
ANTI-CORRUPTION POLICY

OF THE

MINISTRY OF FISHERIES

TOGETHER AGAINST CORRUPTION



MINISTRY OF FISHERIES

Anti – Corruption Policy

1.0 Introduction

The Ministry of Fisheries attaches great value to its reputation. The Ministry of Fisheries recognises that the risk of corruption is present and may occur in the organisation and in any of its outstations. The Ministry of Fisheries is, therefore, committed to maintain the highest level of integrity in the conduct of its activities through the adoption of corruption prevention strategies in the organisation.

This anti-corruption policy sets out the full commitment of the Ministry of Fisheries for the deterrence and detection of corruption and for adherence to a culture of integrity.

2.0 Statement of Intent

The Ministry of Fisheries will not tolerate corruption in the conduct of its activities, whether from inside or outside. It expects the highest standards of conduct from members of staff and those who have dealings with it including stakeholders and the members of the public in general. It is committed to ensuring that the risks of corruption and the potential losses that might result are minimized to such extent possible.

3.0 Policy Statement

The Ministry of Fisheries is committed to promoting and adhering to the highest standards of probity, transparency and accountability in the operations and management of its affairs. Through this policy, the Ministry of Fisheries takes the commitment to fully and unequivocally adopt a zero-tolerance stance towards corruption and other malpractices and shall ensure compliance with the anti-corruption legislation.

4.0 Anti- corruption Commitment

The Ministry of Fisheries has signed the anti-corruption commitment developed by the Independent Commission Against Corruption (ICAC) and has thus committed itself to use all available means and resources at its disposal to combat corruption in all its forms at all times including the application of appropriate prevention and detection control measures.

For the purpose of ensuring sound implementation of this policy, the Ministry of Fisheries will ensure that:

- Employees have sufficient knowledge concerning the anti-corruption policy and that it is applied to all undertakings;
- Adequate controls to counteract corruption are known and used within the organization;
- There are clear procedures and systems for handling suspected cases of corruption; and
- All the stakeholders are aware of the Ministry's anti-corruption policy.

The main objective of this anti-corruption policy is to strengthen and sustain a culture of integrity within the Ministry. This will be achieved through:

- The setting-up of effective processes characterised by broad participation and transparency;
- Regular evaluation of corruption risks, systems and procedures;
- Ensuring that projects have clearly formulated goals, expected results as well as monitoring and follow-ups; and
- Learning from experiences and continuously improving organisational performance and the corporate image.

5.0 Scope and Applicability

This anti-corruption policy covers measures and practices of the Ministry of Fisheries on preventing and combating corrupt, fraudulent, collusive or coercive practices in its activities and operations. This policy applies to management, employees, as well as consultants, suppliers, contractors, outside agencies and or any other parties having a business relationship with the Ministry of Fisheries.

6.0 Definitions

For the purpose of this policy, corruption is defined as per section 2 of the Prevention of Corruption Act 2002 as amended.

“act of corruption” –

- (a) means an act which constitutes a corruption offence; and
- (b) includes –
 - (i) any conduct whereby, in return for a gratification, a person does or neglects from doing an act in contravention of his public duties;
 - (ii) the offer, promise, soliciting or receipt of a gratification as an inducement or reward to a person to do or not to do any act, with a corrupt intention;
 - (iii) the abuse of a public or private office for private gain;
 - (iv) an agreement between two or more persons to act or refrain from acting in violation of a person's duties in the private or public sector for profit or gain;
 - (v) any conduct whereby a person accepts or obtains, or agrees to accept or attempts to obtain, from any person, for himself or for any other person, any gratification for inducing a public official, by corrupt or illegal means, or by the exercise of personal influence, to do or abstain from doing an act in the exercise of his duties to show favour or disfavour to any person.

All the sections of the law penalising corruption offences are described in sections 4 to 15 of the Prevention of Corruption Act 2002 as amended. These include bribery by public official, bribery of public official, taking gratification to screen an offender from punishment, public official using his office for gratification, "traffic d'influence" and conflict of interest.

