

# **MAURITIUS POLICE**

## **ANTI CORRUPTION POLICY**

### **1.0 INTRODUCTION**

The Mauritius Police recognize that the risk of corruption is present and may occur in the organization. The Mauritius Police are committed to maintaining the highest level of integrity in the conduct of their affairs through the adoption of corruption prevention strategies in the organization and adopting a zero tolerance approach as far as corruption is concerned. This anti-corruption policy sets out the full commitment of the Mauritius Police for the deterrence and detection of corruption and for adherence to a culture of integrity.

### **2.0 STATEMENT OF INTENT**

The Mauritius Police will not tolerate corruption in the discharge of their responsibilities whether from inside or outside. They expect the highest standards of conduct from all members of the Force as well as from those who have dealings with the Police including stakeholders and the general public. They are committed to ensuring that the risks of corruption and the potential prejudice that might result, are minimized.

### **3.0 POLICY STATEMENT**

The Mauritius Police are committed to promoting and adhering to the highest standards of probity, transparency and accountability in the operations and management of the organization. Through this policy the organisation engages itself to fully and unequivocally adopt a zero-tolerance stance towards corruption and other malpractices and shall ensure compliance with the anti-corruption legislation.

#### **4.0 ANTI-CORRUPTION COMMITMENT**

The Mauritius Police have signed the Anti-Corruption commitment developed by ICAC and has thus committed themselves to use all available means and resources at their disposal to combat corruption in all its forms at all times including the application of appropriate prevention and detection control measures.

For the purpose of ensuring sound implementation of this policy, the Mauritius Police will ascertain that:

- Members of the Force have sufficient knowledge concerning the anti-corruption policy and that it is applied to all undertakings;
- Adequate controls to counteract corruption are known and used within the organization;
- Suspected cases of corruption are referred to ICAC promptly; and,
- All our stakeholders are aware of the organization's anti corruption policy.

The main objective of this anti corruption policy is to strengthen and sustain an integrity culture within the organization. This will be achieved through:

- The setting up of effective processes characterized by broad participation and transparency;
- Regular evaluation of corruption risks, systems and procedures;
- Ensuring that projects have clearly formulated goals, expected results as well as monitoring and follow-ups; and,
- Learning from experiences and continually improving organizational performance and the corporate image.

#### **5.0 SCOPE AND APPLICABILITY**

This policy covers measures and practices of the Mauritius Police on preventing and combating corrupt, fraudulent, collusive or coercive practices in their activities and operations. It applies to all members of the Mauritius Police and other stakeholders.

## 6.0 DEFINITIONS

For the purpose of this policy, corruption is defined as per section 2 of the Prevention of Corruption Act 2002 as amended.

“act of corruption”

(a) Means an act which constitutes a corruption offence; and

(b) Includes-

- (i) any conduct whereby, in return for a gratification, a person does or neglects from doing an act in contravention of his public duties;
- (ii) the offer, promise, soliciting or receipt of a gratification as an inducement or reward to a person to do or not to do any act, with a corrupt intention;
- (iii) the abuse of a public or private office for private gain;
- (iv) an agreement between 2 or more persons to act or refrain from acting in violation of a person’s duties in the private or public sector for profit or gain; and,
- (v) any conduct whereby a person accepts or obtains, or agrees to accept or attempts to obtain, from any person, for himself or for other person, any gratification for inducing a public official by corrupt or illegal means, or by the exercise of personal influence, to do or abstain from doing an act in the exercise of his duties to show favour or disfavour to any person.

All the sections of the law penalizing corruption offences are described in Sections 4 to 15 of the Prevention of Corruption Act 2002 as amended. These include bribery by public official, bribery of public official, taking gratification to screen an offender from punishment, public official using his office for gratification, traffic d’influence and conflict of interest.

## 7.0 RESPONSIBILITIES FOR IMPLEMENTING THE POLICY

The responsibility to develop and coordinate the implementation of this policy in the Mauritius Police shall rest upon the Anti Corruption Committee (ACC) working under the aegis of the **Professional Standards Department (PSD)**

established for that purpose. ACC shall set priorities, provide advice when ethical issues arise and communicate the policy to all levels of management and staff.

**The Anti-Corruption Committee (ACC)** - The committee shall comprise members from both operational and support departments of the institution.

