



REPUBLIC OF SERBIA
ANTI-CORRUPTION
AGENCY

INTEGRITY PLAN IN SERBIA

-Institutional mechanism for prevention of corruption-

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Integrity

Individual

Institutional

Social

Responsible behavior, professionalism, compliance with rules and ethical principles.

Awareness of consequences of unethical behavior.

Achieving of social function of the institution and its sustainability.



Integrity plan

Integrity plan is preventive mechanism for fight against corruption.

Integrity plan is a document that is created as a result of self assessment of institutions exposure and resilience to risk of emergence and development of corruption, ethically and professionally unacceptable procedures (acts).

Implement adequate measures of improvement and monitoring the effects of the implemented measures.



Legislative framework

- National Anti-Corruption Strategy (2005)
- Law on the Anti-Corruption Agency (Official Gazette of RS, 97/08 and 53/10)
- **Guidelines for the development and implementation of the integrity plan** (Official Gazette of RS, 80/10, entered into force on 10 November 2010)



Legally obligated entities

- State authorities and organizations
- Authorities of the territorial autonomy and local self government
- Public services
- Public enterprises

Approximately 4.500 institutions in the Republic of Serbia are divided in 14 systems.



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- Political system
- Judicial system
- Police system
- Local self-government system
- Defense system
- Financial and economic system
- Agricultural system
- Social policy system
- Health care systems
- Educational and system of science
- Cultural and sports system
- Environmental and infrastructural system
- Data protection, human rights and public interest system
- Public enterprises system



INTEGRITY PLAN MODELS

Anti-Corruption Agency and representative working groups of 14 systems (109 members in total) has drafted integrity plan models adapted to different type of institutions.

The content of the integrity plan models was prepared through two processes:

- 1) based on the information, suggestions and proposals submitted to the Agency by the members of the representative working groups of 14 systems, established with the aim of drafting of these models.
- 2) based on analysis of data obtained through the research conducted for the verification and amendments to the integrity plan models.

The process of creating the integrity plan models has lasted from December 2010 to September 2011



Agency adopted 69 models of the integrity plan adapted to the different types of institutions according to their competences.

For example: 4 integrity plan models have been drafted for health care system. The models have been drafted for the following institutions:

1. Ministry of Health
2. Medical/health centers
3. Clinics/ hospitals
4. Republic Health Care Insurance Fund

Adopted integrity plan models are compulsory for the institutions in the process of development and implementation of their integrity plans.



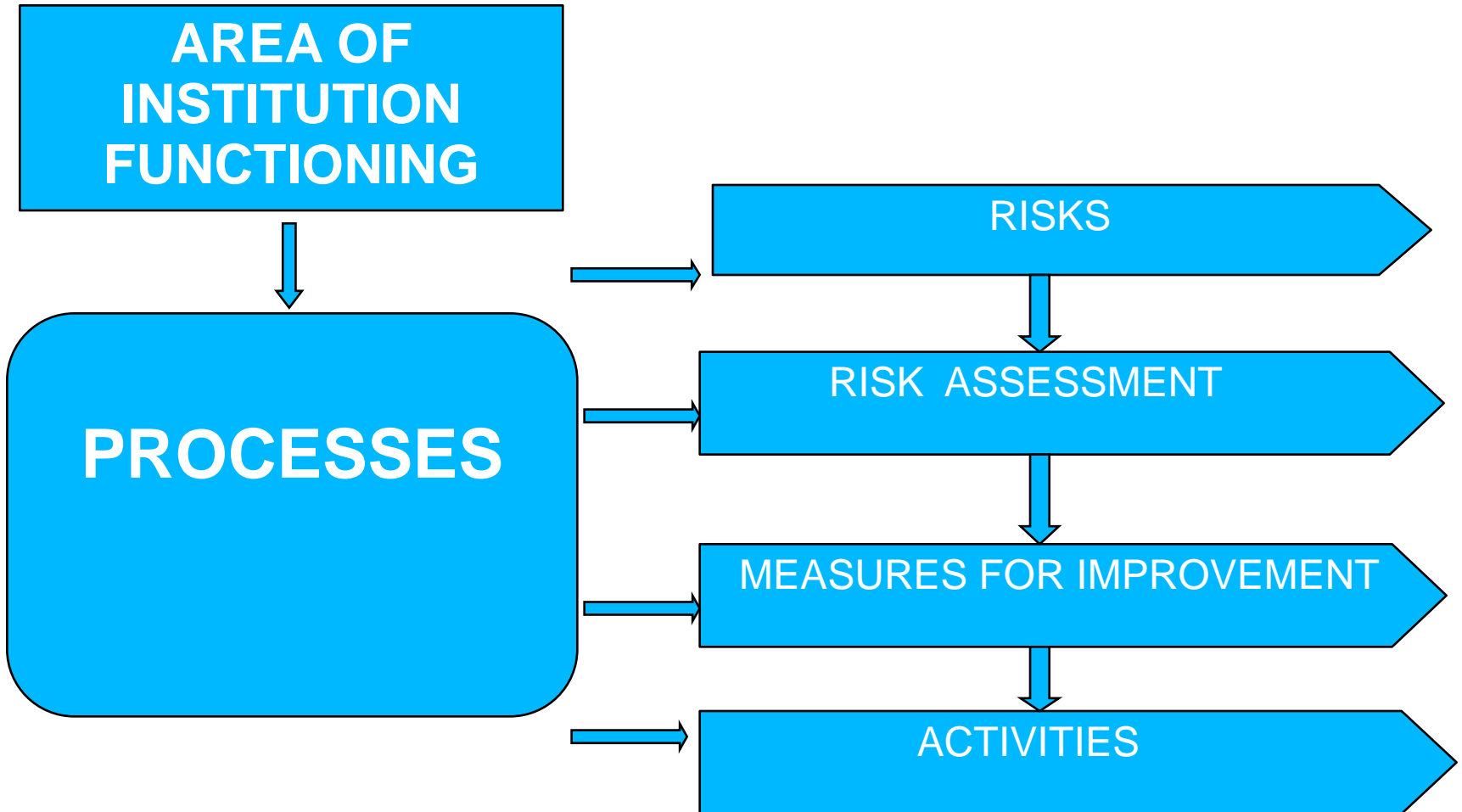
The integrity plan model contains identified risk areas and working process, and defines, within each process, specific risks (risks map) which may affect the efficiency and quality of the process, as well as measures to prevent and eliminate these risks.

