Conflict of Interest Register

To be read in conjunction with the *Conflict of Interest Policy* (see the Public Skills Australia *Internal Governance Policies Handbook*) and the DEWR JSC *Code of Conduct*

Last updated: 13 July 2026

No.	Individual/ Organisation	Role	Description of declared interest or association	Date of disclosure	Assessment of integrity risk	Mitigation strategy
Board Directors						
1.	Kenneth Robinson	Director	Provides advisory services to the Department of Defence on executive succession planning and strategic logistics. The service covers concepts, systems and processes but does not carry any decision-making capacity, responsibilities accountabilities. The role does not influence or directly engage in the management of delivery of skills through training and education.	23 January 2026	Low	To abstain from discussion/decisions on a case-by-case basis if required if the role impacts on Board discussions/decisions.
2.	Joanne Crabtree	Director	Entered into Consultancy agreement with a group of eight local councils to engage in negotiations on a combined enterprise agreement.	17 March 2025	Low	Any conflicts to be assessed as required.

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3.	Shay Deguara	Director	Life member of a Surf Life Saving Club.	Prior to incorporation (19 January 23)	Low	None required – not a material conflict, 'rank and file' member only.
			Is the Member representative person for the Community and Public Sector Union (CPSU) (one of Public Skills Australia's Member organisations).	Prior to incorporation (19 January 23)	Low	Elected Honorary Treasurer of the Industrial Staff Union. To be absent from agenda items about, and abstain from voting on, any decision items about the CPSU or its sector.
			Sister is working with Local Government Association of Queensland in a policy/coordination role.	08 Sep 2025	Low	None required, for monitoring only as role is not training based.
4.	Rebecca Fawcett	Director	Is the Deputy Secretary of the Community and Public Sector Union and sits on the union's Executive.	02 April 2026	Low	To be absent from agenda items about, and abstain from voting on, any decision items about the CPSU or its sector.
5.	Del Gaudry	Director	Nil	25 September 2025	N/A	N/A
6.	Stuart Jardine	Director	Nil	20 June 2026	N/A	N/A
7.	Tracey Linford	Director Chair of the Audit, Finance	Volunteer time to leadership programs run by Australian Institute of Police Management (AIPM).	25 September 2025	Low	Nil required.

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		and Risk Committee.				
8.	Graeme Murphy	Director	Until 20 December 2023, was seconded to fill a position (*Acting Assistant Chief Fire Officer (*ACFO*) Training Service Delivery*) in the Enterprise RTO arm of his employer, Fire Rescue Victoria (FRV).	Prior to incorporation (19 January 23)	Low	From 20 December 2023 Mr Murphy is no longer actively involved in the Registered Training Organisation component of Fire Rescue Victoria (FRV) following the commencement of his transition to retirement. Has officially retired from FRV as of 4 April 2026.
			Has been made a life member of UFU.	17 March 26	Low	A 'rank and file' member of UFU which is a member organisation of Public Skills Australia.
9.	Scott Weber	Director Chair of the Nominations Committee	Is the Member representative person for the Police Federation of Australia (PFA) (one of Public Skills Australia's Member organisations).	Prior to incorporation (19 January 23)	Low	To be absent from agenda items about, and abstain from voting on, any decision items about the PFA or its sector.
			Ambassador for Uniforms for Kids.	08 Sep 2025		Nil required.

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Member organisations						
10.	Department of Defence	Member	The Department of Defence is a Registered Training Organisation.	Prior to incorporation (19 January 23)	Medium	As only one Member organisation, the DoD cannot itself exercise its voting rights to exercise significant influence over the Board. No non-independent Board members affiliated with the DoD to be accepted onto the Board, giving assurance that any proposed Directors will bring an independent mind to their role regarding the DoD. (In additional to the general protection that the Board is majority independent.)

Annexure 1: Other board directorships held by Board Directors

NO.	BOARD DIRECTOR NAME	OTHER DIRECTORSHIPS HELD
1.	Kenneth Robinson	Nil
2.	Joanne Crabtree	Nil
3.	Shay Deguara	1. Treasurer of the Industrial Staff Union. 2. Director of Tamarama Surf Life Saving Club
4.	Rebecca Fawcett	Nil
5.	Del Gaudry	1. Defence Force Welfare Association. 2. Nepean Blue Mountains Local Health District.
6.	Stuart Jardine	Nil
7.	Tracy Linford	Nil
8.	Graeme Murphy	Nil
9.	Scott Weber	1. PFA Executive Board. 2. PFA Federal Council. 3. National Police Memorial (PFA). 4. National Police Memorial Coordination Committee. 5. Museum of Australian Policing Board of Management. 6. Australasia member of International Committee of Police Representative Associations (ICPRA).