

32ND

**ANNUAL
REPORT**

TO THE PARLIAMENT



The logo is a three-bar symbol,
representing three areas of
human society in which integrity is
fundamental -
SELF, COMMUNITY, CIVILIZATION.



“Our **culture**, dynamic and vibrant, is in a state of perpetual motion and it behoves the Commission to adapt to this very challenging situation as the evolution of the nation accelerates.”

Mr. Justice Melville Baird (Ret.)
Chairman

LETTER OF TRANSMITTAL

March 31, 2020
Mrs. Jacqui Sampson - Meiguel
Clerk of the House
Office of the Parliament
Parliament Complex
Cabildo Building
St. Vincent Street
Port of Spain

Dear Madam,

Thirty-Second Annual Report to Parliament for the Year 2019.

The Integrity Commission of Trinidad and Tobago respectfully submits its thirty-second Annual Report to Parliament on its activities for the year ended December 31, 2019. 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 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 not later than 31st May, so, however, that the reports shall not disclose particulars of any declaration filed with the Commission."

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

Yours faithfully,

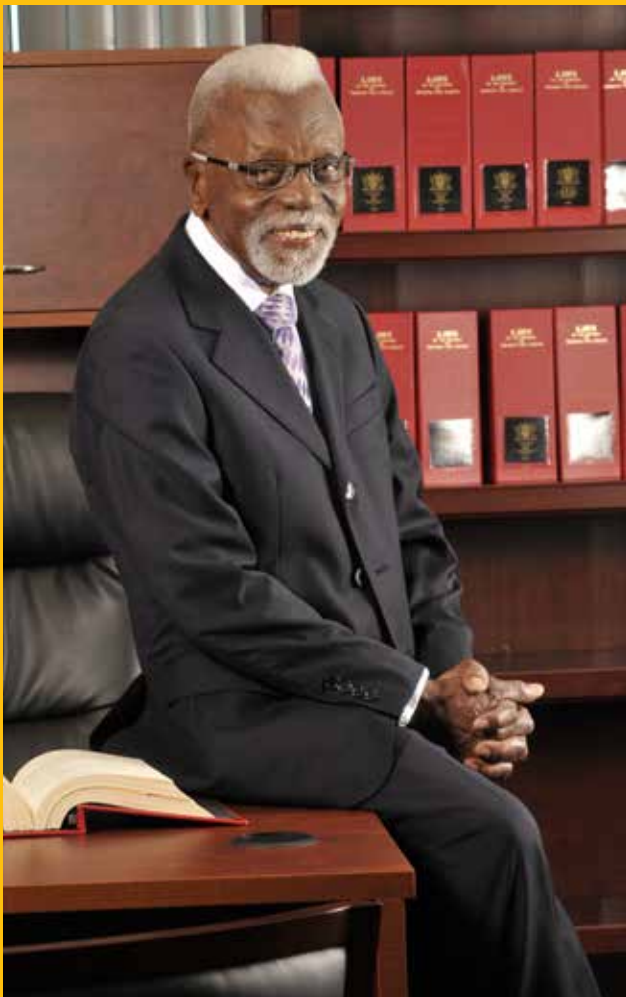


Melville Baird
Chairman

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REMARKS OF THE CHAIRMAN OF THE INTEGRITY COMMISSION



Mr. Justice Melville Baird (Ret.)
Chairman

It gives me great pleasure to present to Parliament the 32nd Annual Report of the Integrity Commission of Trinidad and Tobago (the Commission). This report is for the year ended 31st December 2019.

During the year in review the Commission and staff continued steadfastly in the pursuit of their declared goal: to ensure compliance on the part of persons in public life with the Integrity in Public Life Act Chapter 22:01 (the Act), and in respect of the nation as a whole, to raise awareness of the dangers of corruption, the need for its elimination and to extol integrity and honesty.

Our culture, dynamic and vibrant, is in a state of perpetual motion and it behoves the Commission to adapt to this very challenging situation as the evolution of the nation accelerates. But values, ideals, principles, not unlike the Shakespearean Northern Star, remain "constant" and "unshaken of motion", notwithstanding the breathtaking changes taking place all around them. This is one aspect of the message of the Commission.

Throughout the year 2019 the Commission enforced its Mission Statement with significant passion.

During the year in review, the Chairman attended seminars and conferences. One such conference was the annual conference of Commonwealth Caribbean of Associations of Integrity Commission and Anti-Corruption Bodies (CCAICACB) in the Cayman Islands. At that Conference, the Chairman presented four papers; he was also elected Deputy Chairman of the Association. The Chairman also presented a paper at the Anti-Corruption Conference hosted by the Trinidad and Tobago Transparency Institute (TTTI).

The Commission maintained the engagement of the children and young people of the country in its campaign to advance the cause of integrity and to sterilise the allure of corruption by hosting its annual Poster Design competition and also the championships of the first nationwide Speech Band competition. Both projects were eminently successful.

The Chairman also addressed three different groups of students of the Hugh Wooding Law School, when on various occasions, they visited the Commission. Senior members of staff fielded questions from the students as they sought information about the workings of the Integrity Commission.

The General Assembly of the United Nations adopted the United Nations Convention against Corruption (UNCAC) on October 31, 2003. On that very day, the General Assembly designated December 9 as International Anti-Corruption Day. Trinidad and Tobago ratified UNCAC on May 31, 2006. One of the aims of the decision to designate December 9 as International Anti-Corruption Day was to heighten knowledge throughout the international community of the destructive nature of corruption and the urgent need for its neutralization.

On December 9 the Commission duly observed International Anti-Corruption Day. The Chairman issued a message to the nation published in the daily newspapers in which he stressed, inter alia, the need to identify and eliminate corruption. The Commission also broadcast a series of radio skits from December 2-9. Additionally, the Commission hosted a sensitization function at the National Library and Information System as part of its observance.

In so far as compliance with the Act was concerned, the Commission continued in its drive against delinquent declarants and filed some fifty-eight (58) ex parte applications in the High Court against declarants who had failed to file their declarations of income, assets and liabilities and statements of registrable interests.

A source of tremendous encouragement to the Commission was the realization that for the first time in its history, all categories of persons in public life exceeded the fifty percent (50%) compliance rate. This modest but consequential achievement has given the Commission added impetus in its campaign for compliance with the Act.

I take this occasion to express my deepest gratitude to the members of the Commission and the members of staff for the invincible commitment and resolute dedication they demonstrated as they discharged their duties during 2019. The society of such paragons of efficiency is to me, a treasure beyond price.

THE COMMISSION

The Commission is a constitutional body created by Sections 138 and 139 of the Constitution of the Republic of Trinidad and Tobago and established by Section 4 of the Integrity in Public Life Act (“the Act”). Section 4 also provides for the membership of the Commission, that is to say, a Chairman, a Deputy Chairman and three (3) other members. All Members of the Commission must be persons of integrity and high standing; at least one (1) member must be an Attorney-at-law of at least ten (10) years’ experience and another must be a chartered or certified accountant.

