



27TH ANNUAL REPORT

TO
PARLIAMENT
FOR THE
YEAR 2014

ONE NATION



VISION statement

The Integrity Commission of Trinidad and Tobago is the leading organization to promote integrity and make Trinidad and Tobago corruption free.

MISSION statement

The Integrity Commission of Trinidad and Tobago shall be a performance driven institution that promotes the highest ethical standards by - Ensuring compliance with the Integrity in Public Life Act; Detecting corrupt practices and dishonest conduct; Providing excellent customer service and public education for the benefit of our nation.



Integrity Commission Members:
(L – R) Standing: Mr. Pete London, Mr. Deonarine Jaggernaut, Mr. Justice Sebastian Ventour (Deputy Chairman), Mr. Martin Farrell, Registrar.
(L – R) Sitting: Mr. Justice Zainool Hosein , (Chairman); Dr. Shelly-Anne Lalchan

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ONE NATION

Chairman's Remarks

I AM HONOURED TO BE GIVEN THE OPPORTUNITY TO SERVE AS CHAIRMAN OF THE INTEGRITY COMMISSION, HAVING BEEN APPOINTED BY HIS EXCELLENCY THE PRESIDENT ON NOVEMBER 21, 2014.



Mr. Justice
Zainool Hosein
Chairman

The Commission, a creature of the Constitution of the Republic of Trinidad and Tobago has an invaluable legacy of leadership and I am truly humbled to lead the talented and dedicated people who work diligently to prevent and investigate corruption in our country.

I am particularly pleased to be able to report that 2014 was a year of measured success for the Integrity Commission of Trinidad and Tobago.

It has been a year with many rewarding moments, as well as some challenges. Though a year of transition, we made solid progress on many fronts, including relocating to our new office at Level 14, Tower D at the International Waterfront Centre. While in the throes of major transition, it remains business as usual for the Commission. We have a reasonable strategy in place and a committed and experienced senior leadership team which has been the major component of this strategy.

During my term as Chairman, I propose to open doors and windows of change that seem desirable and to remain accessible and committed to

communicating with the public when issues arise.

The Commission in its adherence to its strategic plan (2012-2015) held a Symposium during which we presented certain recommendations for review of the Integrity in Public Life Act. The discussions thereon have produced a number of other recommendations that will be given consideration for inclusion in our final document to the Attorney General.

The Commission's principal activities over the last 27 years have been the processing of Declarations of Persons in Public life and the investigation of complaints against Persons Exercising Public Functions. Despite the absence of a full Commission for approximately six months in 2014 and the loss of seven (7) key members of the Compliance Division we were able to certify 822 declarations in 2014- a 32 per cent decrease from 2013. As a consequence, dealing efficiently with declarations and any issues arising thereunder will continue to be of paramount importance.

In addition, we were able to complete forty-eight percent of investigations that were brought to the attention of the Commission of which two were referred to the Director of Public Prosecutions.

The Commission also launched LEADtt-a series of Awareness Seminars designed to help public officials better understand the impact that ethics as well as leading and living above the moral line can have on the individual and on the organization.

We continue to expand our Public Education programme and have proposed that each tertiary level institution in Trinidad and Tobago participate in a debate on the theme of Integrity. The Debate competition will provide an excellent opportunity to exert a positive influence among young people and keep at a high level in the public agenda the issue of integrity.

I extend my personal best wishes to my predecessor, Mr. Kenneth Gordon and thank him for his contribution and commitment to the success of the Integrity Commission.

I would also like to thank my fellow Members of the Integrity Commission, senior management and staff, led superbly by Registrar Martin Farrell, for their outstanding contribution to the growth of the Integrity Commission.

The Integrity Commission is delighted to present our Report and we trust that you continue to work together with us as we endeavour to instill the fundamentals of Integrity in Trinidad and Tobago.



Mr. Justice Zainool Hosein
Chairman

March 17, 2015

INTRODUCTION

The Integrity Commission of Trinidad and Tobago submits its twenty-seventh (27th) Annual Report to Parliament on its activities for the year ended December 31, 2014. The Report is prepared in compliance with Section 10 of the IPLA, 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, so, however, that the reports shall not disclose particulars of any declaration filed with the Commission”.

Section 20 (4) & (5) of the Integrity in Public Life Act state:

“Every member of the Commission and every person performing any function in the service of, or as an employee of the Commission shall treat all declarations and records and information relating to such declarations and information as secret and confidential and shall make and subscribe to an oath of secrecy to that effect before a Justice of the Peace.

Every person required under subsection (4) to deal with matters specified therein as secret and confidential who at any time communicates or attempts to communicate such information or anything contained in such documents to any person other than a person to whom he is authorized under this Act, shall be guilty of an offence and be liable on summary conviction to a fine of two hundred and fifty thousand dollars and ten years imprisonment.”

THE COMMISSION

Role of the Integrity Commission

The Integrity Commission is a constitutional body created by Section 138 and given the powers set out in section 139 of the Constitution of the Republic of Trinidad and Tobago and established by the IPLA which makes provisions for the prevention of corruption of Persons in Public Life by providing for public disclosure, regulating the conduct of persons exercising public functions and preserving and promoting the integrity of public officials and institutions.

In the exercise of its powers and performance of its functions under this Act, the Commission

A

Shall not be subject to the direction or control of any other person or authority. (5 (2) (a))

B

May in all cases where it considers it appropriate to do so, make use of the services or draw upon the expertise of any law enforcement agency or the Public Service.

C

Shall have the power to authorize investigations, summon witnesses, require the production of any reports, documents, other relevant information, and to do all such things as it considers necessary or expedient for the purpose of carrying out its functions.

