



INTEGRITY COMMISSION, JAMAICA

UNITING WITH YOUTH AGAINST CORRUPTION: SHAPING TOMORROW'S INTEGRITY



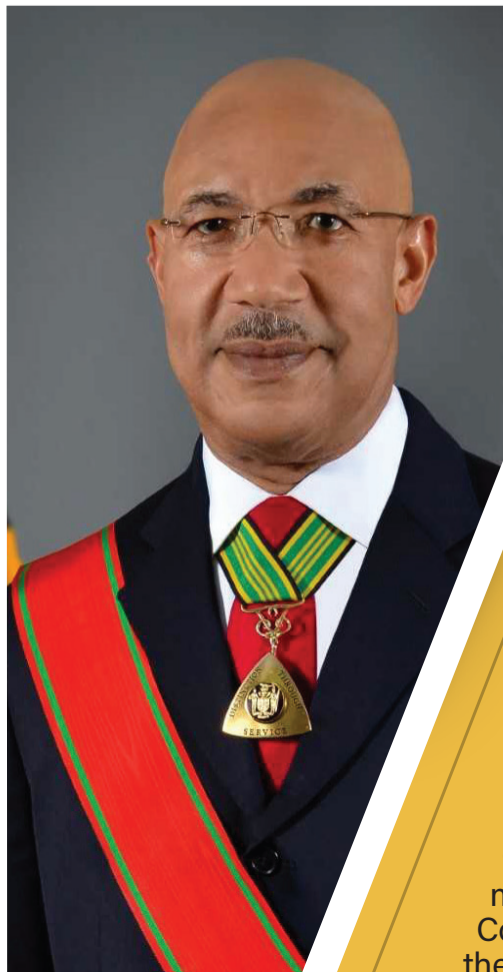
**INTERNATIONAL
ANTI-CORRUPTION DAY 2024**



**MONDAY
DECEMBER, 9, 2024**



INTEGRITY COMMISSION, JAMAICA
Promoting Integrity | Transparency | Accountability



On this International Anti-Corruption Day, we all unite in this fight. Together, we can build a brighter, more transparent, and corruption-free Jamaica for generations to come.

Nobel Prize laureate Rigoberta Menchú observed that "Without strong watchdog institutions, impunity becomes the very foundation upon which systems of corruption are built. And if impunity is not demolished, all efforts to bring an end to corruption are in vain." These words embody the vital mission of the Integrity Commission of Jamaica, which has long been dedicated to promoting integrity and transparency across our nation. The Commission recognises that, for Jamaica to thrive, integrity must be upheld and accountability embraced.

In Jamaica, the commitment to integrity and transparency is essential for continued progress, making the role of institutions like the Integrity Commission invaluable. By promoting accountability, the Commission contributes to a more resilient and

equitable society. I congratulate the Commission as it observes International Anti-Corruption Day on December 9. This year's theme, "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity," powerfully emphasises that the involvement of young people is essential to lasting change. Through partnerships with schools, universities, and youth organisations, the Commission engages young people in anti-corruption initiatives, empowering them to contribute actively to Jamaica's future.

Over the years, the Commission has demonstrated a steadfast commitment to enhancing transparency and fostering a culture of integrity within the public and private sectors. Through its tireless work, the Commission supports taxpayer protection, equitable access to public services, and good governance.

Let us all remain united in our pursuit on this International Anti-Corruption Day. Together, we can contribute to a Jamaica that is brighter, more transparent, and grounded in integrity for generations to come.

THE GOVERNOR GENERAL HIS EXCELLENCY
The Most Hon. Sir Patrick Allen ON, GCMG, CD, KST.J



Jamaica joins the rest of the world in the annual observation of International Anti-Corruption Day (IACD). This year, on December 9, the day is being marked under the theme "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity." Jamaica remains committed to eradicating corruption in our country. This day serves as a poignant reminder of the shared responsibility we all carry in building a society free from the corrosive effects of corruption.

International Anti-Corruption Day calls on everyone to be cognizant of the effects of corruption. Indeed, to stamp out corruption from any society requires an integrated approach with government, agencies, the private sector, partners, and citizens working together to build a better society. The Administration that I lead has worked to provide legislative and other support to strengthen anti-corruption laws and policies. This demonstrates the Government's resolute commitment to upholding the highest standards of governance. The government is committed to expanding public

awareness, strengthening investigative capacities, and enhancing technical expertise to ensure a comprehensive approach to tackle corruption at its roots.

The government will continue to raise awareness, promote compliance with anti-corruption measures, and improve responsiveness to public concerns. The emphasis on public engagement and education plays a crucial role in empowering citizens to actively participate in this fight, reinforcing the importance of transparency and accountability in governance. Together, we are working towards a future built on integrity, fairness, and ethical leadership.

As we work together towards building a corruption-free society, I encourage all Jamaicans to show dedication to this vital cause. The government remains committed to advancing transparency, accountability, and integrity, ensuring that Jamaica upholds the highest standards of ethical governance for future generations.

THE PRIME MINISTER

Dr. The Most Hon. Andrew Holness, ON, PC, MP

On this International Anti-Corruption Day, I join the Integrity Commission and the global community in embracing this year's theme, "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity." This theme highlights the critical role of our youth in championing a future rooted in transparency, accountability, and good governance.

Despite Jamaica's recurring Corruption Perceptions Index score of 44 over the last 4 years, a recent Market Research Services Limited revealed that 65% of participants believe that the country is more corrupt today. Our youth are becoming increasingly intolerant of corruption as it undermines trust in public institutions, stifles economic progress, and erodes the moral foundation of our society.

While Jamaica has made strides in addressing these issues through institutions like the Integrity Commission and initiatives aimed at promoting integrity and accountability, a lot more can and needs to be done. Combating corruption requires a unified effort across generations, with our youth playing a pivotal role.

Young Jamaicans have the power to lead transformational change by continuing to reject corrupt practices, demanding accountability, and embodying the principles of integrity in their daily lives. By equipping our youth with the tools to recognize and resist corruption, we invest in a future where ethical leadership and transparent governance are the norms.

I commend the Integrity Commission for its commitment to educating and engaging citizens, especially young people, in this vital mission. Together, let us continue to strive for a Jamaica where integrity shapes tomorrow's success.

THE LEADER OF THE OPPOSITION

Mr. Mark Golding, MP



As Minister of Tourism and Chairman of the Integrity Commission Oversight Committee of Parliament, I am proud to join the Integrity Commission in this year's observance of International Anti-Corruption Day under the theme, "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity."

Our young people are vital to Jamaica's fight against corruption. Their energy, creativity, innovation, and values can help to reshape our nation's governance framework and inspire a culture rooted in transparency and accountability. By fostering awareness and empowering our youth to denounce and defy unethical practices, we ensure a legacy of integrity for generations.

The Integrity Commission plays a crucial role in preserving the core values of transparency and accountability by promoting

good governance, and fostering honesty in public affairs. With this in mind, we must continue to support this important national institution in the fight against corruption.

Today, I encourage all citizens to reflect on the importance of fighting corruption. Whether through individual action or collective effort, we all have a role to play in creating a future built on trust, fairness, and justice. Together, with our youth leading the charge, we can achieve the vision of a corruption-free Jamaica that inspires the entire world.

Let us unite in the fight against corruption and embrace integrity as the cornerstone of our democracy.

CHAIRMAN INTEGRITY COMMISSION PARLIAMENT OVERSIGHT COMMITTEE/CHAIRMAN JOINT SELECT COMMITTEE REVIEWING THE INTEGRITY COMMISSION ACT
Hon. Edmund Bartlett, OJ, CD, MP

In 2003, the United Nations adopted the Convention Against Corruption, and in 2005 Jamaica became a signatory to that Convention. Every year since the adoption of this Convention, the international community has celebrated December 9 as International Anti-Corruption Day.

Last year, the theme for the International Anti-Corruption Day was "Uniting the World Against Corruption." This year, the theme is: "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity." This theme could not be timelier given the climate in which many of our young people live today.

The last census taken in Jamaica was in 2011. It shows that young people under the age of 30 years formed 54% of the population. Using that percentage on the current officially estimated population, it means that Jamaica has over 1.53 million people under the age of 30.

Our educational institutions are providing good instruction to the young people of our land. Many of such young people have done well for themselves, their families and Jamaica. However, there are others who have been overpowered by influences that have led them into corruption. It is a notorious fact that many young people are, for example, involved in scamming activities, that is, robbing pensioners of their savings. Sometimes these activities result in the commission of other offences, including murder.

The Integrity Commission recognizes that the youth of our country need to be sensitized to the virtues of honesty and truth, as well as the importance of doing genuine work for reward. To this end, the Commission has been in discussion with the Ministry of Education

with the aim of having anti-corruption programmes formally launched in our schools.

The society is faced with an unfortunate situation in that there are mature adults who, instead of throwing their weight behind the efforts of the Integrity Commission to lessen corruption, are trying to dismantle the organization.

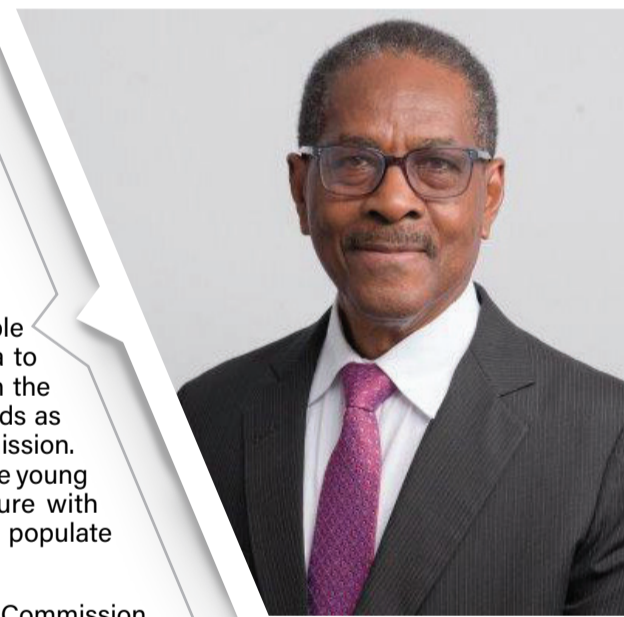
These persons, some of whom hold responsible positions, are using the so-called social media to threaten, abuse and libel persons involved with the work of the Commission. They spread falsehoods as regards the actions and activities of the Commission. Such behaviour does not help in the effort to unite young people against corruption, or to shape a future with integrity. After all, most young people seem to populate the social media space.

Jamaicans are hereby assured that the Integrity Commission will do all it can to educate the youth on the value of a corruption-free society, while continuing to execute the duties imposed on it by the legislation without fear or favour.

Give us your support.

CHAIRMAN, INTEGRITY COMMISSION

The Hon. Mr. Justice (Ret'd) Seymour Panton, OJ, CD



"The time is always right to do what is right." - Dr. Martin Luther King Jr.

On this International Anti-Corruption Day being celebrated under the theme, "Uniting With Youth Against Corruption: Shaping Tomorrow's Integrity," the Government of Jamaica embraces the transformative power of our young people in building a future free from corruption.

