

REPORT AMENT

**for the Year
2010**

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Vision Statement

The Republic of Trinidad and Tobago is a corruption-free nation with a high moral tone, where persons in public life are respected because of their integrity.

Mission Statement

The Integrity Commission of Trinidad and Tobago will lead in promoting integrity, reducing corruption and increasing legal compliance among persons in public life, so that public resources are used fairly and for the benefit of all people of our nation.

Key Message of Principle

“DO THE RIGHT THING ALWAYS”

Logo of the Integrity Commission



The Logo is a three-bar symbol representing three areas of human society in which integrity is fundamental – SELF, COMMUNITY, CIVILISATION.



INTEGRITY COMMISSIONERS:

*Seated L - R: Justice Gladys Gafoor, Deputy Chairman; Professor Ann Marie Bissessar, Member
Standing L - R: Mr Seunarine Jokhoo, Member; Mr Neil Rolingson, Member; Dr Eric St Cyr, Chairman*

1.0 CHAIRMAN'S REMARKS

The Integrity Commission of Trinidad and Tobago submits its twenty-third Annual Report to Parliament for the year ended December 31, 2010. The current Commission was sworn into office by His Excellency the President of the Republic on March 15, 2010 for a period of three years.

The Integrity Commission was at a critical juncture. It may be recalled that on February 05, 2009, following a High Court judgment, the Commission in place resigned. A new Commission was sworn in on May 1st 2009. All members of this Commission resigned by May 11, 2009.

The newly appointed Commission began work right away. It informed itself of its mandate, assessed the work at hand and set about to discharge its responsibility. Its first meeting was held on March 22, 2010. This was followed by daily working committee meetings or full plenary sessions. Annual Reports to Parliament for the years 2008 and 2009 were submitted by March 31, 2010 and compliance and investigative work was once more set in train.

Our highly invaluable contacts with media houses and our many publics resumed apace. It is with pleasure that we report the coming to life again of the Integrity Commission.

I close by expressing pride in the employees of the Integrity Commission who have brought us to this point. This is our Report. I trust you share our excitement about the role we can play in the development of Trinidad and Tobago.



Eric St. Cyr, Ph.D.
Chairman

March 31, 2011

2.0 INTRODUCTION

The Integrity Commission of Trinidad and Tobago submits its twenty-third Annual Report to Parliament on its activities for the year ended December 31, 2010. The Report is prepared in compliance with Section 10 of the Integrity in Public Life Act, Ch. 22:01 (the Act), which states:

"The Commission shall not later than March 31st in each year, make a report to Parliament of its activities in the preceding year and the report shall be tabled in the Senate and the House of Representatives not later than 31st May, so, however, that the reports shall not disclose particulars of any declaration filed with the Commission".

Section 20 (4 – 5) of the Integrity in Public Life Act requires:

- (4) "Every member of the Commission and every person performing any function in the service of, or as an employee of the Commission shall treat all declarations and records and information relating to such declarations and information as secret and confidential and shall make and subscribe to an oath of secrecy to that effect before a Justice of the Peace.
- (5) Every person required under subsection (4) to deal with matters specified therein as secret and confidential who at anytime communicates or attempts to communicate such information or anything contained in such documents to any person other than a person to whom he is authorized under this Act, shall be guilty of an offence and be liable on summary conviction to a fine of two hundred and fifty thousand dollars and ten years imprisonment."

3.0 THE COMMISSION

3.1 Role of the Integrity Commission

The Integrity Commission is a constitutional body created by Sections 138 and 139 of the Constitution of the Republic of Trinidad and Tobago and established by the Integrity in Public Life Act Ch. 22:01 which makes provisions for the prevention of corruption of persons in public life by providing for public disclosure, regulating the conduct of persons exercising public functions and preserving and promoting the integrity of public officials and institutions.

In the exercise of its powers and performance of its functions under this Act, the Commission –

- (a) Shall not be subject to the direction or control of any other person or authority.
- (b) May in all cases where it considers it appropriate to do so, make use of the services or draw upon the expertise of any law enforcement agency or the Public Service.
- (c) Shall have the power to authorize investigations, summon witnesses, require the production of any reports, documents, other relevant information, and to do all such things as it considers necessary or expedient for the purpose of carrying out its functions.

The Commission (Continued)

3.2 Membership of the Commission

The Commission is appointed by His Excellency The President in accordance with Section 4 of the Act and consists of five members: “a Chairman, Deputy Chairman and three other members who shall be persons of integrity and high standing, at least one of whom shall be an attorney-at-law of no less than ten years experience and one shall be a chartered or certified accountant.”

The Integrity Commission was sworn in on March 15, 2010 by His Excellency The President, Professor George Maxwell Richards T.C. for a period of three (3) years. The Commission comprises:

Dr. Eric St. Cyr	...	Chairman
Madam Justice Gladys Gafoor	...	Deputy Chairman
Mr. Neil Rolingson	...	Member
Professor Ann Marie Bissessar	...	Member
Mr. Seunarine Jokhoo	...	Member

4.0 REPORT OF THE YEAR'S ACTIVITIES

4.1 Meetings of the Commission

The Commission held its first meeting on Monday March 22, 2010 and, immediately, addressed the backlog of matters which had accumulated during the period that there was no Commission.

Between March and December 2010, the Commission held twenty-six (26) statutory meetings. In order to facilitate the work flow, the Commission divided itself into a Sub Committee on Compliance, a Sub Committee on Investigations and a Sub Committee on Public Education. These Sub Committees met regularly and reported to the Commission in plenary session. The activities are recorded in Board and Sub Committee minutes.

