

Management System Declarations (MSDs)

FIDIC Integrity Management System (FIMS)

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FIDIC Integrity Management System (FIMS)

Presentation Contents

- ◆ Quick overview and background of the FIDIC documents that the FIMS MSD is based upon:
 - ◆ Part I: FIMS Policies and Principles 1st Edition
 - ◆ Part II: FIMS Procedures 1st Edition
- ◆ Three FIMS MSD sections:
 - ◆ Integrity management in business strategy, planning and leadership.
 - ◆ Integrity management in project delivery.
 - ◆ Integrity management in system performance evaluation.
- ◆ Possible benefits of implementing FIMS.

FIDIC Guidelines for Integrity Management in the Consulting Industry



◆ Part I: FIMS Policies and Principles 1st Edition

Describes the FIDIC Integrity Management System (FIMS).

◆ Part II: FIMS Procedures 1st Edition

Describes the FIMS procedures and how to develop the system.

Part I: FIMS Policies and Principles 1st Edition

◆ Two objectives:

- ◆ Provide background information on Integrity Management and present a business case as to why consulting engineering firms should adopt effective integrity management practices.
- ◆ Identify the set of integrity management policies and principles that should be **adopted by all firms**, regardless of size, location, capacity or particular local conditions in which they do business.

Part I: FIMS Policies and Principles 1st Edition: Contents

Preface

1 Introduction

1.1 Purpose of the Guidelines

1.2 The FIDIC Integrity Management System

2 Background

3 FIDIC and Integrity Management

4 The business case for Integrity Management

4.1 Why consulting firms should adopt Integrity Management

4.2 Integrity is good for business

5 FIDIC Integrity Policies and Principles

6 The FIMS Concept

7 FIMS Development

8 FIMS as a platform for a Compliance System

Appendix A - FIDIC Code of Ethics

Appendix B - Code of Conduct for a Consulting Firm

Appendix C - Definitions

Appendix D - Resources

Part II: FIMS Procedures 1st Edition

◆ Two objectives:

- ◆ Provide member firms guidance on how to develop a scalable FIDIC “Integrity Management System”. This guidance is based on compliance practices developed and implemented over the past years in response to trends in anti-corruption legislation.
- ◆ Describe how some consulting firms have designed and implemented specific integrity management procedures and practices.



Part II: FIMS Procedures

1st Edition: Contents



1 Introduction

- 1.1 Purpose of the Guidelines
- 1.2 The FIDIC Integrity Management System, FIMS

2 FIMS Overview

3 Establishment of the FIMS Framework

- 3.1 Formulation of the firm's Code of Conduct
- 3.2 Defining the firm's Integrity Management Policies

4 Design of a Firm-specific FIMS

- 4.1 Appointment of the FIMS Representative
- 4.2 Analysis of Integrity Risks
 - 4.2.1 Identification of Critical Projects
 - 4.2.2 Identification of Potential Wrongdoing
 - 4.2.3 Identification of Potential Conflicts of Interest
- 4.3 Integrity Management Procedures

5 FIMS Operation

- 5.1 Prevention
- 5.2 Detection
- 5.3 Response
- 5.4 Documentation
- 5.5 Continuous Improvement

6 From a FIMS to a Compliance Programme

Appendix A. Example Code of Conduct for a Consulting Firm

Appendix B. Sample Forms used in FIMS

Appendix C. Definitions

Appendix D. Resources



FIDIC Guidelines for Integrity Management in the Consulting Industry

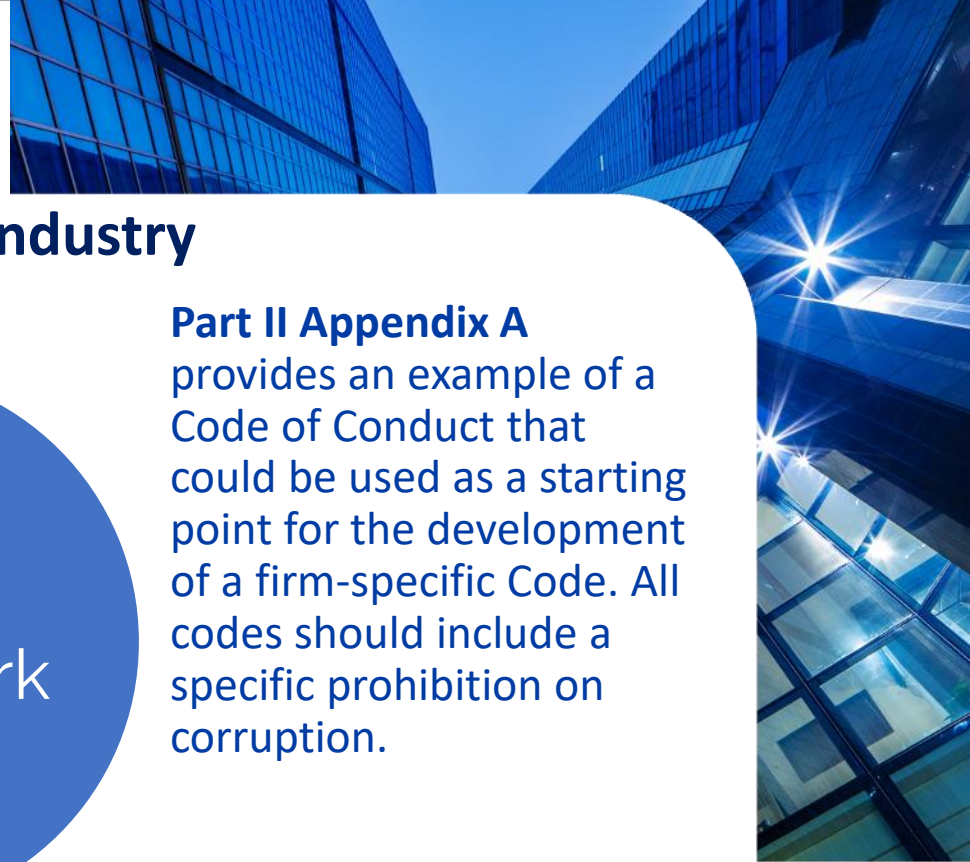
The World Bank estimates the total volume of bribes paid annually at over USD 1 trillion (\$1 000 000 000 000) more than 5% of global GDP.

