


29th ANNUAL REPORT

TO PARLIAMENT
FOR THE YEAR 2016

The
Integrity
Commission
OF TRINIDAD AND TOBAGO



(Pursuant to Section 10 of the Integrity in Public Life Act, Ch. 22:01)

LETTER OF TRANSMITTAL

March 31st 2017

Clerk of the House of Parliament
Levels G-7, Tower D
The Port of Spain International Waterfront Centre
1A Wrightson Road, Port of Spain
TRINIDAD.

Dear Madam,

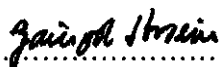
29th Annual Report to Parliament for the year 2016.

The Integrity Commission of Trinidad and Tobago respectfully submits its twenty-ninth (29th) Annual Report to Parliament on its activities for the year ended December 31, 2016. The Report is prepared in compliance with Section 10 of the Integrity in Public Life Act, Chapter 22:01 which states:

“The Commission shall not later than March 31st in each year, make a report to Parliament of its activities in the preceding year and the report shall be tabled in the Senate and the House of Representatives not later than 31st May. The Report shall not disclose particulars of any declaration filed with the Commission.”

Kindly note that we have also submitted this report in electronic form via email, as requested, to the following address: coth@ttparliament.org

Yours faithfully



.....
Zainool Hosein, (JA. Ret.)
Chairman

CHAIRMAN'S MESSAGE

Welcome to the Integrity Commission of Trinidad and Tobago Annual Report 2016. I am pleased to highlight the Commission's mandate, recent activities, accomplishments and challenges in this Report to the Parliament.

The Commission has a unique mission to ensure compliance by Persons in Public Life with the Integrity in Public Life Act, (IPLA) Chapter 22:01; to investigate allegations of breaches of the IPLA and the Prevention of Corruption Act and simultaneously to promote standards of Integrity.

The Commission remains focussed and committed to carrying out its functions thoroughly, efficiently, fairly and within a reasonable time-frame.

At the start of the year the Commission, together with the Commonwealth Secretariat, the Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies, sponsored the second Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies Conference at the Hyatt Regency, Port of Spain.

The Conference identified strategies to strengthen integrity commissions

and anti-corruption agencies in the Caribbean. The Conference, which was attended by delegates from the Commonwealth Secretariat and other Commonwealth Caribbean States and Territories, focussed on the deleterious effect of corruption and suggested strategies which may assist in enhancing the ability of anti-corruption agencies in combatting this scourge.

During the review period the Commission held twenty Regular Meetings and other meetings dealing with strategies and a variety of administrative issues. The Committee on Compliance held an additional thirty-eight meetings to ensure that persons in public life comply with the provisions of the IPLA. The Commission certified 1,707 declarations which represented a 30-percent increase when compared to the year 2015. Additionally, the Commission was able to reduce the original backlog of declarations by 38-percent. The Commission also published the names of six hundred and sixty-three (663) Persons in Public Life who failed to file Declarations of Income, Assets and Liabilities (Form A) and Statement of Registrable Interests (Form B) for the

period 2003-2014 in accordance with Sections 11(1) and 14(1) of the IPLA. This represented the largest publication of the Commission and accounted for a total of 1,361 Declarations of Income, Assets and Liabilities (Form A) and Statements of Registrable Interests (Form B) from 663 Persons in Public Life.

We continue to facilitate dialogue and offer an accessible, courteous, efficient and meaningful guidance to persons exercising public functions. Nonetheless, in view of unacceptable delinquency, the Commission took a decision to approach the High Court within the new year (January 2017) for an *ex parte* order directing persons who have failed to file declarations of income, assets and liabilities (Form A) and Statements of Registrable Interests (Form B) for the period 2003-2014 to comply with Section 11 (7) of the IPLA. This matter continues to engage the Commission.

Additionally, the Commission investigated forty-one matters during the review period. Of these, fifteen were completed, one referred for further action by our Compliance team and twenty-five matters carried over to the year 2017. Of the fifteen investigations completed, one was forwarded to the Director of Public Prosecutions. Currently there are thirteen matters which have been referred by the Commission to the Office of the Director of Public Prosecutions.

The year 2016 has witnessed a modest sense of stability, purpose and trustworthiness, all of which augur well for our Strategic Plan 2017-20120. In



**Mr. Justice
Zainool Hosein**
Chairman

our respectful view this is a positive improvement against a backdrop in which our budget was severely cut, of course quite understandably, in an unfortunate climate of national economic tremor and an era of declining oil and gas revenues.


Notwithstanding, the Integrity Commission responded with resolve to the challenges and with determination remained focused on achieving our statutory mandate set out in the preamble to the Integrity in Public Life Act.

In a move to provide further direction and outline measurable goals, the Commission completed a Strategic Plan for the period 2017-2020 and there were further consultations with key stakeholders on amendments projected for the IPLA. Significant strides were made in protecting client confidentiality, both online and offline in an increasingly digital world. Additionally, and to enable students of Primary, Secondary and Tertiary institutions to make informed decisions and think critically on the

standards of Integrity and Ethics, the Commission engaged students in various activities, including a Secondary School Poster Campaign and televised Tertiary level Debates.

My fellow Commissioners – Mr. Rajiv Persad, Mr. Pete London and Mrs. Angela Young Lai – join me in thanking our Registrar and Commission employees for their invaluable contribution, without which the gains of the Commission would not have been realised. We are confident that the lessons learnt have empowered the Commission to better resolve many of the challenges with which it may be confronted in 2017 and to build on the Commission's proud history as a performance driven organisation to make Trinidad and Tobago corruption free.

Respectfully submitted,


.....

Zainool Hosein (JA. Ret.)
Chairman

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ESTABLISHMENT OF THE INTEGRITY COMMISSION OF TRINIDAD AND TOBAGO

The Integrity Commission of Trinidad and Tobago (The Commission) was established by an Act of Parliament - The Integrity in Public Life Act, Chapter 22:01. Section 10 of the Act mandates that the Commission shall, not later than 31st March in each year, make a report to Parliament of its activities in the preceding year and the report shall be tabled in the Senate and the House of Representatives no later than 31st May. The report shall not disclose particulars of any declaration filed with the Commission.

OBJECTIVES

The objectives of the Integrity Commission of Trinidad and Tobago are to:

- Make provisions for the prevention of corruption of persons in public life by providing for public disclosure.
- Regulate the conduct of persons exercising public functions.
- Preserve and promote the integrity of public officials and institutions, and for matters incidental thereto.

HIGHLIGHTS

- Team Building Retreat for all employees.
- Second Conference of the Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies, February 29 to March 4, 2016.
- Tertiary Debate Competition - INTEGRITY MATTERS.
- Do Right Champions Secondary School Poster Design Project.
- Strategic Plan 2017-2020.
- 1,700+ declarants issued with Certificates of Compliance.
- Published over six hundred and sixty three (663) Persons in Public Life who failed to file Declarations of Income, Assets and Liabilities (Form A) and Statements of Registrable Interests (Form B) for the years 2003-2014.
- University of West Indies and Hugh Wooding Law School Students orientation visit.
- Two Newsletters titled Integrity in Action were produced and distributed.
- Singapore Anti-Corruption Strategy Workshop.
- Consultations with key stakeholders on amendments to the IPLA.
- Collaborated with GovRisk - the International Governance and Risk Institute - on Policy and Procedure Benchmarking.

COMMONWEALTH CARIBBEAN ASSOCIATION OF INTEGRITY COMMISSIONS AND ANTI-CORRUPTION BODIES CONFERENCE 2016



Regional Integrity Commissioners and representatives of the Commonwealth Secretariat and Anti-Corruption agencies following a five day conference at the Trinidad Hyatt Regency.

Integrity Commissions and Anti-Corruption agencies from across the Caribbean, as well as representatives of the Commonwealth Secretariat, met in Trinidad to discuss their role in transforming the Commonwealth Caribbean and establishing a platform for sharing current and emerging practices and country experiences in the fight against corruption and the promotion of good governance.

Combating corruption is identified by the Commonwealth Secretariat as a crucial part of its work given the commitment of Commonwealth Heads of Government to root out systemic

corruption at both national and international levels.

The Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies Conference (CCAICACB), hosted by the Commonwealth Secretariat, in collaboration with the Trinidad and Tobago Integrity Commission, was formally opened by His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T., S.C, President of the Republic of Trinidad and Tobago.

