

The Integrity Development Action Plan

What is IDAP?

- **22 anti-corruption measures which is the main output of the 3-day Presidential Anti-Corruption Workshop (PAW) held last December 15 – 17, 2004**
- **adopted as the national anti-corruption framework for the Executive Branch during the closing ceremonies of the PAW**

What is IDAP?

- **The Cabinet members, through Secretary Romulo, committed (before PGMA, the representatives of donor groups and other stakeholders) to adopt and fully support the IDAP, which in effect is the President's program of countering corruption through integrity development and good governance**

Chapter 21: MTPDP 2004-2010

Anti-Corruption

**“Anti-corruption efforts will focus on three areas of reform:
(1) Punitive measures that include effective enforcement of anti-corruption laws...; (2) Preventive measures that include the strengthening of anti-corruption laws, improvement of integrity systems, conduct of integrity development review...; (3) promotion of zero-tolerance for corruption...”**

Chapter 22: MTPDP 2004-2010 Bureaucratic Reforms

“To improve the quality and efficiency of public service, the government shall adopt institutional improvements in the bureaucracy”

The IDAP/ 22 Doables/ 7-4-7-4 Strategies

- Embodies the three-pronged strategies of:
 - 1) **Prevention** – 7 measures
 - 2) **Education** – 4 measures
 - 3) **Deterrence** (investigation and enforcement) – 7 measures
- *with **Strategic Partnership** (4 measures) **cutting across each of the 3 strategies***

The 22 “Doables”

- Easy to implement



- No requirements for additional budget

- Do not require Amendments of related laws



The Integrity Development Action Plan (IDAP)

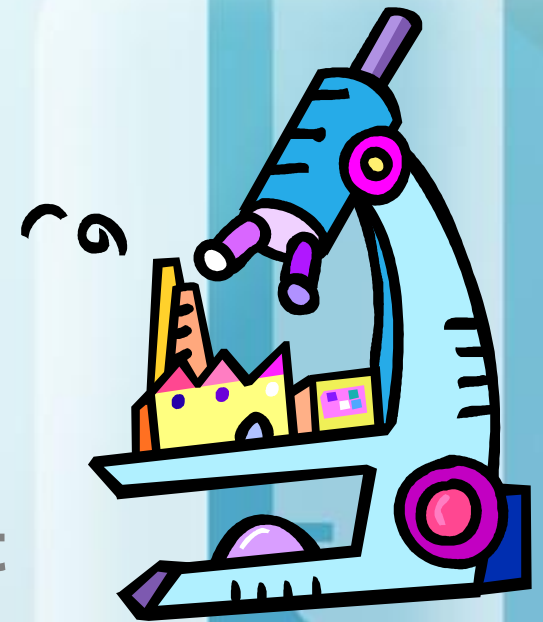
National Framework

PREVENTION

PREVENTION

- 1) **Strengthening of internal control through the institutionalization of internal audit unit**

OUTCOME: Revival and strengthening of systems integrity in all agencies in the Executive Department



INDICATORS:

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪Audit findings are available to the public (except those concerning national security)▪Impact of its effectiveness as a mechanism to prevent corrupt practices and in assisting management in achieving more effective governance regularly assessed
4	<ul style="list-style-type: none">▪Random audits are carried out with reports and recommendations for action provided to the head of the agency▪Appropriate follow-up action are taken on any findings as maybe necessary
3	<ul style="list-style-type: none">▪Internal Audit Unit already operationalized▪Internal Audit Unit has a manual of procedures▪IAU has already complied with the International Standard for the Professional Practice of Internal Auditing and the Code of Ethics promulgated by the Association of Government Internal Auditors (AGIA)
2	<ul style="list-style-type: none">▪Department Order already disseminated to the employees▪Orientation and discussion on the Department Order held▪Training of Internal Auditors
1	<ul style="list-style-type: none">▪Department Order creating the Internal Audit Unit, charter, structure and function of which are in accordance with Administrative Order No. 70 and DBM Circular 2004-04, already approved