7.0 Responsibilities for implementing the policy

The responsibility to develop and coordinate the implementation of the policy shall rest upon the Anti-corruption committee (ACC) established for the purpose. The ACC shall set priorities, provide advice when ethical issues arise and communicate the policy to all levels of management and staff.

The Anti-corruption committee - The committee shall comprise members from both operational and management support departments of the Ministry of Fisheries.

The officer designated by the Ministry of Fisheries shall lead the project and chair all meetings. The ACC shall be responsible for coordinating and implementing the anti-corruption policy. It shall develop a time-bound programme with clear and precise deliverables and related budget and execute it once approved by top management. The Ministry of Fisheries shall designate an officer to act as Secretary to the Committee.

The committee shall meet on a regular basis, preferably every month or as decided by the Chairperson of the ACC. The chair shall decide upon the setting up of sub-committees to assist the ACC in the implementation of any initiatives decided by the ACC.

Role of Management - It is the responsibility of directors and managers to promote the anti-corruption policy within their areas of operation. Managers are expected to actively deter, prevent and detect

corruption by maintaining effective control systems and ensuring that their staff members are familiar with this policy.

Role of Employees - Each employee shall read, be familiar with and strictly comply with this policy. The Ministry of Fisheries shall ensure that each employee is provided with a copy of this policy or otherwise has on-line access to it.

Role of Internal Audit - The Internal Audit has the responsibility to ensure the effectiveness and adequacy of the Internal Control System in place. It should ensure that the system is subject to regular audit to provide assurance that the system is effective in countering risks of corruption.

8.0 Risk Assessment

The Ministry of Fisheries is conscious that the risk of corruption may occur in every sphere of its activities and may evolve in the light of changing circumstances and working environment. In its endeavour to proactively address risks of corruption, the Ministry of Fisheries shall ensure that a proper risk management process is in place. Risk assessment should focus on a thorough analysis of the functional activities in close collaboration with officers involved in the process with a view to identifying potential or actual corruption risk areas. With respect to identified risk, necessary corruption prevention measures including policies

and procedures should be developed and applied to address the risks. The responsibility to plan, coordinate and monitor the risk management process rests with the ACC.

9.0 Handling and reporting corruption

Reporting suspected cases of corruption - Notwithstanding section 44(1) of the Prevention of Corruption Act 2002 as amended which provides that where an officer of a public body suspects that an act of corruption has been committed within or in relation to that public body, he shall forthwith make a written report to the ICAC. The Ministry of Fisheries shall put in place measures that shall facilitate the reporting of suspected cases of corruption.

Section 45 of the Prevention of Corruption Act 2002 as amended provides that where in the exercise of his functions, the Chief Executive of a public body is of the opinion that an act of corruption may have occurred, he may refer the matter to the ICAC for investigation.

The Ministry of Fisheries may set up a committee to assist the Permanent Secretary in determining whether there is reasonable doubt for suspicion of corruption prior to referral of the case to the ICAC for investigation.

Confidentiality - Information pertaining to complaints about corruption shall not be disclosed to any unauthorised party.

10.0 Protection of whistleblowers

There will be no reprisal by management against “the public official” who, in good faith, reports an act of corruption or malpractice or any suspected illegal and dishonest activity or any other corrupt activity that he/she has witnessed. However, disciplinary actions may be taken against any person who had knowingly made false allegations.

11.0 Disciplinary measures

The Ministry of Fisheries is committed to ensuring that this policy is duly implemented in the organisation.

Disciplinary measures in accordance with established procedures will be taken against any staff member who is found guilty of breach of the provisions contained in this policy.

12.0 Training and Communication

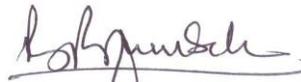
The Ministry of Fisheries recognises that the success and credibility of this policy depends on effective training, communication and the awareness of directors and employees throughout the organisation. Management should ensure that the anti-corruption policy is clearly disseminated to all staff members and that its contents are understood.

13.0 Review of policy

This policy will be reviewed annually or earlier if necessary or in the event of any changes in the laws and regulations that are relevant to the Ministry of Fisheries.

The Chairperson of the ACC should recommend the review of this policy to the Permanent Secretary as applicable.

14.0 Approval



B. Boyramboli

Permanent Secretary

22 May 2014