I am a proud member of the Administration that has taken the most significant, tough and deliberate policy decisions to curb corrupt practices in public life. In 2017, under the leadership of Prime Minister, Dr. the Most Honourable Andrew Holness, the Government passed the Integrity Commission Act and a year later, operationalised the Integrity Commission. Furthermore, the government has been introducing new pieces of legislation and reviewing and amending existing laws to strengthen anti-corruption measures, improving transparency in public procurement processes and strengthening provisions around the governance of public institutions. The Public Procurement (Amendment) Act (2018), Proceeds of Crime (Amendment) Act (2019), Major Organized Crime and Anti-Corruption Agency Act (2018), Public Bodies Management and Accountability (Nomination,

Selection and Appointment to Boards) Regulations were all piloted under the leadership of Prime Minister Holness.

As a government we understand that corruption threatens the very fabric of our society, disproportionately affecting the most vulnerable and eroding trust in public institutions and as such we will continue to take bold actions in the fight against corruption.

Through education, we can instil in our youth the values of integrity from an early age. By promoting ethical behaviour, challenging corruption within communities, and leveraging technology to enhance transparency, young people can become powerful agents of change.

To our youth, I say this: you are the architects of tomorrow. Your voice, your actions, and your commitment to ethical leadership will determine the trajectory of our nation. I encourage you to speak out against corruption, and embrace your role as stewards of change. Together, this generation and the next, we can dismantle the systems that breed dishonesty and replace them with a culture of openness and respect for the rule of law.

May we all continue to march together towards a corruption-free, prosperous Jamaica.

MINISTER OF EDUCATION, SKILLS, YOUTH AND INFORMATION
Senator Dr. The Honourable Dana Morris Dixon



I am honoured to join the global anti-corruption community, and leaders all over the world, in commemorating International Anti-Corruption Day 2024. This year's theme is entitled "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity".

Corruption has the potential to inflict grave harm upon any society that fails to understand how dangerous it is, and which refuses to seriously confront it. Its victims are many, not the least of which are its youth. Corruption robs our children of their hopes and aspirations, and the promise of the bright and prosperous future that they all dream of, and which we are obligated to provide for them.

As informed adults, we must understand that when we trifle with corruption, our youth will suffer. When we put party, or partisan politics, before our country, the fruits of our children's future will be substantially diminished. And when our political leaders fail to deliver on the promises that they make, they will betray the trust that our children have reposed in them.

Today, I call upon our youth to recognize that by uniting against corruption, they too can play a significant role in shaping what tomorrow will bring their way. The prospect of a world class education, good-paying and rewarding jobs, a satisfactory standard of living, and a society that has as its hall-marks prosperity, equality, opportunity, security and justice, are just some of the promises that a corrupt-free Jamaica will offer.

But it is impossible for the battle against corruption to speak itself into being. For it to succeed, it will require our political, business and civil society leaders, and our lawmakers, to act forthrightly to place the interest of the people and the country above all else.

Our national law-enforcement and anti-corruption institutions also have a pivotal and indispensable role to play. If they are to be effective, they must be proactive and impartial, and supported by an enabling anti-corruption legislative framework that is continuously strengthened – not weakened.

The promise that was made for Jamaica to be the place of choice to live, work, raise families, and to do business in, will prove to be nothing more than a mirage if corruption is permitted to roam freely among us.

The danger is real. Developing countries that are plagued by unchecked corruption risk descending into an abyss of societal, economic and ethical degradation from which recovery can prove difficult, if not impossible. Such failing societies will typically exhibit some or all of the following characteristics:

Unethical leadership; poor public governance and accountability standards; wastage and theft of public resources and public money; abuse of public office and governmental power; arrogance on the part of politicians and Government officials; public institutions that do not respond to citizens' needs; prevalent bribery; low or decreasing levels of sustainable foreign investment; an expanding gap between the rich and the poor; high emigration rates; entrenched poverty; increasing cries of inequality and injustice; a breakdown in the rule of law; impunity for the privileged and the connected; pervasive crime; a high murder rate; proliferation of organized crime; substandard healthcare and educational facilities; a lack of affordable housing; jobs that do not pay a living wage; decrepit roads and infrastructure; inadequate or poor social services and public utilities; a cost of living that is adversely disproportionate to the means of the majority; a feeling of insecurity and stress among the broader populace; and a shroud of hopelessness and despair that hangs over the society.

The annual observance of International Anti-Corruption Day is, among other things, intended to serve as a reminder of these very risks. It marks the first signing, on December 9, 2003, of the United Nations Convention Against Corruption (UNCAC).

As Jamaica is a Signatory and State Party to UNCAC, its leaders are therefore presented with a fitting opportunity to pause, reflect and consider what more needs to be done, at this juncture, to guard against the threat that corruption poses to our fair isle, its citizens and our future.

It is in this vein that I challenge our youth to be dispassionate in thought, and to raise their voices in the spirit of the theme of this year's celebration of UNCAC. Let us all, as stakeholders, join hands to make Jamaica a place where integrity reigns, and let us work to ensure that the future that our children justly deserve is attained.

EXECUTIVE DIRECTOR, INTEGRITY COMMISSION
Mr. Greg Christie

The Corruption Prevention, Stakeholder Engagement and Anti-Corruption Strategy Division welcomes the opportunity to celebrate International Anti-Corruption Day being celebrated this year under the theme "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity".

I am encouraged by the theme of this year's celebration and its focus on youth engagement and the acknowledgement of the fundamental role that the youth as critical stakeholders in the process can play in the fight against corruption. Youth participation and involvement in the fight against corruption has a huge potential to change the dynamics of the equation

and the Corruption Prevention, Stakeholder Engagement and Anti-Corruption Strategy Division looks forward to engaging the youth in this aspect of the discourse in the months ahead.

DIRECTOR, CORRUPTION PREVENTION, STAKEHOLDER ENGAGEMENT & ANTI-CORRUPTION STRATEGY, INTEGRITY COMMISSION
Mr. Ryan Evans



As we join the global community and the Integrity Commission in observing International Anti-Corruption Day, the Financial Investigations Division (FID) reaffirms its resolute commitment to combating fraud, money laundering, and financial crimes that undermine our nation's integrity.

This year's theme, "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity", resonates deeply with our mission, as it underscores the role of young people in creating a transparent and accountable future.

In Jamaica, financial crime and corruption not only affect our economy but also erode public trust and compromise opportunities for the next generation. Addressing these issues requires a unified approach, where every citizen recognizes their responsibility in reporting corruption and embracing ethical practices.

Together, we can empower youth by providing education on integrity and supporting initiatives that foster honesty and transparency.

The FID remains dedicated to protecting the Jamaica's Financial system from abuse and ensuring that justice is served for those who violate our laws.

As we look to the future, we invite all Jamaicans—particularly young people—to stand with us in the fight against corruption for a more prosperous, fair, and equitable Jamaica.

DIRECTOR GENERAL (ACTING), FID
Mr. Ordnor Tucker

It is with immense pleasure and pride that once again, the Major Organized Crime and Anti-Corruption Agency (MOCA) stands alongside the Integrity Commission in recognizing yet another International Anti-Corruption Day on December 9. This year's theme, "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity," resonates deeply with us at MOCA, as it underscores the critical role of young people in leading the charge against a rising threat - cyber-enabled corruption.

Over the years, with the rapid growth of cyber and digital platforms, corruption has evolved greatly, taking on new forms such as online scams, bribery, procurement fraud, and illicit financial transactions that exploit technology to evade detection. Our youth, as digital natives, are comfortable navigating the virtual world and are often very attuned to emerging technologies. This makes them uniquely positioned, both as potential victims and potential perpetrators in this evolving threat. They are just as vulnerable in navigating the digital landscape, as they are at taking advantage of it for nefarious purposes. But they can also be powerful allies in promoting vigilance, transparency and accountability online.

At MOCA, we believe in equipping young Jamaicans with the knowledge, tools, and support they need to identify and reject corruption in the digital world. We urge our youth to embrace the fight against cyber-enabled corruption, promote digital integrity and to build a future rooted in transparency, accountability, and justice - both online and offline.

This International Anti-Corruption Day, we call on all Jamaicans, all public agencies, private citizens, communities, and especially our youth, to join in this important mission. Together, we can create a brighter, more resilient Jamaica, where corruption has no place, and honesty, transparency and integrity are all non-negotiable.

DIRECTOR GENERAL, MAJOR ORGANISED CRIME & ANTI-CORRUPTION AGENCY (MOCA)
Colonel Desmond Edwards





The Jamaica Constabulary Force (JCF) proudly supports International Anti-Corruption Day and its 2024 theme, "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity." Corruption erodes trust, hinders development, and undermines the very foundations of our society. Combating this issue requires a unified approach, and the youth are critical allies in this fight.

As the nation's Constabulary, we recognize the invaluable role played by organisations like the Integrity Commission in fostering a culture of integrity, especially among our young people. Integrity Commission's efforts in promoting transparency, accountability, and ethical leadership are essential components of a healthy democracy. The JCF stands shoulder-to-shoulder with the Commission and commends their tireless work in empowering the next generation of leaders to uphold the highest standards of integrity.

The JCF is equally committed to nurturing a sense of civic responsibility and ethical conduct among our youth. Through initiatives such as the Police Youth Club movement and the Safe Schools Programme, led by our Community Safety and Security Branch (CSSB), we strive to instil values of honesty, fairness, and respect for the rule of law. By engaging young people in these programs, we aim to create a generation that rejects corruption and actively contributes to a more just and equitable Jamaica.

On this International Anti-Corruption Day, let us all reaffirm our commitment to working together – youth, civil society, and law enforcement – to build a brighter future for Jamaica, one free from the corrosive effects of corruption.

COMMISSIONER OF POLICE
Dr. Kevin Blake

At the Jamaica Chamber of Commerce (JCC), we firmly believe that a meaningful fight against corruption must go beyond temporary measures—it requires a commitment to sustainability and continuous progress. It is not enough to simply express our hope that institutions and individuals act in the best interests of the community; we must actively in-still in every generation the understanding that integrity is a cornerstone of responsible citizenship.

This belief empowers us to prepare future leaders to resist the temptations of short-term personal or institutional gains and to embrace decisions that prioritize the greater good. We see this as a shared generational responsibility—a responsibility to pass on values that bridge the divides of time. Across all societies, the lessons learned by one generation serve to guide the next, shaping their aspirations and expectations. Just as importantly, younger generations can inspire and

uplift those before them, creating a cycle of mutual reinforcement in the pursuit of integrity.

The Board and Members of the JCC wholeheartedly commend the Integrity Commission's collaborative approach to this issue. By actively engaging the nation's youth, they are fostering a partnership that seeks to eliminate corruption and its stifling effects on our society. Together, we are building a brighter, more transparent future—one where integrity thrives at every level.

PRESIDENT, THE JAMAICA CHAMBER OF COMMERCE
Mr. Phillip Ramson



On International Anti-Corruption Day 2024, the Private Sector Organisation of Jamaica (PSOJ) reaffirms its commitment to combating corruption and fostering integrity in Jamaica's business environment. This year's theme, "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity," aligns with our vision for Jamaica's future, particularly as we confront the devastating economic impacts of corruption worldwide.

