



# Ethical Architecture of State Corporations

# Syndicate Presenters

1. Public Service Commission
2. Salaries & Remuneration Commission
3. The National Treasury
4. The Attorney General/NCIA
5. Public Procurement Regulatory Authority
6. Inspector General (Corporations)
7. State Corporations Advisory Committee

# Public Service Commission

- Public Officer Ethics Act Compliance:-
  - Wealth Declaration from State Corporations
  - Political Neutrality of Public Officers
- Values and Principles of Public Service Report
- Misuse of Corporation Resources and Assets
- Ethnic Composition of State Corporations
- Public Service HR Policy Guidelines – all State Corporations to be aligned; SCAC to enforce

# Salaries and Remuneration Commission

- Mandatory nature of SRC advice
- SRC role in CBA review
- Terms and Conditions of Service
  - Outcomes of the Job Evaluation Exercise for State Corporations
  - Multi-Agency Review of 2004 SCAC Guidelines:-
    - New Terms and conditions of service
    - Approval Protocols to be made clearer
    - Define clearly the framework for performance Rewards and Sanctions

# National Treasury

- Contingent Liabilities in State Corporations
  - Statutory remittances (NHIF/NSSF/PAYE)
  - Pension Schemes
- Bank Accounts Opening and Rationalization
- Handling of Surplus Funds/Investment of Surplus Funds
- Approvals (loans, acquisition of interests)

# Attorney General & DOJ/NCIA

- Policy on legal disputes between/within Corporations
- Policy on procurement of legal counsel (fees, competence)
- Approval of Contracts
- Data on outstanding legal claims
- Common legal contests:
  - Public procurement
  - Human Resource (Fair Administrative Action principles)
  - Breach of Contract
- NCIA – Arbitration Framework and Policy

# Public Procurement Regulatory Authority/AGPO

- Status of Compliance by State Corporations
- Key Challenges
- Strategies to secure compliance

# Inspector General (Corporations)

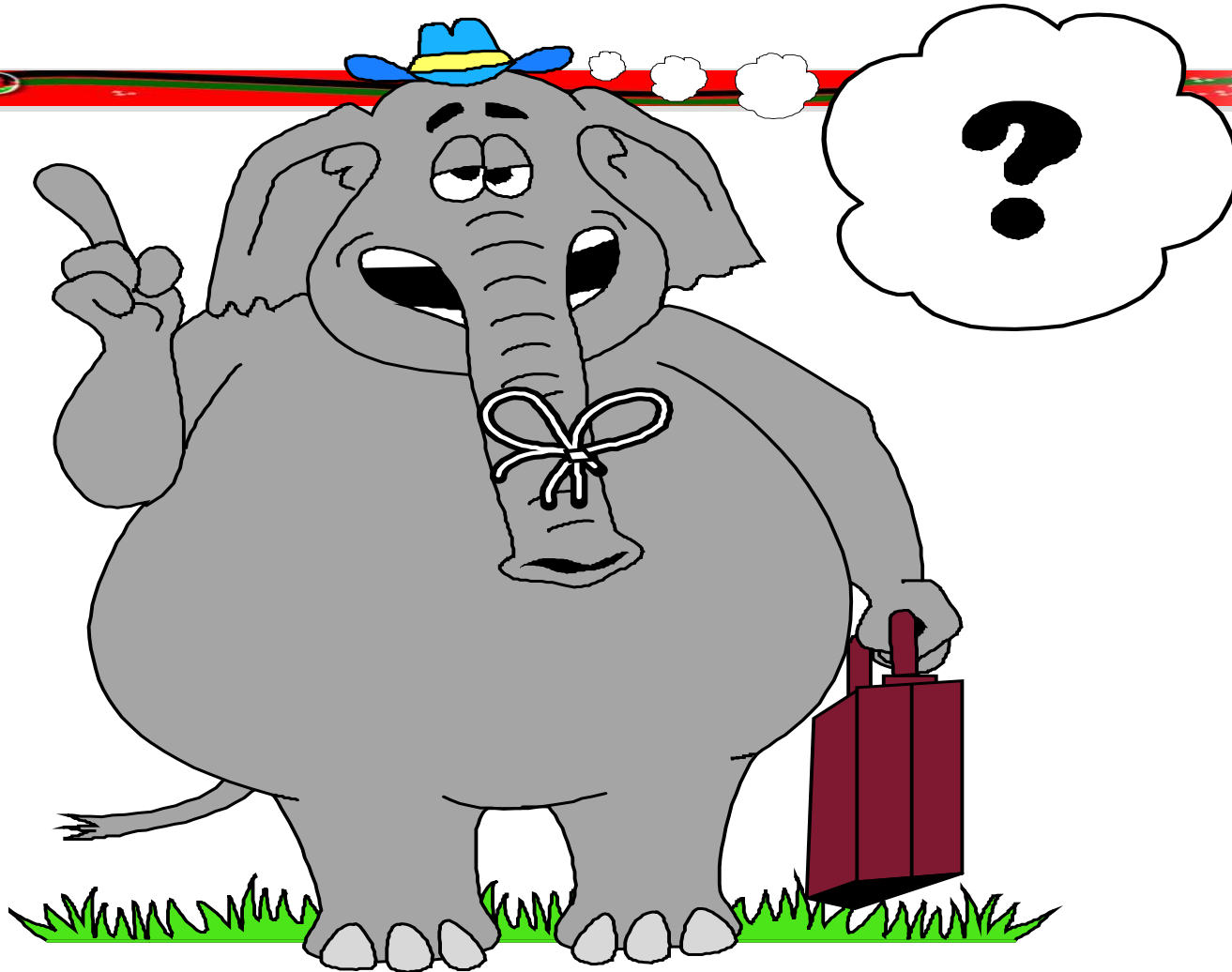
- Circumstances and Candidates for Surcharge (statistics)
- Move towards an Inter-Agency Framework for Investigations against Fraud and Mismanagement
- Failure to submit information requests (investigation documents; subsidiary data)
  - Challenges in Record Management
- Board Dynamics/Board and Management Relations
- Compliance with Circulars/Directives



# SCAC

- HR Instruments Approval as per PSC Guidelines
  - Compliance with staff establishment structures
- Strengthening Internal Governance (Corporation Secretary and Internal Audit Functions)
- Board self evaluation
- Subsidiaries (establishment; mgmt; compliance)
- Pending information requests (age; gender; region; assets etc)
- Board meetings; calendar, number, place,
- CSR mandate

# COMMENTS, QUESTIONS & ANSWERS





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