The structure of integrity plan model:

- Common areas
- Ethics and personal integrity areas
- Specific areas (competences)



The structure of the Integrity plan model





Common areas

- Management of the institution
- Management of finance
- Management of public procurement
- Documentation management
- Management of human resources
- Security and IT security

Area of ethics and personal integrity

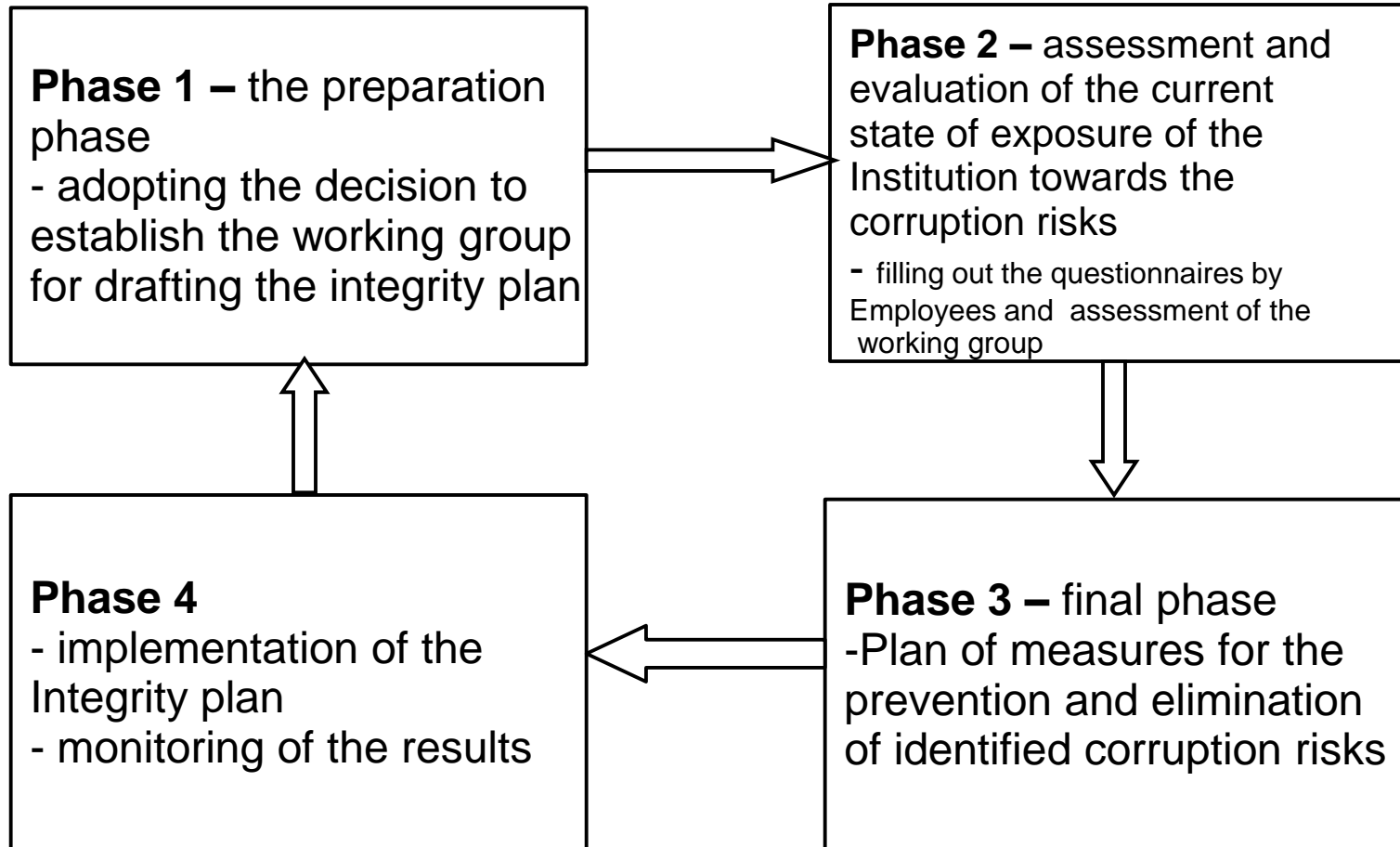
- Conflict of interest
- Gifts
- Reporting of corruption, morally and professionally unacceptable behavior
- Protection of employees who report the corruption, morally and professionally unacceptable behavior