The scale of these impacts is severe, with the United Nations reporting annual losses of US\$3.6 trillion, including US\$1 trillion in bribes and US\$2.6 trillion stolen through corrupt practices. For developing nations like Jamaica, the situation is even more dire, with corruption-related losses estimated at ten times the amount of official development assistance, significantly hampering our development potential.

Within this global context, Jamaica's position remains particularly concerning, with a Corruption Perceptions Index (CPI) score of 44 out of 100, placing us 69th among 180 countries. This score, which has remained stagnant for 22 years, indicates prevalent bribery and inadequate institutional responses to citizens' needs. Most troubling is the disproportionate impact on our youth, with recent studies showing that young people aged 18-34 in Caribbean countries are twice as likely to experience bribery compared to those over 55.

The persistence of corruption has created a vicious cycle, driving talent away from Jamaica and creating a significant brain drain as young professionals seek opportunities elsewhere. This exodus of human capital, innovation, and leadership potential not only threatens our current development but also compromises our nation's future prosperity.

To address these challenges head-on, the PSOJ has launched the National Values and Attitudes Advancement Committee, implementing a comprehensive, multi-sector approach. Through this initiative, we are actively advocating for Unexplained Wealth legislation and strengthening anti-corruption frameworks, while simultaneously forging partnerships with educational institutions and community organizations to nurture ethical leadership among young Jamaicans.

As we move forward, the PSOJ remains steadfast in its collaboration with the Integrity Commission and other stakeholders to create lasting change. By implementing mentorship programmes, skills training, and value-based education, we are working to break the cycle of distrust and create an environment where young Jamaicans can envision and build a prosperous future at home.

The time for transformative action is now, as we cannot afford another two decades of stagnation in our fight against corruption. The future of Jamaica's business landscape depends on our collective ability to combat corruption effectively and unite with our youth to build a more transparent and ethical society that benefits all Jamaicans.

PRESIDENT, PRIVATE SECTOR ORGANISATION OF JAMAICA
Mr. Metry Seaga

On International Anti-Corruption Day 2024, National Integrity Action (NIA) extends greetings to the global advocates of good governance, recommits itself to building integrity, and reaffirms its support for the Integrity Commission in pursuing its mission to combat corruption in Jamaica. We welcome the theme of Anti-Corruption Day 2024 - "Uniting With Youth Against Corruption: Shaping Tomorrow's Integrity."

NIA reminds our people that Jamaica loses approximately 100 billion dollars to corruption and the corrupt each passing year. Reduction in this massive sum would allow so many more resources to be devoted to providing services for our people, uplifting the youth, caring for the elderly and improving the quality of our lives.

Achieving greater success in apprehending the corrupt 'big fish' would not only reinforce the rule of law but also help to reduce youth alienation and build their confidence in public institutions. We are conscious of the findings of a pioneering study of Jamaican youth that found "strong understanding of

those who are deemed to be people of integrity... [and that] young people are willing to participate in the fight against corruption."

Our youth must be encouraged to build integrity within our nation, especially in the context of the Integrity Commission's National Anti-Corruption Strategy. At the same time, we must resolve to resist efforts to undermine the Integrity Commission's effective operations. Given the absence of a Code of Ethics for our parliamentarians, the commission has much work to do.

PRINCIPAL DIRECTOR,
NATIONAL INTEGRITY ACTION
Ms. Danielle S. Archer



The Jamaica Accountability Meter Portal (JAMP) joins mind, heart and spirit of all the individuals and institutions around the planet that have paused this week to contemplate the significance of our effort to deter acts of corruption.

The theme advanced by the United Nations "Uniting the Youth Against Corruption: Shaping Tomorrow's Integrity" is perhaps the most compelling to date. JAMP has long maintained that ALL the ingredients to successfully combat corruption is present here. We have consistently identified " the existing intrepid generation of young Jamaicans " as the yeast - usually the cheapest and smallest portion in a recipe but if overlooked, spells culinary failure of gastronomical proportions.

Whilst investigations, legislative strengthening, resource deployment and capacity building are crucial TODAY, there is a vital investment to be made in the mindset of our youth

that will bear humongous fruit in the FUTURE. There is no better strategy than to act on what we all know to be true – that the youth are tomorrow's decision makers and will have to determine whether they will place a bigger premium on what is best for their society or what is best for themselves.

All our operational plans must reflect that they are not just passive observers, but active architects of national integrity – either building upon the decline in our morals or strengthening our collective compass against the rot of abusive power. If we nurture their consciousness, and believe unwaveringly in their potential, we do more than combat corruption – we will resurrect hope, rebuild trust, and reimagine the very foundations of our national character.

EXECUTIVE DIRECTOR, JAMAICA
ACCOUNTABILITY METER PORTAL
Ms. Jeanette A. Calder

Jamaicans for Justice recognize the invaluable work carried out by the Integrity Commission, which has faced relentless attacks and criticism, even from those in positions of authority who should be champions of their cause. We commend the commission and its officers for their courage and resilience, and urge them to remain steadfast and fair even in the face of their harshest critics.

In celebration of this year's theme, our young people have the energy, creativity and idealism to challenge entrenched patterns of corruption and injustice and should be at the forefront of change. It is crucial that our youths acknowledge that corruption is not merely an abstract issue; it has real implications for the lives of every Jamaican. Every time funds meant for healthcare are misappropriated, a child suffers; every time educational

resources are squandered, a future is stolen. Corruption perpetuates inequality, deepens poverty, and erodes trust in our institutions. I urge our youths to remain true to themselves, hold on to values and integrity, and advocate for a corrupt free Jamaica. Our future generation must be resilient and determined to challenge the status quo, for it is only through our collective strength that we can dismantle the systems of corruption that hold us back.

EXECUTIVE DIRECTOR, JAMAICANS FOR JUSTICE
Ms. Mickel Jackson



The Jamaica Council of Churches (JCC) acknowledges and affirms the significance of International Anti-Corruption Day (IACD). The theme of this year's iteration of the observance, "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity" is a challenge and a call for deep reflection and proactive action on the governance framework that we will create for posterity. As such, initiatives to foster integrity in public life and engender a national ethos of decency must include the perspectives, participation and particularities of our young people. In the face of the serious and severe challenges that mitigate the practice of good governance, it is imperative, that we strive to reverse the corrosive impact of corruption, dishonesty and indecency on our children and youth. We must change the narrative that glorifies and rewards impropriety and foster an ethic of honour and respect.

The JCC supports the mandate of upholding the rule of law and the promotion of justice and truth, which the Integrity Commission is tasked to accomplish. Further, the Council endorses the efforts to include and involve our youth in the fight against corruption, so that Jamaica may "increase in beauty, fellowship and prosperity, and play her part in advancing the welfare of the whole human race."

GENERAL SECRETARY, JAMAICA COUNCIL OF CHURCHES
Rev. Newton Dixon

On this International Anti-Corruption Day, we stand united with the global community to reaffirm our commitment to integrity and transparency. This year's theme, "Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity," resonates deeply with our mission at the Press Association of Jamaica.

Corruption undermines the very fabric of our society, eroding trust and stifling progress. It is imperative that we engage our youth, the torchbearers of tomorrow, in this crucial fight. Young people possess the energy, creativity, and idealism needed to challenge the status quo and drive meaningful change.

As journalists, we have a pivotal role in this endeavor. Our duty is to shine a light on corruption, hold power to account, and empower citizens with the truth. We must also inspire and mentor the next generation of media professionals to uphold the highest standards of ethical journalism.

Today, I call upon all Jamaicans, especially our youth, to join hands in this battle against corruption. Let us foster a culture of integrity, where honesty and accountability are celebrated. Together, we can build a future where corruption has no place, and integrity is the cornerstone of our society.

PRESIDENT OF THE PRESS ASSOCIATION OF JAMAICA
Mr. Dashan Hendricks



On behalf of the Jamaica Civil Service Association, I join in solidarity with the global community in observing International Anti-Corruption Day. This year's theme, "Uniting with Youth against Corruption: Shaping Tomorrow's Integrity," resonates deeply with our Association's mission and our ongoing commitment to a Jamaica grounded in fairness, transparency, and accountability.

Corruption affects us all, hindering progress, eroding trust, and undermining the institutions that serve as the backbone of our society. It threatens our shared values and denies us the prosperity, equality, and justice that every Jamaican deserves. As we confront this challenge, it is clear that our youth are not only stakeholders but key players in the fight for integrity. They bring fresh perspectives, boundless energy, and an innate drive to shape a future that aligns with their ideals of justice and responsibility.

Our youth have the power to redefine norms and set higher standards for ethical behaviour in both public and private sectors. They remind us that integrity is not just an ideal but a call to action, urging us to adopt practices and policies that reflect accountability at every

level. By engaging young people in this dialogue, we are laying the foundation for a legacy of transparency and trust that will serve as a guide for generations to come.

The Jamaica Civil Service Association remains committed to initiatives that amplify the voices of our youth, who make up a significant portion of our membership; 30,000 strong, with over 4,000 young workers between the ages of 18 and 35. In this context, we strive to promote ethical leadership and instill the values necessary to counter corruption in all its forms. Through education, mentorship, and engagement, we encourage our young leaders to challenge the status quo, speak out against injustice, and advocate for a governance system that serves all citizens equitably.

As we commemorate this day, let us all pledge to support a future where integrity is non-negotiable. Our hope lies in a Jamaica where every young person feels empowered to be a champion of accountability, an advocate for transparency, and a guardian of fairness. Together, we can build a society where corruption has no place, and where progress is driven by principles that protect and uplift all Jamaicans.

Let us embrace this journey together, not only today but every day, as we work to create a nation that truly reflects the values we cherish.

PRESIDENT, JAMAICA CIVIL SERVICE ASSOCIATION
Ms. Techa Clarke-Griffiths, MBA

As Chairman of the National Youth Council of Jamaica, I stand with the youth of Jamaica: vibrant, determined, and resolute in our commitment to shaping a future defined by integrity.

Corruption has long held our nation back, eroding trust and denying our communities the opportunities they deserve. But we, the youth, are steadfast in our determination to confront and dismantle this injustice.

The fight against corruption is not the burden of a few; it is a collective responsibility that calls for the active engagement of every Jamaican. Integrity must be the foundation upon which we build our society, and it must guide us in every decision we make. By holding ourselves and each other to the highest standards, we can break down systems of dishonesty and forge a culture rooted in transparency and fairness.

The youth are not simply the leaders of tomorrow; we are the leaders of today. Through education, innovation, and active civic participation, we are committed to building a Jamaica where merit and hard work are the measures of success, and corruption is relegated to the past.

Let us come together, united in purpose, to create a nation where integrity is the norm, not the exception. In our unity, we will pave the way for a prosperous, just, and thriving Jamaica for generations to come.

Corruption ends where integrity begins, let this be the call to action that guides us forward.