During the five-day conference there were addresses by Justice Dame Monica Joseph (Ret.) of Grenada, Chairman of the CCAICACB, Mr Deodat Maharaj and Dr. Roger Koranteng, of the Commonwealth Secretariat, Justice Zainool Hosein (Ret.), Chairman of the Trinidad and Tobago Integrity Commission, Mr. Frank Vogl of Transparency International, Ms Virginia de Abajo-Marques of the UNODC Anti-Corruption Initiative and representatives of regional Integrity Commissions and Anti-Corruption agencies.

The Conference had as its focus:

- (a) The inculcation of a culture of awareness of the need for integrity and ethics among our leaders, particularly the young leaders;
- b) Increased awareness of what constitutes unethical behaviour and the line between ethical and unethical behaviour;
- (c) Increased awareness of implications of unethical

behaviour on the individual as well as the wider society;

- (d) The culture of integrity and ethics on good corporate governance; and
- (e) The expected impact of “whistle-blower” legislation.

The Conference included panel discussions on topics related to the following:

- Whistle-Blowing Concept; Public Perception and Expectations
- Combating Corruption more effectively in the Caribbean
- The Role of the CCAICACB
- Opportunities and Challenges for the CCAICACB
- Integrity Challenges faced by Caribbean Leaders in the Public and Private Sectors
- Preparing our Youth to be Champions of Integrity and Anti-Corruption
- Governance Challenges in Small Island States and fostering Integrity as part of Culture in the Caribbean.

While in Trinidad a team from the CCAICACB held separate meetings with His Excellency Anthony Thomas Aquinas Carmona, O.R.T.T, S.C, President of the Republic of Trinidad and Tobago; Dr. the Honourable Keith Rowley, Prime Minister of the Republic of Trinidad and Tobago and the Honourable Mr. Orville London, Chief Secretary of the Tobago House of Assembly.

TERTIARY LEVEL DEBATE COMPETITION



Adjudicators Mr Martin Daly S.C., Dr. Marjorie Thorpe and Mr. Christopher Gift S.C., listen attentively during the 2016 Tertiary Level Debates - INTEGRITY MATTERS.



Winners from the Arthur Lok Jack Graduate School of Business and the CTS College of Business and Computer Ltd pose for a photo.

INTEGRITY MATTERS, a debate competition which attracted six tertiary level institutions, was hosted by the Integrity Commission, at the Cipriani College of Labour and Co-operative Studies on March 9, (Preliminaries and Semi-Finals), and April 7, (Finals).

This second annual competition provided a forum for students to experience critical thinking, competitive debating and its benefits. Adjudicators included Dr. Marjorie Thorpe former Chairman of the Public Service Commission; Mr. Christo Gift, S.C., coordinator of the Tobago Forum for Consensus on the Constitution and Mr. Martin Daly, S.C.

Students from the Arthur Lok Jack Graduate School of Business -- Latoya Richards, Giselle Landeau-Birmingham and Ryun Singh -- placed first and each received a MacBook Pro computer. The team from Complete Technologies Solutions (CTS) College of Business and Computer Science -- Corrine Bailey, Suzette Matterson and Devi Kallicharran -- placed second and each received a MacBook Air from the Chairman, Mr. Justice Zainool Hosein (Ret.) at the Commission's Office on May 31st. The Chairman congratulated the students for their outstanding and stellar performance and urged them to continue to excel and be innovative.

STRATEGIC PLAN 2017-2020



The Strategic Plan 2017 – 2020 seeks to re-establish the Commission as a trustworthy and effective watchdog of the people’s business. The Plan is the basis for agreement on the desired outcomes for the Commission in terms of its role in the development of the country, and the steps to be taken over the next three years to realize this goal.

The Strategic Plan reflects the aspirations, perspectives and expertise of the Commission, its staff and key stakeholders. In keeping with the guiding principles articulated in an Inception Report, the formulation of the Plan was a participative process, implemented in three phases.

The first phase included meetings with the managers, employees, previous Commissioner and Registrar, with a view towards gaining insights on the current reality and expectations for the organisation. Data collection involved a review of a wide range of documents and a benchmarking exercise with Integrity Commissions/Anti-corruption bodies in Hong Kong and Singapore.

The second phase included a two-day Stakeholder Strategic Planning

Workshop. In the third phase a draft plan that included outputs of the Strategic Planning Workshop and Recall Session, were circulated to the Commission and its employees and thereafter amended, collated and finalised.

TEAM BUILDING RETREAT - “RAISING THE TEAMWORK BAR”

The Commission facilitated the first organisation-wide Team Building Retreat which had as its theme ‘Raising the Teamwork Bar.’ The Retreat was conducted by Odyssey Consulting Limited over a three day period in January 2016, with three main areas of focus:

Integrity Commission Pride

- Revisiting and aligning around our history, who we are, our purpose and our future.

The Challenge of Change

- Ensuring the Commission team was better positioned to buffer against and manage the sudden changes and turnover in the Commission while maintaining continuity. Resilience and Responsiveness of Process
- Having the Commission team agree on common approaches to accomplish tasks
- Cross-functional teaming without compromising confidentiality

- Developing a shared approach to inviting, respecting and valuing dissenting views.

SINGAPORE'S ANTI-CORRUPTION STRATEGIES TRAINING

The Commission's Registrar attended an anti-corruption training programme in Singapore which was offered by the Ministry of Public Administration and Information, entitled "Singapore Anti-Corruption Strategies" from June 27, 2016 to July 1, 2016. The training took place at Singapore's Civil Service College, where participants from around the world were able to gain valuable knowledge in the country's reform, governance, leadership and public administration within its public service.

In fighting corruption, Singapore's Government believes that the role of the leader must be at the forefront leading by example. Leaders must do what is right, not necessarily what is popular and they should possess courage and integrity.

The former Director of Integrity Commission Corrupt Practices Investigation Bureau, explained the formula for corruption, which is, $C=M+D+A$ (where M is the monopoly of power, D is discretion and A is accountability). A country with a high crime rate usually fails in its corruption

control which is reflected in a weak judicial system. Singapore emphasised the following key areas in its anti-corruption drive:

- Strong political will
- Zero tolerance, effective laws
- Independent Judiciary
- Effective Enforcement
- Strong civil service culture

MONEY LAUNDERING AND FINANCING OF TERRORISM RISK ASSESSMENT WORKSHOP

Two Criminal Investigators from the Investigation Unit participated in a workshop of the National Risk Assessment (NRA) project hosted by the Ministry of National Security. The objectives of the NRA workshop were to discuss the results of risk assessments conducted by participating stakeholders in 2014; examine the challenges and solutions in the money laundering and financing of terrorism; and exploring enhancements to be made to future National Risk Assessments.

Criminal Investigators were assigned to the "Threat Assessment and the National Vulnerability" components of the National Risk Assessment Project. The Commission's representatives shared information on recommendations to amend and enhance the Integrity in Public Life Act.

INTERNATIONAL GOVERNANCE AND RISK

The Integrity Commission participated in a benchmarking and gap analysis research project - GovRisk - sponsored by the International Governance and Risk Institute. The exercise involved serious self-examination by regional Anti-Corruption Agencies, Integrity Commissions and statutory bodies established for the

prevention of corruption. The analysis and conclusions drawn from this project will be used by development partners to coordinate and prioritize strategic capacity-building and development support. The research will hopefully yield a library of policy and procedure best practices to assist anti-corruption agencies in search of solutions.



INTEGRITY COMMISSION'S SNAPSHOT

The Integrity Commission of Trinidad and Tobago consists of a Chairman, Deputy Chairman and three other members who shall be persons of integrity and high standing. At least

one member of the Commission shall be an attorney-at-law of at least ten years' experience and another shall be a chartered or certified accountant also of at least ten years' experience.

