



Republic of Slovenia

COMMISSION FOR THE PREVENTION OF CORRUPTION

The Integrity Plan

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Concept

- ✘ Latin word *integritates* represents totality, accordance, honesty;
- ✘ Opposite to depravation, moral perversity, bribability, corruption;
- ✘ Constant order, appurtenance, that a person acts properly even if he/she is not forced to do so, except for himself/herself;
- ✘ It represents code of conduct;
- ✘ Behaving of a person or **institution** that operates accordingly, impartially, transparent, qualitative, according to accepted moral standards and rules



Concept

- × A program of preventative maintenance to identifying organisation's;
 - × vulnerabilities to fraud, corruption and other negative impacts,
 - × Management difficulties
 - × Relationship within the organisation
 - × Relationship between the institution and outer world



The integrity division

- × Personal integrity
 - × comparison and distinction from the integrity of a system
 - × co-influence between personal integrities and integrities of systems

- × The institutional integrity
 - × the improvement action plan
 - × preventative measures, the integrity improvement



How is the integrity checked?

× Various assessment methods:

× Individual

- × integrity test (a police method)

× Institution

- × risk management assessment

- × Questioner

- × Interview

- × Discussion

- × Adopted standards

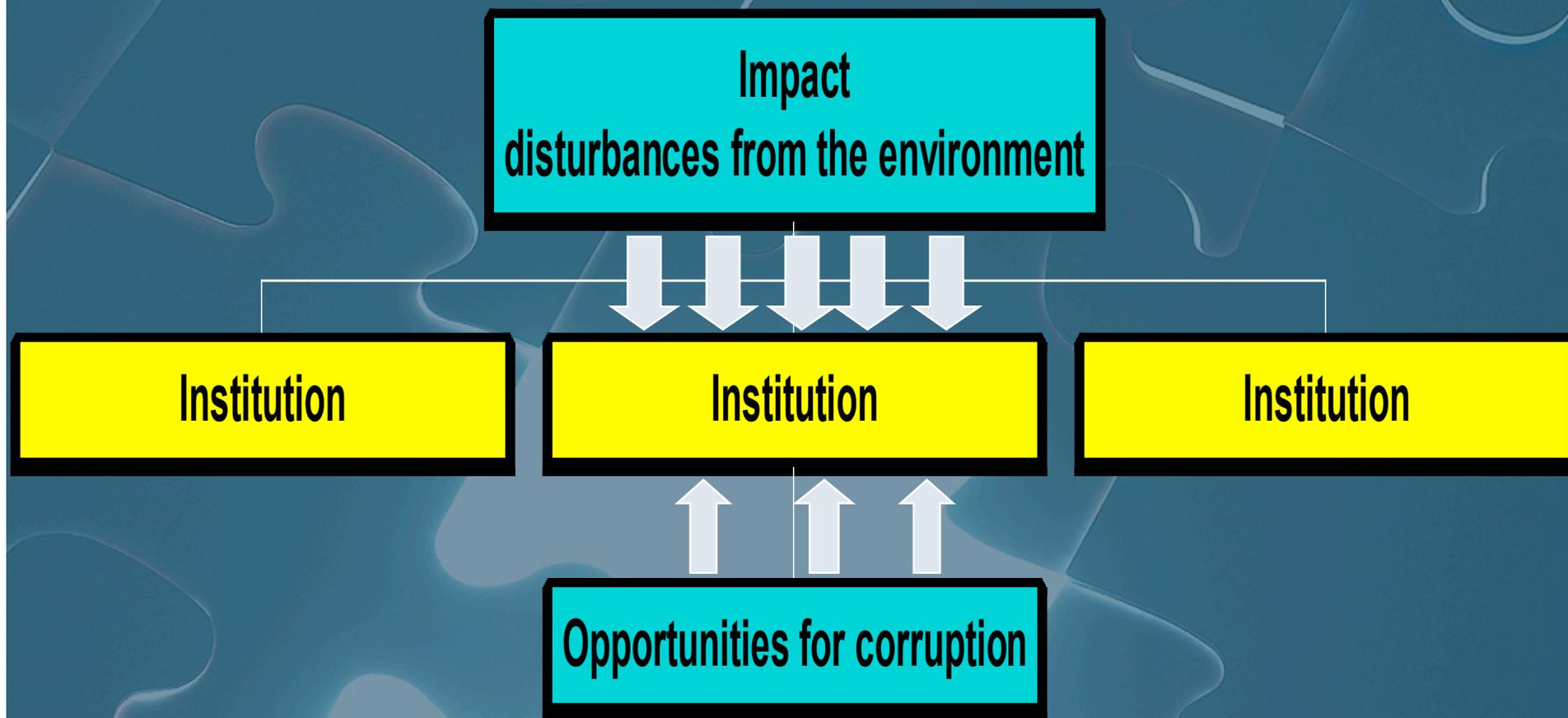


The integrity plan is:

- ✘ Collection of all findings on the level of legitimacy
- ✘ Assessments of the possible and real risks
- ✘ Honesty and ethics of all procedures, tasks
- ✘ Possibility for their improvement