Membership of the Commission

The Commission is appointed by His Excellency the President of the Republic in accordance with Section 4 of the IPLA which states in part:

1

There is established an Integrity Commission consisting of a Chairman, Deputy Chairman and three other members who shall be persons of integrity and high standing.

2

At least one member of the Commission shall be an attorney-at-law of at least ten years' experience.

3

At least one member of the Commission shall be a chartered or certified accountant."

The current Commission, with the exception of Justice Zainool Hosein and Mr. Pete London was appointed on July 2, 2013 for a period of three years and comprises:

¹ Mr. Justice Zainool Hosein	Chairman
Mr. Justice Sebastian Ventour	Deputy Chairman
Dr. Shelly-Anne Lalchan	Member
Mr. Deonarine Jaggernaut	Member
² Mr. Pete London	Member

¹ His Excellency, the President Anthony Thomas Aquinas Carmona, ORTT, SC, appointed Retired Justice of Appeal, The Honourable Justice Zainool Hosein as member and Chairman of the Integrity Commission on November 21, 2014.

² His Excellency, the President Anthony Thomas Aquinas Carmona, ORTT, SC, appointed accountant and business executive Mr. Pete K. London as a member of the Integrity Commission on September 25, 2014.

REPORT OF THE YEAR'S ACTIVITIES

MEETINGS OF THE COMMISSION

The Commission held 18 regular meetings in 2014. In order to conduct its work more efficiently the Commission divided itself into a Committee on Compliance, a Committee on Investigations and a Committee on Public Education and Communications. These Committees met regularly and reported to the Commission in plenary session. The activities are recorded in Board and Committee Minutes.

Functions of the Integrity Commission
The activities of the Commission are determined by its functions as outlined in Section 5 (1) of the IPLA as follows:

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

- this Act or the commission of any suspected offence under the Prevention of Corruption Act;
- 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;
 - Examine the practices and procedures of public bodies, in order to facilitate the discovery of corrupt practices;
 - Instruct, advise and assist the heads of public bodies in respect of changes in practices or procedures which may be necessary to reduce the occurrence of corrupt practices;
 - Carry out programmes of public education intended to foster an understanding of standards of integrity;
 - Perform such other functions and exercise such powers as are required by this Act.

The work of the Commission falls into four (4) functional areas: Compliance, Investigations, Public Education & Communications and Corporate Administration.

COMPLIANCE

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

Sections 11 and 14 of the IPLA stipulate the reporting obligations of Persons in Public Life.

The Integrity Commission is required, inter alia, 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. These persons are listed in the Schedule to the IPLA as:

- Members of the House of Representatives;
- Ministers of Government;
- Parliamentary Secretaries;
- Members of the Tobago House of Assembly;

1,201

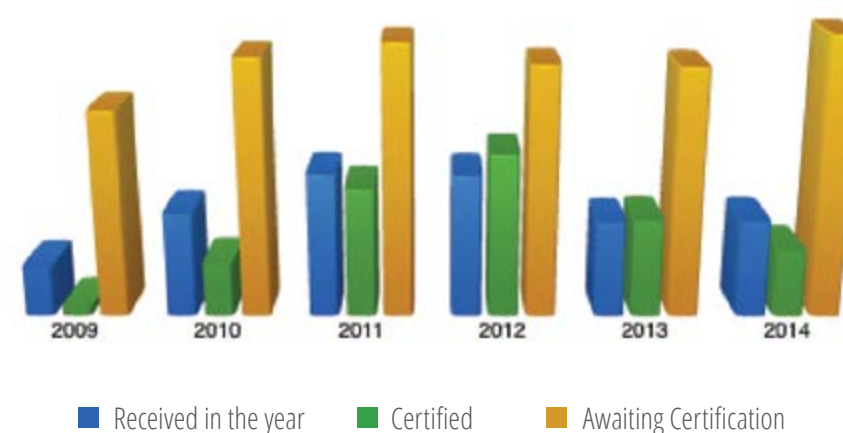
Declarations received in 2014

- Members of Municipalities;
- Members of Local Government Authorities;
- Senators;
- Judges and Magistrates appointed by the Judicial and Legal Service Commission*;

- Members of the Boards of all Statutory Bodies and State Enterprises including those bodies in which the State has a controlling interest;
- Permanent Secretaries and Chief Technical Officers.

All Persons in Public Life must file a declaration by May 31st of each year that he is a Person in Public Life. For the year ending December 31st 2014, 1,201 declarations were submitted to the Commission. This is a

FIGURE 1 STATUS OF DECLARATIONS 2009 - 2014



* The Judgement of Judith Jones has in High Court Action No. 1735 of 2005, dated October, 15, 2007 excluded Judges and Magistrates from the provisions of the Integrity in Public Life Act.

marginal increase of 1 per cent on the number of declarations filed in 2013 (1,187).

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

The Integrity 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 2014, the Integrity Commission certified 822 declarations, a 32 per cent decrease in the number of declarations certified in 2013 (1,211). This substantial decline was a result of the absence of a full Commission for approximately six months in 2014 (similarly in 2013, the non-appointment of Commissioners for three and a half months) and

822

Declarations Certified in 2014

the loss of seven (7) key members of staff from the Compliance Division during 2014 (similarly in 2013, the loss of five key members of staff).

The Commission has taken steps to fill vacancies in 2014 and one (1) Senior Compliance Analyst and two (2) Compliance Analysts were recruited on the 3rd November 2014. Additionally a Director of Compliance and four (4) Assistant Compliance Analysts will be recruited by the end of March 2015.

The Integrity Commission relies on the compliance of Persons in Public Life during the examination process to ensure all of the errors and omissions identified by its Officers are resolved in a timely manner. The number of uncertified declarations totalled 3,062 at year end. The changes in the backlog are highlighted in Table 1.