CHAIRMAN NATIONAL YOUTH COUNCIL OF JAMAICA
Mr. Andrew Johnson

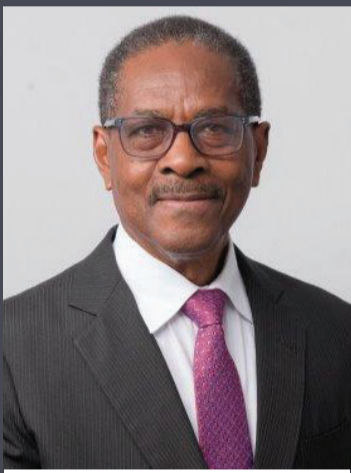


THE INTEGRITY COMMISSION TEAM



Section 8 of the Integrity Commission Act provides that the Commission shall consist of the Auditor General and four other Commissioners appointed by the Governor General after consultation with the Prime Minister and the Leader of the Opposition. Importantly, the law requires that two of the Commissioners shall be retired Judges of the Court of Appeal or the Supreme Court, one of whom must be the Chairman of the Commission.

COMMISSIONERS



The Hon. Mr. Justice (Ret'd)
Seymour Panton, OJ, CD
(Chairman)



Mrs. Pamela Monroe Ellis,
FCCA, CA



The Hon. Mr. Justice (Ret'd)
Lloyd Hibbert, CD



Mr. Eric Crawford, CD



Mr. H. Wayne Powell, OD, JP

The Executive Team of the Commission comprises the Executive Director and four Statutory Directors who are appointed by the Governor General acting on the recommendation of the Commission, and by a Director of Corporate Services, Director of Information Technology and Business Processes and a Director of Finance and Accounts.

DIRECTORS



Mr. Greg Christie
Executive Director



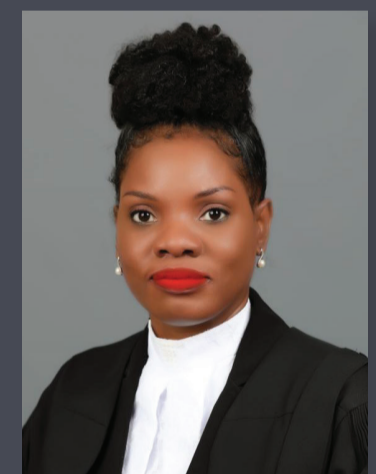
Mr. Ryan Evans
Director, Corruption Prevention,
Stakeholder Engagement and
Anti-Corruption Strategy



Mr. Craig Beresford
Director, Information and
Complaints



Mr. Kevon Stephenson, JP
Director, Investigation



Mrs. Keisha Prince- Kameka
Director, Corruption Prosecution



Mr. Ronald Salmon
Director, Corporate Services



Mr. Brian Taylor
Director, Finance
and Accounts



Mr. Rory Ridguard
Director, Information Technology
and Business Processes

The Integrity Commission: Fortifying Against Corruption on International Anti-Corruption Day



As the world unites to observe **International Anti-Corruption Day**, Jamaica stands at the forefront of the battle against corruption with its robust Integrity Commission. This supplement sheds light on the inner workings of the Commission, exploring its organizational structure and current initiatives.



Overview: Our Mission in the Fight against Corruption

The Integrity Commission (the "Commission") was established in 2018 by an Act of Parliament and is mandated under Section 6 of the Integrity Commission Act (the "Act") to carry out the following functions, among others;

- Investigate alleged or suspected acts of corruption and instances of non-compliance with the provisions of the Act;
- Prosecute acts of corruption and offences committed under the Act;
- Receive complaints in relation to alleged or suspected acts of corruption and instances of non-compliance

with the provisions of the Act;

- Monitor and where necessary, investigate the award, implementation and termination of government contracts, including any prescribed licence issued by a public body; and
- Combat corruption through the development, implementation and enforcement of anti-corruption legislation, policy and initiatives, through our highly competent staff and efficient systems, processes and procedures.

The Commission is committed to the fight against corruption on all levels, promoting transparency, accountability, and integrity across all sectors. This International Anti-

Corruption Day, we embrace the theme, "**Uniting with Youth Against Corruption: Shaping Tomorrow's Integrity.**" We believe that it is critical to engage youths in the process of change as they are not just the leaders of tomorrow but are powerful allies in today's fight against corruption. By educating the youth at all stages about the true meaning of Integrity, we are empowering them to stand up and join the fight to shape a future built on trust, accountability and ethical leadership.

This year's Anti-Corruption Day theme is a reminder that fighting corruption is not just about tackling corruption at the executive level but it is also about educating future leaders in order to form a culture of integrity. Each person, whether young or old, plays a crucial role in shaping the future. Anti-corruption is everyone's responsibility.

Executive Office

The Roles of the Executive Office in Achieving Our Mandate

The Executive Director (ED) is responsible for the day-to-day management of the affairs of the Commission other than those functions that are specifically assigned under the Integrity Commission Act to a Statutory Director. In addition, the ED is responsible for providing administrative support to the Commissioners, coordinating the functions of the Commission, attending meetings of the Commission and its general Committees, ensuring the timely implementation of their decisions and directions; submitting quarterly reports to the Commission; preparing and submitting the budget to the Commission for approval; and developing and implementing the general operational policies and procedures of the Commission. Subject to the Commissioners, the Executive Director also has oversight responsibility for the following Divisions and Departments:

1. Corporate Services Division;
2. Finance and Accounts Division;
3. Information Technology and Business Processes Division;
4. Legal Department;
5. Data Protection Department;
6. Communications Department;
7. Internal Audit Department; and
8. Commission Secretary.

Each Division and/or Department plays a vital role in achieving the Commission's mission of making Jamaica a corrupt-free society.

Corporate Services Division

The Corporate Services Division (CSD) oversees the general administration of the Commission. This division includes four major units: Human Resource Management, Office Services, Public Procurement and Registry. The CSD provides a suite of organizational-wide support and critical services that enables other Divisions and, ultimately the Commission, to achieve its goals and objectives.

Finance and Accounts Division

The Finance and Accounts Division effectively manages the financial operations of the Commission. This Division ensures that all financial operations are transparent, accountable, and in line with the Government of Jamaica's legislations, regulations and policies. This Division also handles budgeting, financial reporting, and payroll. In addition, it takes care of accounts receivable and payables, legal compliance, fraud protection and financial control, to ensure that public funds are used efficiently and with propriety in the fight against corruption.

The Information Technology and Business Processes Division

This Division is responsible for developing and maintaining the electronic and technological infrastructure that supports the Commission's daily operations and activities. By integrating and updating modern technology, this Division enhances our capacity to secure our electronic and technological systems, as well as, monitoring, investigating, and acting on corruption-related issues efficiently. The key responsibilities of this Division are to:

- adequately maintain the Information and Communication Technologies ("ICT") infrastructure, which includes, license renewals, hardware and software upgrades;
- optimize performance, reduce downtime and proactively monitor the ICT environment;
- automate the monitoring of critical infrastructure to include uptime, downtime and capacity projection;
- Proactive monitoring of hardware and software for expiration dates or compliance issues.

Legal Department

The Legal Department is tasked with providing effective and efficient legal services to the Commission, to assist it in the execution of its mandates as well as its compliance with all relevant laws, policies and Government procedures.

Data Protection Department

With the recent enactment of the Data Protection Act (the "DP Act") in 2020, the Commission created the Data Protection Department to implement and/or improve internal organizational and technical measures at the Commission to ensure the safety, security, and confidentiality of all the personal data and sensitive data that the Commission manages. This Department also ensures that the Commission is fully compliant with the DP Act and the requirements of the regulator for data protection and privacy in Jamaica, which is the Office of the Information Commissioner.

Communications Department

The Communications Department plays a pivotal role in ensuring transparent and effective communication, both internally and externally to the general public. This Department also creates and/or manages public education campaigns, public statements, press releases, and social media engagement to increase public awareness about corruption and its negative effects while promoting the Commission's current work and successes.

Internal Audit Department

In the fight against corruption, the Internal Audit Department serves as a crucial mechanism for ensuring transparency, accountability, and integrity within the Integrity Commission. This Department helps the Commission to achieve its objectives by independently evaluating governance, risk and controls. Very importantly, the Unit also conducts performance management audits of the Commission's functions and proposes recommendations in instances where there are gaps and weaknesses.

Commission Secretary

The Commission Secretary has the primary responsibility to provide administrative support to the Commissioners and the committees within the Commission. This includes planning meetings, taking meeting minutes, preparing and distributing meeting documents, assisting the Chairman of the Commission in developing the Annual Commission Meeting Plan and any other administrative functions as the Commission may assign.

Corruption Prevention, Stakeholder Engagement and Anti-Corruption Strategy Division



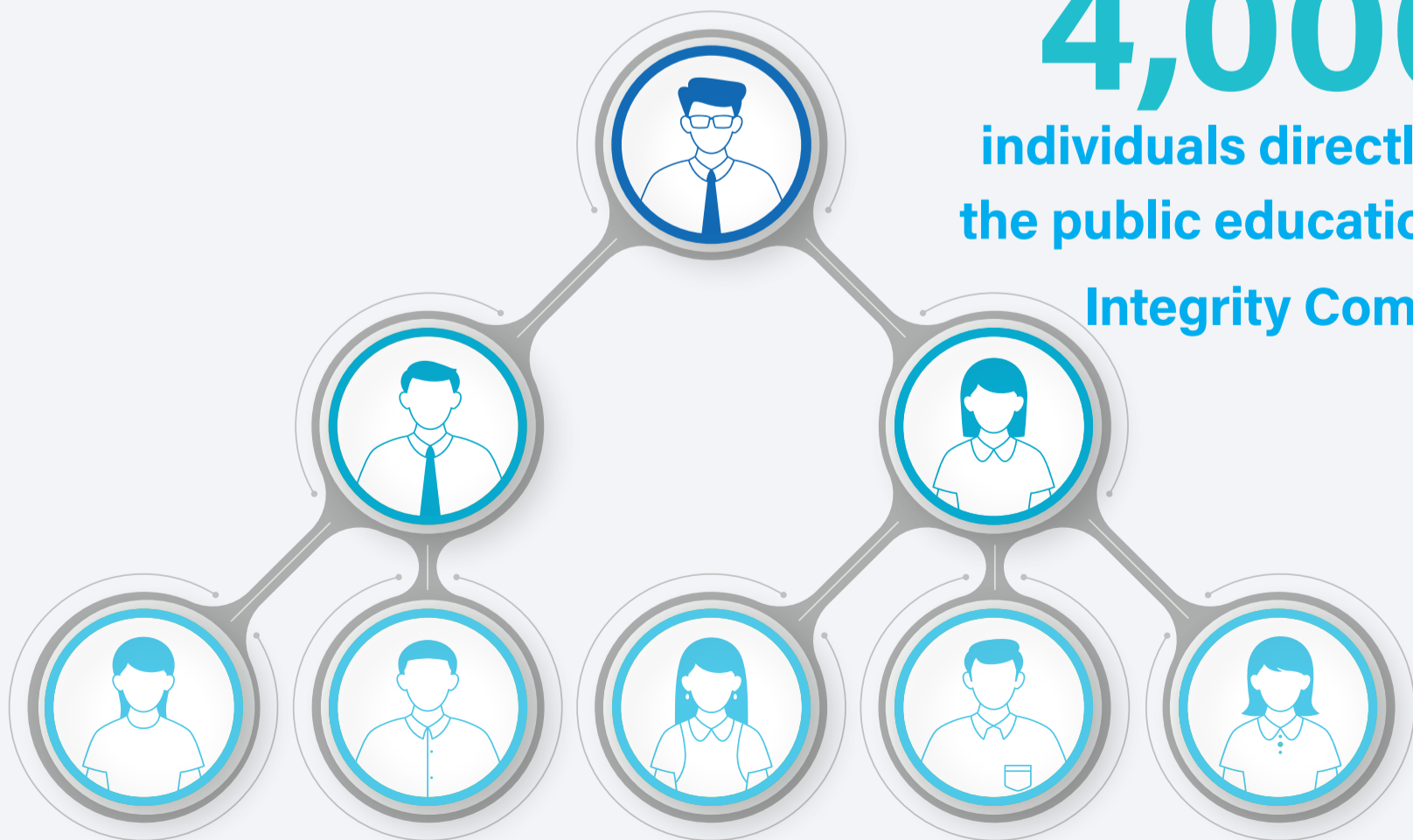
The functions of the Corruption Prevention, Stakeholder Engagement and Anti-Corruption Strategy Division as per section 6 (1) of the Integrity Commission Act, 2017 are to:

- ✓ Take necessary and effective measures for the prevention and detection of corruption within public bodies;
- ✓ Examine the practices and procedures of public bodies and make recommendations in relation to the revision of those practices and procedures which in the opinion of the Commission may reduce the likelihood or the occurrence of acts of corruption;
- ✓ Prepare codes of conduct and other advisory material relating to corruption and guide public bodies in respect of matters within the purview of the Act;
- ✓ Monitor current legislative and administrative practices in the fight against corruption;
- ✓ Advise the Minister on the adoption of international best practices relating to the prevention of corruption;
- ✓ Coordinate the implementation of an anti-corruption strategy;
- ✓ Collaborate or cooperate with other persons or bodies whether in Jamaica or outside of Jamaica duly authorized to prevent combat and investigate acts of corruption so as to implement an integrated approach to the eradication of corruption
- ✓ Advise the Minister on such legislative reform as the Commission considers necessary to reduce the likelihood or the occurrence of acts of corruption;
- ✓ Compile and publish statistics relating to the investigation, prosecution and conviction of offences relating to acts of corruption;
- ✓ Determine the extent of financial loss and such other losses to public bodies, private individuals and organizations, including losses sustained by the private sector as a result of acts of corruption; and,
- ✓ Adopt and strengthen mechanisms for educating the public in matters relating to corruption.

PUBLIC EDUCATION AND OUTREACH

For the period **April 1, 2023 to March 31, 2024** approximately 4,000 individuals have been directly exposed to the public education outreach work of the Integrity Commission by virtue of either presentations or training interventions delivered by the Division under its Anti-Corruption and Good Governance Workshops and/or via presentations at conferences/retreats and other events and through our various stakeholder engagement sessions.

4,000 (est.)
individuals directly exposed to
the public education work of the
Integrity Commission.



Corruption Prevention, Stakeholder Engagement and Anti-Corruption Strategy Division Cont...

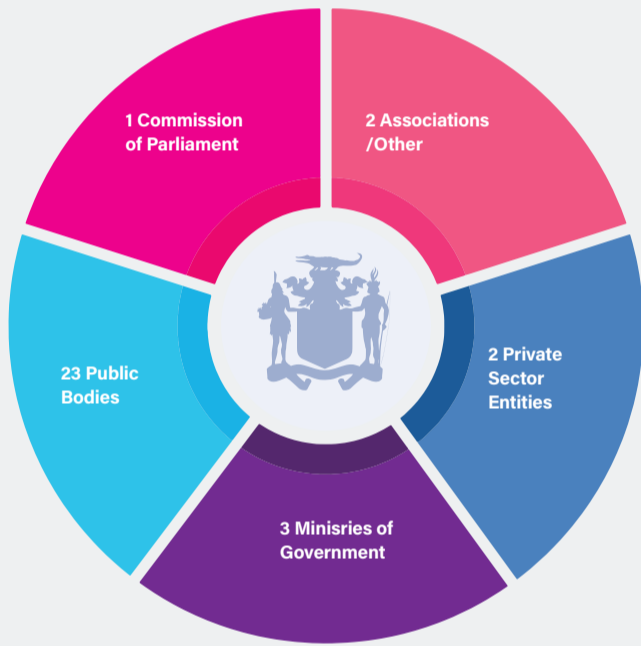


The Anti-Corruption and Good Governance Workshops cover the following topics:

Module	Topic
1.	The Problem of Corruption
2.	Overview of Jamaica's Anti-Corruption Framework
3.	Principles of Good Governance and Integrity in Public Life
4.	Public Procurement Overview
5.	Other Critical Areas Involving the Integrity Commission's Oversight

6.	Statutory Declarations
7.	Protected Disclosures Act - Whistleblowing
8.	Reporting Allegations of Corruption
9.	Investigating Allegations of Corruption
10.	Prosecuting Allegations of Corruption
11.	Overview of Corruption Offences in Jamaica
12.	International Best Practices in Anti-Corruption and Anti-Bribery

Broken down, the engagements included delivery to three Ministries of Government, twenty-three Public Bodies, one Commission of Parliament and two associations or other groupings.



The Division (supported at times by the Investigation, Information and Complaints and Corruption Prosecution Divisions) delivered select modules of its Anti-Corruption and Good Governance Workshops to select staff of:

Other

NO.	Other
1.	Institute of Chartered Accountants of Jamaica
2.	Integrity Commission/Management Institute for National Development (MIND) Protected Disclosures Programme

Agencies of Government

NO.	Agency
1.	Island Traffic Authority
2.	HEART Trust
3.	Jamaica Customs
4.	National Irrigation Commission
5.	National Land Agency
6.	GC Foster College
7.	Department of Correctional Services
8.	Jamaica Mortgage Bank
9.	Water Resources Authority
10.	Development Bank of Jamaica
11.	Jamaica Ultimate Tyre Company
12.	Jamaica Railway Corporation
13.	Factories Corporation of Jamaica
14.	Department of Cooperatives and Friendly Societies
15.	National Road Operating and Constructing Company Limited NROCC
16.	Office of Utilities Regulation
17.	Urban Development Corporation
18.	Housing Agency of Jamaica
19.	Kingston & St Andrew Municipal Corporation (KSAMC)
20.	Antidumping & Subsidies Commission
21.	Bank of Jamaica
22.	EXIM Bank
23.	Port Authority of Jamaica

Ministries of Government

NO.	Ministries of Government
1.	Ministry of Justice
2.	Ministry of Legal and Constitutional Affairs
3.	Ministry of Industry Investment and Commerce

Commissions of Parliament

NO.	Commissions of Parliament
1.	Integrity Commission

Private Sector

NO.	Agency
1.	Celebrations Brands Limited
2.	First Global Bank

STAKEHOLDER ENGAGEMENT AND PREPARATION OF POLICY DOCUMENTS

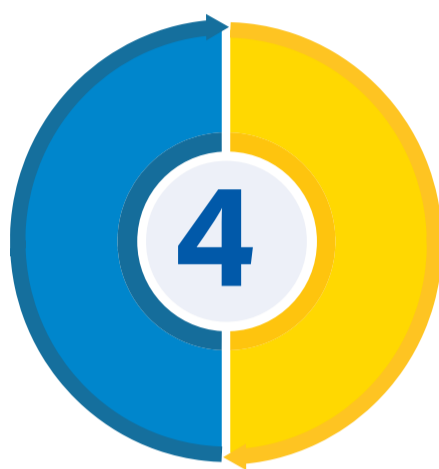
The Division, presented at four international conferences and prepared policy documents/papers/reports including, but not limited to, information relating to Jamaica's response to the Follow-Up Mechanism for the Implementation of the Inter-American Convention against Corruption-MESICIC Country Report and the OAS-MESICIC On-Site Visit to Jamaica.

Development Office [FCDO] contracted Public Administration International (PAI), a London-based international development consultancy, to develop the NAS in collaboration with the Integrity Commission. The engagement of PAI commenced in November 2023 and a series of extensive consultations began during the period under review.

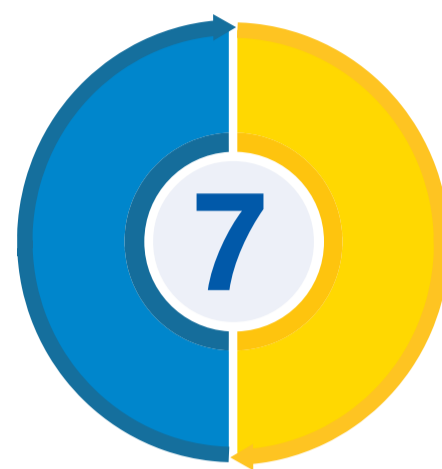
Development of the National Anti-Corruption Strategy

Subsequent to the formal launch of the National Anti-Corruption Strategy (NAS) in April 2023, the Foreign, Commonwealth and

Presentation at Conferences



Policy Papers/ Reports



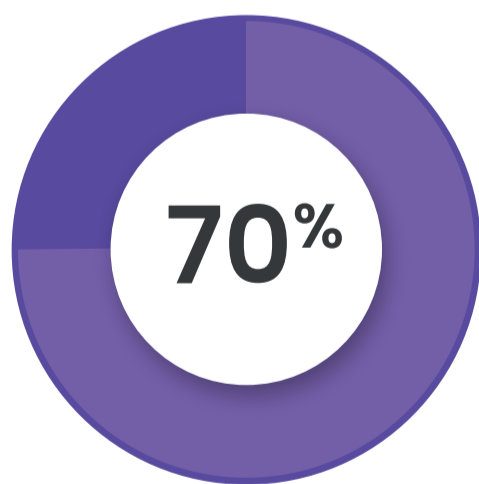
INFORMATION AND COMPLAINTS DIVISION

The functions of the Director of Information and Complaints are set out in Section 32(1), which states, inter alia, to:

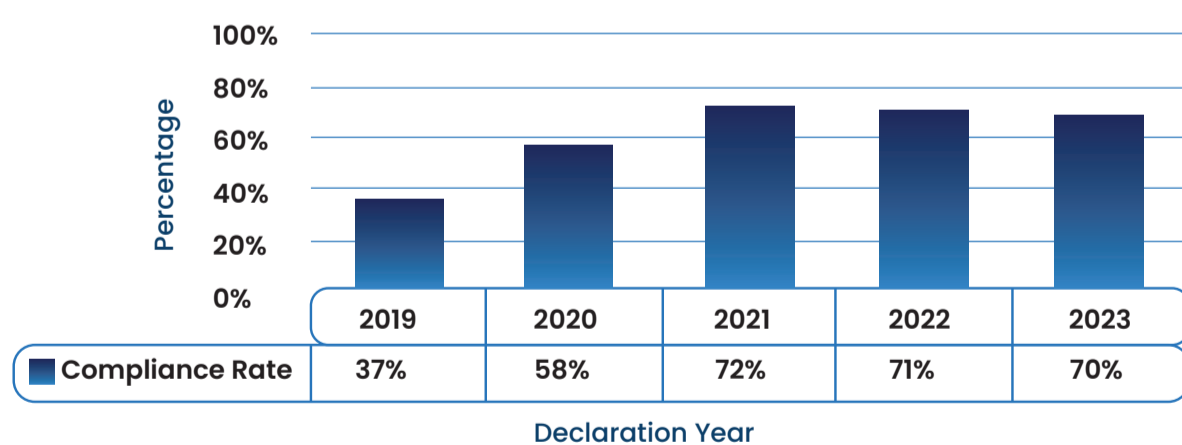


Statutory Declarations - Compliance

CURRENT REPORTING PERIOD
AS AT MARCH 31ST, 2024



COMPLIANCE RATE OF STATUTORY DECLARATIONS
RECEIVED AS AT MARCH 31ST



Statutory Declarations (SDs) - Examination

CURRENT REPORTING PERIOD
AS AT MARCH 31ST, 2024



MATRIX OF STATUTORY DECLARATIONS OUTCOMES:
2018/2019 TO 2023/2024

Category	Number of Statutory Declarations Received	Number of Statutory Declarations Examined	Number of Statutory Declarations Certified	Number of Public Officials Referred for Investigation	Examination Work-In-Progress
Parliamentarians	549	374	231	13	67
Councillors	1,149	72	45	3	38
Senior Public Officials	1,050	109	79	8	26
Other Public Officials	162,744	1,769	1,426	35	562
Total	165,492	2,324	1,781	59 (293 SDs)	693