PREVENTION

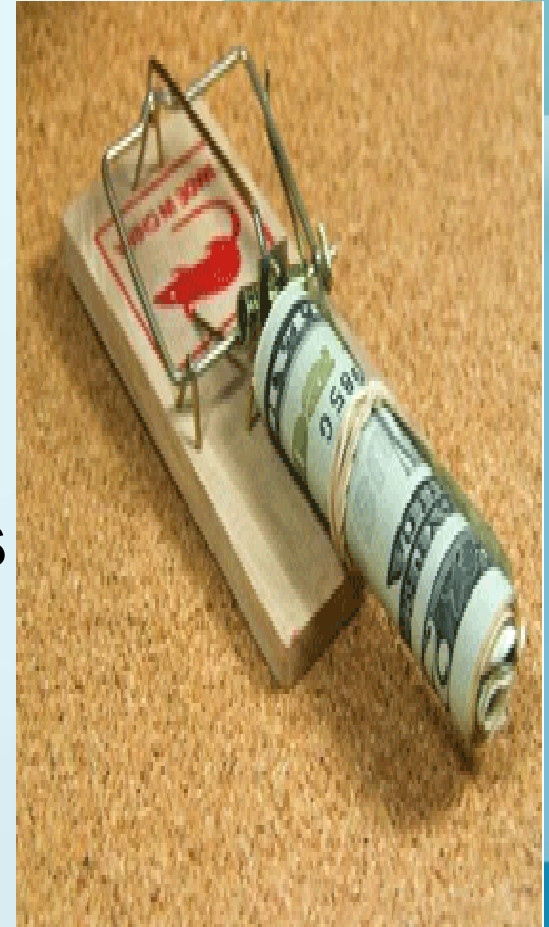
2) Conduct of Integrity Development Review (IDR)

OUTCOME:
Institutionalization of a structured, comprehensive, systematic, and continuous assessment and improvement in all agencies.



WHAT IS IDR?

- A preventive measure against corruption that aims to build institutional foundations to prevent corruption before it occurs.
- Entails a systemic diagnosis of the corruption resistance in place in an agency and its vulnerabilities to corruption

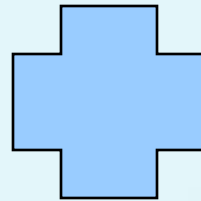


OBJECTIVES OF IDR

- **Determine the level of integrity development within the agency**
- **Identify the agency's vulnerability to corruption**
- **Assess the adequacy of agency's safeguards to forestall corruption**
- **Prepare a Corruption Prevention and Integrity Enhancement Plan**
- **Establish benchmarks by which agency performance and results of anti-corruption programs can be monitored**



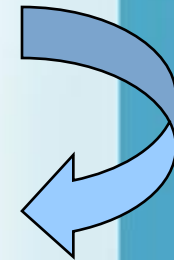
**CRR of ICAC New
South Wales /
Hong Kong**