The total of 3,062 in Table 1 represents the difference between declarations filed and declarations certified. In the past, this figure was termed “backlog”, however this is an incorrect definition as this figure includes:

- Declarations that have been examined and are in various stages of completion as the Commission awaits further information from declarants. This includes :
 - Errors and omission letters that have been issued and not yet finalised.
 - Increase in net worth of a value that

prompts further action per Section 12(5) of the IPLA.

- Declarants to be published.
 - Declarants proposed for ex parte application.
- Declarations have been examined but which cannot be submitted for certification since issues identified in respect of an earlier year (s) remain outstanding.

Backlog in the strict sense of the definition will refer to declarations submitted and not yet examined and this will constitute a small portion of the 3,062 declarations above. The Integrity Commission is empowered to publish the names of Persons in Public Life who have failed to furnish additional information in the Gazette and in at least one daily newspaper. The Commission may then make an ex-parte application to the High Court for an order directing these persons to comply with the IPLA.

In 2015, the

Three

Inspections of the Register of Interests 2014

Commission will take steps to publish the list of Persons in Public Life who have failed to provide additional information relating to their declarations in a concerted effort to reduce the number of declarations awaiting certification.

NON-COMPLIANCE WITH SECTIONS 11 & 14 OF THE IPLA

When Persons in Public Life 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, the Integrity Commission may publish this fact in the Gazette and at least one daily newspaper. For the year ending December 31, 2014, the Integrity Commission did not publish any names of Persons in Public Life

who failed to comply with Sections 11 & 14, this was largely as a result of the challenges with loss in key staff within the Compliance Division and the absence of a full Commission. In 2013, the Commission published in the Gazette and the three daily newspapers the list of persons in public life who failed to provide supporting information relating to 131 declarations.

Additionally in 2013, there were 42 declarations that required ex parte applications in the High Court against 13 persons in public life in order to compel them to respond to the queries of the Commission, in 2014. Likewise in 2014 there were 8 declarations that required ex parte applications in the High Court against 3 Persons in Public Life.

REGISTER OF INTERESTS

The Integrity Commission compiles and maintains a Register of Interests in order to provide information to the public about the personal and

TABLE 1 : STATUS OF DECLARATIONS FILED AND AWAITING CERTIFICATION

as at December 31st 2014

Declarations brought forward from 2013	2,683
Add Declarations Received in 2014	1,201
Total to process in 2014	3,884
Less Declarations Certified in 2014	822
Declarations carried forward to 2015	3,062

business interests of Persons in Public Life that may influence or may be perceived to influence their judgement, deliberations or actions. Section 14 of the IPLA requires all Persons in Public Life to disclose the particulars of their directorships with companies, contracts with the state, investments in partnerships or associations, sources of income, beneficial interests in land and trust funds and memberships in professional, trade or political associations.

This information is compiled and retained in a Register of Interests and made available upon request to members of the public. During 2014, three (3) persons accessed the Register of Interests as compared to fourteen (14) persons in 2013.

ASSISTANCE TO DECLARANTS

During 2014, approximately 550 meetings (2013 - 705) were held to provide guidance to Persons in Public Life who

requested assistance in the completion of their declaration forms. The Compliance team includes professionally qualified Accountants who provide such assistance.

The Integrity Commission hosted one (1) workshop for Deputy Permanent Secretaries in November 2014. At this session, presentations focused on how to accurately complete declaration forms, the requirements of the IPLA and the responsibilities of Public Officers as detailed in the IPLA's Code of Conduct.

The Commission also hosted its Open Week for all Persons in Public Life from May 26th to May 29th, 2014. The key objectives of the Open Week were to inform declarants of the annual filing deadline and ensure that the declaration forms are accurately completed. The Open Week gave declarants the opportunity to interface with the staff that process their declarations and to receive the assurance that their matters are

handled confidentially and professionally. It is anticipated that this will increase the responsiveness to queries arising from our examination of the declarations and in the long run, improve the number of Certificates of Compliance that may be issued each year. The Commission had an education seminar for declarants in Tobago on May 23rd, 2014. Requests have been made for the Commission to have officers in Tobago, Arima and San Fernando. The matter is receiving the attention of the Commission.

EXAMINATION OF PUBLIC BODIES

Effective April 2012, the Integrity Commission implemented a programme to systematically examine Statutory Bodies and State Enterprises in order to determine whether there exist satisfactory policies and procedures to ensure that corrupt practices will be prevented and detected and that public funds will

be utilized efficiently and properly. Sections 5 (g) and (h) of the IPLA empowers the Integrity Commission to:

- (g) examine public bodies, in order to facilitate the discovery of corrupt practices;
- (h) instruct, advise and assist the heads of public bodies in respect of changes in practices or procedures which may

be necessary to reduce the occurrence of corrupt practices.

No public body was examined in 2014 due to the constraints explained previously on page 9. In 2013, an examination of the policies and procedures of Trinidad and Tobago Electricity Commission (TTEC) was performed. In 2012, the Commission's

focus was placed on the examination of the operations of Municipal Corporations and the Arima Borough Corporation was selected.

This is an initiative that will continue in 2015 and in order to attain our Compliance targets it is intended to include the examination of public bodies.

INVESTIGATIONS OF COMPLAINTS

The Integrity Commission, in accordance with section 5(1) (f) of the Integrity in Public Life Act, Chapter 22:01, is mandated to investigate the conduct of any person falling under its purview, which in the opinion of the Commission, may be considered dishonest or conducive to corruption. In recognition of this responsibility, Section 33 of the Act empowers the Commission to initiate investigations on its own; or to initiate investigations upon the receipt of a complaint from any member of the public.

