Good governance and integrity

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IBFD, Your Portal to Cross-Border Tax Expertise
• IBFD, portal to cross-border tax expertise
• For the private sector (client research and databases)
• For the public sector (tax policy, tax technical and legislation and tax implementation issues)
• Academic affairs
"I'm thinking of getting back into crime, Luigi, - legitimate business is too corrupt."
The importance of integrity

- Civilians, politicians and the media have high expectations regarding the integrity of a public organisation.
- Civilians depend on the public sector.
- The public sector functions with tax revenues.
- Legitimacy can be an issue.
- The public sector has to give the best example.
The importance for the organisation

- Better working relations
- Non-integrity undermines the image
- Integrity (like effectiveness, efficiency and customer orientation) is a quality aspect
- By demonstrating integrity a public service proves to be a loyal and trustworthy partner
To invest in integrity

- Organisations must invest in integrity as a preventative measure:
  
  “An ounce of prevention is worth a pound of care”

- Integrity needs permanent attention

- Integrity is an integrated part of performance management and quality control

- A positive image of integrity is a successful communication tool
Another scoop about integrity

- Corruption is a natural correction of the aberrations that are present in a society and its organisations
- The answer lies in altering the conditions instead of fighting corruption itself
- Use corruption cases as learning examples of
  - what went wrong
  - which were the weak spots in the organisation
- The challenge is to compete with the attractiveness of corruption and make the process behind it more transparent
Preventive self assessment

- Organisations must recognise the need for a preventive self assessment to improve organisational behaviour
- Focus on vulnerable activities (processes involving money, licenses, confidential information, tenders, etc)
- Focus on vulnerable organisational aspects (staff selection, job descriptions, business gifts, handling of non-integrity, etc)
Mission

Values

Strategy alignment

HRM Policy
Communication
Planning & control
Organisational design
Internal auditing
Judicial affairs

Continuous learning and knowledge proposition

Prevention-Monitoring-Detection-Prosecution