



THE VOICE OF CONSULTING ENGINEERING

CESA ANNUAL CONFERENCE OCTOBER 2009

BUSINESS INTEGRITY MANAGEMENT GUIDELINES

One of seven strategic goals

**“Reduce propensity for crime & corruption
in the construction industry”**

WHAT HAS CHANGED ?

⌘ October 2009 **BC** (approx)

⌘ *He saw the earth, it was corrupt, every man on earth was corrupt....."Noah, I have decided to make and end to all people" Gen 6:13*

⌘ October 2009 **AD**

⌘ *Corruption is like cancer. It attacks the healthy working of the economy; it spreads insidiously; and eventually it kills economic activity..... Countries have been ruined by corruption Helen Zille*

OBJECTIVES

- ⌘ Understand government policies and legal frameworks
- ⌘ Understand magnitude of the problem
- ⌘ Identify alliance partners
- ⌘ Raise awareness with our members
- ⌘ Develop a BI Strategy

BUSINESS INTEGRITY STRATEGY

⌘ 2009: Focus on members

- ☑ Sweep at own door first
- ☑ Develop member guidelines
- ☑ Incorporate in CESA Code of Conduct

⌘ 2010: Focus on Clients

- ☑ Develop strategy

Business Integrity Policy

- ☒ ***"Member firms will neither initiate nor accede to corrupt practices"***
- ☒ ***"Accepting or giving a bribe constitutes unethical behaviour"***
- ☒ ***"Do not accept or make payment of remuneration affecting impartial judgement"***
- ☒ ***"Awareness and respect of local laws and client guidelines"***
- ☒ ***"Disciplinary Action if Code of Conduct violated"***

⌘ Internal Integrity

- ☒ Staff

- ☒ Sub – Consultants

- ☒ Integrity of Internal business recording systems

- ☒ Declare interests of non-executives

- ☒ Declare client relationships by marriage or birth

⌘ External Integrity

- ☒ Inappropriate client gifts, services, entertainment and favours
- ☒ Collusion to fix prices
- ☒ Collusion with contractors & service providers
- ☒ Dubious use of agents

Business Integrity Framework (Cont)

⌘ Ownership and Responsibility

- ☒ The CEO or Managing Director
- ☒ Develop BIMS in company

⌘ Dialogue and reporting

- ☒ Advise clients
- ☒ Internal 1-up, 1-down reporting
- ☒ Between member firms
- ☒ Reporting to CESA
- ☒ Whistleblower Schemes (CIDB Tip-offs at Work)

Business Integrity Framework (Cont)

⌘ Do's and Don't's

- ☑ Client Entertainment
- ☑ Gifts Services, Entertainment
- ☑ Requests by Clients
- ☑ Sponsorships
- ☑ Donations

RECOGNITION

⌘ CIDB Inba Thumbiran

⌘ CESA Wally Mayne

⌘ BITT Members

⌘ FIDIC

Concluding Comments

⌘ Corruption is wrong and undermines Values

⌘ Integrity Dilemmas

⌘ Open Dialogue



⌘ CEO's to take initiative to introduce BIMS