The following table summarises all of the complaints which engaged the attention of the Commission during the year 2014.

NO.	NATURE OF COMPLAINT	ACTION TAKEN	STATUS
1*	Complaint of corruption against a former Prime Minister in respect to an agreement entered into with the Jamaat al Muslimeen	Persons interviewed, statements recorded and documents obtained.	Report sent to the Director, Public Prosecutions
2*	Complaint of corruption against a former Prime Minister in respect to an agreement entered into with the Jamaat al Muslimeen	Persons interviewed, statements recorded and documents obtained.	Report sent to the Director, Public Prosecutions
3+	Complaint alleging breaches of the IPLA, by members of the Tobago House of Assembly in a BOLT arrangement with Milshirv Properties Ltd.	Persons interviewed, statements recorded, documents obtained. Report submitted.	Completed
4+	Complaint alleging breaches of the IPLA, by members of the Tobago House of Assembly in a BOLT arrangement with Milshirv Properties Ltd.	Persons interviewed, statements recorded, documents obtained. Report submitted.	Completed
5+	Complaint alleging breaches of the IPLA, by members of the Tobago House of Assembly in a BOLT arrangement with Milshirv Properties Ltd.	Persons interviewed, statements recorded, documents obtained. Report submitted.	Completed
6+	Complaint alleging breaches of the IPLA, by members of the Tobago House of Assembly in a BOLT arrangement with Milshirv Properties Ltd.	Persons interviewed, statements recorded, documents obtained. Report submitted.	Completed
7^	Complaints against a former Prime Minister alleging breaches of the IPLA, in the award of land and construction and construction of the Church of the Light House	Persons interviewed, statements recorded, documents obtained.	Investigations continuing
8^	Complaints against a former Prime Minister alleging breaches of the IPLA, in the award of land and construction and construction of the Church of the Light House	Persons interviewed, statements recorded, documents obtained.	Investigations continuing

9^	Complaints against a former Prime Minister alleging breaches of the IPLA, in the award of land and construction and construction of the Church of the Light House	Persons interviewed, statements recorded, documents obtained.	Investigations continuing
10^	Complaints against a former Prime Minister alleging breaches of the IPLA, in the award of land and construction and construction of the Church of the Light House	Persons interviewed, statements recorded, documents obtained.	Investigations continuing
11	Complaint requesting an investigation into the receipt of a sum of money by a Minister of Government from the General Secretary of the Trinidad and Tobago Football Federation.	Persons interviewed, statements recorded, documents obtained.	Investigations continuing
12	Complaint alleging lack of response from the Regulated Industries Commission relative to complaints made against T&TEC and WASA.	No evidence to support breach of the Integrity in Public Life Act.	Completed
13	Complaint alleging unfair treatment from Metal Industries Company Limited.	No evidence to support breach of the IPLA	Completed
14	Complaint alleging conspiracy in the splitting of royalties via the invalid patenting of the PHI pan/G pan.	No evidence to support breach of IPLA	Completed
15	Complaint against the Office of the Prime Minister alleging unlawful use of intellectual property.	No evidence to support breach of the IPLA	Completed
16	An investigation into allegations of corruption against a Government Minister.	Persons interviewed, statements recorded, documents obtained	Investigations continuing
17	Complaint alleging a breach of the IPLA by a Government Minister in the award of a contract.	Persons interviewed, statements recorded, documents obtained	Investigations continuing
18	Complaint alleging a breach of the IPLA by the HDC in the purchase of lands.	Persons interviewed, statements recorded, documents obtained	Completed
19	Complaint alleging breaches of the IPLA by a senior officer of the Fire Services in the award of contracts for the supply of goods and services.	Persons interviewed, statements recorded, documents obtained	Completed
20	Complaint relative to the receipt of documents containing information which suggest that certain members of Parliament may have contravened the provisions of the IPLA	Documents obtained, information obtained	Investigations continuing
21	Complaint against the Government of Trinidad and Tobago alleging collusion, bid rigging and corruption for services rendered by a contractor.	Persons interviewed, statements recorded, documents obtained	Investigations continuing
22	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
23	Complaint alleging breaches of the IPLA by a Government Minister in his role as a Special Adviser.	Persons interviewed, statements recorded, documents obtained	Investigations continuing
24~	Complaint alleging irregularities in the importation of vehicles by a Minister of Government.	Persons interviewed, statements recorded, documents obtained	Investigations continuing
25~	Complaint alleging irregularities in the importation of vehicles by a minister of Government	Persons interviewed, statements recorded, documents obtained	Investigations continuing
26	Complaint alleging impropriety in the award of contracts at the Cipriani Labour College	Persons interviewed, statements recorded, documents obtained	Investigations continuing