Principles of Integrity

AS DERIVED FROM



THE CODE OF CONDUCT

IN THE INTEGRITY IN PUBLIC LIFE ACT, 2000

***For the guidance of Persons in Public Life and
Persons Exercising Public Functions. You should:***

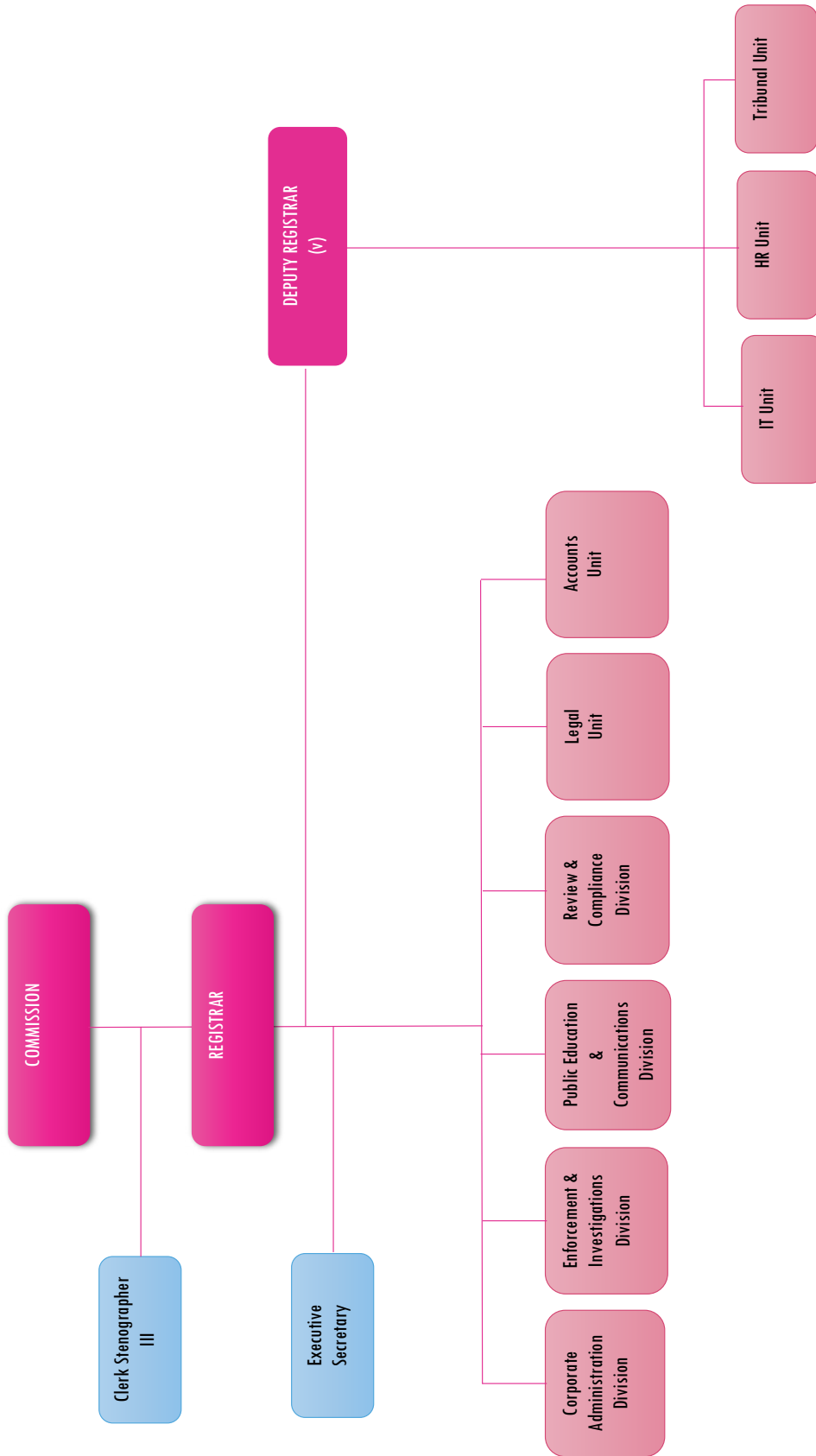
- ▶ Perform your functions and administer public resources in an effective and efficient manner
- ▶ Be fair and impartial in exercising your public duty
- ▶ Afford no undue preferential treatment to any group or individual
- ▶ Arrange your private interests in such a manner so as to maintain public confidence and trust in your integrity
- ▶ Not use your office for the improper advancement of your own or your family's personal or financial interest or the interest of any person
- ▶ Not engage in any transaction that is incompatible with your office, function and duty
- ▶ Not use public property or services for activities not related to your official work
- ▶ Not, either directly or indirectly, use your office for private gain
- ▶ Not use public funds in disregard of the Financial Orders or other regulations applicable to such funds.
- ▶ Not accept a fee, gift or personal benefit that is connected directly or indirectly with the performance of your duties
- ▶ Disclose your interest and disqualify yourself from any decision making process where there is a possible or perceived conflict of interest

DO THE RIGHT THING ALWAYS!

For the full Code of Conduct, visit our Website at:

www.integritycommission.org.tt

Figure 1: IC Organizational Structure (As at March 2016)



VISION statement

The Integrity Commission of Trinidad and Tobago is the premier state institution for the promotion and preservation of integrity in all affairs, to make Trinidad and Tobago a corruption free society

MISSION statement

The Integrity Commission of Trinidad and Tobago and its team of dedicated professionals promote and facilitate the highest ethical standards by:

- Ensuring compliance with the Integrity in Public Life Act;
- Detecting and eradicating corrupt practices and dishonest conduct;
- Educating the public in an effort to eradicate corruption, improve governance and engender a national culture of integrity
- Providing excellent customer service.

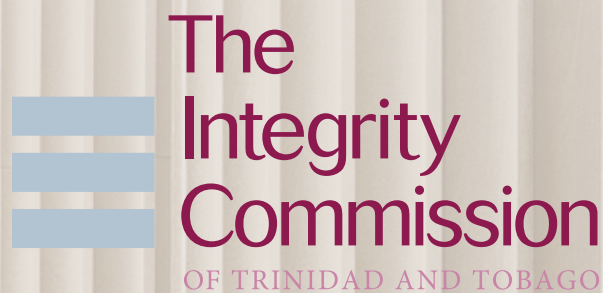




Integrity Commission Members:
(L-R Standing): Mr. Deonarine Jaggernauth, Mr. Rajiv Persad (Deputy Chairman),
Zainool Hosein (Ret.) (Chairman), Mrs. Angela Young Lai, Mr. Pete London Mr. Justice

Key message of principle

**“DO THE RIGHT
THING
ALWAYS”**



The Integrity Commission's Logo is a three-bar symbol representing three areas of human society in which integrity is fundamental – **SELF, COMMUNITY, CIVILISATION.**

Our values

**CONFIDENTIALITY,
INTEGRITY,
PROFESSIONALISM,
TEAMWORK**

THE COMMISSION

The Constitution of the Republic of Trinidad and Tobago provides for the establishment of the Integrity Commission; to make new provisions for the prevention of corruption of persons in public life by providing for public disclosure; to regulate the conduct of persons exercising public functions; to preserve and promote the integrity of public officials and institutions, and for incidental matters.

In light of the clear agenda for arresting corruption in public management, the Commission is challenged to firmly establish its leadership role, partnering with local and international bodies such as the Trinidad and Tobago Auditor General, the Trinidad and Tobago Police Service, the Financial Intelligence Unit, Financial Action Task Force and the Caribbean Commonwealth Association of Integrity Commissions and Anti-Corruption Bodies (CCAICAB), to secure the vision of a corruption free, just and prosperous society.

Indeed, bearing in mind the proven economic impact of corruption, the organisation's efforts to reduce corruption and promote integrity may be quantified in national

development by cost savings, new investments, more favourable financial ratings and endorsements of key international agencies such as the International Monetary Fund and Transparency International.

FUNCTIONS OF THE INTEGRITY COMMISSION

The functions of the Commission as outlined in Section 5 (1) of the IPLA are as follows:

- (a) Carry out those functions and exercise the powers specified in the Act;
- (b) Receive, examine and retain all declarations filed with it under the Act;
- (c) Make such enquiries as it considers necessary in order to verify or determine the accuracy of a declaration filed under the Act;
- (d) Compile and maintain a Register of Interests;
- (e) Receive and investigate complaints regarding any alleged breaches of the Act or the commission of any suspected offence under the Prevention of Corruption Act;

- (f) Investigate the conduct of any person falling under the purview of the Commission which, in the opinion of the Commission, may be considered dishonest or conducive to corruption;
- (g) Examine the practices and procedures of public bodies, in order to facilitate the discovery of corrupt practices;
- (h) Instruct, advise and assist the heads of public bodies of changes in practices or procedures which may be necessary to reduce the occurrence of corrupt practices;
- (i) Carry out programmes of public education intended to foster an understanding of standards of integrity;
- (j) Perform such other functions and exercise such powers as are required by this Act.

COMPLIANCE

A major function of the Integrity Commission is to ensure that Persons in Public Life comply with the provisions of the Integrity in Public Life Act Chapter 22: 01 (IPLA) as they relate to the filing of Declarations of Income, Assets and Liabilities and Statements of Registrable Interests.

The Compliance function is administered by the Review and Compliance Unit which is responsible for all compliance and process review related activities of the Commission. This involves managing of the day to day activities pertaining to the intake of declarations; providing oversight on the reviews of declarations; and the processing of declarations to ensure compliance with the IPLA.

