

Guidelines for the appointment of Supervisors

In addition to [Higher Degree Research Candidate and Supervision Policy](#) and the [Higher Degree Research Register of Supervisors Policy](#) it has become necessary to clearly communicate some guidelines in relation to potential conflict of interests in the 'make up' of supervisory teams.

Having the right supervisory team is crucial to a student's success. A conflict of interest does not imply wrong doing or inappropriate activity, however they do require careful consideration and management to ensure that the potential conflict does not improperly influence the supervision of a student. Transparency is key to effective management of potential conflicts of interests.

The following guidelines are to be used in addition to the above mentioned policies when considering the recommendation and appointment of suitable supervisors for a potential candidate or alternately replacement supervisors for a current candidate:

Identifying Conflicts of interests:

- Where the supervisors private interests conflict, or could possibly conflict in the future, with the scope and ambit of their duties or role as a supervisor to the candidate.
- A reasonable person, in possession of the relevant facts, would conclude that the supervisor's private interests have the potential to interfere with the proper performance of their duties as a supervisor to a student.

In situations where a potential conflict of interest arises in that two supervisors involved in a personal relationship with each other want to supervise a student, it will be necessary that in order to carefully manage a potential conflict of interest, the appointment of a third impartial supervisor is mandatory in order for the supervisory team to be approved. Furthermore, it should be noted that supervisors involved in a relationship with each other will only be considered if a convincing case can be made that there is no suitable alternate supervision available.

Examples of conflicts of interest are:

A. Conflicts with candidate

1. Supervisors previously/currently in personal relationship with the proposed candidate.

B. Conflict with other Supervisors

1. Members of the supervisory team are closely related or in a personal relationship with one another.