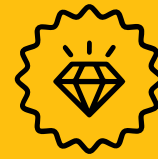
Left to right
Mr. Earle Martin James, Member;
Mr. Justice Melville Baird (Ret.), Chairman;
Mr. Pete London, Member;
Ms. Eleanor Bridgeman-Volney, Member;
and Mr. Frederick Gilkes, Deputy Chairman





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.



OUR VALUES

Confidentiality
Integrity
Professionalism
Teamwork



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 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; and
- providing excellent customer service.



OBJECTIVES

The aims and objectives of the Commission can be succinctly described as:

- making of new provisions for the prevention of corruption of persons in public life by requiring public disclosure;
- regulating the conduct of persons exercising public functions; and
- preserving and promoting the integrity of public officials and institutions.

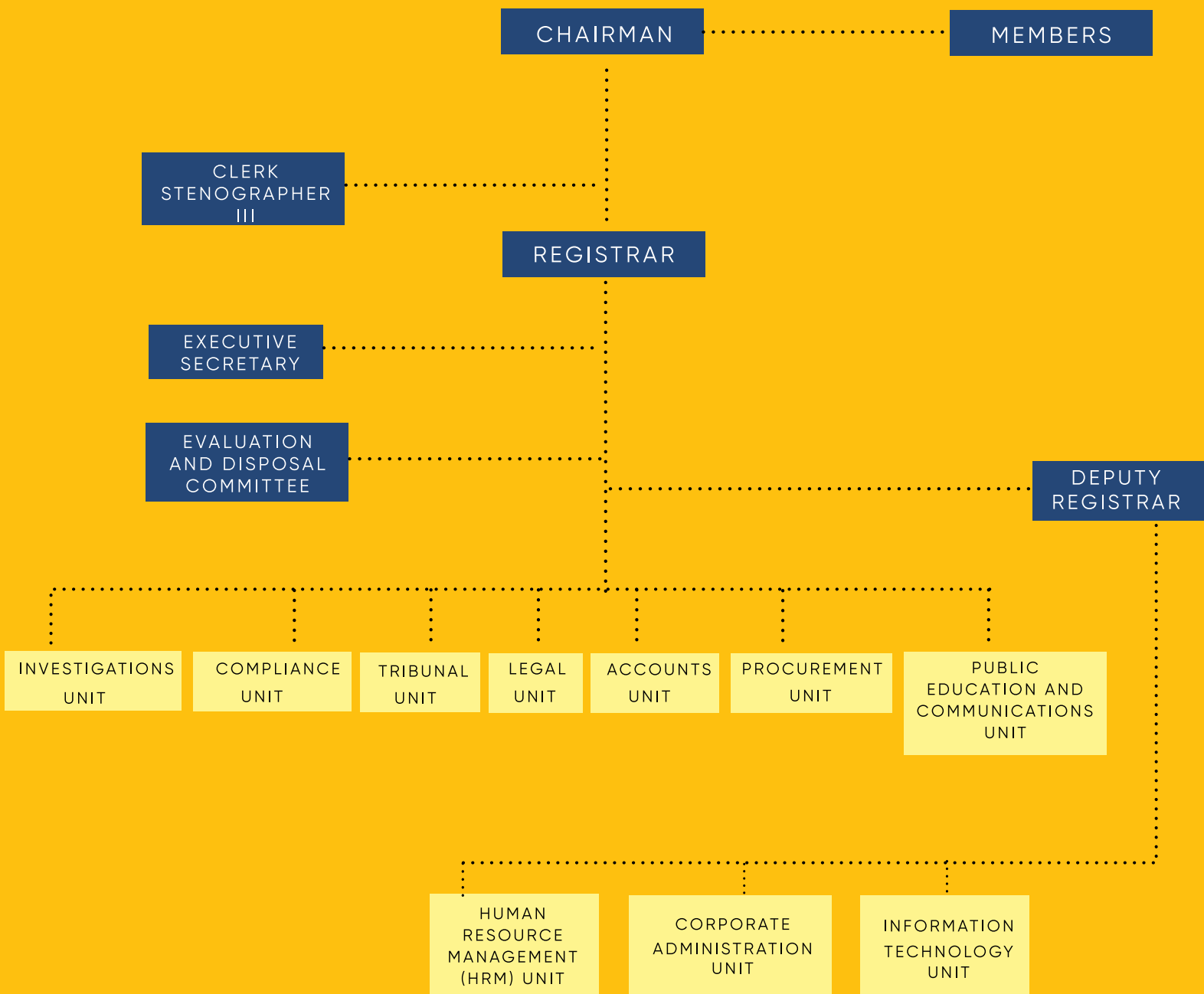
POWERS AND FUNCTIONS OF THE INTEGRITY COMMISSION

The Commission shall carry out those functions and exercise the powers specified in the Act.

Among other things, therefore, it:

- shall not be subject to the direction or control of any other person or authority;
- 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;
- may for specific projects or investigations enter into contracts for the services of persons having technical or specific knowledge of any matter relating to the work of the Commission;
- 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.

OUR ORGANISATIONAL STRUCTURE



ACHIEVEMENTS FOR 2019

The following is a compendium of the achievements of the Commission for the period in review:

- the Commission published the names of persons in public life who had failed to file declarations of income, assets and liabilities in a daily newspaper;
- the Commission obtained High Court orders against persons in public life who had failed to file declarations of income, assets and liabilities notwithstanding the publication of their names;
- the Commission investigated thirty (30) complaints;
- the Chairman and Registrar attended a programme on the theme, "*Lifting the Veil on Secret Company Ownership*", at the Hyatt Regency, Port of Spain on February 6, 2019. The programme was designed to increase awareness of critical issues surrounding Beneficial Ownership and Politically Exposed Persons disclosure in Trinidad and Tobago;
- the Chairman made contributions to, and suggested amendments of, the model legislation governing the Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies (CCAICACB) on March 13, 2019;
- the Chairman presented a paper at an Anti-Corruption Conference on the theme: "*Crackdown on Corruption – Facing the Reality*" which was hosted by the Trinidad and Tobago Transparency Institute at the Hilton Hotel on March 21, 2019;
- the Commission held an Award Ceremony and an Art Display for students who participated in Secondary Schools Poster Design Project at the Old Fire Station, Port of Spain, on May 9-10, 2019;
- the Chairman presented three (3) papers on Anti-Corruption at the Fifth Annual Conference of the CCAICACB held in the Cayman Islands during the period June 3-8, 2019; he was also elected Deputy Chairman of the Association;
- Persons in Public Life, in all defined categories, who had filed their declarations of income, assets, liabilities and statements of registrable interests for the year 2018, exceeded fifty per cent compliance rate for that said year;
- the Chairman made presentations to thirty-five (35) Law students on March 8, July 18, and November 22, 2019;
- the Chairman reminded persons in public life of their obligation to comply with the provisions of the Act and the consequences of their non-compliance in a statement which was published in the daily newspapers on July 24, 2019;
- the Commission partnered with Solid Waste Management Company Limited (SWMCOL) to introduce sustainable environmental practices and promote recycling in the workplace on August 02, 2019;
- two Investigators of the Commission attended a Regional Workshop on Investigative Techniques, Panama City, Panama from August 21-23, 2019;
- the Commission partnered with the Tobago House of Assembly and the Ministry of Education and hosted an inaugural Nationwide Speech Band Championship at the Magdalena Grand Beach and Golf Resort, Tobago on September 25, 2019; and
- the Commission observed Anti-Corruption Day on December 9, 2019.