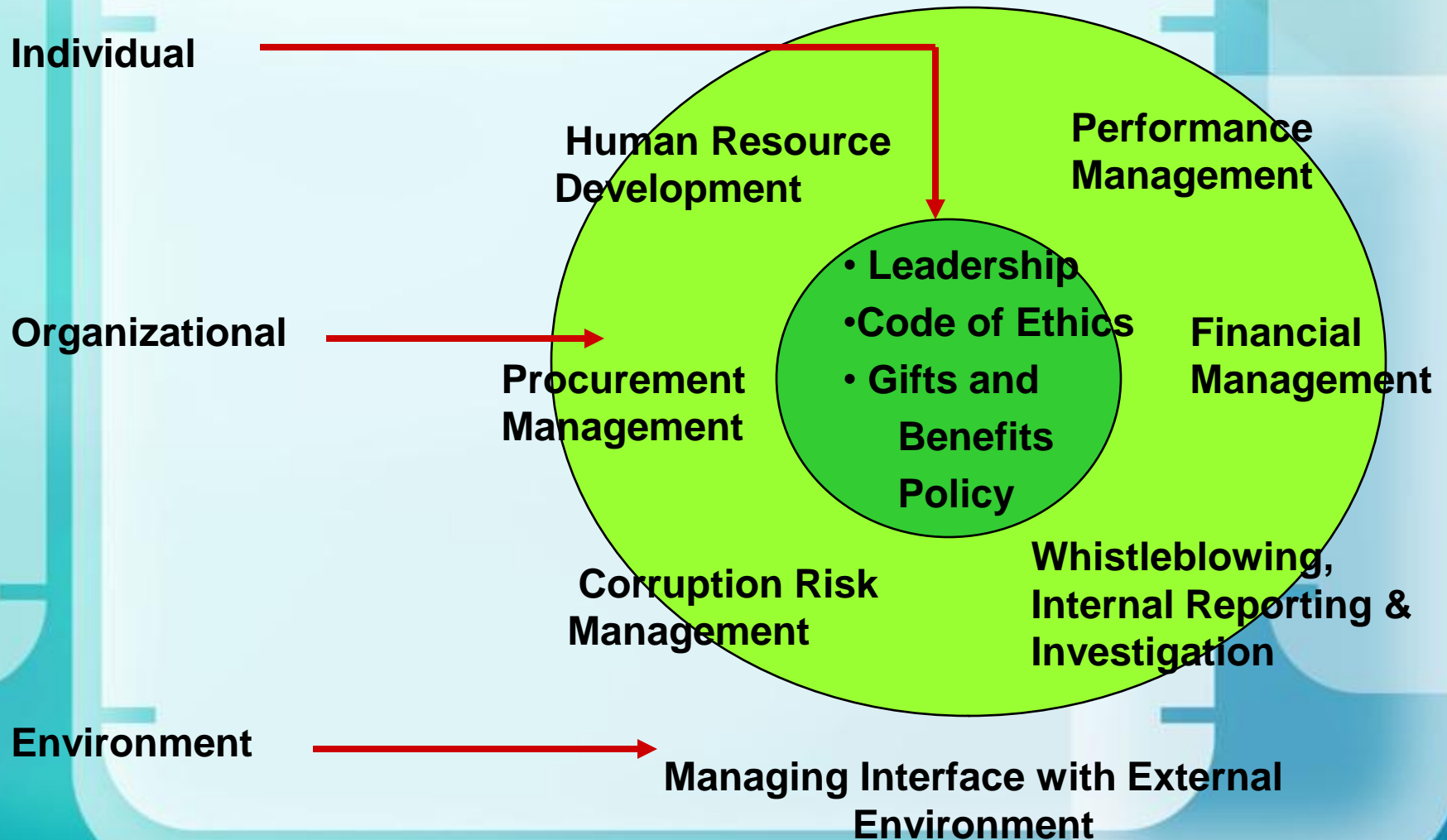
**CVA of US Office of
Management and
Budget**



**Integrity
Development
Review**



INTEGRITY DEVELOPMENT REVIEW FRAMEWORK



INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none"> ▪IDR findings already presented and validated with the management/head of agency ▪Agency already prepared an agency anticorruption/integrity development plan (Roadmap) ▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	<ul style="list-style-type: none"> ▪Corruption Vulnerability Assessment already conducted which includes: <ul style="list-style-type: none"> o Preparation of a Site Visit Plan o Process map o Risk Assessment o Evaluation of controls and safeguards
3	<ul style="list-style-type: none"> ▪Corruption Resistance Review (CRR) already conducted which includes: <ul style="list-style-type: none"> o Integrity Development Assessment (IDA) o Survey of Employees o Analysis of Results
2	<ul style="list-style-type: none"> ▪Assessors to constitute IDR team identified and trained ▪IDR implementation plan for the agency already prepared
1	<ul style="list-style-type: none"> ▪MOA among the agency, service provider and PAGC or OMB already signed (should include the scope of the IDR and the terms of reference, timeframe, resource and manpower requirements for the conduct of the IDR)