The core services provided by the Compliance Unit include:-

- Examination of Declarations (Form A and Form B) submitted by persons in public life to ensure completeness, accuracy, consistency and validity of information;
- Recommend Declarations for Certification;
- Recommend the Publication of the names of those persons in public life who have failed to file Declaration of Income, Assets and Liabilities (Form A) and Statement of Registrable Interests (Form B);

- Conduct organizational reviews to inspect the practices and procedures of public bodies in order to facilitate the discovery of corrupt practices. Where necessary provide guidance to the heads of public bodies on changes in practices or procedures which may be necessary to reduce the occurrence of corrupt practices;
- Compile a list of those Persons in Public Life who, having not filed their Declarations, are published for Court ex-parte action to be taken;
- Compile and maintain a Register of Interests;
- Conduct Briefing Sessions with persons in public life on the completion of their Declaration Forms.

DECLARATIONS OF INCOME, ASSETS AND LIABILITIES AND STATEMENTS OF REGISTRABLE INTERESTS

The Integrity Commission is required to receive, examine and retain Declarations of Income, Assets and Liabilities and Statements of Registrable Interests from Persons in Public Life, and to make such enquiries to determine the accuracy of such declarations. Persons in public life, as defined by the legislation include:

- Members of the House of

- Representatives
- Ministers of Government
 - Senators
 - Members of the Tobago House of Assembly
 - Members of Municipalities
 - Members of Local Government Authorities
 - Members of the Boards of all Statutory Bodies and State Enterprises in which the State has a controlling interest
 - Permanent Secretaries and Chief Technical Officers

1,612
declarations
received in
2016

All Persons in Public Life must file a declaration by May 31st of each year. For the year ending December 31, 2016, sixteen hundred and twelve

(1,612) declarations were submitted. This represents a 51 per cent increase when compared to 2015 where 1,065 declarations were filed.

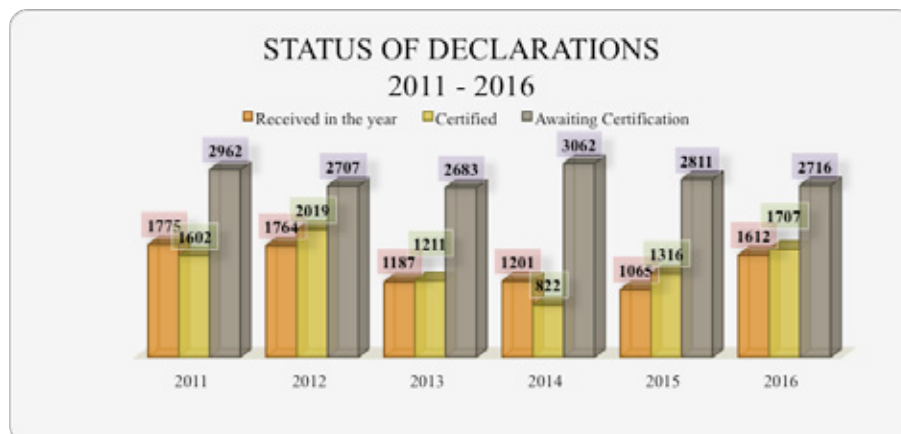
Figure 1 illustrates the processing of declarations in the last six (6) years.

CERTIFICATION OF DECLARATIONS

The Commission is required to issue a Certificate of Compliance where, after the conduct of an examination, it is satisfied that a declaration has been fully made. In this regard the Commission set the Review and Compliance Division a target of 1,700 declarations to be certified in 2016.

1,707
declarations
certified in
2016

Figure 1



This target was achieved and the Commission certified 1,707 declarations, which represented a 30 per cent increase when compared to the year 2015 where 1,316 declarations were certified. This substantial increase was as a result of the publication exercise and the outreach initiatives undertaken by the Commission during the year.

Years	%	Actual
2002 to 2009	23	392
2010 to 2016	77	1315
	100%	1707

Table 1: Composition of Certifications for 2016

In addition to the 392 declarations reviewed and certified, the majority of declarations pertaining to the period 2002 to 2009 have been examined and are in various stages of completion as the Commission awaits further information from declarants. The queries relate to:

- Errors and omission letters that have been issued and responses not yet provided;
- Monitoring of inconsistencies in the declared income against changes in the net worth of some persons in public life;
- Declarants to be published;
- Declarants proposed for ex parte application.

The Commission relies on the voluntary compliance of Persons in Public Life during the examination

process to ensure all of the errors and omissions are clarified in an efficient and timely manner.

ENFORCING THE IPLA - SANCTIONS NON-COMPLIANCE WITH SECTIONS 11, 13 & 14 OF THE IPLA

The Commission indicated on page 13 of its 28th Annual Report to Parliament (for the year 2015), its intention to publish the names of Persons in Public Life who have not complied with the requirements of the Act. This was a key strategic priority of the Commission as it had not published such offenders since 2012.

663
names
published

The Commission is empowered to publish the names of Persons in Public Life who have failed to:

File a Declaration of Income, Assets and Liabilities and a Statement of Registrable Interests in accordance with Sections 11 & 14 of the IPLA

Furnish further particulars/ additional information in accordance with section 13 of the Act.

The Commission may publish this fact in the Gazette and at least one daily

newspaper.

If a person in public life fails to file or furnish further particulars after the publication in the official Gazette and at least one daily newspaper, the Commission may make an ex parte application to the High Court for an order to direct the person to comply with the Act.

In 2016 the Commission published the names of six hundred and sixty-three (663) Persons in Public Life who failed to file Declarations of Income, Assets and Liabilities (Form A) and Statement of Registrable Interests (Form B) for the period 2003-2014 in accordance with Sections 11(1) and 14(1) of the IPLA.

The names were published in the Trinidad Express Newspaper on Tuesday 24th May, 2016; the Trinidad Guardian Newspaper on Wednesday 25th May, 2016; the Trinidad andTobago Newsday Newspaper on Friday 27th May, and in

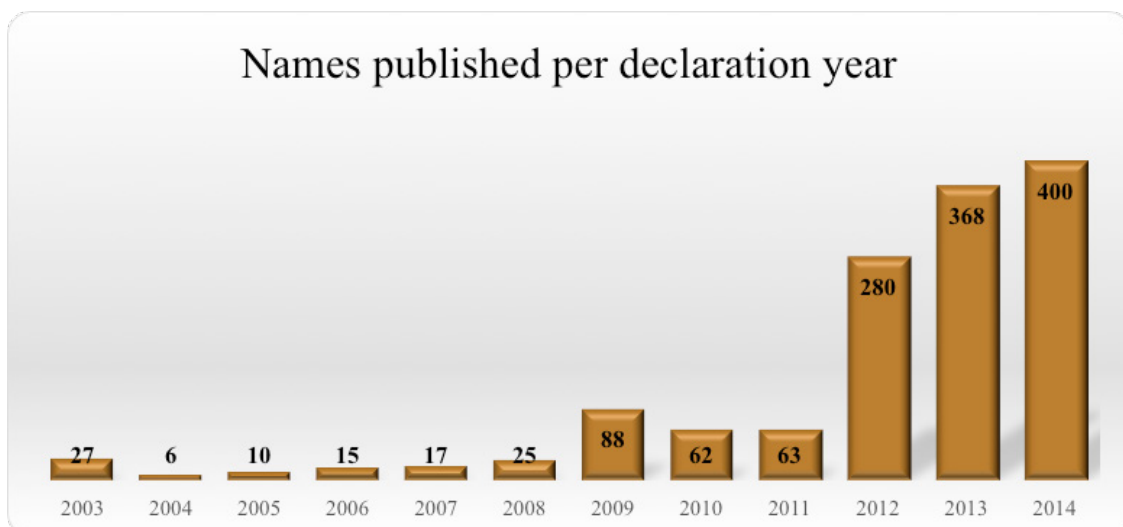
the Trinidad and Tobago Gazette on Monday 6th June.

This represented the largest publication of the Integrity Commission and accounted for a total of 1,361 Declarations of Income, Assets and Liabilities (Form A) and Statements of Registrable Interests (Form B) from 663 Persons in Public Life who failed to file declaration forms.

The number of names published in 2016 is highlighted in Table 2.

As at December 31, 2016, the number of Persons in Public Life who filed Declarations after their names were published amounted to one hundred and thirty (130). These persons accounted for the receipt of three hundred and twenty two (322) Declarations of Income, Assets and Liabilities and Statements of Registrable Interests by the Commission.

Table 2: Number of names published in 2016, by year of declaration



REGISTER OF INTERESTS

9

inspections of the Register of interest

The Commission, in accordance with Section 14 of the Act, compiles and maintains a Register of Interests which provides information to the public of the personal and business interests of Persons in Public Life and which may influence, or may be perceived to influence their judgement, deliberations or actions.