The Commissioner of Police or his representative shall lead the project and chair all the meetings. ACC shall be responsible for coordinating and implementing the anti-corruption policy. It shall prepare a clear and precise strategy to be developed within a time frame and execute it once approved by the Commissioner of Police. The organization shall designate an officer to act as Secretary to the Committee (See annexed details).

The committee shall meet at least, once a month or as decided by the Chairperson of ACC. Corruption issue will be one of the agendas of the Tasking and Coordination Group which will assist ACC in the implementation of any initiative in that regard at Force, Divisional and Branch level.

**Role of Management-** It is the responsibility of Divisional Commanders and Branch Officers to promote the anti corruption policy within their areas of operation. Managers are expected to actively deter, prevent and detect corruption by maintaining effective control systems and ensuring that their staff are familiar with the policy.

**Role of Police Officer-** Every member of the Police shall read, be familiar with, and strictly comply, with the policy. The Mauritius Police shall ensure that every staff is provided with a copy of this policy which may also be unloaded on its website for easy access.

**Role of Police Inspectorate Team (PIT) and Internal Audit (IA)-** PIT supported by IA will be responsible to ensure the effectiveness and adequacy of the Internal Control System in place. It will ensure that system is subject to regular audit to provide assurance that they are effective in countering corruption opportunities.

## **8.0 Risk Assessment**

The Mauritius Police are conscious that the risk of corruption may occur in any sphere of their activities and may evolve in the light of changing circumstances and working environment. In their endeavour to proactively address risks of corruption, the Mauritius Police shall introduce PSD mentioned above. Risk assessment will focus on a thorough analysis of the functional activities in close collaboration with officers involved in the process with a view to identifying potential or actual corruption risk areas. With respect to risk identified, the necessary corruption prevention measures including policies and procedures will be developed to address the risks. ACC will be responsible to conduct plan, coordinate and monitor the risk management process.

## **9.0 Handling and reporting corruption**

Reporting suspected cases of corruption-Notwithstanding Section 44(1) of the Prevention of Corruption Act 2002 as amended which provides that where an officer of a public body suspects that an act of corruption has been committed within or in relation to that public body, he shall forthwith make a written report to ICAC. All suspected cases will be promptly reported and in case a corruption offence is disclosed it will be referred to ICAC. During investigation, the Police will provide all necessary assistance for enquiry purposes.

**Confidentiality-** Information pertaining to complaints will not be disclosed to any unauthorized party.

## **10.0 Protection of whistleblowers**

There will be no reprisal against “the public official” who in good faith, reports an act of corruption or malpractice or suspected illegal and dishonest activity or any activity that he/she has witnessed. However, judicial or departmental actions shall be taken against any person who has knowingly made false allegations.

## **11.0 Disciplinary measures**

The Mauritius Police are committed to ensuring that this policy is duly implemented in the organization. Disciplinary measures in accordance with established procedures will be taken against any member of the Force who is found guilty of a breach of the provisions contained in this policy.

## **12.0 Training and Communications**

The Mauritius Police recognize that the success and credibility of this policy depend on effective training, communications and level of awareness of all staff throughout the organization. Senior Officers, Divisional Commanders and Branch Officers will ensure that the anti-corruption policy is clearly disseminated to all members of the Force and that its contents are properly understood.

## **13.0 Review of Policy**

This policy will be reviewed if necessary or in the event of any change in the laws and regulations that are relevant to the Mauritius Police. This will be initiated by the PSD.

## **14.0 Approval**

**1<sup>st</sup> August 2011**

**D.I Rampersad, GOSK, PMSM  
Commissioner of Police**

## **Composition and Terms of Reference of Anti-Corruption Committee (ACC)**

### **Composition**

Commissioner of Police or representative (DCP A) – Chairperson

Members: Div. Cdr. Metropolitan (South) Division  
OC Traffic Branch  
Manager, Human Resources  
Manager, Financial Operations  
Manager, Procurement & Supply (P)

Secretary: Staff Officer (Ops)

### **Responsibilities**

- Formulation of an Anti-Corruption Policy;
- Development of a Corruption Prevention Plan;
- Development and implementation of Corruption Risk Management (CRM) plan;
- Overseeing and coordinating implementation of corruption prevention strategies;
- Implementation of recommendations proposed by the ICAC in Corruption Prevention Reviews;
- Advise management on corruption prevention issues with respect to new projects and policies on which the organisation is embarking;
- Building and sustaining an ethical culture to promote integrity of staff within the organisation;
- Interact with other ACCs to share corruption prevention experiences; and
- Report achievements through official channels.