27	Complaint alleging that a senator may have abused his power or misbehaved in public office in a request to the Trinidad and Tobago Racing Authority	Persons interviewed, statements recorded, documents obtained	Investigations continuing
28	Complaint alleging breaches of the IPLA by a Permanent Secretary.	Persons interviewed, statements and documents obtained.	Completed.
29	Complaint alleging irregularities in the hiring practices at the Public Transport Service Corporation.	Persons interviewed, statements recorded, documents obtained	Investigations continuing
30	Complaint alleging conspiracy to defraud at the National Quarries Company Limited	Persons interviewed, statements recorded, documents obtained	Investigations continuing
31	Complaint alleging breaches of the IPLA by un named public officers which facilitated the commencement of a number of projects in the St Joseph Constituency.	Persons interviewed, statements recorded, documents obtained	Investigations continuing
32	Complaint alleging possible misbehaviour in public office/abuse of power by the Cabinet of Trinidad and Tobago in financing the Point Fortin Highway	Persons interviewed, statements recorded, documents obtained	Completed
33	Complaint alleging that a Senator may have breached the IPLA in making payment to farmers of Aranguez/Bamboo Settlement	Investigations continuing	Investigations continuing
34	Complaint of Human Resource issues at the National Lotteries Control Board	Persons interviewed, statements recorded, documents obtained	Investigations continuing
35	Complaint alleging that officials at WASA allowed the use of company vehicles to transport workers to vote in the PSA elections	Persons interviewed, information obtained.	Completed
36	Investigation initiated by the Commission regarding allegations of breaches of the IPLA at a Government Ministry and a State Board.	Persons interviewed, statements recorded, documents obtained	Investigations continuing
37	Complaint alleging breach of IPLA relative to the acquisition of rental accommodation for a State Official.	No evidence to support breach of the IPLA	Completed
38	Complaint alleging improper interference with a High Court Order by the Police	No evidence to support breach of the IPLA	Completed
39	Complaint alleging that an Attorney-at-Law had instituted groundless legal proceedings	No evidence to support breach of the IPLA	Completed
40	Complaint by an NGO alleging reluctance by the Law Association to address concerns relating to a Legal Practitioner.	No evidence to support breach of the IPLA	Completed
41	Complaint alleging failure by a Government Ministry to implement measures to stop illegal trade.	Referred to the Compliance Section for an examination of practices and procedures	
42	Request for an investigation to the granting of a contract by a Government Ministry	Investigations in progress	Investigations continuing
43	Anonymous complaint alleging corruption against a Director of a State Enterprise	Persons interviewed, documents obtained	Completed
44	Complaint alleging Police inaction relative to a complaint.	No evidence to support breach of the IPLA	Completed
45	Complaint alleging impropriety by personnel at a Government Ministry in the award of contracts	Persons interviewed, statements recorded, documents obtained	Investigations continuing

46	Complaint alleging a breach of contract	No evidence to support breach of the IPLA	Completed
47	Complaint alleging violations of the Constitution and Misfeasance in Public Office by the Director of a State Entity.	No evidence to support breach of the IPLA	Completed
48	Complaint by an M.P. alleging that another M.P. gave instructions to persons to disrupt a Bye Election	No evidence to support breach of the IPLA	Completed
49	Anonymous complaint alleging corruption at a State Entity.	Persons interviewed, documents obtained	Investigations continuing
50	Complaint alleging that two public bodies failed to adequately address concerns	Persons interviewed, documents obtained	Completed
51	Complaint alleging that the extension and re-branding of a Government programme may constitute corrupt practices.	No evidence to support breach of the IPLA	Completed
52	Complaint alleging that threats were made by the sitting High Court Judge in a matter over which he was presiding	No evidence to support breach of the IPLA	Completed
53	Report alleging irregularities in the operation of a State funded programme	Documents obtained, Investigations in progress.	Investigations continuing
54	Complaint by a Company Director, alleging that the CEO of a Corporation failed to register his company as a Petty Contractor.	No evidence to support breach of the IPLA	Completed
55	Complaint alleging that a Councillor abused and threatened workers employed with a firm engaged in road paving.	Persons interviewed, documents obtained	Investigations continuing
56	Investigation initiated by the Commission into the procedure attendant to the award of a contract	Investigations in progress	Investigations continuing
57	Complaint of improper interference with a Court document	No evidence to support breach of the IPLA	Completed
58	Complaint alleging destruction of coconut trees	No evidence to support breach of the IPLA	Completed
59	Complaint alleging victimization by staff at a public body	No evidence to support breach of the IPLA	Completed
60	Complaint alleging governance challenges with the former chairman of a NGO.	No evidence to support breach of the IPLA	Completed
61	Complaint alleging that a public body failed to act upon a complaint made against an individual	No evidence to support breach of the IPLA	Completed
62	Anonymous complaint alleging that an M.P. has been collecting money from CEPEP contractors	Investigations in progress	Investigations continuing
63	Complaint alleging breach of the Integrity in Public Life Act, Chapter 22:01 by members of a State Board	Investigations in progress	Investigations continuing
64	Request for assistance in having a State entity pay an ex-gratia payment	Engaging the attention of the Commission	
65	Complaint alleging unfair treatment by a public body	Investigations in progress	Investigations continuing
66	Complaint against a M.P. alleging breach of the IPLA	Investigations in progress	Investigations continuing
67	Complaint alleging misbehaviour in public office against persons in authority at a Public Body.	Investigations in progress	Investigations continuing

*2 similar complaints received.

+4 similar complaints received.

^4 similar complaints received.

-2 similar complaints received.

A total of 67 matters engaged the attention of the Investigations section for calendar year 2014. Of these matters thirty two or forty eight per cent (48%) of them were completed, two of which were referred to the Director, Public Prosecutions. The under mentioned table is a summary of the matters addressed:

Number of matters brought forward from 2013	=	35
Number of complaints received	=	30
Investigations initiated by the Commission	=	2
Total number of matters in which investigations were conducted	=	67
Number of matters completed	=	32
Number of matters carried forward to 2015	=	35

PUBLIC EDUCATION AND COMMUNICATIONS

In the year 2014, the Integrity Commission continued to expand its public education focus by conveying integrity messages to the people of Trinidad and Tobago. Through strategic communication initiatives, the Commission underscored that each citizen has a moral duty to “do the right thing always.”

Symposium on the Review of the Integrity in Public Life Act

The Integrity Commission invited all persons in public life and persons exercising public functions to a presentation on the Integrity in Public Life Amendment Bill on November 28, 2014.