STATUTORY DECLARATIONS

Important Facts About Filing of Statutory Declarations

YOUR RESPONSIBILITIES

Who should file a statutory declaration

1. Parliamentarians
2. Public Officials who earn \$12,000,000 and over
3. Public Officials appointed to a Gazetted Position

1

WHEN TO FILE STATUTORY DECLARATIONS

PARLIAMENTARIANS - Initial Statutory Declaration

Due for submission at the end of the third calendar month following the date of appointment or election.

ANNUAL STATUTORY DECLARATION

If an election or appointment was any time after June 30th in any year, the first annual Statutory Declaration & Information should be as at December 31 of the following year.

ANNUAL STATUTORY DECLARATION

If the election or appointment is any time before June 30th in any year, the first annual Statutory Declaration & Information should be as at December 31 of that same year.

PUBLIC OFFICIALS - Initial Declaration

Due for submission at the end of the third month after the date when a public official is in receipt of total emoluments of \$12,000,000.00

Due for submission at the end of the third month after the date in a Gazette or letter from the Commission

PARLIAMENTARIANS AND PUBLIC OFFICIALS

Annual Declaration period: January 1 - December 31 Statutory Declaration & Information should be as at December 31 thereafter, as long as you were a parliamentarian or public official at any point during the year.

FINAL STATUTORY DECLARATION

Twelve (12) months after demitting office (loss of election, resignation or retirement.)

2

WHAT TO INCLUDE IN A STATUTORY DECLARATION

Parliamentarians and Public Officials are required to file statutory declarations with information relating to:

Assets - An item of property owned by a person regarded as having value in or outside of Jamaica. (Examples are house, car, cash, equivalent, goodwill, art work, intellectual properties)

Liabilities - An amount owed to a supplier, bank, lender, or other provider of goods, services, or loans in or outside of Jamaica. (Examples are mortgage, credit cards etc.)

Income - Amounts received for work, or through investments in or outside of Jamaica, profit on the sale of assets, monetary gifts etc.

Offences and Penalties

FAILURE TO PROVIDE INFORMATION REQUESTED BY THE DIRECTOR OF INFORMATION AND COMPLAINTS

Conviction in a Parish Court to a fine not exceeding \$500,000.00 or imprisonment not exceeding six (6) months.

FAILURE TO SUBMIT A STATUTORY DECLARATION

Conviction in a Parish Court to a fine not exceeding \$500,000.00 or imprisonment not exceeding six (6) months.

FAILURE TO SUBMIT AND/OR FAILURE TO MEET EXTENDED DEADLINE IN A WRITTEN NOTICE.

An additional fine of \$20,000.00 for each month after the 30 day notice period expires until the submission is made.

MAKES FALSE STATEMENTS IN A STATUTORY DECLARATION

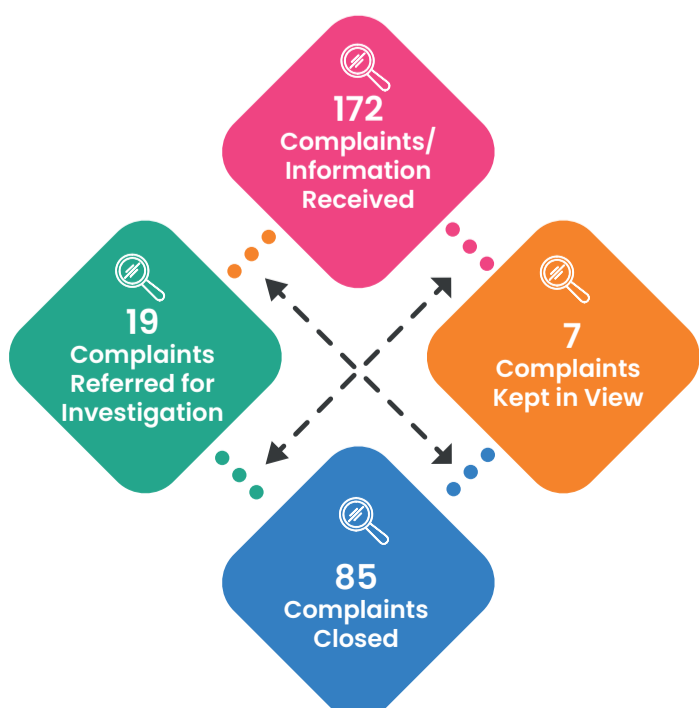
Conviction in a Parish Court to a fine not exceeding \$2,000,000.00 or
or
A term of imprisonment not exceeding two years.



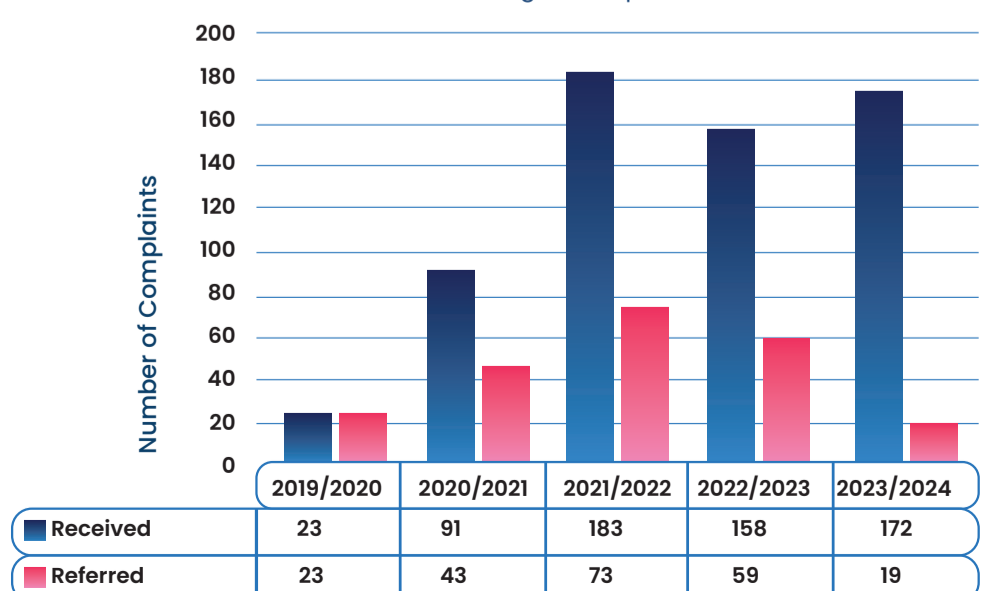
Complaints Management

CURRENT REPORTING PERIOD
AS AT MARCH 31ST, 2024

FIVE YEAR COMPARISON



Number of Complaints/Information Received and Referred for Investigation: April 2019–March 2024



COMPLAINTS

Assist in the fight against Corruption, tell us what you know!

1



WHO CAN MAKE A COMPLAINT?

Any person may make a complaint orally or in writing via any of the methods listed below:

a) Orally

- i. Complainants may call our Anti-Corruption hotline at (876) 926-0001
- ii. In person at - The Sagikor Sigma Building, 63-67 Kuntsford Boulevard 4th Floor, Kingston 5, Jamaica, W.I.
- iii. Call our Knutsford Boulevard location landlines 876-926-2288, 876-906-8314, 876-968-6227 or 876-960-0470

b) In writing

- i. Complainants may write a letter addressed to the Director of Information and Complaints at - The Sagikor Sigma Building, 63-67 Kuntsford Boulevard Kingston 5, Jamaica, W.I.

c) Internet

- i. Complaints may be made online by completing the requisite form, which may be accessed via the following link: <https://integrity.gov.jm/report-impropriety>

2



PROTECTION OF COMPLAINANT:

"No person shall be obligated or permitted to disclose the name or address of a person who makes a complaint under subsection (1), or state any matter which may lead to the identity of such person being known." (Section 37 (5))

"No action, suit, prosecution or other proceedings shall be instituted against a person who makes a complaint under subsection (1), in good faith in pursuance of the provisions of this Act." (Section 37(6))

"A person who takes any harmful action against any other person, including interference with the other person's lawful employment or occupation, on the ground that the person has made a complaint under subsection (1) commits an offence and is liable, on summary conviction in a Parish Court, to a fine not exceeding five hundred thousand dollars or to a term of imprisonment not exceeding six months." (Section 37 (7))

"A copy of a complaint, information or notification may be in a form which keeps anonymous the identity of the complainant or any other person." (Section 38(2))

3



WHY MAKE A COMPLAINT?

Reduce and/or prevent possible offences.

Complaints assist with building a better nation for yourself, loved ones and your community.

Equality of opportunities.

CONTACT US:

The Sagikor Sigma Building

63-67 Kuntsford Boulevard
Kingston 5, Jamaica, W.I.

Telephone: (876) 926-2288

(876) 968-6227

(876) 960-0470

Fax: (876) 960-5617

Email: cpd@integrity.gov.jm

Protected Disclosures

	Number of Public Bodies that submitted Protected Disclosures Procedural Guidelines	Number of Protected Disclosures Received by Public Sector Entities	Number of Protected Disclosures Received by the Integrity Commission
2021/2022	16 (9%)	1	4
2022/2023	149 (81%)	6	7
2023/2024	169 (94%)	11	20

WHAT IS A DISCLOSURE?

A disclosure is Information given by an employee regarding the improper conduct of:

1. an employer of the employee. or
2. another employee of the employer.

WHAT IS A PROTECTED DISCLOSURE?

A protected disclosure is a disclosure made in specific circumstances by an employee to an employer, Minister, Prescribed Person, the Designated Authority, an Attorney-at-Law or to the Prime Minister.

WHAT IS THE PROTECTED DISCLOSURES ACT, 2011?

The Protected Disclosure Act was established to:

- a. facilitate and encourage the making, in a responsible manner, of disclosures of improper conduct, in the public interest;
- b. regulate the receiving, investigating or otherwise dealing with disclosures of improper conduct; and
- c. protect employees who make specified disclosures from being subjected to occupational detriment.