The Register of Interests contains information relating to a person in public life in respect of—

- (a) Particulars of any directorships held in any company or other corporate body;
- (b) Particulars of any contract made with the State;
- (c) The name or description of any

- company, partnership or association in which the person is an investor;
- (d) A concise description of any Trust to which the person is a beneficiary or trustee;
- (e) Beneficial interest held in any land/ real estate;
- (f) Any fund to which the person contributes;
- (g) Particulars of any political, trade or professional association to which the person belongs;
- (h) Particulars relating to sources of income; and
- (i) Any other substantial interest whether of a pecuniary nature or not, which he considers may appear to raise a material conflict between his private interests and his public duty.

During the year, nine (9) persons accessed the Register of Interests which represented a 67 per cent increase when compared to the previous year 2015 when three (3) persons accessed the said Register.

DECLARANT EDUCATION

Assistance to Declarants

Five hundred and fifty (550) confidential meetings were held to provide guidance to Persons in Public Life in the completion of their declaration forms and/or those who were required to provide additional information to the Commission. This represented a 44 per cent increase over the 382 confidential meetings held in the previous year. This increase was as a result of the publication exercise undertaken by the Commission. The Compliance team includes experienced and professionally qualified Accountants who provide such assistance.

Declaration Education Seminars

As part of its mission to ensure compliance with the Act, Chap. 22: 01, the Commission hosted six (6) workshops for various organisations. These workshops were held for directors of the Agricultural Development Bank of Trinidad and Tobago; the National Emergency Ambulance Services Authority; the Agricultural Society of Trinidad and Tobago; the National Library and Information System Authority, as well as two tertiary institutions. At these sessions, presentations focused on how to complete declaration forms accurately and the requirements of the Code of Conduct as detailed in the IPLA.

INVESTIGATIONS

The Integrity Commission's functions include receiving, assessing and investigating allegations of breaches of the Integrity in Public Life Act, Chapter 22:01 (IPLA), or the Prevention of Corruption Act, Chapter 11:11. The Commission's authority is limited to investigating complaints against persons in public life or persons exercising public functions. Complaints must be received in writing and can be made anonymously. A complaint may be made in person or through the post. In addition to complaints received from the general public or within the public sector, the Commission may, on its own volition, initiate an investigation.

DEALING WITH COMPLAINTS

The Commission's Act sets out the ways in which the Commission deals with a complaint and may:

1. Authorise an investigator to conduct an investigation into the allegation;
2. Reject the complaint if it is found to be:
 - (a) Frivolous and vexatious;
 - (b) Was not made in good faith;
 - (c) Is devoid of sufficient grounds for an investigation; or
 - (d) Is not supported by evidence of a probative value.

In each situation the person making the complaint, if known, is informed of the Commission's decision.

Our experience has shown that a fair number of complaints are rejected because the nature of the allegation neither discloses a breach of the Integrity in Public Life Act nor the Prevention of Corruption Act.

Where a complaint is investigated, the investigator submits an investigation file to the Commission. The Commission considers the information garnered in the investigation and decides whether the investigation should be discontinued or the matter referred to the Director of Public Prosecutions. The person making the complaint and the person against whom the allegation was made are informed of the Commission's decision.

CHALLENGES TO INVESTIGATIONS

The responsibility to conduct effective investigations is facilitated by the provision of the necessary resources, principally legislative, human and technical. In this regard the ability of the Commission would be enhanced by constructive and partial amendments to the Act now being undertaken so as to facilitate the acquisition of pertinent information/evidence central to the

investigative process. It is imperative that this exercise be completed at the earliest possible time to strengthen the investigative capacity of the Commission.

PENALTIES

Penalties for providing false information

- a. A member of the public who wishes to allege or make a complaint against a person in public life or any person exercising a public function must do so in writing to the Commission. Any person who knowingly and mischievously makes or causes to be made a false report to the Commission or misleads the Commission by giving false information or making false statements of accusation shall be guilty of an offence and liable on conviction to a fine of two hundred and fifty thousand dollars and a term of imprisonment not exceeding five years.
- b. Any person who knowingly misleads the Commission or an investigating office of the Commission, by giving false information, commits an offence and is liable on conviction to a fine of two hundred and fifty thousand dollars and imprisonment for a term of five years.

The following is a summary of complaints which engaged the attention of the Commission during the year.

No.	Nature of Complaint	Action Taken	Status
1*	Complaint against a former Prime Minister alleging breaches of the IPLA in the award of land and the construction of the Church of the Lighthouse.	Persons interviewed Statements recorded Documents obtained.	Investigations continuing
2*	Complaint against a former Prime Minister alleging breaches of the IPLA in the award of land and the construction of the Church of the Lighthouse.	Persons interviewed Statements recorded Documents obtained.	Investigations continuing
3*	Complaint against a former Prime Minister alleging breaches of the IPLA in the award of land and the construction of the Church of the Lighthouse.	Persons interviewed Statements recorded Documents obtained.	Investigations continuing
4*	Complaint against a former Prime Minister alleging breaches of the IPLA in the award of land and the construction of the Church of the Lighthouse.	Persons interviewed Statements recorded Documents obtained.	Investigations continuing
5	Complaint against the Government of Trinidad and Tobago alleging collusion, bid rigging and corruption relative to services rendered by a contractor.	Persons interviewed Statements recorded Documents obtained.	Completed Referred to the DPP.
6	Complaint alleging breaches of the IPLA by a former Government Minister in the solicitation of donations from contractors.	Persons interviewed Statements recorded Documents obtained	Investigations continuing
7	Complaint alleging corruption against a person in public life.	Persons interviewed Statements recorded Documents obtained	Completed
8^	Complaint alleging irregularities in the importation of vehicles by a Minister of Government.	Persons interviewed Statements recorded Documents obtained	Completed
9	Complaint alleging impropriety in the award of contracts at the Cipriani Labour College.	Persons interviewed Statements recorded Documents obtained	Investigations Continuing.
10	Complaint alleging conspiracy to defraud at the National Quarries Company Limited.	Persons interviewed Statements recorded Documents obtained	Investigations Continuing.

11^	Complaint alleging irregularities in the importation of vehicles by a Minister of Government.	Persons interviewed Statements recorded Documents obtained	Completed
12	Complaint alleging that a Senator may have breached the IPLA in making payments to farmers.	Persons interviewed Statements recorded Documents obtained	Completed.
13	Complaint of Human Resource Issues at the National Lotteries Control Board	Persons interviewed Statements recorded Documents obtained	Investigations Continuing
14	Investigations initiated by the Commission regarding breaches of the IPLA at a Government Ministry and a State Board.	Persons interviewed Statements recorded Documents obtained	Investigations Continuing.
15	Request for an investigation into the granting of a contract by State Body.	Letters sent, Information requested.	Completed
16	Complaint alleging impropriety by personnel at a Government Ministry in the award of contracts.	Persons interviewed Statements recorded Documents obtained	Investigations continuing
17	Report of alleged irregularities in the operation of a State funded programme.	Persons interviewed Statements recorded Documents obtained	Investigations continuing
18	Complaint alleging that a Councillor abused and threatened workers engaged in a road paving exercise.	Persons interviewed Statements recorded Documents obtained	Completed
19	Complaint alleging corporate governance challenges at a Public Body.	Persons interviewed Statements recorded Documents obtained	Investigations continuing.
20	Complaint alleging that an MP had been collecting money from CEPEP contractors.	Persons interviewed Statements recorded Documents obtained	Completed
21	Complaint alleging a breach of the IPLA by members of a State Board.	Persons interviewed Statements recorded Documents obtained	Completed
22	Complaint against a MP alleging a breach of the IPLA	Persons interviewed Statements recorded Documents obtained	Completed
23	Complaint of conduct conducive to corruption	Persons interviewed Statements recorded Documents obtained	Completed
24	Request for an investigation into a State entity	Persons interviewed Statements recorded Documents obtained	Investigations continuing