PREVENTION

3) Fast tracking of e-NGAS and e-bidding for the procurement of goods services and infrastructure projects

OUTCOME: greater transparency, correct, reliable, complete and timely recording of government financial transactions and financial reports



INDICATORS *e-bidding indicators subject to the guidelines yet to be released by GPPB

RATING	LEVELS OF ACHIEVEMENT
5	▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	▪e-NGAS in place and operational
3	▪Concerned personnel already trained on e-NGAS
2	▪MOA between COA (Government Accounting and Finance Management Information System) and the head of agency on e-NGAS implementation already signed ▪Employees already oriented on the MOA
1	▪Agency already complied with all the E-NGAS requirements which include: <ul style="list-style-type: none">o Server System Requirementso Workstation requirementso People ware requirementso Local Area Network (LAN)o Existing System

PREVENTION

4) Incorporate integrity check in recruitment and promotion of government personnel

OUTCOME: greater awareness on the role of integrity check in the reduction of opportunities for abuse of discretion in recruitment and promotion



PREVENTION

4) Incorporate integrity check in recruitment and promotion of government personnel

- **Section 27, Article II (Declaration of State Policies and Principles), 1987 Constitution**

“The state shall maintain honesty and integrity in the public service and take positive and effective measures against graft and corruption”

- **IDAP Circular No. 01-2005**

“The components of integrity check shall include lifestyle check and background check”

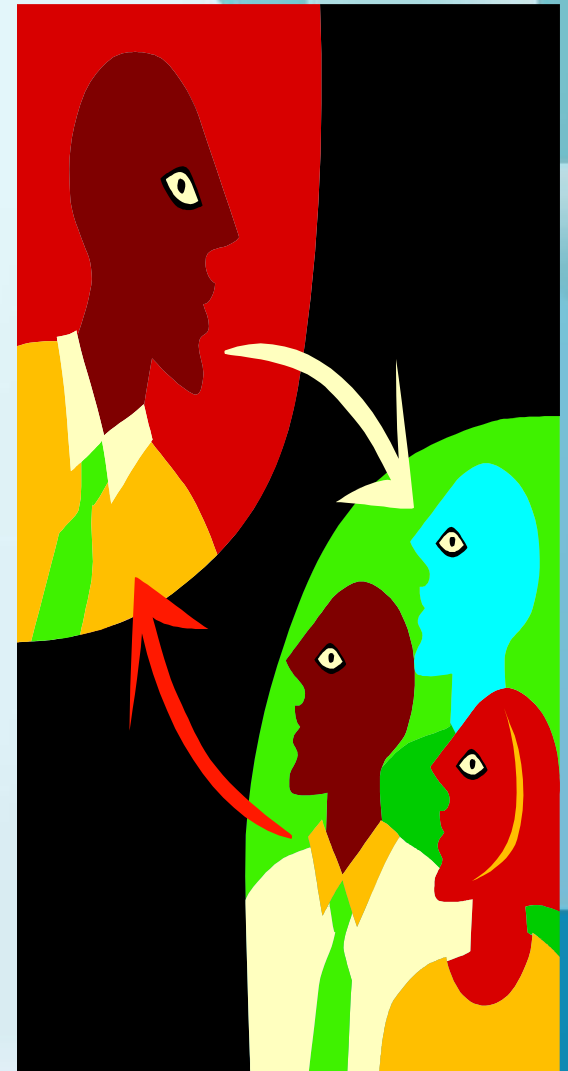
INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪Impact as to its effectiveness as a mechanism to prevent corrupt practices regularly assessed▪Results of the review used to enhance the recruitment and promotion process
4	<ul style="list-style-type: none">▪Performance of the personnel selection/promotion review board regularly reviewed
3	<ul style="list-style-type: none">▪Integrity check incorporated during the recruitment and promotion process based on the approved guidelines
2	<ul style="list-style-type: none">▪Written guidelines for the inclusion of integrity check in the recruitment and promotion process communicated to all employees▪Agency has a functioning personnel selection/promotion review board▪HRD personnel and members of the selection/promotion review board trained in conducting integrity check
1	<ul style="list-style-type: none">▪Department Order and written guidelines for the inclusion of integrity check in its recruitment and promotion process in accordance with CSC guidelines approved