After two years of intense review, the Commission’s Special Committee that included Commissioners and employees of the Commission formulated and documented amendments to the Integrity in Public Life Act. The national community was presented with the Commission’s final draft summary report for amendment of the Integrity In Public Life Act. Very important points were raised at the deliberations and it is our intention to present our proposals to the Attorney General and thereafter to Parliament as we accelerate the

fight against corruption in Trinidad and Tobago.

Integrity Commission Launches LEADtt

The Integrity Commission of Trinidad and Tobago launched a series of Awareness Seminars designed to help public officials better understand the impact that ethics, leading and living above the moral line can have on the individual and on the organization. The seminars, facilitated by the Commission and Dr. Theodore Ferguson, principal facilitator, Leading From Above the Line TT, demonstrated the necessity for meaningful change within the person in order to achieve transformation and change in the home, organization and society.

The inaugural awareness seminar was held for the Board and senior managers of the Trinidad and Tobago Electricity Commission, T&TEC, at the Hyatt Regency in Port-of-Spain on April 17, 2014. Another seminar was held on June 30, 2014, with the Board and Executive Management of the Petroleum Company of Trinidad and Tobago (PETROTRIN) at the Petrotrin Bon Accord House, Pointe-a-Pierre.

The Integrity Commission was high in praise for the Chairpersons of TTEC and

Petrotrin respectively for embracing the Commission's vision and for being part of the launch of LEADtt.

The Commission's collaboration with "Leading From Above the Line-TT" is not new. Dr. Ferguson, as part of the Commission's "Do Right Champions" campaign shared information on the philosophy with school administrators, supervisors and principals of the Ministry of Education in September 2013. Additionally, the Commission's Management participated in several of Dr. Ferguson's conversations on leadership.

The Integrity Commission is mandated in the Integrity in Public Life Act, to "preserve and promote the integrity of public officials and institutions." These Integrity Awareness Seminars serve as a vehicle through which the Commission hopes to further fulfill its legal mandate.

Public Outreach

Justice Sebastian Ventour, Deputy Chairman of the Integrity Commission received an invitation from the Public Service Academy, Chaguaramas to speak to participants at an Ethics, Accountability and Good Governance workshop on "The impact of corruption on national development" in July 2014.

Addressing public officers Justice Ventour clarified the confusion surrounding corruption and discussed the many definitions of corruption, the drivers that fuel corruption and the role

of the Integrity Commission in preventing and detecting corruption in Trinidad and Tobago.

The Public Service Academy welcomed the Integrity Commission's contribution and cited that Justice Ventour's presentation "had the intended effect of conviction and resolve in the fight against corruption and such an intervention by the Integrity Commission is certainly a catalyst in changing the public sector."

The Integrity Commission continues to embrace opportunities to promote the fundamentals of integrity to the wider public and enlist public support by encouraging persons to do the right thing always.

Annual UWI Students Visit the Integrity Commission

Approximately 50 students from the University of the West Indies (UWI) visited the office of the Integrity Commission on October 15, 2014. The students are enrolled in levels 2 and 3 undergraduate course called Anti-Corruption Strategies in Developing Countries. Anti-Corruption Strategies in Developing Countries examines corruption from a developing world perspective and is an essential module in the B.Sc. Public Sector Management (Special) Degree at the UWI.

The Registrar and Heads of Departments provided details on the activities of the Commission as they relate to Compliance, Investigations and Public Education.

Do Right Champions in Integrated and Language Arts

The Integrity Commission of Trinidad and Tobago collaborated with the Ministry of Education and the Tobago House of Assembly (THA) on a Do Right Championship in the Integrated and Language Arts that called for students of Primary and Secondary Schools to write, sing, dance, draw and engage in dramatic performances and creative movement, all on the theme of Integrity.

The Do Right Champions in the Integrated Arts was launched at the Queen's Hall, St. Ann's on Thursday, September 25, 2014. School Supervisors, School Principals, teachers and students were invited to attend the launch where details on the competition were announced.

The Curriculum Planning Division of the Ministry of Education and the Division of Education in the THA facilitated workshops in the Integrated Arts for 160 teachers. Students will be required to make Integrated Arts presentations during the third term (April -June) of the 2014-2015 school year as part of the competition. There will be special awards for teachers who facilitate the presentations.

The Integrity Commission is collaborating with the Ministry of Education, which has instituted a robust programme that includes all of the main discipline in the Arts (Music, Visual Arts, Drama/Theatre Arts, and Dance/ Creative Movement) in both primary and secondary schools.

In 2011 the Integrity Commission initiated the Do Right Championships that has, to date, focused on presentations by individual students or small groups in a number of skills including literacy (short stories, essays, scenario scripts), dramatic performances (Monologues, Speech Bands) as well as visual arts (cartoons, drawings). Students earned valuable prizes including iPads, Nintendo Wiis, Book Bags, Unit Trust Vouchers as well as NEO Accounts from First Citizens.

Tobago's children say: 'Integrity: Think it, Feel it, Live it'

Students of six Secondary Schools in Tobago using the dance, drama and satire of the Tobago Speech Band emphasized the importance of Integrity in our everyday life during the Speech Band screening of the 2013 Do Right Champions on February 7, 2014.

During the competition, students, some in masquerade, gave voice to issues of social importance, often with a humorous or satirical twist that threw the audience into fits of laughter and applause.

The Speech Band competition was a fun way of involving Tobago students in performing literary works on the theme of Integrity in the native tradition. The "Do Right Champions" competition helps fulfill the Integrity Commission's mandate "to carry out public education initiatives to foster an understanding of the standards of Integrity." See results on page 21.

Do Right Champions winners invited to the residence of President Anthony Carmona

His Excellency Anthony Thomas Aquinas Carmona, ORTT, SC hosted winners of the 2013 Do Right Champions Competition at his Office on Friday May 30, 2014.

