



CONFLICT OF INTEREST STATEMENT

There are areas of potential or perceived conflict of interest that have been identified for AGA. They result from our business functions as a Group Training Organisation (GTO) and a Registered Training Organisation (RTO) and relate to:

- Influencing employment and training options for Employers, Apprentices and Student.
- Employment and Training needs.
- Influencing Employers and Apprentices in their choice of Registered Training Organisation.
- AGA Board Members, Management and Staff related conflicts of interest.

PLANNED STRATEGIES FOR MANAGING POTENTIAL OR PERCEIVED CONFLICTS OF INTEREST

Employment & Training Options for Employers, Apprentices & Students

The function of the Group Training Organisation (GTO) is to directly employ Apprentices and Trainees.

The function of the Registered Training Organisation (RTO) is to provide training to students for qualifications listed on the AGA Scope of Registration.

To avoid conflict, both GTO and RTO are set up as appropriate business divisions with their own budgets, finances and resources. Business systems are kept separate; staff work in distinct roles to ensure there is a clear separation of duties and to match requirements of business operation and contract obligations.

Employment and Training needs.

For AGA Apprentices and Trainees the employment placements are to be suitable to match the requirements of the training for each respective qualification.

The AGA Placement Policy indicates appropriate considerations for arranging and managing placements relative to training qualifications, training exposure and job rotation.

RTO Choice for Employers and Apprentices

AGA is a Registered Training Organisation (RTO) for a selected range of Qualifications in traditional trades.

In the main, where the GTO is the direct employer, it uses its own AGA RTO where appropriate trades are concerned.

For all other trades AGA will seek assistance from a suitable Australian Apprenticeship Centre (AAC) to discuss training options where the AAC can provide a list of RTO's capable of delivering the relevant qualification.

AGA Board Members, Management and Staff related conflicts of interest

There are three main mechanisms for managing Conflict of Interest –

- Disclosing any Conflict of Interest
- Avoiding any Conflict of Interest
- Controlling any Conflict of Interest

AGA Business Management System provides policies and procedures for appropriate functional operation.

AGA Board, Management and Staff related conflicts of interest are managed through conventional business protocols and employment arrangements and AGA's Business Management System.

If any AGA Staff identifies conflict within their duty they are to seek management advice from a defined neutral higher authority.