



# FIJI INDEPENDENT COMMISSION AGAINST CORRUPTION

## INTEGRITY FIRST: PROVIDING GUIDANCE TO THE PRIVATE SECTOR 26 SEPTEMBER 2024



# PRESENTATION FOCUS

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**The Role Of Governments In Providing Training And Guidance To Enhance Ethical Behaviour Within The Private Sector.**

# DISCUSSION POINTS

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- In Fiji, what specific conflict of interest measures are in place to regulate the acceptance of gifts or hospitality by public officials from the private sector?
  
- How effectively are these measures enforced and what challenges exist in ensuring transparency and accountability in such situations?

## ❑ **CONFLICT OF INTEREST POLICY**

- ✓ The COI Policy is one measure that is put in place by all government officers to declare if there is a Conflict of Interest in their line of work. This is applied in the following;
  - i. **Recruitment and Selection** – hiring of family members, relatives and school friend (**Nepotism, Favouritism and Cronyism**)
  - ii. **Procurement** – selection of suppliers in terms of any purchasing of any items or goods from private companies
  - iii. **Tender & Contract Management** – when the Tender committee selects tender awards to the private companies that bid for any contract for the government
  - iv. **Government officials** running their own business that will conflict their role in their capacity as a public officer
- ✓ A **Conflict of Interest Declaration form** is provided during this process and government officials are mandated to Declare any forms of COI for Transparency and Accountability purposes.



## ☐ GIFT GIVING POLICY

- ✓ This is a Policy that looks into any forms of **GIFTS** that is given to any public officials when they engage with the stakeholders. The policy focuses on Acceptable Gifts and Non – Acceptable Gifts.
- ✓ The Acceptable Gifts are Perishable however for Non-Perishable Items, there are only selected

The **Perishable and Selected Non Perishable Items** are listed in the Policy and they are to be declared upon receipt. These are food, water, coffee, soft drinks or even kava (during traditional community engagement where it is presented to government officials).

**Non-Perishable Items** are goods and items that are gifted to government officials from the any stakeholders particularly suppliers as a form of gratitude to the services that is carried out.

**This is NOT ALLOWED.**

**MONEY – NOT ALLOWED**

- ✓ All government office(s) are advised to have a Gift Giving Declaration book that is kept with Corporate or each department and are enforced to declare if any forms of gifts are received.



# SANCTIONS

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- FICAC PREVENTION OF BRIBERY ACT 2016 (POBA)
- CRIMES ACT 2009
- CODE OF CONDUCT BILL 2018 (NOT PASSED YET IN PARLIAMENT)



# ENFORCED

- ❑ Conducting trainings to government officer(s) – **45 minutes training**
- ✓ **trainings to public officer(s) to make them aware of Corruption and the Anti Bribery Laws**
  
- ❑ **ANTI – BRIBERY CAMPAIGN**
- ✓ A nation wide campaign to all government departments where we listed the **High Risk organizations, Medium Risk and Low Risk to Bribery**
- ✓ Mini Launch – CEO/PS show their support of the AB campaign
- ✓ all officers go through the Trainings and they receive a badge each
- ✓ FICAC have launched to **56 government department**





- ✓ Vetting the Gift **Giving Policy** that is in place and **conducting trainings on the Policy**
- ✓ Conducting a robust one day training – **ETHICS/VALUES AND ANTI BRIBERY TRAINING (all officer(s) in all divisions.**
- ✓ Conducting an intensive **Integrity Methodology (IM)** and the **Corruption Risk Assessment and Management (CRAM)** to **Executive Management only.**