Twenty-five students, in addition to the two Tobago Speech Bands, earned awards in last year's competition. The visit to the President's office gave students, teachers and parents an invaluable opportunity to meet His Excellency.

Media and Communications

In 2014 the Commission produced and published several press releases, notices and advertisements. The Commission continued to produce the quarterly newsletter entitled-Integrity in Action. In May 2014, the Integrity Commission published the 4th issue of the Integrity in Action newsletter that commemorated the winners of the 2013 Do Right Champions. In an attempt to foster reading, writing and performance we reproduced the

best entries in six Education Districts in Trinidad and Tobago. Students of Primary Schools were invited to write Short Stories and Descriptive Reports. Secondary School students in Trinidad submitted Monologues and Secondary School students in Tobago performed the traditional 'Tobago Speech Band.'

Regional Cooperation

The Integrity Commission of Trinidad and Tobago conducted a study visit by hosting Ms. Imterniza Mc Cartney, Public Education Officer, Turks and Caicos Islands Integrity Commission for the period Monday, April 07-Friday, April 11, 2014.

Ms. Mc Cartney was attached to the Public Education and Communications Department where information on policies and procedures were shared. The Commission also facilitated two previous attachments from Turks and Caicos Islands Integrity Commission in the persons of Mr. Keith Sargent, Director and more recently, Mrs. Karin Taylor-Bell, Senior Compliance Analyst. The Integrity Commission of Trinidad and Tobago is always delighted to

share knowledge and provide technical cooperation and general good relations among Caribbean Integrity Commissions.

PLANS AND PROPOSALS

Integrity Commission plans to launch a Debate Competition among Tertiary level institutions

In 2014, the Public Education Division convened a meeting with personnel from all tertiary level institutions and there was agreement for a Debate Competition on issues of Integrity among the academic institutions. The Debate competition- INTEGRITY MATTERS was launched in January 2015.

Draft guidelines for the tertiary institutions debate:

It is proposed that each tertiary level institution in Trinidad and Tobago be invited to nominate three students to engage in debates on selected motions. The debate competition will take place in March 2015.

Specifically, the Debate competition will seek to do the following: -

- Provide an opportunity to spread the philosophy of Integrity so that

students think critically about behaviour and how they act on issues of Integrity.

- Engage students at the tertiary level in harmonious debate of the social and moral issues related to Integrity and the message of "Do The Right Thing Always"
- Encourage teamwork and provide a challenge for students to test their debating skills in a friendly, but competitive environment.
- Provide a forum for students and the national community to share information on issues related to Integrity. The Debates will be recorded and re-broadcast on radio and television.
- Additionally, a Debate among tertiary level students on the issue of Integrity can be of value to each institution and the national community. Engaging tertiary level students in a debate helps to fulfil the Integrity Commission's mandate "to carry out public education initiatives that foster an understanding of the standards of Integrity." It is all about "Doing The Right Thing, Always."

RESULTS OF THE COMPETITION:

FORM 4-6

260
POINTS

MASON HALL
SECONDARY
SCHOOL

225
POINTS

SCARBOROUGH
SECONDARY
SCHOOL

222
POINTS

SIGNAL HILL
SECONDARY
SCHOOL

202
POINTS

GOODWOOD
HIGH SCHOOL

FORM 3

214
POINTS

SCARBOROUGH
SECONDARY
SCHOOL

CORPORATE ADMINISTRATION

FINANCIAL MATTERS

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.

The Commission has, during the Financial Year 2014, 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 of the Commission is the Accounting Officer, appointed by and therefore responsible to the Minister of Finance, and answerable to the Public Accounts Committee of Parliament.

The Commission's report covers the period January to December 2014. However, the financial report covers expenditure for the period October 1, 2013 to September 30, 2014. The Appropriation Account for the Financial Year 2014 was submitted to the Auditor General on January 30, 2014. This was the Commission's accounting for the funds allocated to it under the Head of Expenditure 37 – Integrity Commission,

TABLE 1
ALLOCATION AND EXPENDITURE FOR THE PERIOD OCTOBER 1, 2013 TO SEPTEMBER 30, 2014

SUB-HEAD	ESTIMATES 2013/2014 \$	ACTUAL EXPENDITURE \$
Personnel Expenditure	3,121,500.00	2,767,564.00
Goods and Services	19,703,100.00	12,933,811.00
Minor Equipment Purchases	2,400,000.00	55,225.00
Development Programme	Nil	Nil
TOTAL	29,924,600.00	15,756,600.00

and is reproduced in the Table 1 on page 23.

Accommodation

In 2014, the Integrity Commission continued to pursue assiduous efforts with the Property and Real Estate Management Division of the Ministry of Housing, and UDECOTT, to bring the long awaited alternative accommodation to fruition. The Commission was informed that Cabinet, by Minute No. 1429 of May 22, 2014, agreed:

- to the approval of the re-design and outfitting of 15,000 sq. ft. of office space at Level 14, Tower 'D', International Waterfront Complex, to accommodate the Integrity Commission of Trinidad and Tobago at an estimated cost of \$4,622,135.00 (Vat Inclusive); and
- that the Integrity Commission, in consultation with the Ministry of Finance and the Economy, identify funds from its Budgetary Allocation to meet the expenditure.

The outfitting works began on July 01, 2014 with an estimated time frame of 8 weeks. By letter dated 18 August 2014, UDECOTT informed the Commission that due consideration should be given for the disruption of works since construction works will be prohibited during the sitting of Parliament. UDECOTT noted that the period saw an increase in sittings and the customary month long August break was reduced

to one (1) week.

By December 2014, the floor was handed over to the Integrity Commission and by January 03, 2015 the Integrity Commission began the re-location exercise which was completed successfully by January 12, 2015.