WHAT CONSTITUTES IMPROPER CONDUCT?

Improper Conduct means any:

- a. criminal offence;
- b. failure to carry out a legal obligation;
- c. conduct that is likely to result in a miscarriage of justice;
- d. conduct that is likely to threaten the health or safety of a person;
- e. conduct that is likely to threaten or damage the environment;
- f. conduct that shows gross mismanagement, impropriety or misconduct in the carrying out of any activity that involves the use of public funds;
- g. act of reprisal against or victimization of an employee;
- h. conduct that tends to show unfair discrimination on the basis of gender, race, place of origin, social class, colour, religion or political opinion; or

- i. wilful concealment of any act described in (a) to (h) above.

WHAT IS OCCUPATIONAL DETRIMENT?

Occupational detriment means any act or omission that results in an employee, in relation to his employment, being:

- a. subject to disciplinary action;
- b. dismissed, suspended, or demoted;
- c. harassed, intimidated or victimized;
- d. transferred against his will;
- e. refused transfer or promotion;
- f. subject to a term or condition of employment or retirement from employment, that is altered to his disadvantage;
- g. provided with an adverse reference;
- h. denied appointment to any employment, profession or office;
- i. threatened with any of the actions specified in (a) to (h); or
- j. otherwise adversely affected in respect of his employment, profession or office, including employment opportunities and job security;

HOW SHOULD A DISCLOSURE OF IMPROPER CONDUCT BE MADE?

A disclosure of improper conduct should first be made to your employer.

Under the Act, the employer must establish procedures for the receiving, investigating or otherwise dealing with disclosures. The employer must also appoint at least **one** person as a **Designated Officer** with responsibility for receiving and investigating disclosures.

This Designated Officer would also have the responsibility to give an update of the progress of the investigation, findings and recommendations to his employer, the person who made the disclosure and the Designated Authority.

Alternatively

1. A disclosure can be made to a Minister, if the person making the disclosure is employed to the Ministry or is employed to a Department or Public Body under that Ministry.
2. A disclosure can be made to a Prescribed Person, if the employee believes that the subject matter of the improper

conduct falls within their portfolio.

3. A disclosure can be made to the Designated Authority, where there is a reasonable fear of occupational detriment, fear that the evidence of the improper conduct will be destroyed or where no action was taken on an earlier disclosure made.
4. A disclosure can be made to the Minister with portfolio responsibility or the Prime Minister or to both on matter that prejudice national security, defence or international relations.
5. A disclosure can be made to an attorney-at-law with the object of obtaining, or during the process of obtaining, legal advice.

IS THE INFORMATION MADE IN A PROTECTED DISCLOSURE CONFIDENTIAL?

Under the Act, the employer must take all reasonable steps to protect the identity of an employee who makes a disclosure and to treat all disclosures, statements given, information or thing provided to the designated officer as secret and confidential.

Exceptions

The circumstances in which a person may disclose information obtained in an investigation of a protected disclosure is in the furtherance of an investigation or in any legal or disciplinary proceedings. However, the identity of the person who made the disclosure must not be disclosed.

HOW CAN THE EMPLOYEE WHO MAKE A DISCLOSURE BE ASSURED THAT HE WILL NOT BE VICTIMIZED?

Under the Act, an employee rights are as follows:

- a. An employee shall not be subjected to any occupational detriment on the basis that the employee seeks to make, has made, or intends to make, a protected disclosure.
- b. An employee who is dismissed as a consequence of seeking to make, making or intending to make a protected disclosure shall be treated as being unjustifiably dismissed.
- c. Where an employee suffers occupational detriment at or about the same time that he makes a protected disclosure, the occupational detriment shall be presumed to be a consequence of the protected disclosure, unless the employer shows that the act that constitutes the occupational detriment is otherwise justified.

THE INVESTIGATION DIVISION

The Division's core values include:

1 Equality and Fairness- We conduct all investigations with equality and fairness, with no regard for class, creed or affiliations.

2 Accountability and Professionalism- We seek to provide the highest level of service to Jamaica whilst remaining accountable for the performance of the investigative mandate of the Commission.

3 Honesty and Integrity- We adhere to the highest standards of ethical behaviour while remaining cognizant of the fact that, with our enormous entrusted powers and responsibilities, our actions and motives must be above reproach.

4 Respect- We treat all colleagues, partners, stakeholders and subjects of our Investigations with respect and dignity, whilst valuing differences and remaining committed to growth and development.

5 Teamwork- We value the strength of unity and collaboration

FUNCTIONS OF THE DIRECTOR OF INVESTIGATION (DI) pursuant to Section 33 of the Integrity Commission Act (ICA). The DI is mandated to:

- Investigate acts of corruption;
- Investigate allegations of non-compliance with the provisions of the ICA;
- Monitor the award, implementation or termination of government contracts;
- Monitor the grant, issue, variation and suspension or revocation of prescribed license; and
- Where necessary, investigate the award, implementation or termination of government contracts and /or the grant, issue, variation and suspension or revocation of prescribed license.

POWERS OF THE DI

Pursuant to the following provisions of the ICA, the DI shall have the power to:

- Summon and examine witnesses under oath, compel the production of documents or any other information, and do all such things which are necessary for the purposes of conducting investigations (section 45);
- Require the assistance of any person who is the subject of an investigation or any other person who in the opinion of the DI is able to give assistance in relation to a matter under investigation (section 48).
- To be advised by Accounting Officers of the award of all contracts relating to the government (section 51).
- To investigate matters relating to government contracts and prescribed licences (section 52).
- To enter public or private property with or without a warrant, respectively for the purpose of conducting investigations under the Act.
- For the purpose of an investigation, the DI shall have the same powers as a Commissioner pursuant to the provisions of the Commissions of Enquiry Act in respect of the attendance and examination of witnesses and the production of documents.

The investigation Division executes its functions through to six (6) units, namely: Contract Monitoring and Licensing Asset Divestment/Acquisition (Monitoring Units), Declarations and Financial Investigations and Contract, Procurement and Corruption Investigations (Investigations Units) and Intelligence and Witness Management and Forensic Accounting and Audit (Support Units). The support units are the most recent additions to the division. An overview of the Units' work will, therefore, be provided below.

Together, both support units assist the division in its functions in the following ways:

FORENSIC ACCOUNTING AND AUDIT UNIT

- collecting and preserving evidence - such as data acquisition and maintaining proper chain-of-custody;
- creating linkages and identifying trends;
- providing expert testimony in court to explain forensic investigation methods, findings, and the reliability of evidence gathered;
- working alongside investigators to develop strategies, as well as, providing updates based on the analysis of evidence; and
- training investigators on the handling of digital evidence so as to improve the efficacy of investigations.

INTELLIGENCE, WITNESS MANAGEMENT UNIT

- gathering of Intelligence utilizing various methods to including; surveillance, and conducting risk assessment;
- recruiting covert human intelligence sources;
- advising the Commission on areas of vulnerability;
- witness care; and
- liaising with the courts in respect of witness care and management.

STAKEHOLDER ENGAGEMENT

The Division regards its stakeholders as an integral component of its success, to this end, the division has been deliberate in the engagement of its several partners. In the last 12 months, quarterly meetings were convened with some partners, adhoc meetings with others and new relationships were established. Amongst our stakeholders are Competent Authorities (pursuant to **section 7** of the **Integrity Commission Act**) and other third entities whose input is integral to our work. Our main partners include: Jamaica Constabulary Force, Major Organised Crime and Anti-corruption Agency, Financial Investigations Division, Tax Administration Jamaica, Jamaica Customs Agency, National Land Agency, Public Procurement Commission, Office of Public Procurement Policy, Companies Office of Jamaica and the banks and other financial institutions.

The nature of the foregoing partnerships include: joint and parallel investigations, information sharing, capacity building and security.

We remain indebted to our stakeholders and look forward to even stronger relations for the future.

SIGNIFICANT ACHIEVEMENTS- DECEMBER, 2023 TO DATE

- Over 70 Investigation Reports were tabled in Parliament.
- Over 80 matters were referred to the Director of Corruption Prosecution.
- Over 99 recommendations were made to, and accepted by public bodies through the Division's sustained monitoring programme.
- A number of Public Bodies have effected changes to their operating procedures and policies based on recommendations made in Investigation and Monitoring Reports
- Increased oversight of procurement undertaken using Lesser Competitive Bidding Methodologies.
- Increased presence on project sites from inception through to contract administration.
- Through its robust enforcement programme, the division has achieved compliance rates of 99.5% and 100% in respect of the submission of Annual Contract Cost Overruns and Variations (ACCOVR) and Quarterly Contracts Award (QCAR) reports, respectively from public bodies for the Financial Year 2023-2024.
- The Investigation Division is poised to launch its Land and Asset Divestment / Public Private Partnership and Acquisition System (LADPAS). The system was developed in-house and will systematically collect, on a biannual basis, all the Land, Asset and Private Public Partnership transactions of Public Bodies. This will allow for the application of more focused risk based monitoring.
- The Division, as a new thrust, has commenced focus on the monitoring of permits and licenses issued in relation to housing and commercial developments. Our focus will also review the use of said permits during the life of the development process.
- Monitoring Frameworks for asset divestment/acquisition, prescribed licences and government procurement contracts were implemented and are reaping significant successes.
- Over 95% of all complaints received over the life of the Commission were resolved up to the end of the period under review.
- The Implementation of an Investigation Policy and Core Investigation Doctorines.

OFFENCES

Offences pursuant to Section 43 of the ICA in respect of Investigations include:

Generally, the Division investigates inter alia, allegations of offences under:- **sections 43** of the **Integrity Commission Act, (ICA)**; **sections 14 and 15** of the **Corruption Prevention Act, (CPA)**; and **section 56** of the **Public Procurement Act, (PPA)**. A few of the offences are listed below.

- **ICA:**
 - failure, without cause, to submit a statutory declaration.
 - failure, without cause, to provide any information requested in relation to a statutory declaration.

- failure, without cause, to attend an inquiry being conducted by the Director of Investigation.
- knowingly making a false statement in a statutory declaration.
- knowingly giving false information at an enquiry being conducted by the Director of Investigation.

- **CPA:**
 - Corruptly accepting or soliciting gifts, favors, money, grants, promises and/ or advantages, in exchange for doing or failing to do an act in the performance of his/her job junction, whether directly or indirectly.
 - Deriving illicit benefits from for doing or failing to do an act in the performance of a public official's job junction and/or fraudulently uses or conceals any such benefits.
 - Bribing or accepting a bribe for one's own benefit.
 - Owning assets disproportionate to one's lawful income. (Illicit Enrichment)
 - Using classified/confidential information obtained in the execution of one's functions to enrich one's self.

- **PPA:**
 - Committing or failing to commit an act with the intent of altering the outcome of a procurement proceeding.
 - Directly or indirectly attempts to unlawfully influence any stakeholder involved in a procurement proceeding.
 - Engaging in any form of fraudulent practice to avoid any requirement under the PCA.

The list is not closed.