4.2 Functions of the Integrity Commission

The activities of the Commission are determined by its functions as outlined in Section 5 (1) of the Act as follows:

- (a) Carry out those functions and exercise the powers specified in this Act;*
- (b) Receive, examine and retain all declarations filed with it under this Act;*
- (c) Make such enquiries as it considers necessary in order to verify or determine the accuracy of a declaration filed under this Act;*
- (d) Compile and maintain a Register of Interests;*
- (e) Receive and investigate complaints regarding any alleged breaches of this Act or the commission of any suspected offence under the Prevention of Corruption Act;*
- (f) Investigate the conduct of any person falling under the purview of the Commission which, in the opinion of the Commission, may be considered dishonest or conducive to corruption;*
- (g) Examine the practices and procedures of public bodies, in order to facilitate the discovery of corrupt practices;*

Report of the Year's Activities (Continued)

- (h) Instruct, advise and assist the heads of public bodies of changes in practices or procedures which may be necessary to reduce the occurrence of corrupt practices;*
- (i) Carry out programmes of public education intended to foster an understanding of standards of integrity;*
- (j) Perform such other functions and exercise such powers as are required by this Act.*

The work of the Commission falls into four (4) functional areas: Compliance, Investigations, Public Education & Communications and Corporate Administration.

4.3 COMPLIANCE

4.3.1 Declarations

The Commission is required, *inter alia*, to receive, examine and retain declarations of income, assets and liabilities and statements of registrable interests from Persons in Public Life, and to make such enquiries to determine the accuracy of such declarations. These persons are listed in the Schedule to the Act as:

1. Members of the House of Representatives;
2. Ministers of Government;
3. Parliamentary Secretaries;
4. Members of the Tobago House of Assembly;
5. Members of Municipalities;
6. Members of Local Government Authorities;
7. Senators;
- *8. Judges and Magistrates appointed by the Judicial and Legal Service Commission
9. Members of the Boards of all Statutory Bodies and State Enterprises including those bodies in which the State has a controlling interest;
10. Permanent Secretaries and Chief Technical Officers.

* The Judgment of Justice Judith Jones in High Court Action 1735 of 2005 dated October 15, 2007 excludes Judges and Magistrates from the provisions of the Integrity in Public life Act.

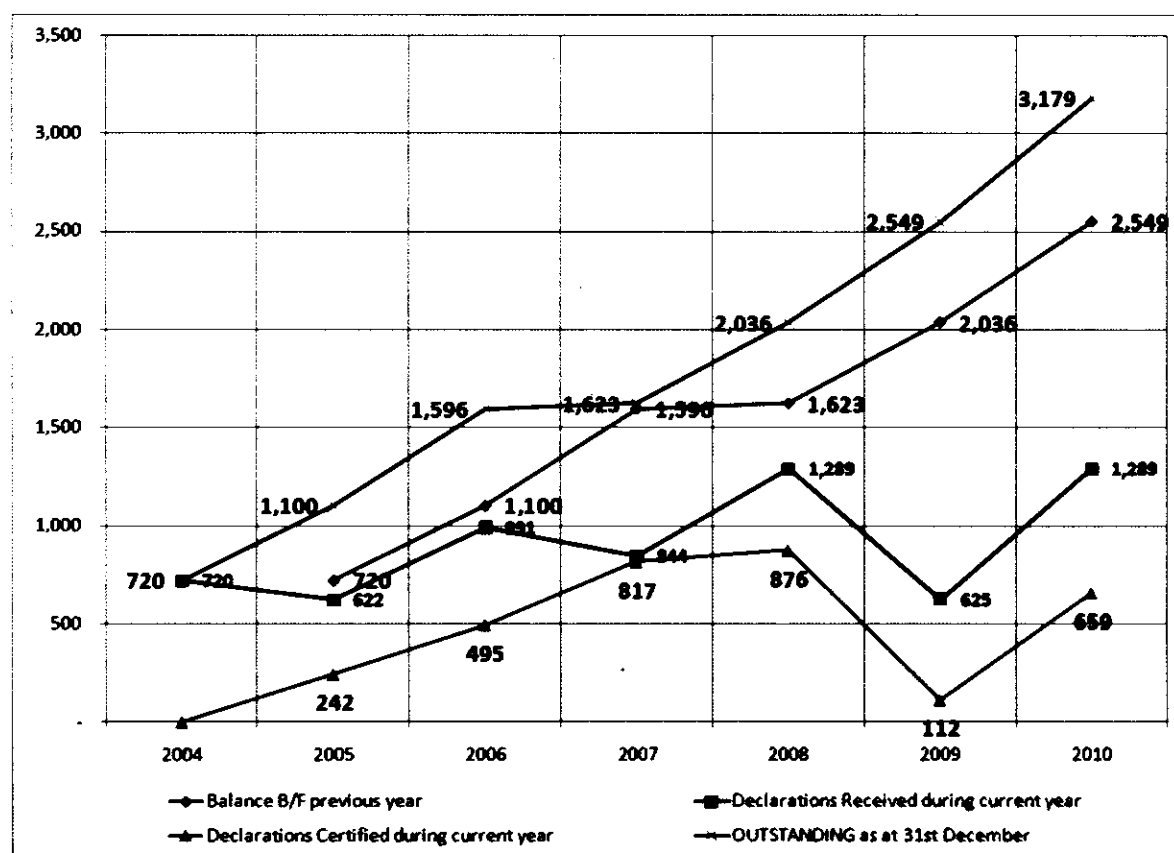
Report of the Year's Activities (Continued)

Figures 1 to 3 detail the Commission's activities for the years up to December 31, 2010.

Certification of declarations

Figure 1 reveals the current status of the processing of declarations submitted by persons in public life.

