> |
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| <ul style="list-style-type: none"><li>● Consultancies: None</li></ul> |
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| <ul style="list-style-type: none"><li>● Membership of speakers' bureaux: None</li></ul> |
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| <ul style="list-style-type: none"><li>● Patent ownership: None</li></ul> |
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| <ul style="list-style-type: none"><li>● Membership of scientific advisory board: None</li></ul> |
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| <ul style="list-style-type: none"><li>● Membership of board of directors: None</li></ul> |
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| <ul style="list-style-type: none"><li>● Stock shareholding (directly purchased): None</li></ul> |
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| <ul style="list-style-type: none"><li>● Other financial support (eg, honoraria, travel grants, gift, royalties) (please specify):<br/>None</li></ul> |
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Any **non-financial relationships/affiliations** relevant to COPE (please specify):

President, International Network of Business & Management Journal Editors (INBAM)

Editor-in-Chief, *International Journal of Manpower*

Editorial Advisory Board, *Education and Training*

Editorial Advisory Board, *Journal of European Journal of Industrial Training and Development*

Editorial Advisory Board, *Journal of Chinese Human Resource Management*

**Further information**

Charity Commission

[http://www.charitycommission.gov.uk/charity\\_requirements\\_guidance/charity\\_governance/good\\_governance/conflicts.aspx](http://www.charitycommission.gov.uk/charity_requirements_guidance/charity_governance/good_governance/conflicts.aspx)

While COIs will be reviewed annually, they must also be specifically declared at the beginning of each Council or Forum meeting or before participation in any complaints processes. COIs are posted on COPE's website.