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Preamble

This Anti-Corruption Policy will set forth guidelines that will assist individuals employed by the **(ORGANISATION)**, Executive Management and other representatives performing duties on behalf of the ORGANISATION, whether employed fully or on a partial contract by the ORGANISATION to comply with ethical and legal standards.

It will also emphasize the ORGANISATION'S position towards "zero-tolerance" towards corruption and the full compliance to this Anti-Corruption Policy and applicable Anti-Corruption Acts by those employed by the ORGANISATION and its Members.

The ORGANISATION, Executive Management and individuals employed by the ORGANISATION have an obligation and responsibility to uphold their duties as a public officer as stipulated in Chapter 6 of the 2013 Constitution and ensuring the duties are not deviated for the purpose of an unwarranted and improper business advantage .



Purpose

The purpose of setting up this policy is to act as information and guidance for those employed by the organizations, who are obligated to follow the anti-corruption rules and laws. It will set out the responsibilities of both the organization and its employees.



Scope

An Anti-Corruption Policy is a governing document which entails the duties, responsibilities and guidelines for the organization and its employees in combating corruption and bribery within the organization, as well as upholding the values and principles of the organization in the execution of their duties to the public.

This anti-corruption policy applies to all individuals employed by the Organization at all occupational levels, including the Board, and/or Committee Members, Consultants, Trainees, Attachés, Volunteers, Agents or any other person or persons associated with Organization, inclusive of third party(ies) or any other subsidiaries or their employees, no matter where they are located, within or outside of Fiji.

In the context of this policy, “Third Party (ies)” refers to any individual and or/organization who directly and/or indirectly conducts business with the Organization. It also refers to actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers and public sector institutions.

The Organization values commitment, professionalism, impartiality, accountability and transparency from those employed by the Authority, its Board Members and Executive Management.

The Organization relies heavily on the compliance of individuals employed towards this Anti-Corruption Policy and to adhere strictly to the values of the Organization.

The Organization is committed to maintain a “zero tolerance” towards corruption and would continue to intensify current existing policies, processes and procedures in order to eliminate threats of corruption in areas prone to bribery and corruption.

This Anti-Corruption Policy will entail the guidelines and responsibilities of the individuals employed by the Organization, the Executive Management and its Board Members in:

- The duty to report Corruption activities;
- The guidelines pertaining to Bribes, kickbacks, gifts and hospitality;
- Training and Compliance to this Anti-Corruption Policy; and
- Protection of the individuals raising concerns.





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