- ✘ Ways of achieving the goal

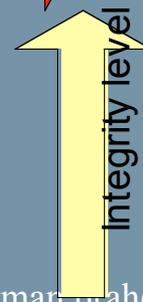
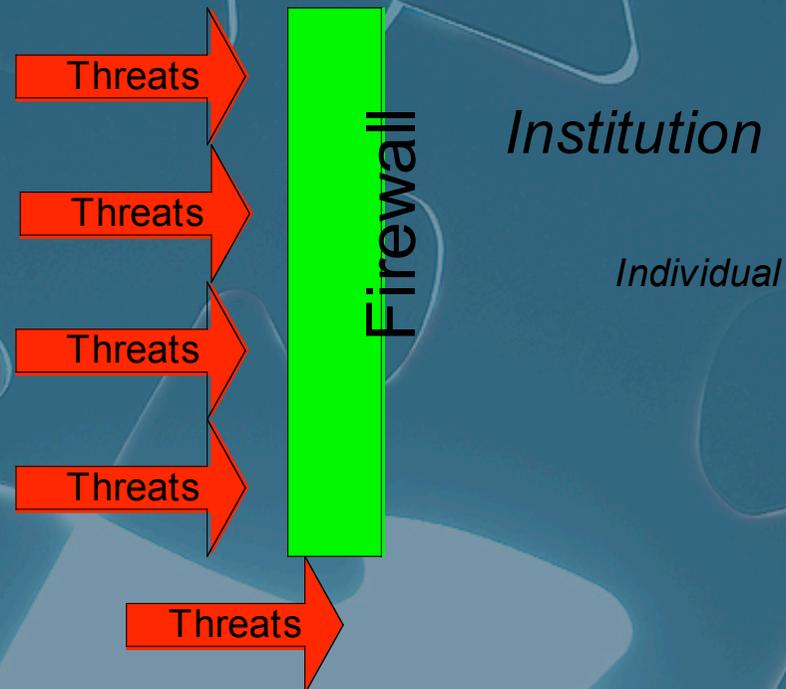


Impact of the environment on the institution





The level of integrity





Goals

- × Increase managing of the institution
 - × Efficiency, quality, respect, trust, reputation
- × The determination of the institution's vulnerability
 - × Inside
 - × Outside
- × The determination the most exposed work posts
- × Increase institution's resistance against
 - × Corruption
 - × Other threats
- × Continual improvements – prevention
- × Re-established control mechanism
- × Awareness, training of employees



The proces contents

- × Legislative framework (all relevant Laws, sub-laws, internal rules, regulations, acts)
- × Organisation's chart – organigram
- × List and description of jobs – institution's systematizations
- × Report on the integrity's condition
- × Risk assessment evaluation
- × Improvement recommendations
- × Final report



4 steps



The determination of tasks

The risk assessment of the vulnerable activities



The estimate of existing preventative measures

Introduction of new measures and control mechanisms

Conclusion



Achievements

- × The integrity centred institution
- × Main attributes of such institution:
 - × CHARACTER: consistency between word and deed.
 - × HONESTY: truthful communication in organisation.
 - × OPENNESS: operational transparency.
 - × MERITOCRACY: employee encouragement.
 - × TEAMWORK: honour obligations, respect, and discipline.
 - × PERFORMANCE: accountability throughout the organization.



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Questions and comments

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