



Impartiality and Confidence

Members of expert committees in connection with appointment and promotion cases at the Faculty of Medicine are subject to the regulations relating to impartiality encompassed by Chapter 2 of the Public Administration Act “Concerning Disqualification”. A committee member is disqualified from partaking in an expert committee when circumstances exist that could impair trust in his or her impartiality. Expert committee members are responsible for assessing their own level of impartiality. These assessments are of utmost importance in preserving and enhancing public confidence in the Faculty of Medicine.

The most important provisions concerning the assessment of one's own impartiality are as follows:

Automatic Disqualification

An employee at the Faculty of Medicine or a member of an expert committee shall be disqualified from preparing the basis for a decision or making decisions in a case

- 1) if he or she is related by blood or marriage to a party in direct line of ascent or descent, or collaterally as close as a sibling;
- 2) if he or she has been married, in a partnership or is engaged to a party, or is the foster parent or foster child of a party;
- 3) if he or she is the guardian of a party to the case or has been the guardian of a party after the case began;
- 4) If he or she is, or has less than five years ago, been an academic advisor to a party working towards a doctorate.

Disqualification Based on Discretionary Assessment

When assessing disqualification, due regard shall be paid to whether the decision in the matter may entail any special advantage, loss or inconvenience for the individual involved personally or for anyone with whom he or she has a close personal association. Due regard shall also be paid to whether any objection to the individual's impartiality has been raised by one of the parties.

The task of assessing impartiality will always require the exercise of a certain measure of discretion. Factors that one should consider when assessing impartiality are as follows:

Collaboration and/or Co-authorship

Ongoing close collaboration, co-authorship or collaboration within the preceding five years renders disqualification of expert committee members. Co-authorship is assessed in the same manner as other

close professional collaboration. The number of collaborators in a publication as well as one's role may have an impact on this assessment. A general rule is that a small number of co-authors equates a greater likelihood of disqualification. However, each case should be assessed carefully and on an individual basis. Publication of different contributions within the same publication or collaboration more than five years ago will normally not result in disqualification, unless there is a general opinion that the earlier collaboration has created a lasting, close relationship (professional and/or personal). Discretion must be exercised here.

Academic Advisor

Having served or serving as an academic advisor to a party working towards a doctorate within the preceding five years renders disqualification. The same applies to individuals who are, or have been, academic advisors to a party working towards a degree other than a doctorate degree.

Other Special Circumstances that are apt to impair confidence in a decision in which the individual is taking part

Seen from the outside, are there any circumstances pertaining to the matter that may impair, or be assumed to impair, the individual's professional judgment, for example in relation to requirements relating to proper administrative proceedings, equal treatment, or objectivity? The essential question here has to be: How does this look from the outside? It must be an assessment that is based on more than loose assumptions and speculations. It must be seen as highly probable that someone will question a person's impartiality, and that this will diminish confidence in the actual decision taken. It is essential that all relevant elements be considered in each individual case. The presence of several factors at the same time may indicate disqualification more clearly.

Still unsure? Do not hesitate to contact Recruitment Services ☺

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