REPORT ON THE UNITS OF THE COMMISSION

INVESTIGATIONS

A member of the public who wishes to allege or make a complaint that a person in public life or any person exercising a public function -

- (a) is in contravention of the Act;
- (b) in relation to the Register of Interests, has a conflict of interest; or
- (c) is committing or has committed an offence under the Prevention of Corruption Act; may do so in writing to the Commission.

The Commission shall upon the complaint of any member of the public; or may on its own initiative; consider and enquire into any alleged breaches of the Act or any allegations of corrupt or dishonest conduct.

MANAGING COMPLAINTS

The manner in which complaints can be addressed is governed by the Act. The procedure is as follows:

- (a) The Commission may on receipt of a complaint and after examining same, reject the complaint if the Commission is of the opinion that the complaint:
 - i. is frivolous and vexatious;
 - ii. was not made in good faith;
 - iii. is devoid of sufficient grounds for an investigation; or
 - iv. is not supported by evidence of probative value.
- (b) The Commission may authorise an investigation into the complaint.
- (c) Where during the course of the investigation, the Commission is satisfied that there are insufficient grounds for continuing the investigations or that the complaint is frivolous, vexatious or was not made in good faith, it may terminate the investigation.
- (d) Where after the conduct of an investigation, the Commission is satisfied that there are reasonable grounds for suspecting that an offence has been committed, it shall make a report to the Director Public Prosecutions (DPP) who may take such action as he deems appropriate.

Where action identified at (a), (c) or (d) is taken the complainant must be informed of the decision, of the Commission.

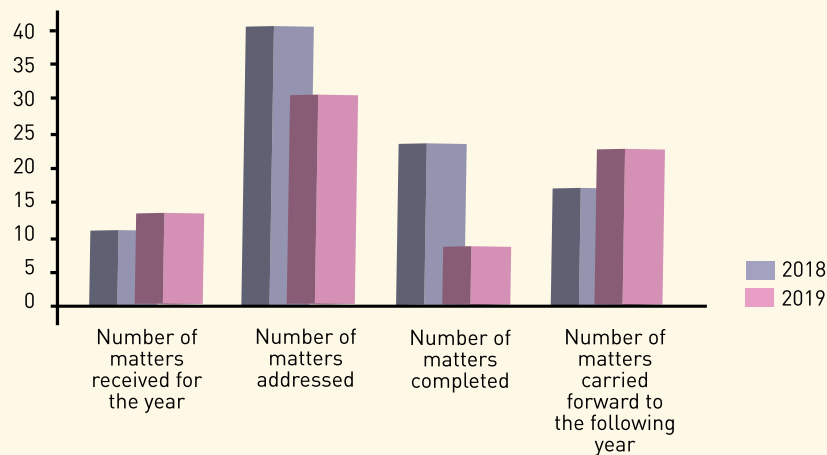


Figure 1

PERFORMANCE REVIEW

During the review period, the Commission addressed thirty (30) matters. The majority of these matters were voluminous and of varying degrees of complexity. Those which were completed necessitated the preparation of comprehensive files. These files contained detailed reports from the respective Investigators indicating all that was done in the conduct of the investigation, copies of statements recorded and copies of documentary exhibits obtained. These files were then submitted to the Director of Investigations who reviewed them, appended his comments and thereafter submitted them to the Commission for determination. The Commission considered the totality of the material in each file submitted and having done so gave its decision in respect of each matter.

Figure 1 illustrates a summary of the matters addressed for 2019 and for the corresponding period, 2018.

The potential of the Commission was enhanced to some extent by the attendance of two of its investigators at a training workshop in Panama which was sponsored by the United Nations Office on Drugs and Crime (UNODC). This workshop entailed three (3) days of training and was focused on the theme, "Investigating and Prosecuting Techniques for Cases of Corruption". Laudable as this might have been however, the Commission continues to be plagued by the inadequacy of its statutory powers. A direct concomitant of this situation is the weakened impact of its investigative capabilities; this in turn is translated into the inability of the Commission to obtain information crucial for the proper conduct and management of a substantial amount of its investigations – an unquestionably intolerable state of affairs. The Commission has made recommendations and has suggested amendments for the general overhaul of the Act. These recommendations and amendments would go a long way in buttressing the powers and jurisdiction of the Commission. They are now before Cabinet.

COMPLIANCE AND REVIEW

The Compliance and Review Unit of the Commission oversees and reviews compliance by persons in public life with the relevant provisions of the Act. The principal functions performed by the Unit are:

- receiving, examining and retaining all declarations filed with the Commission under the Act;
- making enquiries when necessary, in order to verify the accuracy of the declarations filed under the Act;
- recommending for publication the names of persons in public life who have failed to file their declarations;
- examining the practices and procedures of public bodies, in order to facilitate the discovery of corrupt practices; and
- instructing and advising the heads of public bodies of changes in practices and procedures of public bodies with the aim of eliminating corruption. In this regard, the Commission is always ready to assist the heads of public bodies.

PERSONS IN PUBLIC LIFE

The persons in public life, as defined by the Act are:

- Members of the House of Representatives
- Ministers of Government
- Parliamentary Secretaries
- 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

STATISTICAL DATA ON THE COMPLIANCE RATE OF PERSONS IN PUBLIC LIFE

A person in public life is obliged under section 11 (1) and 14 (1) to file a declaration of income, assets and liabilities and a statement of registrable interests by May 31st of each year.

As at December 31, 2018, seven hundred and seventy-three (773) persons had filed their declarations. This represented an overall rate of compliance of sixty-five percent (65%) and a twenty-one percent (21%) increase when compared to the previous year which had a rate of compliance of forty-four percent (44%).