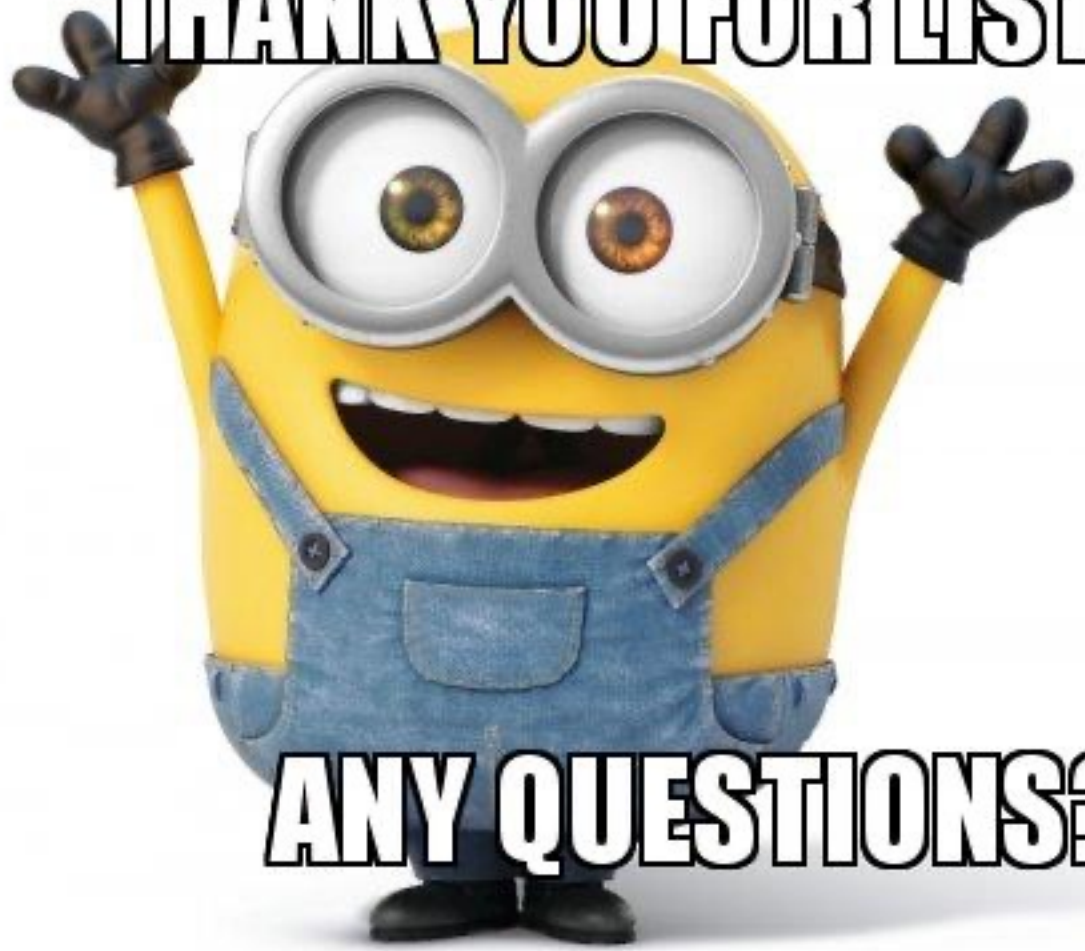




- Culture of giving**
- Culture of Silence**
- Lack of Knowledge on the Gift Giving Policy**
- Lack of Knowledge / Ignorance of the LAWS**
- Changing the Mindsets**
- Reactive Mode**
- Receptive towards the Culture of Integrity/ Accountability and Transparency**



**THANK YOU FOR LISTENING**



**ANY QUESTIONS??**

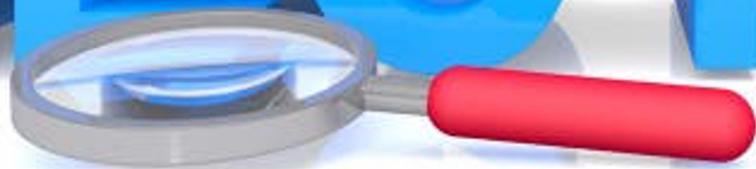
[makeameme.org](http://makeameme.org)

[www.ficac.org.fj](http://www.ficac.org.fj)

**ANY QUESTIONS??**



# PRIVATE SECTOR





## ❑ How can governments better support companies in implementing robust conflict of interest measures?

FICAC introduced an initiative solely for the private sectors to support these companies in implementing and adhering to Anti Corruption principles which includes Conflict of Interest measures. This initiative is called the **Corporate Integrity Pledge (CIP)**.

