



Theme: *Pride in the Work we do*

Deputy Commissioner's Intent for 2018-2019

OUR VISION

Ensuring the people of Fiji live a life free of corruption

OUR MISSION

The Commission is committed to: effectively combat corruption in order to promote transparency and accountability for the attainment of zero tolerance of corruption, set the foundation for good governance and create sustainable development for the benefit of all citizens of Fiji

OUR VALUES

- Independence
- Professionalism
- Integrity
- Commitment
- Impartiality

A black and white photograph of a building facade. A large, dark sign is mounted on the building, featuring the acronym 'FICAC' in large, bold, white letters. Below the acronym, the text 'Fiji Independent Commission' and 'Against Corruption' is written in a smaller, white font. To the right of the sign, the name 'Rex John Hunt House' is visible on the building's facade. The background shows a corrugated metal roof and a clear sky.

FICAC
Fiji Independent Commission
Against Corruption

Rex John Hunt House



**Deputy
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and objectives. Pride and passion with a sense of responsibility will help us to focus on achieving milestones and eminence.

Focus for 2018

6. The Commission will focus on the following Key Areas (a - i) in its operations to enhance organisational growth and performance by institutionalising the above theme:

a. Effecting Internal and External Policy Changes.

7. Policies help in binding commitment from different stakeholders to a common goal. It is the pride towards an engagement that drives this commitment in accomplishing the desired results. To ensure that a policy works and produces the desired impact, it is important that implementers take pride in advocating, promoting and enforcing the set guidelines of the policy document. We will attend to the following to ensure valuable and impactful internal and external policy changes are enforced in order to sustain the fight against corruption:

i. Internal guidelines will be designed and implemented to improve the management of corruption related complaints and proper referral of non-corruption related complaints to Government Referral Centre (GRC). The Commission will greatly prioritise on attending to complaints fitting its jurisdiction;

ii. There are always possible threats around 'Protection of Informers and Security of Suspects and Witnesses. These areas when undermined could result in possible reputational damages. The Commission will work on strengthening its internal controls pertaining to these

ities to the best of their abilities with greater pride. Accordingly, we will address the following plans in 2018 to broaden our achievements towards becoming a high performance organisation:

- i. To compliment government efforts in line with the Civil Servants Disciplinary Guideline (CSDG), the Commission will focus on information sharing and training to those who are involved in the enforcement of these provisions;
- ii. It is important that Commission Staffs are continuously exposed to quality capacity building programs to contribute better to organisational productivity and its growth. Thus, opportunities with both local and international agencies for capacity building, training and development and Mutual Legal Assistance (MLA) will always be explored. New opportunities available in national and international markets for enhancing skills and competencies of staff through the provision of credible trainings will be considered and prioritised;
- iii. Furthermore, the Commission will focus on diversification of capacity building programs for its benefactors to ensure greater adaptability to anti-corruption measures. This will also follow a process of formulating guidelines and frameworks to standardise all Corruption Prevention trainings. Particular emphasis will be placed on harvesting greater collaboration and support from the Private Sector for these initiatives;
- iv. With the above plans, FICAC needs to assess its IT (Information Technology) systems to ensure the institution's network security and privacy are enhanced before advancements in data storing, retaining and management

both Investigation and Prosecution processes;

- iii. Furthermore, the Commission under its Proactive Operations will embark on modulating Corruption Prevention training for its benefactors that will be aligned with progressive capacity development objectives for end-users;
- iv. With the similar emphasis on 'Creativity', the Auxiliary and Support Section of the Commission will work on formulating a dependable performance appraisal system that provides the basis for reliable decision making on employee remuneration, incentives and promotion. The Section will also focus on implementing strategies that will enhance communication and collaboration between departments within FICAC;
- v. Moreover, the Auxiliary and Support Section will work on strengthening the wellness and physical training programs to enhance staffs' commitment towards work life balance and creation of a fitness-based staff for improving their performances and competitiveness.

d. Empowering Public Relations for Greater Impact

- 10. Effective Public Relations (PR) strategies and techniques are essential for achieving compliance, goodwill, understanding, appreciation and action from benefactors. It also helps to create images and manage reputations for an institution. Hence, implementation of good PR strategies is vital for building staff pride and productivity in an organisation. Accordingly, we will address and administer the following:

lenges. An organisation is bound to be successful if their staffs take pride in contributing to worthwhile changes and adapting to latest useful work methods and techniques. FICAC in 2018 will put its efforts towards adopting advanced Investigation Methods and Techniques to support its cases for successful prosecutions.

12. Subsequently, the Commission will consider adopting and utilising Proactive Investigation techniques where Intelligence Based Investigations (IBI) is prioritised. Resources and human expertise will be organised, developed and aligned for this approach to produce desired results for the Commission.

f. Promoting Efficient Use of Resources

13. It is vital that the Commission's resources are carefully and efficiently utilised in accomplishing the organisational goals and objectives. Every staff needs to develop the sense of pride and true stewardship towards all resources that the Institution holds. Thus, evaluating the Returns on Investments (ROI) on all operations becomes crucial, in order to minimise superfluous expenses to facilitate future institutional growth and expansion. The Administration Department will develop, review and amend mechanisms for ascertaining greater returns for all investments through the implementation of relevant internal controls.

g. Enhancing Proactive Programs

14. In addition to Proactive approaches and strategies outlined above, the Commission will focus on 'Situational Awareness Programs' that concentrates on Government's focus and Public Capital Projects. Targeted areas will include Government

18. Undoubtedly, pride and passion forms the inner 'go' that one has towards the set vision. Taking utmost pride in attempting and addressing all tasks, jobs and responsibilities will ensure that one never loses the focus towards making useful contributions to the bigger picture.

- 19 I call upon you for a collaborative effort with true sense of pride, passion, teamwork and camaraderie to attend to the goals and objectives outlined above.

Wish you all the best.



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G. W. Langman
Deputy Commissioner

3 November 2017

Pride in the Work we do

The primary objective of this theme is to help us realise the noble duties we are entrusted with, in contributing towards greater sustainability and prosperity in the nation. We all need to attend to our calling with greater pride to ensure our efforts continue to elevate towards accomplishing the Commission's plan, goals and objectives. Pride and passion with a sense of responsibility will help us to focus on achieving milestones and eminence.



FICAC

Fiji Independent Commission
Against Corruption

SUVA OFFICE

Rev. John Hunt House,
3 St. Fort Street, Suva.
Fiji.

P.O.Box 2335,
Government Buildings,
Suva,
Fiji.

Ph: (679) 331 0290 | Fax: (679) 331 0297

LAUTOKA OFFICE

Ground Floor,
Superb Investments Buildings,
30 Namoli Avenue,
Lautoka.
Fiji.

P.O.Box 7106,
Lautoka,
Fiji.

Ph: (679) 666 8093 | Fax: (679) 666 9083

LABASA OFFICE

Top Floor,
Post Fiji Building,
Labasa,
Fiji.

P.O.Box 9,
Labasa,
Fiji.

Ph: (679) 881 6793 | Fax: (679) 881 6792

EMAIL

info@ficac.org.fj

WEBSITE

www.ficac.org.fj



www.ficac.org.fj