Figure 1: Declarations Certified 2004-2010

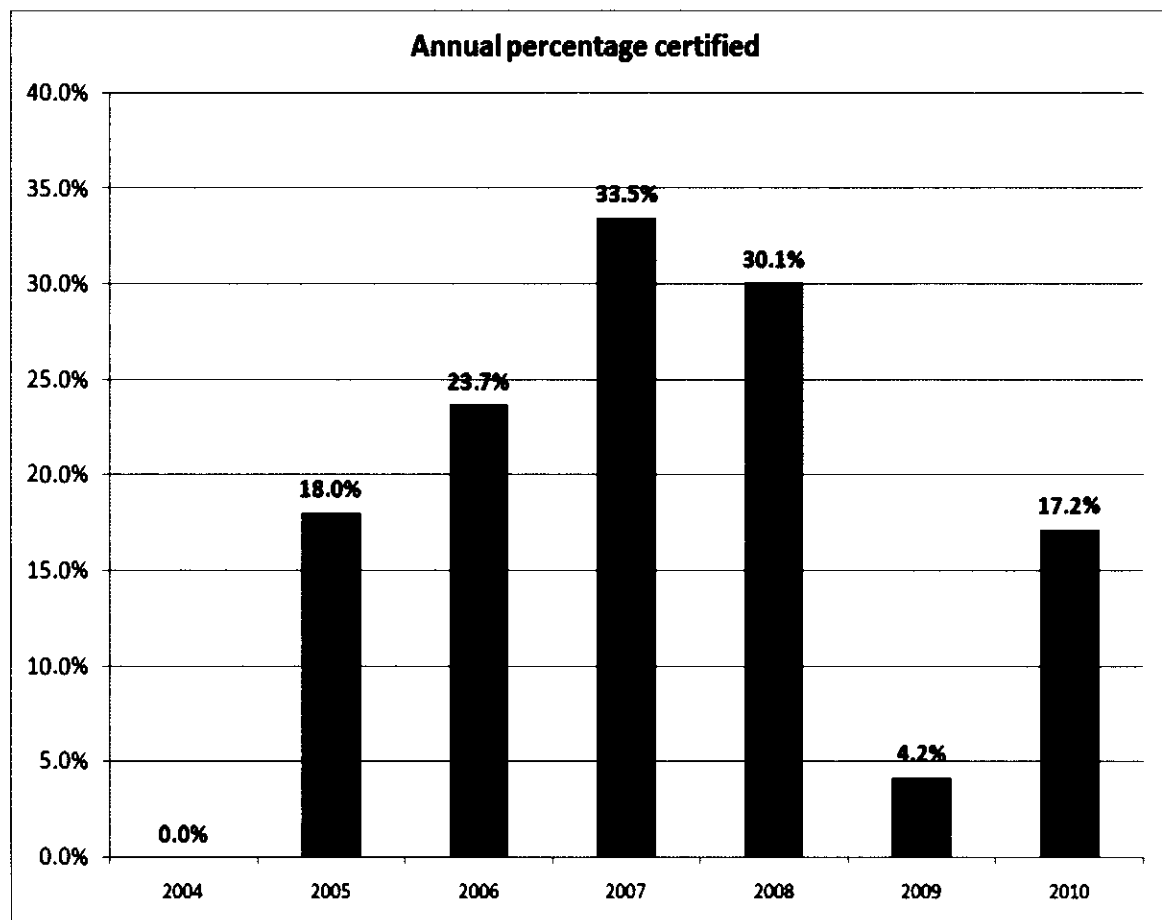


Report of the Year's Activities (Continued)

Figures 1 and 2 reveal the following situation as at the end of 2010:

- ☐ A total of 1,289 declarations were received by the Commission in the course of 2010.
- ☐ In addition a total of 2,549 uncertified declarations resided in the Commission at the start of 2010.
- ☐ The Commission was thus required to process a total of 3,838 declarations during 2010.
- ☐ 659 declarations were certified during 2010.
- ☐ A total of 3,179 declarations remain uncertified in the Commission as at the end of 2010.
- ☐ Commission productivity for the certification of declarations peaked in 2007 with approximately 33 percent of declarations certified.

Figure 2: Declaration certification productivity



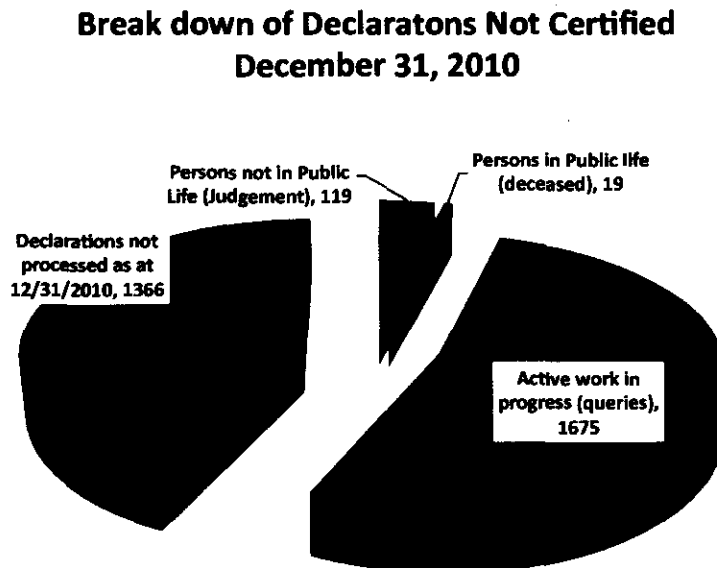
Report of the Year's Activities (Continued)

Reasons for this low level of certification are:

1. The absence of a Commission during the periods February 6 to April 30, 2009 and May 11, 2009 to March 14, 2010.
2. The reduction in staff numbers during this period.
3. The manual certification process.

The non-certified balance of 3179 declarations has been further disaggregated in Figure 3.

Figure 3: Breakout of Uncertified Declarations as at December 31, 2010.



The figure further disaggregates the non-certified declarations outstanding as follows:

1. Persons no longer in public life and no longer required to file– (Justice Jones Judgment dated October 15, 2007 refers).
2. Persons in public life who are deceased.
3. Declarations under active consideration by Commission staff for errors and omissions.

Report of the Year's Activities (Continued)

This means that there remains an adjusted figure of 1,366 declarations which have not been processed by the Commission as at the end of December 2010.

