

**LOCAL GOVERNMENT SERVICE
COMMISSION**

Anti-Corruption Policy

JUNE 2023

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Vision

- To be recognised as an organisation aiming at establishing excellence in all matters relating to Human Resource Management and Human Resource Development in the Local Government Service

Mission

- To provide qualified and suitable human resources to Local Authorities in a timely manner

Anti-Corruption Policy of the Office of the Local Government Service Commission

1.0 Introduction

This anti-corruption policy sets out the commitment of the Office of the Local Government Service Commission (OLGSC) for adherence to a culture of integrity.

2.0 Statement of Intent

The organisation will not tolerate corruption in the administration of its responsibilities. Officials of the OLGSC are called upon to maintain the required standard of conduct in exercising their duties and in their dealings with all stakeholders having an interest in the decision-making process of the Commission.

3.0 Policy Statement

The OLGSC engages itself to fully and unequivocally adopt a zero-tolerance stance towards corruption and other malpractices.

4.0 Anti-corruption Commitment

The OLGSC is committed to combat corruption in all its forms.

5.0 Implementation

For the purpose of implementing this policy, the OLGSC will ensure that:

- Employees have sufficient knowledge of the anti-corruption policy.
- Vulgarise the Anti-Corruption Policy to stakeholders so that they become aware that it would be futile to undertake any attempt of corruption *vis-a-vis* the personnel of the LGSC.

6.0 Scope and Applicability

This policy covers measures and practices of the OLGSC on preventing and combating corrupt practices, if any, in its activities and operations. It applies to all officials of the LGSC as well as, to consultants, suppliers, contractors, outside agencies doing business, and or any other parties having a business relationship with the organisation.

7.0 Definitions

For the purpose of this policy, corruption is defined as per section 2 of the Prevention of Corruption Act (PoCA), 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; the abuse of a public or private office for private gain;
- (iii) an agreement between 2 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; and
- (iv) 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 17 B of the PoCA 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.

8.0 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.

9.0 Anti-Corruption Committee (ACC)

The committee shall comprise members from both operational and support departments and shall be responsible for coordinating and implementing the anti-corruption policy.

The ACC shall be responsible for coordinating and implementing the anti-corruption policy.

The Committee shall meet on a regular basis and 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 Committee.

The OLGSC shall designate an officer to act as Secretary to the Committee.

10.0 Risk Assessment

The organisation 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 OLGSC 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 risk identified necessary corruption prevention measures including policies and procedures should be developed to address the risks. The responsibility to plan, coordinate and monitor the risk management process rests with the ACC.

11.0 Handling and reporting corruption

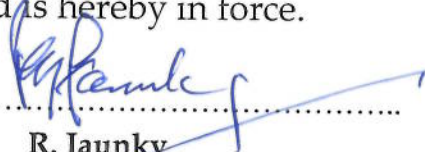
Alleged cases of corruption shall be treated as prescribed in the PoCA 2002 as amended.

12.0 Review of policy

This policy will be reviewed as and when necessary or in the event of any changes in the laws and regulations that are relevant to the OLGSC.

13.0 Policy Adoption

This policy has been approved by the ACC and is hereby in force.



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R. Jaunky

Secretary

01 June 2023

Local Government Service Commission

This policy is not a legal document and any infringement, thereof shall not entail any legal proceeding against any staff of OLGSC.