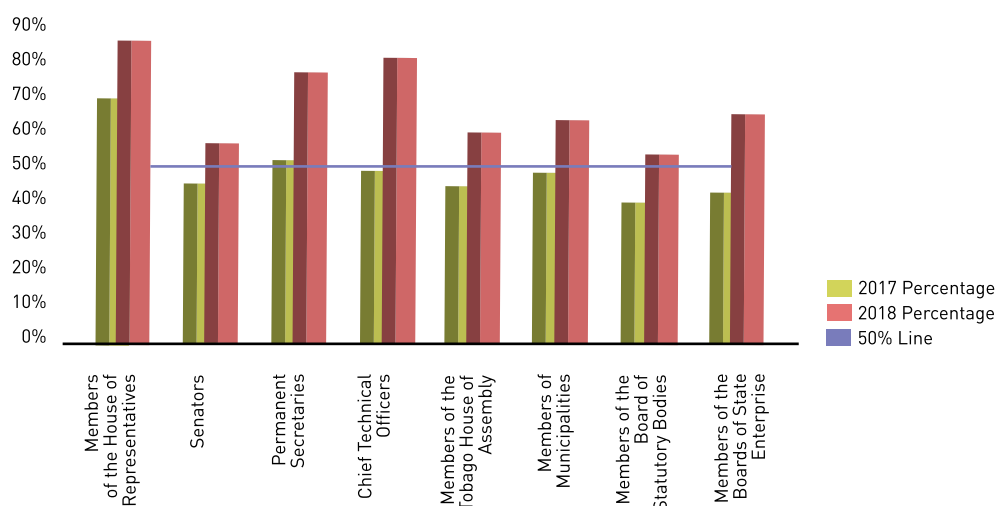


Diagram 1

Diagram 1 illustrates the compliance levels for 2017 and 2018.

In 2018, *all categories* of persons in public life exceeded the fifty percent (50%) threshold compliance rate.

Diagram 2 illustrates compliance among the categories of persons in public life.

The highest compliance rate for the year 2018 was achieved by the Members of the House of Representatives at eighty-five percent (85%) and the lowest, fifty-six percent (56%) by Senators and Members of the Boards of the Statutory Bodies. The largest percentage increases from the year 2017 to 2018 was thirty percent (30%) by the Chief Technical Officers and the lowest was eleven percent (11%) by the Senators.

Category of Persons in Public Life	2017 Compliance Rate (%)	2018 Compliance Rate	Increase in % Compliance Rate
Members of the House of Representatives	69	85	16
Chief Technical Officers	50	80	30
Permanent Secretaries	52	76	24
Members of the Boards of State Enterprises	43	64	24
Members of Municipalities	48	63	17
Members of the Tobago House of Assembly	44	59	15
Senators	45	56	11
Members of the Boards of Statutory Bodies	40	56	16

Diagram 2

The increase in the receipt of declarations was to some extent the result of the following:

Targeted Outreach

In his addresses and presentations at local and regional conferences and through the media, the Chairman continued to emphasise the need for declarants to discharge their statutory obligations.

Improved Operations

For the first time, the Commission published the names of persons who failed to submit their declarations in accordance with the Act, in the current year (2018). This publication took place on June 17, 2019, seventeen (17) days after the May 31st 2019 deadline.

Diagram 3 illustrates the increase in compliance for the year 2018.

There were increases in the compliance rate in the months of June, July and August by fifty percent (50%), one hundred and seven percent (107%) and three hundred and twenty percent (320%), respectively.

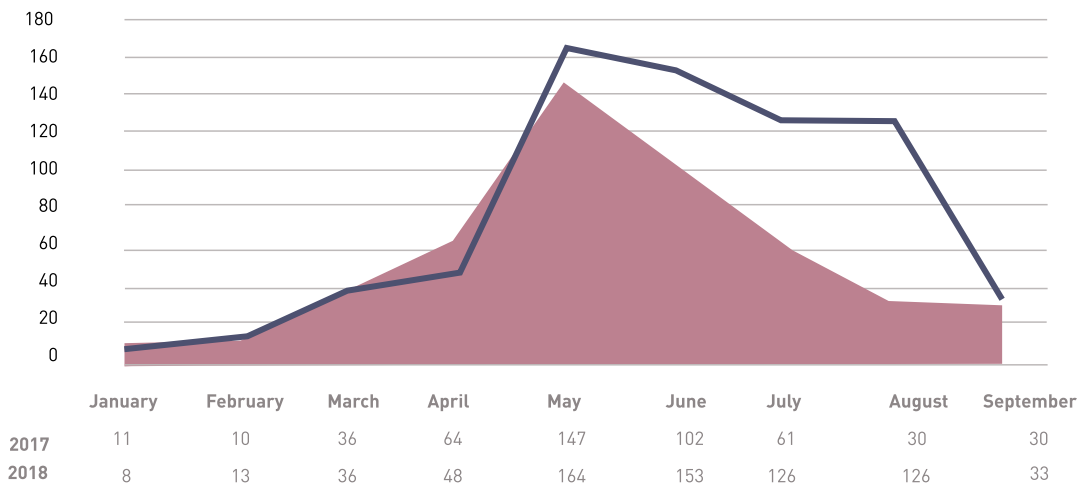


Diagram 3

EXAMINATION OF DECLARATIONS

Section 13 (1) of the Integrity in Public Life Act, Chap. 22:01 gives the Commission the authority to examine declarations and to request from persons in public life any further particulars or explanation required.

During the year under review, the Commission received declarations from seven hundred and seventy three (773) persons in public life for the year ended December 31, 2018 and examined four hundred and twenty-seven (427) of those declarations and wrote to the declarants requesting that they furnish further particulars.

As at December 31, 2019, three hundred and twenty-two (322) persons in public life responded and provided further particulars to the Commission. This represented a rate of compliance of seventy-five percent (75%).

CERTIFICATES OF COMPLIANCE

Section 13 (3) of the Act provides that once the Commission is satisfied that a declaration has been fully made it shall forward to the declarant, a certificate of compliance. In this regard, the Commission issued two hundred and ninety-three (293) certificates of compliance for the year ended December 31, 2018.

ENFORCING THE PROVISIONS OF THE ACT

The Act has provided the Commission with some tools to enable it to address non-compliance on the part of persons in public life in the filing of their declarations and also in the furnishing of particulars at the request of the Commission –

- publication of the names of persons who failed to file their declarations or statements under section 11(6) of the Act;
- ex parte applications to the High Court under section 11 (7) of the Act;
- criminal prosecution under section 21 (1) (a) of the Act.

During the year 2018, the Commission published the names of eight hundred and forty-one (841) persons in public life, who had failed to file declarations of income, assets and liabilities and statements of registrable interests for the year 2018, in the *Trinidad Express* newspaper on Tuesday 18th June 2019 and Wednesday 19th June 2019. The names of five hundred and thirty-eight (538) persons in public life, who had failed to file their declarations and statements for the years 2015, 2016, 2017 and 2018 were published in the *Trinidad Express* newspaper on Wednesday 7th August 2019. All publications were in accordance with Section 11 (6) of the Act.

The Corporate Communications Unit is mandated to manage, monitor and review the communication strategy of the Commission. This it achieves by developing and implementing stakeholder engagement plans. The Commission is hopeful that these stakeholder engagement plans will go a long way towards the overall enhancement of the relationship of the Commission with state anti-corruption agencies and external agencies.

BRIEFING SESSIONS

During the reporting period, the Commission visited statutory bodies, state enterprises and other organisations and held a total of six (6) briefing sessions for the benefit of forty-five (45) persons. Diagram 4 is a list of agencies which benefitted from the Commission's "Know your Declaration Forms" briefing sessions.