In this regard the Integrity Commission has embarked on the following initiatives to restore and improve productivity in the Certification process:

1. Staff recruitment
2. Overview of the certification process including electronic processing of declarations.
3. Changes in the processing of the declarations which may require changes in the Integrity in Public Life Act, and the regulations thereof.

The Commission has set a target of 1,600 declarations to be certified in 2011 as it works to eliminate the backlog.

Publication for non filing

Section 11 (6) of the Integrity In Public Life Act requires:

"Where a person who is required to do so fails to file a declaration in accordance with this section or without reasonable cause, fails to furnish particulars in accordance with section 13 or fails to file the statement of registrable interests under section 14, the Commission shall publish such fact in the Gazette and at least one daily newspaper in circulation in Trinidad and Tobago."

Over the period November 25, 2010 to December 15, 2010, the Commission published the names of 368 persons in public life who did not file declarations for the years 2002 to 2008. As of December 31, 2010, 41 of those persons had filed declarations.

Ex parte

Section 11 (7) of the Integrity in Public Life Act further requires:

"The Commission may, at anytime after the publication referred to in Section (6), make an ex-parte application to the High Court for an order directing

Report of the Year's Activities (Continued)

such person to comply with the Act and the Court may, in addition to making such an order, impose such conditions as it thinks fit."

In addition, the Act spells out the penalties to be imposed by the Court where the Person in Public Life does not comply with the Court Order – "A person who fails to comply with the directions of the Court, commits an offence and is liable on conviction to a fine of one hundred and fifty thousand dollars."

As at December 31, 2010, 19 ex parte applications were filed by the Commission.

The Integrity Commission will continue to implement, with vigour, the provisions of the Integrity in Public Life Act 2000.

4.3.2 Register of Interests

In pursuance of its duties under Sections 5 (1) (d) and 14 of the Act, in 2010 the Commission maintained a Register of Interests. The Register was inspected, upon request, by 12 members of the public. Further, Section 14 (4) of the Act states:

"A person in public life shall notify the Registrar of any changes which may occur in his registrable interests, within six weeks of such change occurring."

Report of the Year's Activities (Continued)

4.4 INVESTIGATIONS

Section 32 (1) of the Act authorizes the Commission to accept and investigate written complaints from members of the public that a person in public life or a person exercising a public function –

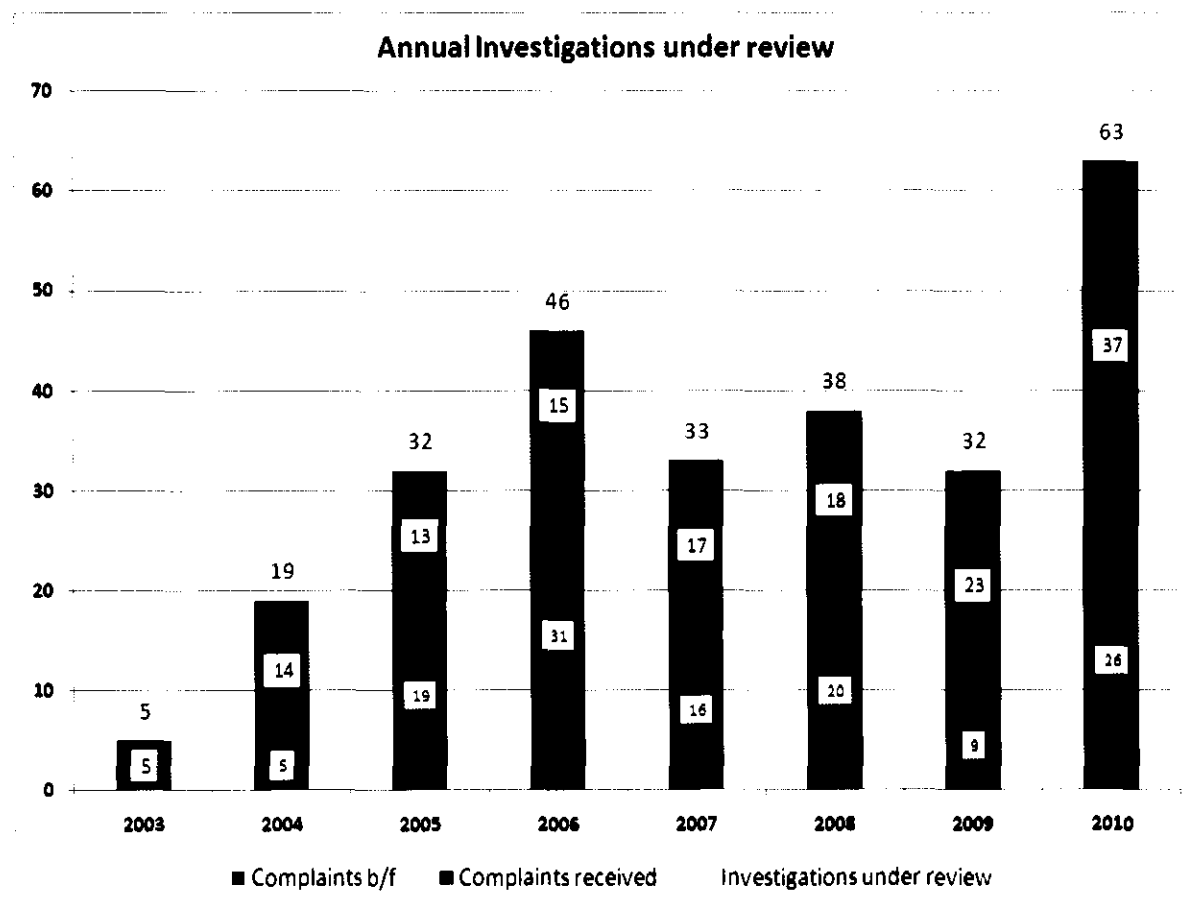
- “ (a) is in contravention of this Act;
- (b) in relation to the Register of Interests, has a conflict of interest; or
- (c) is committing or has committed an offence under the Prevention of Corruption Act...”