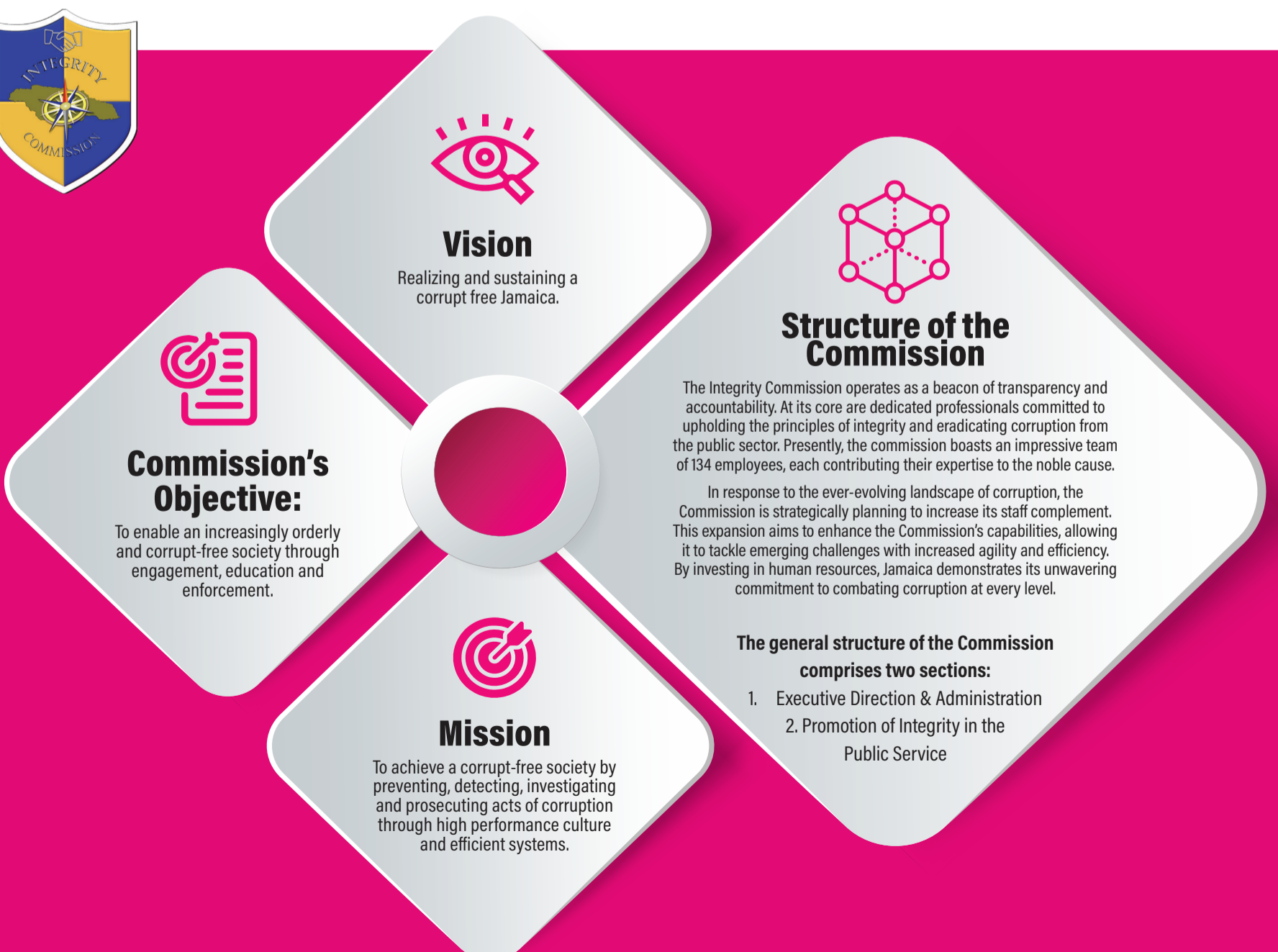
RIGHTS OBLIGATIONS OF PERSONS CONCERNED WITH INVESTIGATIONS

In keeping with the provisions of the ICA, a person, for the purpose of an investigation has the following rights and obligations:

- An obligation to assist the DI in the conduct of investigations by providing information when required to do so (section 48).
- An obligation not to mislead the DI.
- An obligation not to obstruct or otherwise hinder the DI in the conduct of investigations.
- The right to legal representation.
- The right to not self-incriminate.

WHAT CAN YOU DO TO AVOID BECOMING CULPABLE?

- Become au fait with the relevant laws, rules and procedures which govern public administration.
- Request, and follow when prudent to do so, the opinion and expert advice of technocrats.
- Ensure that when conducting public functions there are no conflicts of interest involved and if so – declare any potential conflict of interest situation and recuse yourself (always be guided by government policy and procedures in this regard).
- When in doubt, request the opinion and advice of other persons/entities which possess the required expertise such as the Office of Public Procurement Policy in the Ministry of Finance, the Public Procurement Commission and/or the Integrity Commission.



CORRUPTION PROSECUTION DIVISION



The Commission is empowered through the Corruption Prosecution Division to prosecute acts of corruption and related offences. These include Illicit Enrichment, Bribery, and Failing to File or Filing False Statutory Declarations. Some of these provisions are also applicable to the private sector. Once the evidence exists to the requisite standard, the Corruption Prosecution Division will fearlessly prosecute these matters. For this to succeed, however, members of the public must play their role in supplying information that can lead to sound prosecutions. Rest assured that the highest confidentiality will be employed to safeguard every individual who makes a complaint. In essence, the fight against corruption and the initiation of prosecution begins with you!



Under the Corruption Prevention Act 2002: | Acts of Corruption - Solicits Gifts, Illicit Enrichment, etc.

Illicit Enrichment - owns asset disproportionate to his lawful earnings and fails to provide an explanation as to how he came by such assets or gives an explanation which is not considered to be satisfactory.

Under the Integrity Commission Act, 2017: |Failing to File or Filing False Statutory Declarations, Failing to Provide Information etc.

Conviction in a Parish Court to a fine not exceeding \$2,000,000.00 OR a term of imprisonment not exceeding two years

Conviction in a Circuit Court to a fine not exceeding \$5,000,000.00 OR a term of imprisonment not exceeding five years

Acts of Corruption:

"An act of corruption is... an offence relating to the conduct of any person that constitutes an abuse or misuse of his office (whether or not within the public sector) for the purpose of conferring a benefit or an advantage to himself or another person, being an offence that arises under the common law or any other enactment." **Section 2 (b) of the Integrity Commission Act**

Common Law offences - Such as Misconduct in Public Office.

This is a common-law offence triable on indictment. It relates strictly to holders of public office and criminalizes an act, or failure to act, which breaches the duties attendant upon that office. The offence is often related to a breach of one or more statutory offences."

Powers of the Corruption Prosecution Division

1



To institute and undertake prosecutorial proceedings in respect of the acts of corruption

2



Have conduct of prosecutions in respect of acts of corruption

3



Provide legal advice to the Commission on matters concerning acts of corruption

4



Collaborate with the FID to conduct proceedings for recovery of property relating to acts of corruption

5



Perform such other prosecutorial functions relating to acts of corruption



In accordance with our mandate, the Corruption Prosecution Division has robustly prosecuted Financial Investigation referrals at a conviction rate of 100%. In addition to cases prosecuted by the Division, through collaboration with competent authorities, we also provide prosecutorial support to other government entities. We operate with the highest degree of integrity and fairness befitting the office of a Prosecutor.

The Corruption Prosecution Division cannot secure a conviction without you!

We therefore call upon the public to play its role in the fight against corruption. We urge you to supply information, provide witness statements and give evidence in Court when required.

Do YOUR part in the fight to eradicate corruption.



Decoding Corruption: Towards a Transparent Future - Empowering Change on International Anti-Corruption Day



- International Anti-Corruption Day (IACD) on December 9 is a global initiative to raise awareness about the detrimental effects of corruption and promote transparency and ethical leadership.
- Join the movement for a corruption-free Jamaica.

How does corruption impact our country?

Corruption hampers economic development. The misuse of public resources and funds stifles economic growth, diverting resources away from essential projects and investments.

Corruption undermines trust in public institutions - rampant corruption erodes public confidence in government bodies, leading to a breakdown of trust between citizens and those in power.



Corruption hinders social progress and equality. It widens social disparities by favouring the privileged, hindering the fair distribution of resources and opportunities.



Corruption threatens the rule of law by compromising the effectiveness of legal systems, allowing the powerful to evade justice and weakening the foundation of a just society.



Why does transparency matter?

Transparent governance fosters trust among citizens. When there is open and accountable governance, it builds public confidence, reinforcing the belief that leaders are working in the best interest of the people.

Open access to information reduces opportunities for corruption. Providing accessible information creates a deterrent for corrupt practices, as scrutiny increases and hidden agendas become harder to maintain.

Transparency encourages citizen engagement in decision-making processes. With transparency, citizens are invited to actively participate in shaping policies, ensuring that decisions are reflective of the diverse needs and aspirations of the population.



What is the role of Ethical Leadership?

Ethical leaders prioritize the greater good over personal gain. A leader guided by ethical principles will prioritize the well-being of constituents, working toward the common good rather than personal enrichment.

An ethical leader inspires a culture of integrity within organizations, fostering a work environment where integrity is valued and creating a culture that discourages corrupt practices and promotes honesty.

An ethical leader sets a positive example for future generations, serving as a role model for the next generation, instilling values that contribute to a more just and ethical society.

How do we put accountability in action?

Strengthening legal frameworks ensures accountability. Robust legal frameworks with clear consequences for corruption create a strong deterrent, holding individuals accountable for their actions.

Independent anti-corruption/oversight bodies agencies play a crucial role, by helping to ensure impartial investigations and prosecutions and preventing undue influence and corruption within the investigative process.

Encourage whistleblowing to expose corruption. Whistleblower protection and support mechanisms empower individuals to come forward with information about corrupt practices, serving as a vital tool in uncovering wrongdoing.



Join us on the Road to a Corruption-Free Society:



- Education and awareness are key to preventing corruption: Raising awareness about the consequences of corruption and promoting ethical values through education lay the foundation for a society intolerant of corrupt practices.
- Support initiatives that promote ethical practices in business: Encouraging businesses to adopt ethical standards and practices contributes to a culture where integrity is valued, creating a ripple effect in society.
- Advocate for stronger anti-corruption measures at both national and international levels: A united effort to push for stronger anti-corruption policies and collaborations between nations enhances the effectiveness of global initiatives against corruption.
- Join the conversation using #AntiCorruptionDay: Be part of the global dialogue on December 9, sharing insights and experiences on combating corruption.
- Share your stories of transparency and ethical leadership using #Transparency and #EthicalLeadership: Highlight positive examples of transparency and ethical leadership to inspire others.
- Pledge commitment to a corruption-free future with #CorruptionFree: Encourage individuals to publicly commit to taking actions that contribute to a corruption-free society.
- Demand accountability using #Accountability: Use this hashtag to call for increased accountability measures and share information on efforts to hold the corrupt responsible.



UNITING WITH YOUTH AGAINST CORRUPTION: SHAPING TOMORROW'S INTEGRITY

INTEGRITY COMMISSION, JAMAICA

Promoting Integrity | Transparency | Accountability

INTERNATIONAL
ANTI-CORRUPTION DAY

2024

Monday December 9, 2024