FIDIC chose the term “Integrity Management” for a purpose. FIDIC advocates integrity management as a proactive approach to ethical behaviour rather than “anti-corruption” which implies defensive actions.

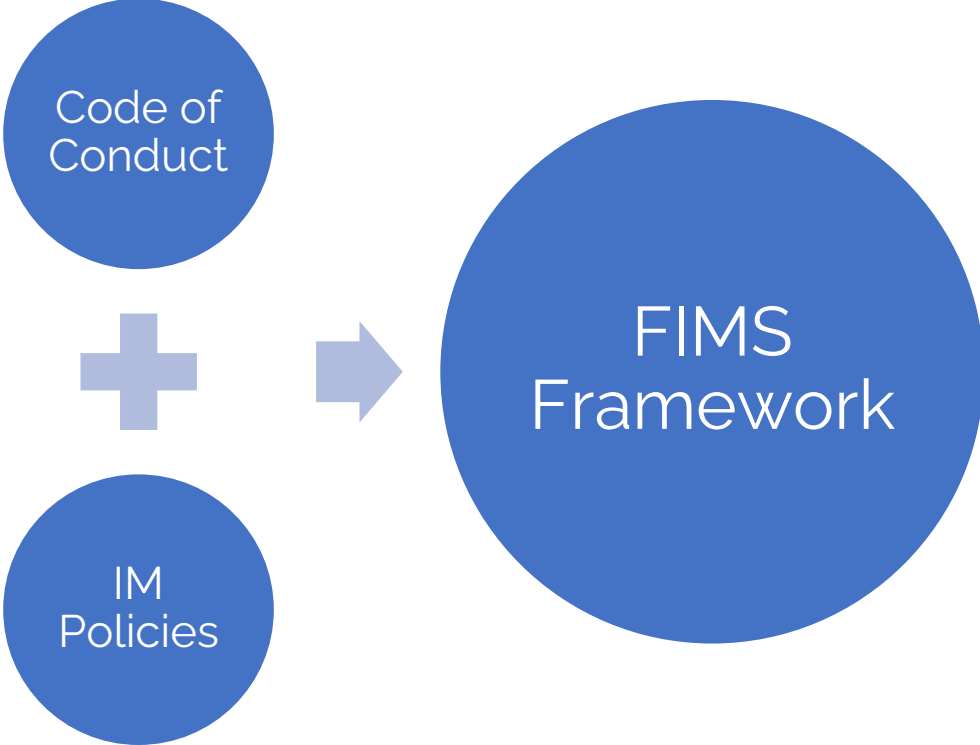
Developing a FIMS presents an ideal opportunity for a consulting company to introduce improved business practices designed to enhance the quality of business management.

FIMS is designed to encourage ethical conduct and compliance with the law to combat “supply-side corruption” (i.e., corruption involving the bribe giver.)





FIDIC Guidelines for Integrity Management in the Consulting Industry



Part II Appendix A provides an example of a Code of Conduct that could be used as a starting point for the development of a firm-specific Code. All codes should include a specific prohibition on corruption.

FIDIC Integrity Management System

◆ Integrity MSD

The Integrity Management System Declaration is intended to provide members an opportunity to confirm that they have such a system in place and for those still developing a system to provide guidance on what aspects should be considered to have a well rounded system.

The MSD has 17 questions which require a YES / NO answer. If yes, a requirement for evidence documentation is stated. There is also an option to mark Not Applicable but this requires justification.



FIDIC Integrity Management System

◆ Integrity MSD

The structure of the MSD focusses on three main sections:

- **7 questions** under Integrity management in business strategy, planning and leadership.
- **6 questions** under Integrity Management in project delivery.
- **4 questions** under Integrity Management in system performance evaluation



Benefits of implementing FIMS



◆ Part III – FIMS and ISO 37001 Procedures 1st Edition

Illustrates how consulting companies that already have a functioning FIMS may move towards the adoption and eventual certification of an integrity management system incorporating an anti-bribery framework under an ISO 37001 Standard.

Free download:

https://fidic.org/sites/default/files/FIMS%20III_OCTOBER%202019_FINAL%20VERSION.pdf

Benefits of implementing FIMS



◆ Agreement for Mutual Enforcement of Debarment Decisions

In early 2010, five MDB's (Multilateral Development Bank) agreed to cross-debar firms/individuals engaged in wrongdoing in MDB-financed projects. A firm will need to demonstrate to MDB's that it has adopted a robust FIMS in order to be eligible to participate in MDB funded projects.



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