The Commission received and investigated complaints with respect to breaches of the Act and offences under the Prevention of Corruption Act.

Report of the Year's Activities (Continued)

Figure 4 details the progress of the Integrity Commission with regard to complaints received and investigations completed.

Figure 4: Investigation throughput

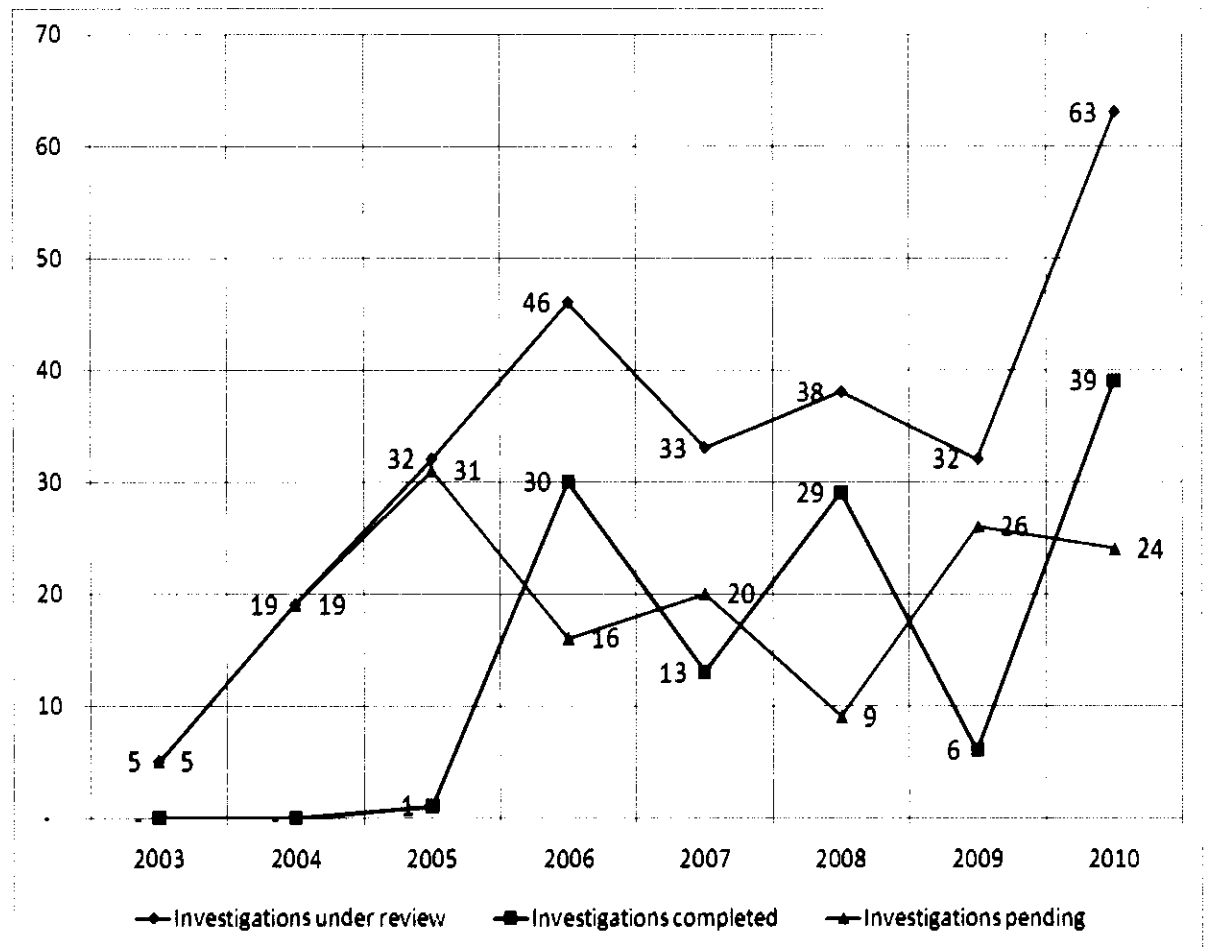


The Chart reveals a substantial increase in the number of investigations under review by the Commission in 2010.

Report of the Year's Activities (Continued)

Figure 5 highlights the productivity of the Commission in dealing with this throughput.

Figure 5 – Productivity of Investigations by the Commission



The chart reveals that although there has been an increase in the number of investigations completed, there remains a substantial backlog to be finalized. As at the end of 2010, 39 investigations were completed and 24 remain outstanding.

Report of the Year's Activities (Continued)

The following is a breakout of the time taken to complete investigations.

Table 1: Frequency Distribution of time taken to complete investigations.

Frequency	No. of Investigations
1-90 days	18
90 – 180 days	4
> 180 days	17

The Commission has set a benchmark of ninety (90) days for the completion of investigations. The above table reveals that this target was achieved in 46 percent of the investigations received.

Reasons for the inability of the Commission to achieve the target include:

1. Difficulty in achieving source documents from Government Departments and State Entities. (In many cases the IPLA has to be invoked in order to ensure cooperation).
2. Lack of timely co-operation by Government and State officials for face to face interviews to resolve and clarify issues.
3. The complexity of the case, especially where there are money laundering issues.
4. In 2010 there were budgetary limits placed on the Commission which prevented it from hiring externally the competencies required for completing its work in a timely fashion.
5. Staff vacancies.

The Commission has since aggressively pursued solutions to these issues on the following fronts:

- ☐ Recruitment of staff
- ☐ Reallocation of budgetary allocations
- ☐ Approaches to the Ministry of Finance for additional funds.

The Integrity Commission will continue to address these issues in 2011.