A senior officer of the Commission provide guidance on the responsibilities of a persons in public life in accordance with the Act, at a briefing session.

CONFIDENTIAL MEETINGS

The Commission provides facilities in a confidential environment to assist declarants in complying with their statutory obligations. During the period under review, a total of five hundred (500) confidential meetings were held to provide guidance to persons in public life in the filing of their declaration forms and/or to those who were required to provide additional information to the Commission. The Commission is always eager and remains willing to so assist declarants.

REGISTER OF INTERESTS

In keeping with Section 14 of the Act, the Registrar compiles a Register of Interests in which is entered all information furnished pursuant to subsection (1) of 14. The Registrar shall, at the request of any member of the public, permit the inspection of such Register. During the year 2019, nine (9) persons accessed the Register.

No.	Agency	Category of Person in Public Life/ Senior Public Officials	No. of Participants
1	National Commission of Self Help	Members of the Boards of State Enterprises	12
2	National Emergency Ambulance Service Authority	Members of the Boards of State Enterprises	08
3	Betting Levy Board	Members of the Boards of Statutory Bodies	10
4	Trinidad Tourism Ltd	Members of the Boards of State Enterprises	06
5	Parliament of the Republic of Trinidad and Tobago	Members of Parliament	01
6	East Port of Spain Development Co. Ltd	Members of the Boards of State Enterprises	08

Diagram 4

CORPORATE COMMUNICATIONS

During the period under review, the Unit focused on three overarching areas:

1. STAKEHOLDER ENGAGEMENTS
2. EDUCATION PROGRAMMES
3. INTERNAL COMMUNICATIONS

1. STAKEHOLDER ENGAGEMENTS

Poster Design Competition

On May 9, 2019, the Commission hosted the prize-giving ceremony of its annual Poster Design Competition at the Old Fire Station Building, Port of Spain. The competition was opened to secondary school students in Trinidad and Tobago and was on the theme: "Integrity: It begins with me". Fifteen qualifying students – thirteen (13) from Trinidad and two (2) from Tobago were recognized for their depiction of the universal values through art.

The Chairman delivered the feature address at the ceremony and applauded the artistic creativity of the students as they sought through their art to depict their understanding of the virtue of integrity and the evil of corruption.



Winners- (L-R) Keshav Seecharan, Naparima College; Charissa Payne, Northgate College; Mr. Justice Melville Baird (Ret.), Chairman, Stacy Ricomas, Sarawati Girl's Hindu College and Alyssa Lezama, Goodwood Secondary School, Tobago.
*Absent Ms. Faatimah Mallam, St. Augustine Girls' High School



Cross-section of the audience at the Poster Design Competition Awards Ceremony

The results of the competition were as follows:

1st place – Miss Charissa Payne, Northgate College. Her piece was entitled, “Exercising fair play in sports”;

2nd place – Miss Stacy Ricomas, Sarawati Girl's Hindu College. Her piece entitled, “Keeping the environment clean using modern technology”;

3rd place – Miss Faatimah Mallam, St. Augustine Girl's High School. Her piece was entitled, “Your body is a temple”; and Miss Alyssa Lezama of Goodwood Secondary School, Tobago and Mr. Keshav Seecharan of Naparima College were each given a special award and honorary mention.



Students participate in the Commission's Art Exhibition.

Integrity Art Exhibition

On 10 May 2019, the Commission also hosted an Art Exhibition to showcase the poster designs of the students.

Members of the public expressed admiration of the artistic quality of the poster designs and also of the depth of thought the students placed behind the designs. The display was also viewed by students from primary and secondary schools in Port of Spain.

At the exhibition, members of the public participated in integrity-based pop quizzes. This was designed to apprise the public of the need to do the right things always, at home, at school, at the workplace, indeed, everywhere. At the end of the day, the consensus of opinion was that members of the public departed the exhibition with a deeper understanding and appreciation of the role of the Commission and of its thrust to eradicate corruption in our country. The art pieces were digitalised and developed into the Commission 2020 calendar.



The images appearing in this calendar are the entries of the finalists of the Integrity Commission's 2019 Poster Design Competition for Secondary Schools in Trinidad & Tobago.



The Newly Elected CCAICACB Executive 2019/2020

(L-R) Front Row – Ms. Helen Ambo, Secretary (Dominica); Justice Melville Baird (Ret.), Vice-Chairman, (Trinidad and Tobago); Mr. Dirk Harrison, Chairman (Jamaica); Dr. Roger Koranteng, representative of the Commonwealth; Cleophas Regobert, Treasurer (St. Lucia)
 (L-R) Back Row – Mr. Kumar Doraisami (Guyana); Canon Mark Kendall (Turks and Caicos Islands); Mr. Robert Robinson (Grenada);
 *Absent – Lady Anande Trotman-Joseph (Grenada).

Fifth Annual Conference of the Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies (CCAICACB)

The Chairman and the Registrar represented Trinidad and Tobago at the Fifth Annual Conference of the CCAICACB in the Cayman Islands during the period June 3-8, 2019. The conference was on the theme: "Transforming Words into Action: Revitalising the Fight Against Corruption".

The Chairman presented the following papers at the conference:

- Country paper on the achievements of the Integrity Commission, 2018;
- "Modernizing the legislative framework to combat corruption and promote transparency"; and
- "The applicability of the Jakarta Principles to Trinidad and Tobago".

Additionally, the Chairman was elected Vice-Chairman of the Executive Committee of the Association.



Group photo with the delegates and the Commonwealth Secretary-General, the Rt. Honourable Patricia Scotland, QC (seated front row, centre).



Students of the Plymouth Bethesda ECCE School

Speech Band Competition 2019

In partnership with the Tobago House of Assembly and the Ministry of Education, the Commission hosted the Championships of the first Nationwide Speech Band Competition at the Magdalena Grand Beach and Golf Resort on September 25, 2019. The competition provided a platform for the students of Trinidad and Tobago to promote the virtues of integrity and honesty by employing as a vehicle, one aspect of the rich culture of Tobago - the Speech Band.

The Chairman, delivered the feature address on the theme, *"Capture a mind; Change a life; Impact a community."* He invited the students to consider the slogan, "If it is not yours, do not take it" and to apply it to their daily lives. He expressed the view that this saying could be recited by Early Childhood Care Education and by Primary School children every morning before the commencement of classes. They could then maintain this practice as they progress in school throughout the years. He urged the students to keep this saying ever-present in their minds so that as adults in the workplace, it could be a guide to honest behaviour. He continued, "every Trinidadian and Tobagonian must regard combatting corruption, as a personal obligation. Our combat can begin at street level and progress upwards".

Remarks were brought by Assemblywoman Marisha Osmond, Assistant Secretary, Division of Education, Innovation and Ms. Cheryl-Ann Solomon, Administrator of the Tobago House of Assembly.

The winners of the Nationwide Speech Band Championships were:

- Plymouth Bethesda ECCE School,
- Whim Anglican Primary School and;
- Signal Hill Secondary School.