- ❑ CIP is a declaration of commitment by the private sectors to uphold the five (5) Anti Corruption principles.
- ❑ A framework that is developed for the private sectors to implement in order to successfully adhere to such principles.
- ❑ The private company will go through the Integrity Methodology and Corruption Risk Assessment and Management.



- ❑ The policies are being dissected using a tool that assesses the integrity of the policies in place and identify gaps and loopholes in the system that enables a person to easily succumb to corruption such as **gift giving and conflict of interest**.
- ❑ The tool **looks into the organizational domains** that reflects the different operational departments of any government office. These are as follows;





- ❑ From the assessment, recommendations are being provided for the private company to implement. This is in a form of an **ACTION PLAN**.
- ❑ They sign the Pledge and is given a Plaque for their commitment.
- ❑ Six companies have successfully signed the pledge and are as follows;
  - i. Hardware company
  - ii. Motor vehicles supplier
  - iii. Air Condition supplier
  - iv. A Retailer and Distributor company
  - v. Contractors in terms of Road Maintenance
  - vi. Port Authority

As we speak, another Big Hardware company has come forward to show its commitment in the CIP initiative where a meeting will take place with the Board of Directors once I return to Fiji





## TESTIMONIALS



Mr. Duncan Fraser  
General Manager

"It's great that we go to that next level so that we show everybody how committed we are to fighting corruption and just doing things the right way. We're doing it not because we have to, we're doing it because it's the right thing to do."



Mr. Craig Sims  
CEO

"ASCO Motors is proud to extend its support towards the FICAC Corporate Integrity Pledge initiative. We take great pride that our business practices are always within the ethical boundaries and in the best interest of our stakeholders and the communities at large."



Mr. Harish Patel  
Joint Managing Director

"The key reason for signing the pledge is driven by the values we stand for. The pledge and our values reflect on our commitment to ethical practices and respect for regulatory compliance."



Mr. Vajira Plyasena  
CEO

"We have set up a number of supporting mechanisms prior to the CIP signing and we are thankful that this whole process has been supported by FICAC. This is an interesting journey to embark on and I believe that this is something that does not have to stop at any point."



Mr. Ajay Chawla  
General Manager

"Kasabias Limited encourages to support FICAC to implement Anti Corruption measures. It will benefit our company in promoting Good Governance and Corporate Governance within the company."



# Corporate Integrity Pledge (CIP): Preventing Corruption in the Private Sector

A new journey was embarked on by the Fiji Independent Commission Against Corruption (FICAC) with five companies signing the Corporate Integrity Pledge (CIP) over the past two weeks.



Fulton Hogan Hiways, Asco Motors, Ashabhai Co. Limited, Fiji Ports Corporation Limited and Kasabias Limited were the companies who made history in the Pacific by taking on the initiative to ensure their already corrupt free businesses remain just that.