Report of the Year's Activities (Continued)

4.5 PUBLIC EDUCATION AND COMMUNICATIONS

The Integrity Commission of Trinidad and Tobago, in recognition of the strategic importance of Public Education and Communications, has worked towards a more educated, empowered and discerning public.

With the appointment of new Commissioners in March 2010, the Commission moved to communicate more effectively and purposefully to achieve its strategic goals. The Commission engaged in the following activities:

- ☐ The Commission entered into an arrangement with the Sunday NEWSDAY newspaper for a column, the Integrity Column, to be published each fortnight. Sixteen articles from the Commission were reproduced in the newspaper.
- ☐ The Commission's Chairman was the feature speaker at the Annual General Meeting of the local chapter of Transparency International, the Trinidad and Tobago Transparency Institute (TTTI). The Commission also met with TTTI to discuss ways in which the two organizations could co-operate and advance the integrity agenda.
- ☐ The Commission facilitated arrangements for persons needing to file integrity declarations to visit its offices and seek clarification on aspects of the forms.
- ☐ The Commission produced a CD-ROM – *"Know Your Declaration Forms A & B – A Guide for Persons in Public Life."* - and made copies available to persons who are required to file declarations under the Integrity In Public Life Legislation.
- ☐ The Commission's Chairman made himself available to be interviewed by the media where he spoke on matters related to the Commission's work.

Report of the Year's Activities (Continued)

- ☐ Copies of a pamphlet on the “Code of Conduct,” the Integrity in Public Life Act and the Commission’s publication “*Principles of Integrity for Persons in Public Life and Those Exercising Public Functions*” were made available to persons in need of information.
- ☐ The Commission took part in the Forum on Governance, Regulation and Financial Crime Prevention organized by the International Governance and Risk Institute which was held from August 9-13, 2010.
- ☐ The Commission participated in the OAS workshop for the Inter-American Convention Against Corruption (MESICIC). The workshop was held on September 28 & 29, 2010 to discuss the Draft Plan of Action to Implement the Recommendations from the MESICIC Committee of Experts: an OAS/Government of Trinidad & Tobago Project.
- ☐ The Commission and its staff raised funds internally to contribute to the ongoing relief effort in Haiti following the earthquake. Funds raised were presented to “Is There Not A Cause” (ITNAC), a local organization involved in disaster response which is providing assistance to Haiti.

4.6 CORPORATE ADMINISTRATION

4.6.1 Financial Matters

The Integrity Commission is a statutory body established in accordance with the Constitution by the Integrity in Public Life Act. Section 9 (4) of the Act provides that:

“All expenses incurred by the Commission for the purposes of this Act shall be a charge on the Consolidated Fund”.

This provision in law brings the Commission under the operation of the Exchequer and Audit Act, Chapter 69:01 and the Financial Regulations made thereunder. Within such a legal framework, the Commission receives its funding through the Annual Estimates of Expenditure of the Government of the Republic of Trinidad and Tobago.

The Commission has, during the Financial Year 2010, complied with all the directives from the Ministry of Finance, the Director of Budgets, the Comptroller of Accounts and recommendations of the Auditor General. The Registrar of the Commission is the Accounting Officer, having been appointed by, and therefore responsible to, the Minister of Finance, and answerable to the Public Accounts Committee of Parliament.

This report covers the period January to December 2010. The financial report covers expenditure for the period October 1, 2009 to September 30, 2010. The Appropriation Account for the Financial Year 2010 has reported the particulars of the expenditure of the Commission for the year October 1, 2009 to September 30, 2010, and was submitted to the Auditor General on January 27, 2011. This was the Commission's accounting for the funds released to it under the Head of Expenditure 37 – Integrity Commission. This is reproduced in Table 2.

Corporate Administration (Continued)

Table 2: Allocation and Expenditure for the period October 1, 2009 to September 30, 2010.

Sub-Head	Estimates 2009/2010	Actual Expenditure
Personnel Expenditure	1,941,500.00	1,222,946.04
Goods and Services	18,409,400.00	11,406,676.42
Minor Equipment Purchases	699,000.00	73,036.76
Development Programme	Nil	Nil
TOTAL	21,049,900.00	12,702,659.22

In the absence of a Commission for two and a half months of the period under review expenditures were curtailed. With the appointment of the Commission on March 15, 2010 the Commission sought to re-engineer to achieve its objectives and effectively carry out its mandate as required under the Integrity in Public Life Act.

The Commission, however, given the drastic reduction in its 2010/2011 allocation of funds (See Table 3), found itself severely challenged and hampered in effectively discharging its mandate and statutory obligations under the Act.

Corporate Administration (Continued)

Table 3: Budget for period October 1, 2010 to September 30, 2011

Sub-Head	Budget Requested 2010/2011 \$	Approved Budget 2010/2011 \$	Increase/ Decrease \$
Personnel Expenditure	2,084,213	1,821,840	(262,373)
Goods and Services	25,490,096	12,890,640	(12,599,456)
Minor Equipment Purchases	1,441,000	699,000	(742,000)
Development Programme	Nil	Nil	Nil
TOTAL	29,015,309	15,411,480	(13,603,829)

4.6.2 Human Resource

Upon its appointment in March, 2010, The Commission sought assiduously to bring the Commission's staffing up to full strength. On May 28, 2010, a request by the Commission was made to Cabinet for the approval of the continuation of the existing organizational structure of the Office of the Integrity Commission and the continued employment of personnel on contract to positions within that structure for a further period of three (3) years. On September 23, 2010, the Integrity Commission received notification of Cabinet's approval of the request by the Commission for the following staff to be employed on contract:

Corporate Administration (Continued)

<u>STAFF</u>	<u>POSITIONS</u>
Director of Review and Compliance	1
Director of Enforcement and Investigations	1
Director of Public Education and Communications	1
Director of Corporate Administration	1
Administrative Secretary	4
Senior Compliance Analyst	1
Scanning Technician	1
Counsel Investigations	1
Senior Investigator	2
Compliance Analyst	4
Investigator, Financial Investigations	4
Investigator, Criminal Investigations	4
Investigative Researcher	1
Chief Communications and Public Relations Officer	1
Public Information Officer	1
Information Clerk	2
Human Resource Specialist	1
Records Specialist	1
Facility Security Officer	1

The positions were advertised in October/November 2010 and interviews commenced in December 2010 and continue in 2011.