For their outstanding performances, each winner received a challenge trophy, school supplies and certificates of participation.



International
Anti-**Corruption** Day

International Anti-Corruption Day Observance

As part of its observance of International Anti-Corruption Day, the Commission broadcast a series of radio skits from December 2nd – 9th on *SLAM 100.5FM*, *Sweet 100 FM* and *195.5 FM* and designed to convey to the listening public the slogan of the Commission, "Do the Right Thing Always". The five (5) radio advertisements were produced in-house with the assistance of the Ministry of Communications.

Additionally, the Commission hosted an International Anti-Corruption Day sensitization function on the very December 9, 2019 at the National Library and Information System (NALIS) Auditorium, Port of Spain. The programme included performances of the Speech Band by students of the Arima North Secondary School, San Juan South Secondary School, St. Francois Girls' College, Grand Riviere Anglican Primary School and St. Gabriel's RC School. These schools had all participated in the Speech Band Championships in Tobago. Also on the programme were Mr. Duane O' Connor Jr., Junior Calypso Monarch 2018 and Mr. Majeed Karim, spoken word artist of the Two Cents Movement. Mr. O' Connor rendered his winning calypso, "Man of Integrity" and Mr. Karim delivered a spoken word performance.

The following message from the Chairman was published in the three daily newspapers on December 9th:



INTERNATIONAL ANTI-CORRUPTION DAY



“Corruption: An impediment to the Sustainable Development Goals”



A MESSAGE FROM
MR. JUSTICE MELVILLE BAIRD (RET.)
CHAIRMAN, INTEGRITY COMMISSION

Once again Trinidad and Tobago joins the international community in the observance of International Anti-Corruption Day. In 2003 the General Assembly of the United Nations designated December 9, as International Anti-Corruption Day for the purpose, among other things, of raising awareness throughout the international community of the harmful nature of corruption and the need for its destruction. With this in mind, my message today, targeting the ills and pitfalls of corruption, the need for combating corruption and the strategies for such combat, is in the same vein as my message of 2018.

In corruption we face an opponent that is at once formidable and thorough. This we must recognize and interiorize before we can go on to consider the strategies and methods we should adopt to neutralize it. Operating in the main, with clandestinity, corruption persists like a current just below the surface of society, invading all strata of society with its tendrils.

I reiterate my call to fellow Trinidadians and Tobagonians to become sensitized to the dangers to which our nation is exposed by the corruption that is assailing it on all sides and to be conscious of the significant harm to the economy that corruption could occasion – it is now indisputable that corruption can retard the economic development of a country. I repeat my exhortation to the citizenry to cultivate a deeper sense of civic mindedness and avoid committing petty infractions of the law. Uncontained and unbridled, such irresponsible conduct could conduce to greater infractions and the next door neighbour to such a rebellious attitude is, without question, corruption. They could also confront corruption at street level by, for example, refusing to pay money to officials to perform functions for which those officials are already being paid a salary to perform. We must utterly resist, on all fronts, the venality of unscrupulous officials.

In the campaign against corruption and in the promotion of integrity and honesty, I enlisted the assistance of the future Trinidad and Tobago – the children and young people of the nation.

“Meh remember granny does say: Honesty goes ah long way: So ‘cause we small and looking up: De community better step up.”

These are not the words of a secondary school student; these are not even the words of a primary school student. These are the words of a four-year old early childhood care and education child and that child was speaking with fiery sincerity.

The occasion was the National Speech Band Competition Finals in September hosted in Tobago by the Integrity Commission in partnership with the Ministry of Education and the Tobago House of Assembly; the competition was open to secondary, primary and early childhood and education schools throughout Trinidad and Tobago. Their performances were based on the concept of integrity and honesty.

The experience of hearing these school children speak with lucid authority and unswerving conviction on integrity and honesty was for me, one of those epoch defining moments and the thought that these school children will ultimately be part of the society of the future Trinidad and Tobago filled me, to an eminent degree, with hope and encouragement for the future moral standing of our country.

By their display of fluency in the basic vocabulary of integrity and honesty, these children have carved for themselves a niche in the collective voice of the nation on integrity and honesty. Their emblem is truth. And if one speaks the truth, one, sooner or later would be found out.

This four-year old in a cry from the heart, challenged the adult members of society to be exemplars of moral probity. They were young, he stated, and with the words of granny before them that honesty went a long way, they were looking to the adults for the necessary example. So the adults had better “step up”. My sentiments exactly. And in my anti-corruption message last year I said, and will say again, that there is nothing so easy to follow as a bad example.

And so today, International Anti-Corruption Day, I urge the adult members of our society, primarily for the sake of our children and young people, to develop an abiding sense of human responsibility, to strive to be paragons of rectitude and to be ever conscious of the fact that our children and young people, sorely in need of exemplars, are looking to the adults for guidance, and inspiration. In keeping with the motto of the Integrity Commission they should be motivated to “Do the Right Thing Always”.

As we continue to prosecute the war against corruption, I was positively heartened by recent pronouncements that funding would be provided for services to amend the Integrity in Public Life Act. These amendments were submitted to Cabinet by the Integrity Commission in 2018 and they are designed to fortify the Integrity in Public Life Act and to broaden its scope; the result would be more arrows in our quiver as we take the fight to corruption.

Buoyed by these assurances and by the declared assent of so many of our young people to integrity and honesty, I will press on and as I do so I will adapt the words of Martin Luther King Jr. to my situation: *“Take the first step.... you don’t have to see the whole staircase, just take the first step.”*

I wish the people of Trinidad and Tobago a very reflective International Anti-Corruption Day.

2. EDUCATION PROGRAMME

Social Media Engagement

During the period under review, the Commission saw the growth of its Instagram and Facebook accounts to five hundred and ninety-six (596) and one hundred and nineteen (119) new followers respectively. These media have proven to be avenues where parents, members of the public as well as anti- corruption agencies could communicate effectively in a timely manner with the Commission. Follow us on Instagram and Facebook @integritycommissiontt.

Visit by students of the Hugh Wooding Law School

On March 8, July 18, and November 22, 2019 students of the Hugh Wooding Law School, Criminal Law Clinic visited the Commission to learn about its work. The Chairman addressed the students and senior officers of the Commission shared information regarding their respective Units.

The Chairman thanked the students for their interest in the Commission and charged them with the responsibility to conduct themselves in and out of the courtroom with honour and most importantly, integrity. A question and answer segment was facilitated regarding the work of the Commission.

Presentation to the Arthur Lok Jack Global School of Business

Senior officials of the Commission made a presentation on the "Role of the Commission" to students who were enrolled in the course: *'Ethics, Integrity and Public Sector Accountability'*, at the Arthur Lok Jack Global School of Business on October 30, 2019.

After the presentation, the officials of the Commission engaged the students in discussions regarding the Act and sought to clarify the work of the Commission as opposed to other anti-corruption agencies in Trinidad and Tobago.