Specific areas – those referring to the competences of the institution

For example: Local self-government system : Area –Urbanism and construction: Process – Issuing construction permits



Phases of Integrity plan development





Development of the Integrity plan

Institutions are obligated to use web application to make their own integrity plan based on the one of the adopted model.

(the user name and password for access to the web application is provided for each institution).

The working group create the final evaluation of the institutions exposure to risk of corruption and other irregularities which are listed in their model of the integrity plan, based on a qualitative analysis of available documentation, experiences from practice, discussions conducted with employees and proposed adequate measures for prevention and elimination of risks.



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Implementation of the Integrity plan

The head of the institution and person responsible for the monitoring of the implementation of the Integrity plan monitor the implementation of measures from adopted Integrity Plan.



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Development of Integrity Plan is a cyclic process. The new risk assessment will be conducted after three years of the implementation of the first Integrity plan.

Corruption resistance of the institution are being strengthen by the development and conducting of Integrity Plan continuously



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About 2500 institutions has developed their Integrity plans

The Agency conducted an analysis of the adopted Integrity plans and made recommendations for improvement of the integrity of state institutions and each system. Also, Agency published an a Report on the self-assessment of public authorities in the Republic of Serbia.



		Result (%)
High risk area (> 60% risks)		
Medium risk area (20% ~ 60% risks)		
Ethics and Personal Integrity area	1	30.7
Low risk area		
Management of the institutions	2	14.4
Management of human resources	3	10.8
Security and IT Security	4	10.0
Documentation management	5	4.7
Public procurement	6	2.6
Management of finance	7	1.7

Anti-Corruption Agency - consultative and control function

Consultative function is reflected in the adoption of Guidelines for development and implementation of the integrity plan as well as in education of the employees who will be responsible for drafting and implementing of the integrity plan in the institutions.

Education

January 2012 – March 2013

- Approximately 3900 representatives of the public authority bodies are educated about the concept and importance of integrity plans and trained how to develop this document in their own institutions.



Control function

- Monitoring and supervising of the process of drafting the integrity plans in institutions (whether the integrity plan has been developed, the quality and objectivity of the integrity plan, level of the implementation of the measure for the integrity improvement)
- Analyzing of the results and evaluating of the degree of the integrity within each system
- Providing of recommendations for improvement of the integrity of each system.



Control mechanisms of quality and objectivity of Integrity plans

- Analyzing of the reports of corruption by individuals and legal entities
- The direct supervision of the quality and objectivity of the integrity plan into institution
- Conducting of surveys among the beneficiaries of services of the institutions (research on corruption)



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Control mechanisms of quality and objectivity of Integrity plans

Agency conducted direct control of the quality and objectivity of the developed Integrity plans in the 52 state institutions.



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Current activities

State institutions in Serbia are obliged to submit a report to the Agency whether they implement or not measures from their own Integrity plans.

After reporting, the first cycle will be finished and the state institutions will move into a new cycle of development of the Integrity plan



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*If we don't rethink about distant problems we will have a
lots of worries when they come closer"*

Konfucije



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Questions





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ХВАЛА

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