4.6.3 Administration

The Commission continues to be severely challenged in respect of the accommodation of its staff and to facilitate its expansion. In September 2010, the Commission was informed of the intention of the landlord, Unit Trust Corporation, to renew the lease of only one (1) of the two (2) floors which the Commission currently occupies. In the interim, urgent steps are being taken to accommodate all staff utilizing the one floor. The Integrity Commission has approached the Ministry of Public Administration to secure alternative accommodation. Staff of the Compliance and Investigations divisions as well as other public service personnel underwent training in Forensic Accounting and Investigation.

5.0 LEGAL MATTERS

HCA CV 2007-00185 - Dr. Keith Christopher Rowley v The Integrity Commission

The matter was heard before Madam Justice Maureen Rajnauth-Lee at the Port-of-Spain High Court who delivered her Judgment on February 3, 2009, and in summary:

- (1) Declared that the Integrity Commission acted in bad faith in relation to the Claimant and was guilty of the tort of misfeasance in public office;
- (2) Assessed damages in the sum of \$100,000.00 with interest thereon at the rate of 12 percent per annum from August 10, 2007 to the date of payment; and
- (3) Ordered the Claimant's costs to be assessed on a date to be fixed.

On February 3, 2010 Madam Justice Maureen Rajnauth-Lee completed the hearing into the Claimant's cost and determined that Dr. Rowley be awarded the sum of \$900,000.00 VAT inclusive.

Civil Appeal No. 30 of 2008 - H.C.A. No.1735 of 2005 - Telecommunications Services of Trinidad & Tobago Limited (TSTT) v The Integrity Commission and The Attorney General of Trinidad & Tobago

Madam Justice Judith Jones delivered the Judgment on October 15, 2007 and an Addendum to her Judgment on January 21, 2008 in the High Court matter HCA 1735 of 2005, which sought an interpretation of paragraphs 8 and 9 of the Schedule to the Integrity in Public Life Act, that is, whether having regard to the provisions of the Constitution and the Integrity in Public Life Act, Judges and Magistrates are persons in public life subject to the provisions of the Act; and the meaning of the expression: "Members of the Boards of all Statutory Bodies and State Enterprises including those bodies in which the State has a controlling interest".

Legal Matters (Continued)

Justice Jones' judgment of October 15, 2007, as varied by the Addendum dated January 21, 2008, needed clarification and both TSTT and the Integrity Commission filed appeals. The Integrity Commission is seeking, *inter alia*, a variation of Justice Jones' ruling.

Justice Jones had ruled in her Addendum that: "In my opinion therefore the words "Members of the Boards of all Statutory Bodies including those bodies in which the state has a controlling interest" as found in the Act must be taken to mean:

‘the members of the management or decision making body of:

- (i) all organizations or bodies established by statute;
- (ii) all businesses or companies owned or controlled by or on behalf of the State’

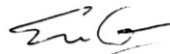
However, the Integrity Commission is seeking a variation from the Court of the decision of Justice Jones as follows:

“Members of the Boards of all Statutory bodies...including those bodies in which the state has a controlling interest” means the members of the decision making body of bodies established by statute which bodies are public in nature in that they exercise public functions and/or functions on behalf of the State or Executive.”

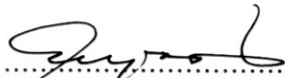
The appeal was heard on June 29, 2010 and after hearing all the submissions, the Court reserved its decision to be delivered on a date to be notified.

6.0 SUBMISSION OF REPORT

This report is respectfully submitted to Parliament, pursuant to Section 10 of the Integrity in Public Life Act, Ch. 22:01 on this 31st day of March, 2011.



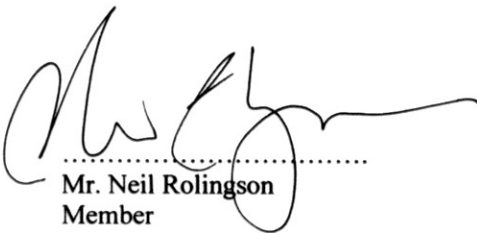
Eric St. Cyr, Ph.D.
Chairman



Justice Gladys Gafoor
Deputy Chairman



Professor Ann Marie Bissessar, Ph.D.
Member



Mr. Neil Rolinson
Member



Mr. Seunarine Jokhoo, F.C.C.A, C.A.
Member

7.0 Profile of Commissioners

7.1 Profile of Commissioners

Eric St. Cyr, Ph.D.

Chairman, Integrity Commission

Dr. Eric St. Cyr is an Economist and Lecturer who has held a number of senior academic positions at the University of the West Indies including Head of the Department of Management Studies and the Department of Economics, Chairman of the Division of Social Sciences and Dean of the Faculty of Social Sciences. He has served as consultant throughout the Caribbean as well as with international agencies such as UNDP, UN ECLA and IDB. Dr. St. Cyr has authored numerous academic publications, research papers and other writings and has chaired a number of Boards and Committees. He was a Senator from 1995 – 2000.

Justice Gladys Gafoor

Deputy Chairman

Justice Gladys Gafoor has held a number of senior Judicial and Legal positions including Senior Magistrate, Deputy Solicitor General and Acting Solicitor General of Trinidad and Tobago, Director of Public Prosecutions, Chairman of the Essential Services Division of the Industrial Court and Vice President of the Industrial Court. She is a former Lecturer and Director at the Hugh Wooding Law School and has chaired two Commissions of Enquiry.