The Chairman is flanked by students of the Hugh Wooding Law School during their visit to the Commission.



Senior officials of the Commission, with students of the Arthur Lok Jack Global School of Business.

3. INTERNAL COMMUNICATIONS

Employee Wellness Screening

The Commission observed World Health Day on April 12, 2019 in collaboration with the North West Regional Health Authority (NWRHA) by hosting an Employee Wellness and Health Screening Promotion. This initiative was part of the Commission's thrust to promote healthy lifestyle choices by its staff members.

The NWRHA provided the following services to the benefit of twenty-eight (28) employees:

- Blood Pressure Testing
- Glucose Test
- Cholesterol Test
- Body Mass Index
- HIV testing
- Prostate-Specific Antigen
- Nutrition Lecture
- Mental Health Test and Lecture.



An employee tested for blood pressure

Employee Relations

Exceptional achievements are within our reach when we stand tall on a foundation of personal integrity, hard work and unwavering determination. The Commission recognised the hard work and commitment demonstrated by its employees, throughout the year.



Administrative Professional Day - Protocol and Dining Etiquette Training



Corpus Christi and Birthday Club Observance



Indian Arrival Day Observance



Emancipation Day and Birthday Club Observance



Independence & Republic Day Observance



Staff Christmas Luncheon



LEGAL

The Legal Unit (the Unit) provides legal assistance to the Commission in the execution of its functions. More particularly, the Unit furnishes legal advice and legal opinions to the Commission in respect of persons defined under the Act as “persons in public life” and “persons exercising public functions.” Further, it assists the Commission in the preparation of contracts and represents the Commission in court matters to which the Commission is a party.

As the legal representatives of the Commission, the Unit is also responsible for filing ex parte applications in the High Court for orders against delinquent declarants, directing them to file their declarations under pain of criminal prosecution.

Ex Parte Applications

During the year in review, the Unit filed fifty-eight (58) ex parte applications in the High Court – almost twice the amount filed in the previous year. These applications were made in respect of persons in public life who had failed to file their declarations of income, assets and liabilities and statement of registrable interest for the year ended December 31, 2018, whose names were published as a result in the newspapers and who persisted in their failure to file their declarations. The orders were all granted by the High Court.

At first glance this figure of fifty eight (58) applications might appear to be minuscule when regard is had to the quantum of names published. Lack of funds and a shortage of staff were prominent contributors to the situation. Further the Commission is reluctant to flood the High Court with a plethora of ex parte applications all at one time and so overburden the courts’ lists. It must be stressed however that the Commission is determined to file ex parte applications at one time or another against all those persons who had failed to file their declarations for the year ended December 31, 2018, and whose names had been published and who persisted in their failure to file their declarations.

Number of Ex Parte Matters Filed 2017-2019

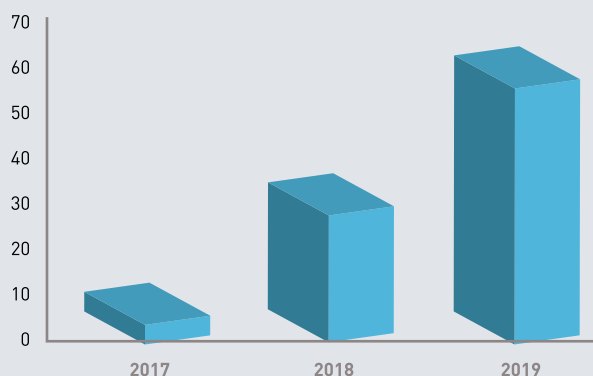


Diagram 5: Ex parte matters filed over the last three years



HUMAN RESOURCE MANAGEMENT

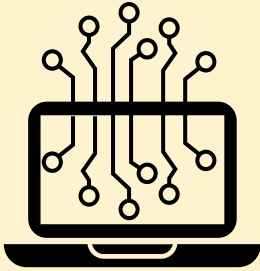
The Human Resource Unit (HR Unit) assists in the maximization of competence in the Commission. In this regard, it develops and conducts programmes that include the broad spectrum of the creation, management and fostering of the employer-employee relationship. It focuses therefore on the following:

- Human Resource Planning;
- Recruitment and Selection
- Compensation;
- Benefits;
- Performance Management;
- Training and Development; and
- Compliance with the Law.

Training and Development

During the period under review, the HR Unit continued to optimize employee performance through training and retraining measures. Members of staff benefitted from various training programmes and workshops as indicated below:

- Project Management Toolkit Series: Preparation of Logical Framework
- Public Sector Investment Programme (PSIP) Workshop
- Strategic Approach to Procurement
- Executive Development Programme (EDP) Module VII – Human Resource Management & Industrial Relations
- Freedom, Facts & Fake News: Straddling Media Communications in the 21st Century
- Basic Public Service HR Concepts, Regulations and Procedures and their Relationship to Correct Data-Input on IHRIS
- Executive Development Programme (EDP) Module VIII – Public Procurement
- Introduction to Public Service Accounting Procedures
- Anti-Corruption Conference 2019 – Crackdown on Corruption – Facing Reality
- Executive Development Programme (EDP) Module IX – Finance and Accounting
- Senior Executive Development Programme Module VII – Relationships with Ministers
- Executive Development Programme for Senior Public Officers (EDP) Module X – Project Management
- Fifth Annual Conference of the Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies (CCAICACB)
- Leading Change and Transition Workshop
- Communication for Effective Customer Service
- Checkmates Cyber Security Community Event
- Supervisory Management
- Spotlight on Directors Part II
- Introduction to IHRIS.



INFORMATION TECHNOLOGY

The Information Technology (IT) Unit is a key enabler for optimal functionality. It continues to provide an efficient, stable, productive, secure and customer-focused environment, defined under its five (5) major functional areas:

1. **Communication Management** – supporting multiple forms of communication for the organization including phone, email and video conferencing.
2. **Data Management** – includes the collection, transfer, storage and backup of data for the organization.
3. **Security Management** – management of the security of the network and networked systems, including the organization's data assets; whether stored or intransit.
4. **Customer Management** – managing customer issues relating to IT systems to ensure optimal productivity.
5. **Process Management** – improving business processes or operations by providing IT-optimized methods of doing same.

The key activities undertaken by the IT Unit during the reporting period were as follows:

- Managed a major upgrade to the computing environment for all staff
- Further enhanced the security profile of the organization with an emphasis on infrastructure and communications
- Implemented improved security policies to enhance security of organizational data
- Enhanced the IT - monitoring capabilities of the organization

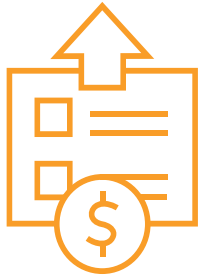


CORPORATE ADMINISTRATION

The Corporate Administration Unit is responsible for the management of business operations, and consumable and non-consumable resources in the Department.