25	Request for an investigation into an allegation of Insider trading by a person in public life	Investigations conducted, Documents obtained	Completed.
26	Complaint against persons in public life alleging perversion of justice.	Persons interviewed Statements recorded Documents obtained	Completed
27	Complaint against a MP alleging breach of the IPLA	Persons interviewed Statements recorded Documents obtained	Investigations continuing
28	Request for an investigations into the actions of a Director of a State Entity.	Persons interviewed Statements recorded Documents obtained	Investigations continuing
29	Complaint against a person in public life alleging a breach of the IPLA	Persons interviewed Statements recorded Documents obtained	Investigations continuing
30	Request for an investigation into the actions of two Directors of a State Entity.	Persons interviewed Statements recorded Documents obtained	Investigations continuing
31	Complaint alleging a conflict of interest by a person exercising a public function	Persons interviewed Statements recorded Documents obtained	Investigations continuing
32	Complaint alleging unfair employment practices at a Government Ministry		Investigations continuing
33	Request for an investigation into the actions of a temporary Senator.		Referred to the Compliance Section
34	Complaint against three persons in public life alleging breaches of the IPLA.	Investigations Conducted. Documents obtained	Investigations continuing
35	Complaint against Directors of a State entity alleging breach of the IPLA	Persons interviewed Statements recorded Documents obtained	Completed
36	Complaint alleging a breach of the IPLA		This matter is being considered by the Commission.
37	Complaint against a Service Commission alleging misconduct.		Completed
38	Complaint alleging wrongful termination of appointment.		Completed
39	Complaint against a person exercising a public function alleging a breach of the IPLA		Investigations continuing

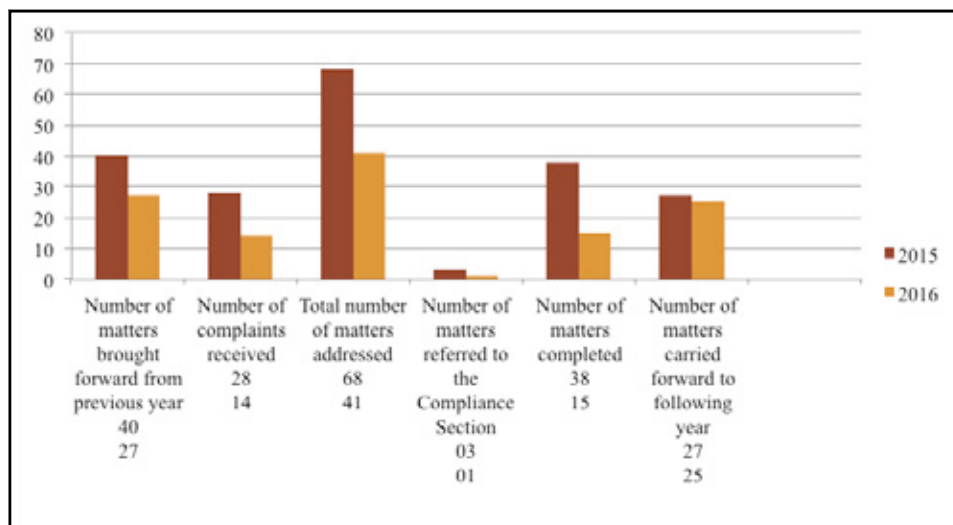
40	Request to conduct an examination into the practices and procedures of the Government.		This matter is being considered by the Commission
41	Complaint alleging a breach of the IPLA by Directors of a State Entity.		

- Denotes four complaints of the same allegation.
- ^ Denotes two complaints of the same allegation.

The under-mentioned table is a summary of the matters addressed for the year under review and the corresponding period 2015:

Details of complaints	2015	2016
Number of complaints brought forward from previous year	40	27
Number of complaints received for the year	28	14
Total number of complaints addressed	68	41
Number of complaints referred to the Compliance Section	03	01
Number of complaints completed	38	15
Number of incomplete matters carried forward to the following year	27	25

TABLE OF INVESTIGATIONS



PUBLIC EDUCATION AND COMMUNICATIONS

The Public Education and Communications Unit works to raise awareness of the standards of integrity and ethical decision-making and more specifically, explore ways to more effectively communicate with young people as well as Persons in Public Life and those Persons exercising Public Functions. The Division:

- Supported the Commission's internal and external communications.
- Promoted a DO RIGHT CHAMPION campaign among students of Primary and Secondary Schools.
- Facilitated a national debate - INTEGRITY MATTERS - among students of tertiary level institutions.
- Promoted the work and activities of the Commission via Social Media.
- Managed the Commission's website content to provide user-friendly and important information to stakeholders.

TERTIARY LEVEL DEBATE COMPETITION- Integrity Matters

Seven tertiary institutions participated in INTEGRITY MATTERS, the second annual debate competition on issues of Ethics and Integrity in March and April 2016. The competition formed part of the Commission's mandate to carry out programmes of public education to foster an understanding of the standards of Integrity. It provided a forum for students of tertiary level institutions to experience competitive debating and its benefits. Tribal Worldwide (www.tribalworldwide.com), a global creative agency, managed a social media interface on FACEBOOK and INSTAGRAM for the Commission, making the tertiary debate an important channel of communication through daily updates and the placement of photographs. There was 'live' television coverage of all debates over a four-day period; and over 500 'likes' on Facebook in the space of 4/5 weeks of the competition.

The tertiary institutions that participated in the debate were:

- Caribbean Nazarine College, CNC
- CTS College of Business and Computer Science

- Institute of Law and Academic Studies
- The College of Science, Technology and Applied Arts of Trinidad and Tobago, COSTAATT
- The University of the Southern Caribbean, USC
- The University of Trinidad and Tobago, UTT
- Arthur Lok Jack Graduate School of Business.

DO RIGHT CHAMPIONS POSTER DESIGN PROJECT



Integrity Commission Chairman, Justice Zainool Hosein (Ret) in conversation with Minister of Education, Senator the Honourable Anthony Garcia, at the launch of the 2016-2017 Do Right Secondary School Poster Design Project.

Students of Secondary Schools in Trinidad and Tobago were invited to register and design a Poster on the theme of "Integrity and Ethics" in a visually attractive and meaningful way as part of the fifth annual Do Right Champions project.

The Project was launched by the Minister of Education, the Honourable Anthony Garcia on September 16th, 2016. The project, supported by the

Ministry of Education and the Division of Education, Youth Affairs and Sport of the Tobago House of Assembly, attracted participation from thirty five (35) Secondary schools.

The Do Right Poster Design Project is congruent with the Visual and Performing Arts and the Language Arts Curricula in secondary schools.

The adjudicators reported in December 2016 that many of the submissions "evidenced a fair measure of enthusiasm and gusto but indicated a need for greater practice and direction." The schools presenting the best entries were:

1ST PLACE

San Fernando East Secondary School, ***"Do Right - With the poor, the elderly."***

St. Mary's College, ***"Be Alert - Or Someone Gets Hurt."***

2ND PLACE

Speyside High School, Tobago, ***"Be mindful of the needs of others."***

Pentecostal Light and Life Foundation High School, Tobago, ***"Helping those in Need."***

3RD PLACE

Naparima College, ***"The Struggle to keep Ethics and Integrity Alive."***

ASJA Girls' College, Barrackpore, ***"Helping the poor and the elderly."***

The Do Right Poster Design Project succeeded in the following:-

- a. promoted the Commission's 'Do Right Champions' brand;
- b. engaged teachers and students
- c. in discussion and practice on the Integrity theme;
- d. enhanced the production of a portfolio of designs on the Integrity theme;

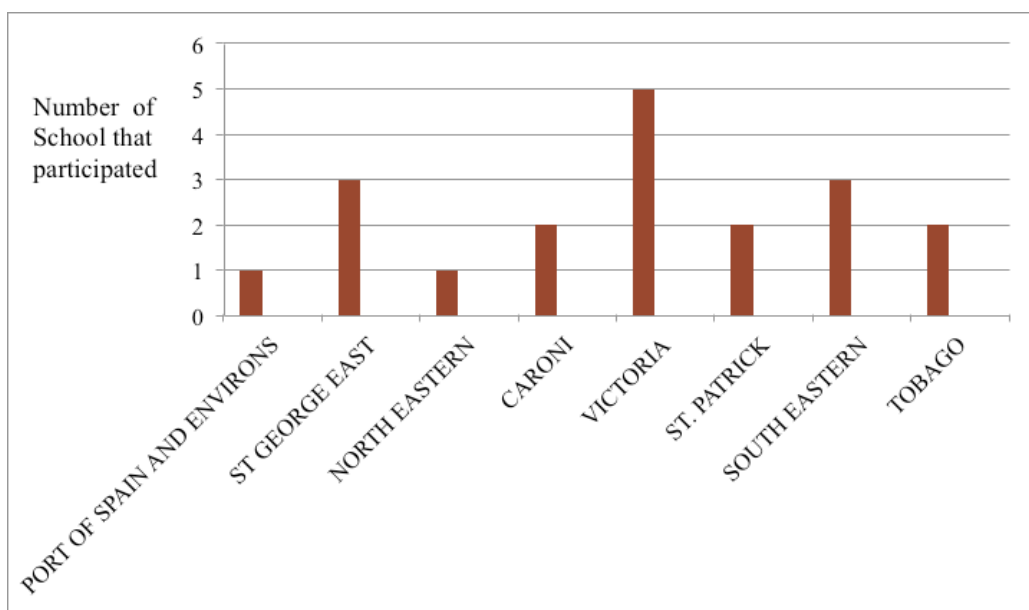


TABLE SHOWING NUMBER OF ENTRIES BY DISTRICTS

COMMUNICATIONS AND NEWSLETTERS

The Unit produced two (2) Newsletters - Integrity In Action - that featured the second Annual Conference of the Commonwealth Caribbean Association of Integrity Commission and Anti-Corruption Bodies, (CCAICACB); the Strategic Planning Initiative; the Tertiary Debate competition; the Do Right Poster Project as well as other activities of the Commission. The Division managed the

Commission's media relations interface through the provision of Media Releases, Statements and updating of the Commission's website.