Profile of Commissioners (Continued)

Mr. Neil Rolingson

Member

Mr. Neil Rolingson has over twenty (20) years experience in the area of Finance and Management. He held key posts in the industrial and banking sectors including Chief Executive Officer, National Flour Mills, Managing Director, Penta Paints Limited and President/CEO of Point Lisas Industrial Port Development Corporation (PLIPDECO). Mr Rolingson holds a B.Sc. in Management Studies and an M.Sc. in Agricultural Economics.

Professor Ann Marie Bissessar, Ph.D.

Member

Professor Ann Marie Bissessar is a Professor (Public Management) with the Department of Behavioural Sciences, University of the West Indies, St Augustine Campus. She holds a B.A. an M.Sc. and a Ph.D. Degree (Government) from the UWI. She has authored (co-authored) over 13 books and approximately 60 articles in peer reviewed journals.

Mr. Seunarine Jokhoo, F.C.C.A, C.A.

Member

Mr. Seunarine Jokhoo is a Chartered Accountant with over 25 years of experience in the area of Accounting and Management. He has held senior positions in the Public Service and has served on the boards of several companies in the Public and Private Sectors.

Principles of Integrity

AS DERIVED FROM



THE CODE OF CONDUCT

IN THE INTEGRITY IN PUBLIC LIFE ACT, 2000

***For the guidance of Persons in Public Life and
Persons Exercising Public Functions. You should:***

- ▶ Perform your functions and administer public resources in an effective and efficient manner
- ▶ Be fair and impartial in exercising your public duty
- ▶ Afford no undue preferential treatment to any group or individual
- ▶ Arrange your private interests in such a manner so as to maintain public confidence and trust in your integrity
- ▶ Not use your office for the improper advancement of your own or your family's personal or financial interest or the interest of any person
- ▶ Not engage in any transaction that is incompatible with your office, function and duty
- ▶ Not use public property or services for activities not related to your official work
- ▶ Not, either directly or indirectly, use your office for private gain
- ▶ Not use public funds in disregard of the Financial Orders or other regulations applicable to such funds.
- ▶ Not accept a fee, gift or personal benefit that is connected directly or indirectly with the performance of your duties
- ▶ Disclose your interest and disqualify yourself from any decision making process where there is a possible or perceived conflict of interest

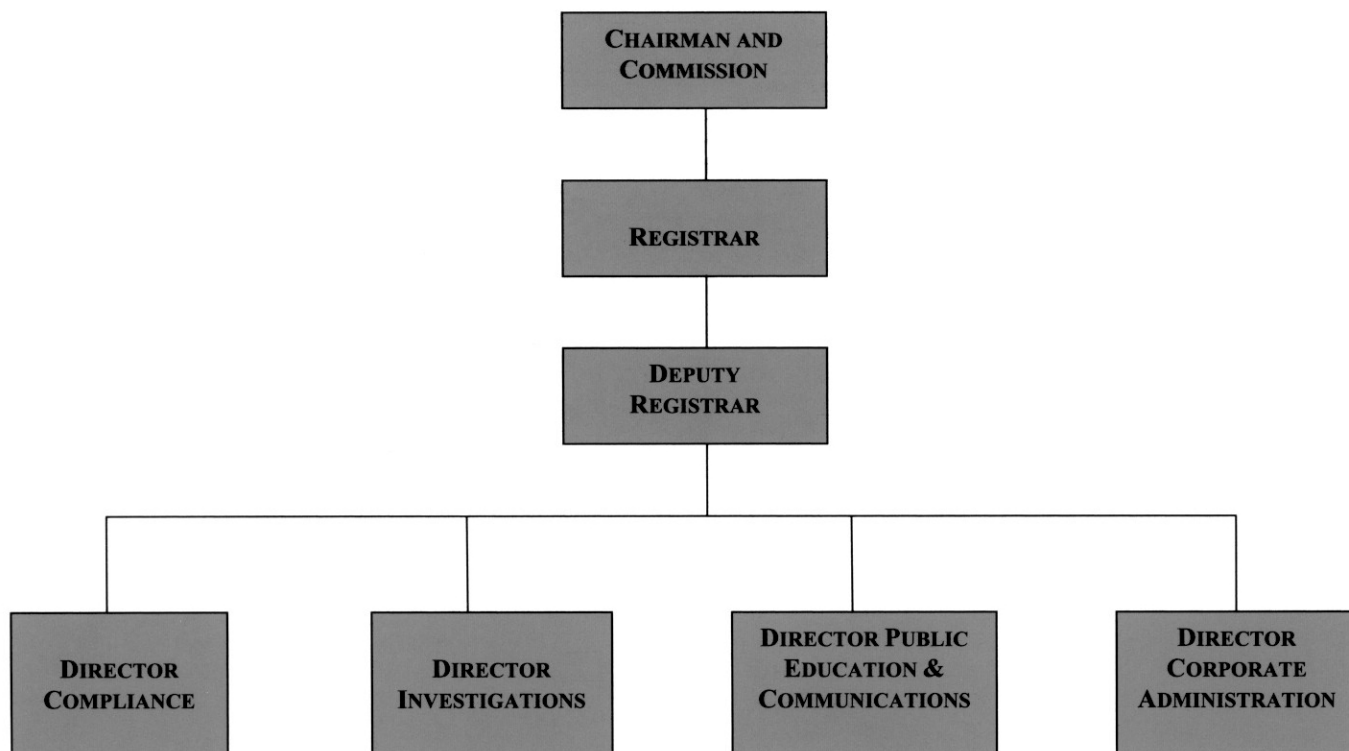
DO THE RIGHT THING ALWAYS!

For the full Code of Conduct, visit our Website at:

www.integritycommission.org.tt

APPENDIX II

Integrity Commission ORGANIZATION CHART



The Integrity Commission
of Trinidad and Tobago
4th Floor, UTC Financial Centre,
82 Independence Square, Port-of-Spain

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