During the period under review, the Corporate Administration Unit continued to:

- procure goods and services in keeping with procurement legislation criteria;
- ensure all furniture and equipment were tagged as required under the financial regulations;
- maintain the Record Management System;
- ensure the Inventory Management System is kept updated;
- manage the fleet card system;
- obtain minor goods and services by way of petty cash;
- participate in Facilities Management; and
- offer general administrative support to other units.



PROCUREMENT

The Procurement Unit continued to make every effort to ensure that the Commission was prepared for the full proclamation of the Public Procurement & Disposal of Public Property (PP&DPP) Act.

During the period under review, the Procurement Unit:

- assessed the eligibility of existing and new suppliers in accordance with section 29 (1) of the PP&DPP Act;
- maintained a registered suppliers database;
- submitted a draft procurement code of conduct to the Office of Procurement Regulation (OPR) on May 20, 2019;
- participated in procurement capacity building workshops, hosted by the OPR during the period September 11 to 13, 2019;
- assisted the Environmental Commission in setting up its Procurement Unit; and
- assisted the Auditor General with its procurement procedures for compliance to the Act.
- Continued the optimal delivery of IT services to the organization, including management of its IT infrastructure.



FINANCE AND ACCOUNTS

The Commission was allocated funding under Head 37 for the financial year 2018/2019. 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 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 (Financial Year 2019) Act, 2017*.

The Commission’s Annual Report focuses on activities during the calendar year (January to December), the Financial Report captures the expenditure for the financial year (October 2018 to September 30, 2019).

The Registrar is the Accounting Officer of the Commission and is responsible, and accountable to the Minister of Finance, and to the Public Accounts Committee of Parliament. The responsibility of Receiver of Revenue for the Commission also falls under the purview of this officer.

Table 1 below provides a snapshot of funds allocated and actual expenditure for the period October 1, 2018 – September 30, 2019.

Table 1

SUBHEAD	PROVISION FOR THE FINANCIAL YEAR	ACTUAL EXPENDITURE FOR THE FINANCIAL YEAR
01 Personnel Expenditure	2,379,600	2,141,372
02 Goods and Services	9,455,700	5,612,456
03 Minor Equipment Purchases	164,700	163,974
09 Development Programme	300,000	-
Total	12,300,000	7,917,802

MEMBERS OF THE
COMMISSION**Mr. Justice Melville Baird (Ret.), Chairman**

Mr. Justice Melville Baird was appointed Chairman of the Integrity Commission of Trinidad and Tobago on December 14, 2017.

Justice Baird obtained the Barrister-at-Law degree from the Honourable Society of the Middle Temple in 1966 and practised as a Barrister-at-Law from 1967 to 1970.

In 1970, he was appointed Magistrate of Trinidad and Tobago, he was then promoted to Senior Magistrate in 1982 and then to Chief Magistrate in 1988.

Justice Baird was elevated to the High Court Bench in 1993 and retired as a High Court Judge in 2005. In 2005, he was appointed Judge of the International Criminal Tribunal for the former Yugoslavia by the General Assembly of the United Nations.

He presided at the International Tribunal in The Hague, Netherlands as International Judge until his retirement in 2015. Justice Baird maintains a keen interest in astronomy, reads history, Greek and Roman mythology and is a lover of classical music.



Mr. Frederick Gilkes, Deputy Chairman

Mr. Frederick Gilkes was appointed Deputy Chairman of the Integrity Commission of Trinidad and Tobago on December 17, 2018. Mr. Gilkes has served as a partner at JD Sellier for thirteen (13) years and as the firm's Chief Executive Officer for one (1) year. He currently serves as Head of Chambers at the Caribbean Commercial Law Chambers and as an Executive Member of the Law Association of Trinidad and Tobago. His extensive experience in the legal field spans Civil Litigation, Intellectual Property Litigation, Admiralty Law and Banking, Securities and Securities Law.

He was admitted to practise law in Trinidad and Tobago, Antigua and Barbuda, Grenada and St. Vincent and the Grenadines in 1988, 1994, 2006 and 2014 respectively. Mr Gilkes has also served as Director of key companies in Trinidad and Tobago and has tutored and lectured at the Faculty of Law, University of the West Indies, St. Augustine Campus, principally in Criminal Law and Contract Law. He is also a certified mediator and has a keen interest in football.



Mr. Pete London, Member

Mr. Pete London was appointed Member of the Integrity Commission of Trinidad and Tobago on October 11th 2017. Mr London is an Associate Member of the Institute of Chartered Management Accountants (ACMA - UK) and has functioned at the business executive level in positions such as Chief Financial Officer, Project Manager and Management Accountant.

He has also served as a Member of the Board of Directors of large organisations in Trinidad and Tobago and has a highly successful track record in logistics, operations, financial management, information systems development/ implementation, profitability enhancement and strategic planning. He is currently serving his second consecutive term as a Member.



Mr. Earle Martin James, Member

Mr. Earle Martin James was appointed Member of the Integrity Commission of Trinidad and Tobago on March 02, 2018. Mr. James has served as a Corporate Accountant, Treasury Manager, Special Project Manager and Administrative Services Manager in the petroleum sector before establishing a sole practitioner accounting concern in 2000. He currently manages a sole practitioner legal practice and litigates matters in the Sub Registry, San Fernando, Supreme Court of Judicature and the Hall of Justice, Port of Spain.

Mr. James graduated as an Associate and Fellow of the Association of Chartered Certified Accountants from the University of North London Highbury & Islington, England. He was admitted to practise law in Trinidad and Tobago in 2005. Mr. James is a member of the Lion's Club of St Patrick West and Past President of the Tennis Association of Trinidad and Tobago. He remains an avid tennis player and for recreational purposes, plays football, golf, draughts and chess when the occasion arises.



Ms. Eleanor Bridgeman-Volney, Member

Ms. Eleanor Bridgeman-Volney was appointed Member of the Integrity Commission of Trinidad and Tobago on August 03, 2018. Ms. Bridgeman-Volney served in the Inland Revenue Division of the Ministry of Finance for thirty-five (35) years, where she functioned in key positions, such as Head of the Legal Section, Chief State Counsel and one of the Board's Managers during the period 1992 to 2015.

She was admitted to practise law in Trinidad and Tobago in 1979. In 2008, she was also appointed as a Member of the Permanent Double Taxation Team of the Ministry of Finance. Ms. Bridgeman-Volney currently operates a private tax consultancy practice in Trinidad and Tobago. She is passionate about Latin and ballroom dancing and is an avid gardener. She also has a penchant for events management.

SUBMISSION OF REPORT

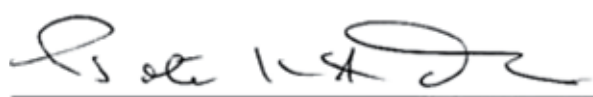
This report is submitted to the Parliament, pursuant to Section 10 of the Act on this 31st day of March, 2020.



Justice Melville Baird (Ret.)
Chairman



Frederick Gilkes
Deputy Chairman



Pete London
Member



Earle Martin James
Member



Eleanor Bridgeman-Volney
Member



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