The additional space now allows the organization the capacity to expand the organization to effectively fulfil its legal mandate. Some distinctive features of the space include: a large main reception area; an executive reception and lounge; fifty-eight (58) cubicles; eight (8) managers offices; a deluxe office suite; a large conference room ; three (3) declarant meeting rooms; two (2) vaults; a file room; a store room; staff and executive lunch-rooms; etc.

The Commission records its appreciation to the relevant agencies and state authority who facilitated and brought this to a reality.

STRATEGIC HUMAN RESOURCES

The Integrity Commission's Organisational Consultancy came to an end officially in November 2014. The Consultants on the project — Syntegra Change Architects submitted its final Report in keeping with the Terms of Reference (TOR) of the Consultancy, on January 20, 2015.

The Final Report consists of a forensic look at the Integrity Commission's current operations; a recommended Organisational (Business) Model; the 'revamped' Organisational Structure;

Job Descriptions; and recommended Compensation Packages for each position in the new structure.

The Final Report is currently under review by the Commission.

RECRUITMENT & SELECTION

In 2014 April/May, the Integrity Commission engaged in a rigorous Recruitment and Selection exercise to fill its vacancies in the Review & Compliance, and Investigations Divisions.

In keeping with contemporary Human Resource, 'best practices' the Competency Based Interview Model was used in the recruiting exercise. The approach ensures the attainment of, not just a highly and technically skilled employee, but also more significantly, one who can learn fast, build interpersonal relationships, adapt to changes, and effectively communicate.

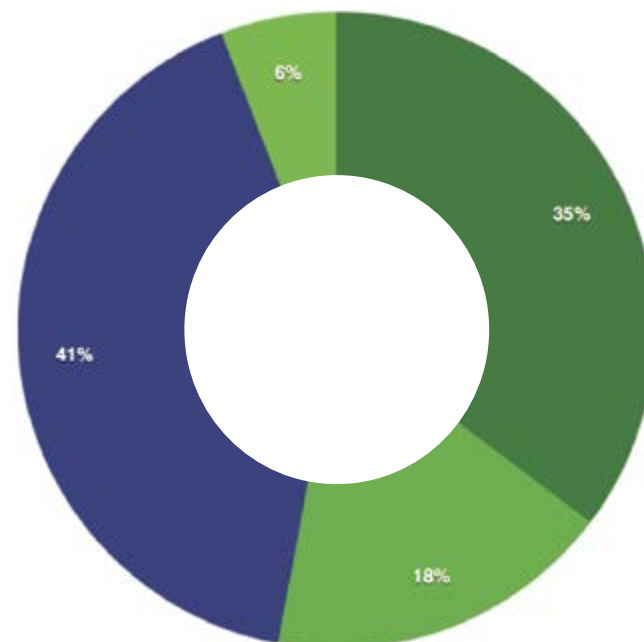
The Commission realizes that competencies are a crucial part of an organization's survival, productivity and on-going improvement.

Successful candidates coming out of these interviews assumed duty in the Integrity Commission in November 2014.

TRAINING AND DEVELOPMENT

The chart below is illustrative of the training received by each of the four (4) Divisions in the Integrity Commission for the period January to December 2014; the total expenditure the Integrity Commission spent on Training & Development initiatives is \$259,586.46:

NUMBER OF EMPLOYEES TRAINED BY DIVISION



■ Compliance Division
■ Investigations Division
■ Corporate Administration Division
■ Communications & Public Education

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

PROFILE OF MEMBERS OF THE INTEGRITY COMMISSION



**MR. JUSTICE
ZAINOOL HOSEIN**

Chairman

Mr. Justice Zainool Hosein 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 England Bar. In Trinidad, he spent ten years at the Law Chambers of his elder brother, Queen's Counsel Tajmool Hosein -but later 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 consultancy 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.

Justice Zainool Hosein is also a capable harmonica, trumpet and bongo player.

Mr. Justice was appointed Chairman of the Integrity Commission on the 21st November 2014.



**MR. JUSTICE
SEBASTIAN VENTOUR**

Deputy Chairman

Justice Sebastian Ventour had a distinguished 34-year legal career. He was a senior partner at the law firm of Fitzwilliam, Stone, Furness-Smith and Morgan for approximately 20 years and a judge in the Supreme Court for 14 years. He has also served at the Law Association, both as secretary and as a member of the disciplinary committee for many years. Justice Ventour has lectured at the Hugh Wooding Law School for the past 22 years and is currently the Course Director in Civil Practices and Procedures.



**DR. SHELLY-ANNE
LALCHAN**

Member

Dr Shelly-Anne Lalchan, MBBS (UWI),FRCOph (Lond) CCT (Lond), Ophthalmologist and Surgeon, is a fellow of the Royal College of Ophthalmologists, member of the American Academy of Ophthalmologists, member of the International Society of Glaucoma Surgery and founder of the West Indian Society of Glaucoma Surgeons (WINGS). Having spent the majority of her medical career practising in the United Kingdom, she has returned home to continue practising medicine.

In 2015, Dr. Lalchan was awarded the International Ophthalmology Education Award by the American Academy of Ophthalmology



**DEONARINE
JAGGERNAUTH**

Member

Mr. Deonarine Jaggernaut has given 34 years of service to Petrotrin and retired in 2013. A Petroleum and Environmental Engineer by profession, he is a registered engineer and researcher who has published many papers and received several awards, including the Society of Petroleum Engineers' Distinguished Member Award in 2005. A part-time lecturer at the University of Trinidad & Tobago (UTT), he is a member of the Society of Petroleum Engineers Health Safety and Environment (HSE) Committee. He is also a Lay Minister at the St. Benedict's R.C. Church.



**MR. PETE
LONDON**

Member

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



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