The Commission engages the public and stakeholders through its website - www.integritycommission.org.tt - and on FACEBOOK - INTEGRITY MATTERS TT - which facilitates the dissemination of information on the activities of the Commission by way of notices, press releases, newsletter, photographs, video and annual reports.

CHRISTMAS CELEBRATIONS



In keeping with the tradition of gift-giving during the Christmas Season, the Social Committee delivered hampers to the Ezekiel Children's Home which provides accommodation for abandoned children.

DIVALI CELEBRATIONS



During the annual Diwali celebrations employees celebrated the significance of triumph of light over darkness, good over evil, justice over injustice and intelligence over ignorance.

EMPLOYEE WELLNESS



The Commission's annual Health and Wellness day was facilitated by a team from the Ministry of Health. Activities included medical screenings, health education and discussions on Wellness in the workplace. The Ministry's team provided information on Zika abatement and nutrition as well as testing of Body Mass Index, Cholesterol, Glucose, Blood Pressure and HIV. The day's activities included a financial planning session by Mr. Derrick Wallace of Guardian Life of the Caribbean and a presentation on make-up artistry for the workplace by Mrs. Renee Bain Kellers of Kellerkolorz Beauty Consultants.

EMANCIPATION DAY CELEBRATIONS

Emancipation Day – August 1st was celebrated with exciting cultural performances, food and attire.

ADMINISTRATIVE PROFESSIONALS

Celebrating administrative professionals

CORPORATE ADMINISTRATION

The Corporate Administration Unit manages the administrative and day-to-day operations of the office.

This includes operational tasks such as adjustments, implementation and repairs of infrastructure and machinery. The Unit managed limited contractor services as they related to telephones, information and records management, internal reporting, management of budget processes, and general administrative support.

During the year the Unit developed operational policies in the areas of vehicle parking allocation, mobile telephones, computers, computer tablets and laptops and risk management. A Security camera system was installed throughout the office to further enhance security of persons and property. Additionally, the Inventory Register was updated and assets no longer required were disposed in accordance with Central Tenders Board guidelines.

FINANCE

The Integrity Commission is a statutory body established in accordance with the Constitution by the Integrity in Public Life Act. Section 9 (4) of the Act provides that:

“All expenses incurred by the Commission for the purposes of this Act shall be a charge on the Consolidated Fund.”

This provision in law brings the Commission under the operation of the Exchequer and Audit Act, Chapter 69:01 and the Financial Regulations made thereunder. Within such a legal framework, the Commission receives its funding through direct charges on the Consolidated Fund as well as appropriations by Parliament through the annual Appropriation Act.

During the Financial Year 2016, the Commission complied with all the directives from the Ministry of Finance, the Director of Budgets, the Comptroller

of Accounts and recommendations of the Auditor General. The Registrar, Integrity Commission is the Accounting Officer, appointed by, and therefore responsible to the Minister of Finance, and answerable to the Public Accounts Committee of Parliament. Additionally, the Registrar was appointed Receiver of Revenue by the Minister of Finance with effect from February 19, 2016.

Although the Commission’s Annual Report focuses on activities from January to December 2016, the Financial Report focuses on expenditure for the period October 1, 2015 to September 30, 2016.

Table I below gives a breakdown of the funds allocated to the Integrity Commission and the expenditure incurred for the financial year 2016, while Table II shows the expected and actual revenue received for the financial year 2016.

TABLE 1.
REVISED PROVISION AND ACTUAL EXPENDITURE FOR THE FINANCIAL YEAR
2016 HEAD 37: INTEGRITY COMMISSION

SUB-HEAD	REVISED PROVISION FOR THE FINANCIAL YEAR 2016	ACTUAL EXPENDITURE FOR THE FINANCIAL YEAR 2016
01 Personnel Expenditure	\$3,023,810.00	\$1,977,120.52
02 Goods and Services	\$15,888,200.00	\$12,843,137.20
03 Minor Equipment Purchases	\$780,000.00	\$632,815.05
09 Development Programme	\$1,420,700.00	\$420,666.96
TOTAL	\$21,112,710.00	\$15,872,977.54

TABLE 11.
REVISED ESTIMATES OF REVENUE AND ACTUAL REVENUE RECEIVED FOR THE
FINANCIAL. HEAD 07: OTHER NON-TAX REVENUE

SUB-HEAD	REVISED ESTIMATES FOR THE FINANCIAL YEAR 2016	ACTUAL REVENUE RECEIVED FOR THE FINANCIAL YEAR 2016
01 Administrative Fees & Charges	\$20,000.00	\$18,000.00
TOTAL	\$20,000.00	\$18,000.00

HUMAN RESOURCES

The Human Resource Unit provides a range of human resource services while ensuring that the Commission build institutional capacity and competencies required to undertake its mandate. The functions and responsibilities of the Unit includes Recruitment and Selection; Human Resource Planning; Training and Development.

RECRUITMENT AND SELECTION

In March, 2016 the Human Resources Unit completed the accelerated Recruitment and Selection process that began in February, 2015.

In the selection of one (1) Corporate

Communications Officer for the Public Education and Communications Division and one (1) Criminal Investigator for the Enforcement and Investigations Division, the Human Resources Unit ensured that the Integrity Commission had its full complement of staff.

The officers assumed duty on 16 May, 2016 and 15 August, 2016, respectively.

TRAINING AND DEVELOPMENT

The table below illustrates the various Training and Development initiatives undertaken by the staff of the Integrity Commission for 2016.

PERIOD	TRAINING CONFERENCE /WORKSHOP/SEMINAR
January-March 2016	<ul style="list-style-type: none"> ✓ Team Building Theme: 'Raising the Team Work Bar' ✓ Leading Change and Transition ✓ Anti-Corruption Conference ✓ SharePoint 2013: Administration ✓ Financial Intelligence

PERIOD	TRAINING CONFERENCE /WORKSHOP/SEMINAR
April-June 2016	<ul style="list-style-type: none"> ✓ Distinguished Leadership and Innovation Conference ✓ Website Content Management ✓ Trinidad and Tobago's National Risk Assessment ✓ Windows Server 212/2012 R2: Active Directory Domain Services ✓ Financial Management ✓ Forensic Accounting and Fraud Auditing ✓ Retreat Entitled "Reflections" for Permanent Secretaries / Heads of Departments
July - September 2016	<ul style="list-style-type: none"> ✓ Promoting Public Financial Reform Seminar ✓ Strategic Planning , Senior Management Session ✓ Strategic Planning , Non Managerial Session ✓ Strategic Planning , All Stakeholders ✓ Certificate in Corporate Governance Module 1 ✓ Strategic Communications ✓ Cabinet Note Writing
October -December 2016	<ul style="list-style-type: none"> ✓ Cabinet Note Writing ✓ Service Improvement ✓ Recall Session: Strategic Planning ✓ Taking and Writing Effective Minutes and Preparing Reports and Briefs ✓ Accounting Procedures ✓ Certificate in Corporate Governance Module 2 ✓ Project Management Overview ✓ Designing Orientation Programmes ✓ Cabinet Note Writing

INFORMATION TECHNOLOGY

The Commission successfully accomplished the second phase of its Information Technology Infrastructure upgrade.

The following were installed and

configured:

- Next Generation Firewall Servers and Software
- Cisco Networking Equipment
- End user machines

LEGAL

An important part of the landscape of the Integrity Commission has been the introduction of its Legal Unit. Tasked with rendering legal guidance to the Commission, the Unit has been instrumental in providing objectivity to the Commission with the belief that unprejudiced and impartial decisions will ultimately be made. The Legal Unit also engages with all other Units by providing internal services and support to ensure a legally resilient foundation to be able to bolster the Commission. The Unit is conscious that its competent coexistence with the other Units is a key requirement for a relevant and effective Commission. In working with the Commission and the other Units, the Legal Unit reports as follows:

The Integrity Commission

The Unit advised the Commission on several matters and the implementation of various sections within the Act.

