

Concurrent employment in either a self-employed or employer capacity is occasionally taken by members of the Department for a variety of reasons. The right to do so is embodied in most collective agreements which point out that employees shall not be restricted in engaging in concurrent employment outside office hours except in those areas where "the Employer" specifies that there could be or appear to be a conflict of interest. In this context, it might also be noted that concurrent employment within the public service is not excluded, but is permissible only with the express authorization of the Deputy Head.

Given the relative freedom to accept a second job there are, nevertheless, a number of areas of concurrent employment which have been identified for all public servants as representing a conflict of interest with their official duties and functions. In essence these areas are as follows:

- (a) where dual employment in the public service could constitute a conflict of interest between the two positions;
- (b) where outside employment might bring the public service into disrepute;
- (c) where the outside employment would entail the use of confidential or non-public information acquired in the course of an employee's official duties; lead to the undesirable or unwarranted exploitation of his colleagues and contacts in his regular employment; or where it would enable the employee improperly to influence legislation or government policy;
- (d) where the outside employment makes use of any of the property or facilities of the Canadian Government without due authorization;
- (e) where the outside employment would require partisan political activity other than that envisaged in Section 32 of the *Public Service Employment Act*. (See "Political Activity").

In examining current or prospective outside employment, employees should examine the implications in the light of the possible conflict of interest situations outlined above. Should there be