Created in 2016, the CIP is a voluntary

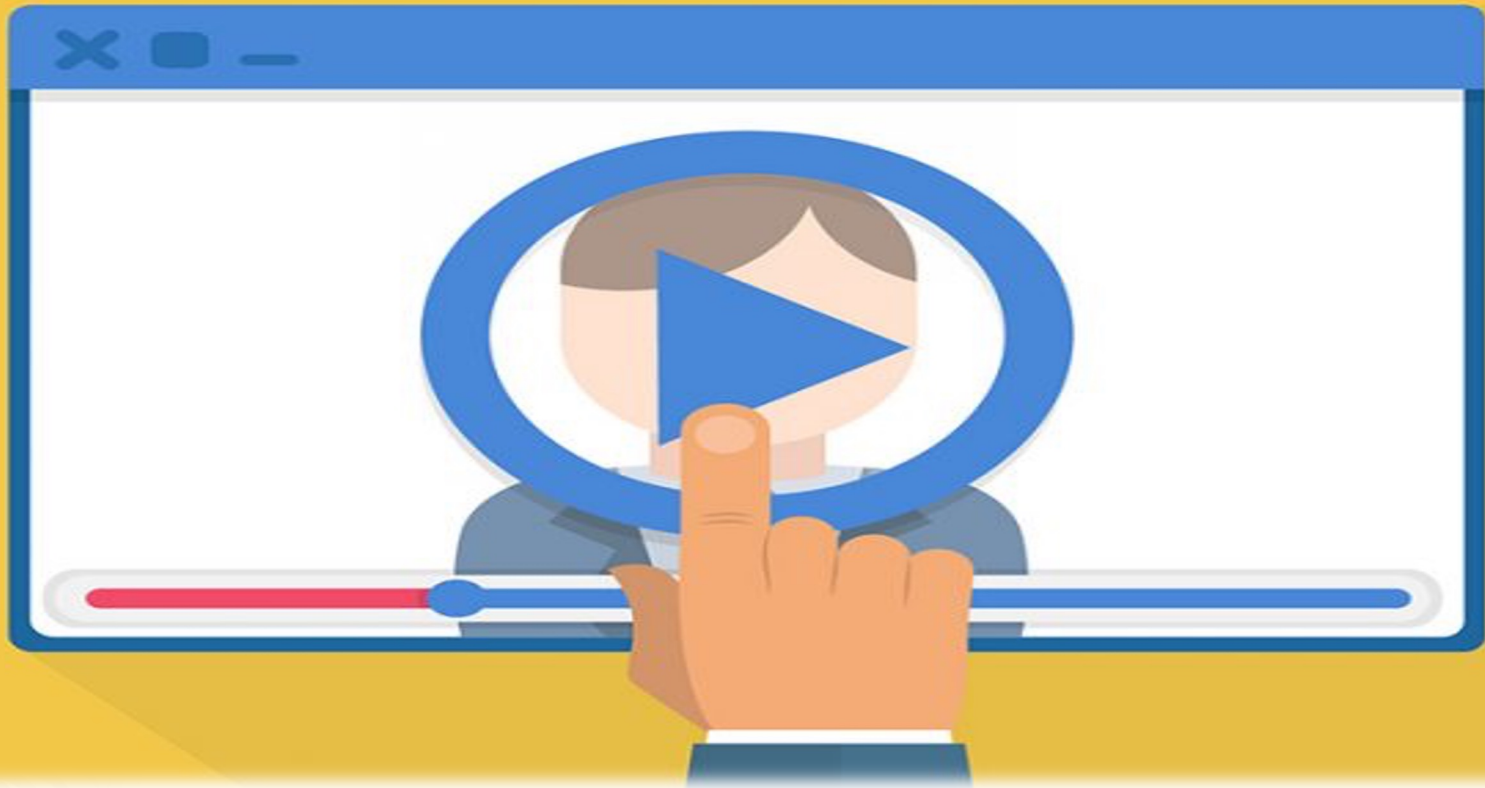
document, which when signed by companies, signifies their commitment to adopt, maintain and uphold anti-corruption principles in the daily running of their business.

FICAC Deputy Commissioner George Langman commended these companies and reminded them that their commitment not only served them but also satisfied Ar-

icle 12 of the United Nations Convention Against Corruption (UNCAC) which Fiji acceded to in May 2008.

This Article, dedicated to the Private Sector, requires State Parties to assist these organizations in creating and implementing relevant and effective anti-corruption measures, and the CIP does just that.







thank you!