The advice provided to the Commission include, but is not limited to, the ambit of the Act, the interpretation of specific sections relating to the filing of declarations of income, assets and liabilities, the processes relevant to the trigger of a tribunal, the intended body of persons that should be captured under “persons exercising public functions”,

the interpretation of the confidentiality provisions of the Act (sections 20 and 35) and matters touching and concerning the code of conduct.

Compliance Unit

The Unit collaborated with the Compliance Division by providing continuous assessment of statutory bodies and state enterprises captured within the category of “persons in public life” as a result of the Court of Appeal decision in Telecommunications Services of Trinidad and Tobago Limited v The Integrity Commission and The Attorney General of Trinidad and Tobago (Civil Appeal No. 30 of 2008). This decision has been dominating most of the interactions between the Compliance Unit and the Legal Unit and the Legal Unit will continue to provide guidance since several statutory bodies request advice once they are governed by the Act

Investigations Unit

The Investigation Unit is assisted by the Legal Unit during the conduct of their investigations. Particular focus was given to parts of allegations that were not substantial complaints to warrant any investigation and whether a person or statutory body complained

of fell within the purview of the Act. The Unit also provided assistance to the Investigations Division by ensuring that there was compliance with the rules of good administration and natural justice during the execution of an investigation. The aim is to ensure that there are no irregularities during the conduct of an investigation that will hamper the prosecution of persons by the Office of the Director of Public Prosecutions.

Amendment to the Act

The Unit has engaged very positively and extensively with the Commission in the interest of propelling the passage of amendments to the Act, a cause which is of utmost importance to the work of the Commission.

The Unit met five (5) times with the Commission and other Directors in order to discuss the proposed amendments to the Act. Subsequently, communication was sent to various stakeholders within the private and public sector requesting feedback on said amendments. Valuable feedback was received as late as December 2016.

Such amendments seek to facilitate, for example, the sharing and transfer of confidential information to certain bodies and vice versa. Further, the amendments are likely to strengthen the investigative function of the Commission by the

issuance of warrants to an investigation officer of the Commission to allow for search and seizure.

The Unit continues to work with the Commission to incorporate the suggested changes into the Act and look forward to advancing the proposed amendments to allow for onward transmission to Office of the Attorney General.

Contract Register

The Unit has assisted with improving the organizational efficiency and effectiveness of the Commission by working with the Corporate Administration Division in the preparation of contracts for services rendered to the Commission. The aim is to enhance the practice of good corporate governance within the Commission and improve accountability. Additionally, the Unit has implemented a contract register in order to maintain accurate records of all employee contracts as well as contracts for services provided to the Commission. This will also assist during the year-end audit of the Commission by making documents easily accessible to the auditors and hopefully improve the reputation of the Commission in the auditor's report to Parliament.

Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies

Assistance was rendered to the CCAICACB in the review of its draft Constitution and feedback was submitted to the executive. This was essential to the creation of a Constitution to govern how the regional body intends to function and execute its mandate.

Legal Online Resources

A strong focus has been placed on the use of online databases to assist with legal research. As such, the Unit was provided with access to several online legal resources that allowed for improved delivery of legal opinions and research due to the ease of access to this service. The implementation of the online services has strengthened the research capacity of the Unit. This online access provides essential information and is an invaluable resource.

The Unit continues to function for both internal and external matters placing a key focus on supporting the Commission's three main pillars, that is, Public Education and Communications, Compliance and Investigations and working closely with these Units to ensure that the Commission's statutory mandate is fulfilled.

THE COMMISSIONERS



**MR. JUSTICE ZAINOOL
HOSEIN (RET)**

Chairman

Mr. Justice Zainool Hosein (Ret) is a recipient of the Chaconia Medal Gold (1999) for long and meritorious service to the Republic of Trinidad in the sphere of Law. A 1962 graduate of University of Sheffield in the United Kingdom, he was elevated in 1966 to the bar of Lincoln's Inn, one of four Inns of Court in London to which barristers of England and Wales belong and where they are called to the Bar. In Trinidad, he spent ten years at the Law Chambers of his elder brother, Queen's Counsel Tajmool Hosein where he gained experience in all aspects of civil law. He moved back to England where he set up civil and criminal practice in the Midland and Oxford circuit.

Justice Hosein returned to Trinidad in 1983 and was appointed a Judge of the High Court. Ten years later he was elevated to the Court of Appeal and presided over both criminal and civil appeals. Justice Hosein, as part of his legal experience held positions of:

- Chairman of the Ramdhanie Commission of Enquiry
- Chairman of the Environmental Commission of Trinidad and Tobago
- Special Examiner on behalf of Florida District Court and
- Member of International Chamber of Commerce Tribunal on ICC Disputes.
- Mr. Justice Zainool Hosein (Ret) is also a capable harmonica, trumpet and conga player.



**MR. RAJIV
PERSAD**

Deputy Chairman

Mr. Rajiv Persad, an Attorney at law in private practice, has had extensive practice at all levels in Criminal and Public Law (Constitutional Law, Human Rights and Judicial Review) Law of Tort, Contract and Commercial Law. He acted as High Court Judge of the Supreme Courts in Trinidad and Tobago, Grenada, the British Virgin Islands, St. Vincent and the Grenadines. He earned a Bachelor of Arts (History & Law) at the University of the West Indies, a Bachelor of Laws from Buckingham University and a Certificate of Legal Education from the Hugh Wooding Law School. He has a Certificate in Mediation. The new Deputy Chairman has participated in several notable High Court trials, both Criminal and Civil.



MR. PETE LONDON

Member

Mr. Pete London is an Accountant and former business executive with a highly successful track record in logistics, operations, financial management, information systems development/implementation, profitability enhancement and strategic planning.



MRS. ANGELA YOUNG LAI

Member

Mrs. Angela Young Lai, is a former Vice-Principal of Holy Faith Convent, Penal, She began her teaching career in 1968 at St. Joseph's Convent, San Fernando before moving to the Palo Seco Government Secondary School where she spent twenty seven (27) years in the teaching profession. She earned her Bachelor's Degree in Mathematics from the College of St. Benedict, St. Joseph, Minnesota, USA and a Diploma in Education from the University of the West Indies, St. Augustine. Mrs. Young Lai participated in several administrative courses and is involved in her community as a Lay Minister.



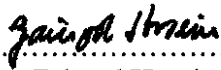
MR. DEONARINE JAGGERNAUTH

Demitted Office July 1st, 2016

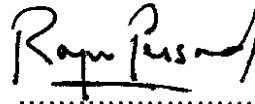
Mr. Deonarine Jaggernaut was a Commissioner on the Integrity Commission of Trinidad and Tobago. He has thirty four (34) years of experience in reservoir engineering, production engineering, natural gas engineering, management, and health, safety, and environment (HSE) at Petrotrin. He mentored many young engineers both at Petrotrin and the Society of Petroleum Engineers (SPE) Trinidad and Tobago Section. Mr. Jaggernaut served as Chairman of the section in 1984 and as treasurer for 13 years. He has also served on the Exploration and Production HSE Committee, Books Development Committee, and the Engineering Professionalism Committee, among others. Mr. Jaggernaut has written and presented many papers on HSE topics at SPE conferences. He received the SPE Regional Service Award in 2001 and SPE Distinguished Member Award in 2005. In 2015 he received the SPE Distinguished Service Award at ATCE in Houston, Texas and the 2015 HSSE Award for Latin American and the Caribbean Region at LACPEC in Quito, Ecuador. Mr. Jaggernaut holds BSc and MSc degrees in Petroleum Engineering from the University of Kansas and an MSc in Environmental Engineering from the University of the West Indies. He is a Registered Engineer in Trinidad and Tobago.

SUBMISSION OF REPORT

This report is submitted to Parliament, pursuant to Section 10 of the Integrity in Public Life Act, Ch.22:01 on this 31st day of March, 2016



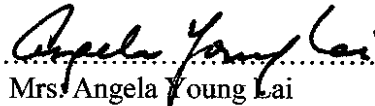
.....
Mr. Justice Zainool Hosein (Ret.)
Chairman



.....
Mr. Rajiv Persad
Deputy Chairman



.....
Mr. Pete London
Member



.....
Mrs. Angela Young Lai
Member



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