



MINISTRY OF CIVIL SERVICE AND ADMINISTRATIVE REFORMS  
MAURITIUS

Date: 01 December 2017

Ministry of Civil Service and Administrative Reforms  
Circular Letter No. 83 of 2017

*From: Secretary for Public Service*

*To: Supervising Officers i/c of Ministries/ Departments*

Integrity Officer in the Public Sector

As you may recall, this Ministry, in collaboration with the Independent Commission Against Corruption (ICAC) and the United Nations Office on Drugs and Crime (UNODC) conducted a two-phase training based on public sector integrity in 2014 and 2015 for the benefit of 128 public officers designated as Integrity Officers. Following the training, Integrity Officers were expected to work out appropriate integrity programmes for their Ministries/Departments. However, it has been observed that, owing to regular transfer of staff exercise and at times because of the retirement of the Anti-Corruption Committee members, the integrity initiatives could not be sustained in many cases.

2. The Public Sector Anti-Corruption Framework was initiated by the ICAC in 2009 to enable public bodies to take up the challenge of building corruption resistance to reinforce the objectives set and enhance public trust in their respective organisations. The project is expected to be driven by the Anti-Corruption Committee. Should there be no such committee in your organisation, you are kindly invited to set up one and to embark on the implementation of the Public Sector Anti-Corruption Framework without any further delay.

3. I am informed that some Ministries/Departments have an Anti-Corruption Committee that is functional in some way or the other; and I commend them for that. In view of the major transformation being undertaken in the Public Service with the implementation of the Public Sector Business Transformation Strategy, an anti-corruption framework, if put in place and operated properly, would constitute an important instrument to uphold the principles of good governance and ward off risks of corrupt practices as advocated in the transformational change process. This cannot but help and protect Public Officers in the discharge of their duties and functions of their posts.

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4. To further the implementation of the Public Sector Anti-Corruption Framework, I am making a request to you to designate an Integrity Officer who will have the responsibility to develop and oversee an Integrity Programme for your Ministry/Department. Ideally, the officer to be designated should have the following profile:

- a) must hold a senior position and be at the level of a departmental grade;
- b) have a clean record and not been the subject of any criminal investigation;
- c) demonstrate a high level of discipline, honesty and a high sense of responsibility; and
- d) if possible, be among those public officers who participated in the Integrity training conducted by the ICAC in 2014 and 2015.

5. The roles and responsibilities of Integrity Officers would involve primarily:

- a) acting as Secretary of the Anti-Corruption Committee set up in the context of the implementation of the Public Sector Anti-Corruption Framework;
- b) coordinating with ICAC in the implementation of integrity and ethics programme, training, implementation of the Public Sector Anti-Corruption Framework and other corruption prevention initiatives;
- c) facilitating the development, implementation and monitoring of anti-corruption policies and procedures;
- d) implementation of integrity and anti-corruption related activities;
- e) providing guidance to and advising management on integrity, ethics programme and corruption prevention;
- f) supervising, monitoring and evaluating the organization's integrity and ethics programmes;
- g) providing guidance to Management on how to conduct Corruption Risk Assessments;
- h) ensuring corporate compliance with relevant laws;
- i) upgrading and reviewing the organization's Code of Ethics and Conduct, whenever necessary; and
- j) reporting quarterly to my Ministry on integrity initiatives taken at the level of their Ministry/ Department, through their Supervising Officers.

6. I should be grateful if you could arrange for the name, position and contact details of the designated Integrity Officer of your Ministry/Department to be submitted to this Ministry at the following email address [trainingmcsar@govmu.org](mailto:trainingmcsar@govmu.org) by **Tuesday 12 December 2017**, at latest. Thereafter, the ICAC would be conducting a working session with all the designated Integrity Officers.

7. I look forward to your usual collaboration.



**S.K. Pather**  
**Secretary for Public Service**

*Copy to: Secretary to Cabinet and Head of the Civil Service*