PREVENTION

5) Institutionalize multi-stakeholder performance evaluation system

OUTCOME: Establishment of a more objective assessment of individual employee performance



PREVENTION

- 5) Institutionalize multi-stakeholder performance evaluation system
 - Chapter 22: Bureaucratic Reforms, MTPDP 2004-2010, p. 256

“As the government continues to review its functions and outputs, it shall continue to adhere to the highest tenets of professionalism, meritocracy, and integrity in the civil service. The career service shall be rejuvenated to encourage creativity, initiative and performance”
 - IDAP Circular No. 01-2005

“Agency-specific performance evaluation system shall be in accordance with CSC Memorandum Circular no. 13, s. 1999 and duly approved by the Civil Service Commission”

INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none"> ▪Results of the review used to promote good behavior and performance of employees ▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	<ul style="list-style-type: none"> ▪System for rewarding good performance and sanctioning poor performance in place ▪Multi-stakeholder performance evaluation system regularly reviewed and improved
3	<ul style="list-style-type: none"> ▪Multi-stakeholder performance evaluation system conducted regularly
2	<ul style="list-style-type: none"> ▪Orientation of the employees on the multi-stakeholder performance evaluation system conducted ▪Composition of the Performance Evaluation Review Committee (PERC) already identified
1	<ul style="list-style-type: none"> ▪Department Order and written guidelines to implement a multi-stakeholder performance evaluation system in accordance with CSC Memorandum Circular No. 13, s. 1999 approved and disseminated

PREVENTION

6) Protection of meager income of employees

OUTCOME: agency officials are more discerning in entertaining credit schemes offered to employees and public servants with enough income to sustain at least their basic needs (both food and non-food) to lessen the risk of engaging in corrupt activities



PREVENTION

6) Protection of meager income of employees

- **Indicator**

- **P5,111 as the minimum Threshold**

- “The country’s annual per capita poverty threshold reached P12,267 in 2003. x x x Thus, a family of five members should have an income of at least P5,111 a month to be able to sustain their minimum basic needs, both food and non-food.” *(NSCB Press Release PR-200501-SS1-01, 25 January 2005)*

- **Milestone:**

- Executive Order No. 462 “Adopting Measures and Safety Nets to Protect Government Employees, Creating the Committee on Protection of Income of Government Employees, and Other Purposes” issued on 19 Sept 2005**

INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	▪Impact as to its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	▪Level of implementation of the Department Order and guidelines regularly reviewed
3	▪Amount of take-home pay of employees in accordance with the D.O. and guidelines (D.O. operationalized)
2	▪Orientation on the Department Order and guidelines conducted to all employees
1	▪Department Order and written guidelines in accordance with GAA provision on the minimum amount of take-home pay of the employees approved and disseminated

PREVENTION

7) Adoption of a single ID system for government officials and employees

- One of the main objectives of EO 420 is to enhance the integrity and reliability of government-issued ID cards
- Pilot agencies: NSO, NEDA-Central Office, Pag-ibig
- NEDA issued Memorandum Circular No. 01 s. 2006 in 23 Aug 2006 – Guidelines in implementing the UM-ID
- For implementation by 2007



EDUCATION

EDUCATION

- 1) Disseminate compendium of anti-corruption laws, rules and regulations

OUTCOME: increased awareness of anti-corruption laws, rules and regulations among government employees



INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	<ul style="list-style-type: none">▪All computers in the agency have anti-corruption laws, rules and regulations that could be downloaded and printed▪Anti-corruption laws, rules and regulations displayed in conspicuous places
3	<ul style="list-style-type: none">▪Orientation on anti-corruption laws, rules and regulations with the employees conducted
2	<ul style="list-style-type: none">▪Department Order for the compilation of anti-corruption laws, rules and regulations (applicable to the agency) approved and disseminated
1	<ul style="list-style-type: none">▪Research, compilation and coordination with an anti-corruption agency like PAGC or Ombudsman done▪Compiled anti-corruption laws, rules and regulations approved for dissemination

EDUCATION

2) Prepare agency-specific code of ethical standards/guidelines for adoption

OUTCOME: strict adherence of employees to an agency-specific code of ethical standards



EDUCATION

2) Prepare agency-specific code of ethical standards/guidelines for adoption

- **RA 6713:**
 - **Prohibition on financial and material interest**
 - **Prohibition on outside employment**
 - **Disclosure and/or misuse of confidential information**
 - **Solicitation or acceptance of gifts**
 - **Mandatory filing of SALNs**
 - **Disclosure of business interest and financial connections**
 - **Proper divestment to avoid conflict of interest**

INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none"> ▪The agency code of ethical standards regularly reviewed for effectiveness in specifying and promoting desired behavior of employees ▪The code of ethical standards integrated in all operating systems of the agency (e.g. human resource management, procurement) ▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	<ul style="list-style-type: none"> ▪Employees' record of adherence to or violation of the agency code of ethical standards used as one of the considerations for promotion ▪Rewards given to officials and employees who consistently exhibit behavior consistent with the agency code of ethical standards
3	<ul style="list-style-type: none"> ▪Agency-specific code of ethical standards consistently enforced, with managers having clear tasks of promoting and monitoring compliance ▪Applicable provisions of the code of ethical standards included in contracts with external parties (e.g. suppliers)
2	<ul style="list-style-type: none"> ▪Agency-specific code of ethical standards and reward and sanction guidelines approved and disseminated ▪Employees oriented and made to sign a sworn commitment to comply with the code of ethical standards
1	<ul style="list-style-type: none"> ▪Department Order creating an agency-specific code of ethical standards consistent with RA 6713 approved and disseminated

EDUCATION

3) Provide ethics training, spiritual formation, moral recovery program

OUTCOME:
Government employees
with renewed sense of
idealism



EDUCATION

3) Provide ethics training, spiritual formation, moral recovery program

MTPDP 2004-2010, Chapter 21-Anti-Corruption, p. 251

“Anti-corruption efforts will focus on promotion of zero tolerance for corruption through societal values formation that includes values formation and ethics compliance for government officials and employees as well as the strengthening of people’s values to achieve zero tolerance”

INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	<ul style="list-style-type: none">▪Trainings conducted reviewed and evaluated▪Trainers evaluated
3	<ul style="list-style-type: none">▪Trainings conducted in accordance with the training plan
2	<ul style="list-style-type: none">▪Trainings to be conducted yearly and pool of trainers identified▪ Training program plan approved
1	<ul style="list-style-type: none">▪Department Order prioritizing ethics training spiritual formation and moral recovery program approved and disseminated▪Discussions, studies and coordination with agencies on appropriate trainings on values formation conducted

DETERRENCE (INVESTIGATION & ENFORCEMENT)

DETERRENCE

- 1) **Develop agency Internal Complaint Unit (including protection of whistleblowers)**

OUTCOME: Increase number of informants willing to come out and expose graft and corruption within the agency



DETERRENCE

1) Develop agency Internal Complaint Unit (including protection of whistleblowers)

- Internal Complaints Unit
 - ✓ receive all complaints
 - ✓ accountable for ensuring that proper documentation is effected, sources are protected and initial screening is done
 - ✓ acts on complaints involving violation/s of the Administrative Code and CSC Rules

INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none"> ▪The agency regularly assesses whether the internal reporting system being used is an effective mechanism to prevent corrupt practices ▪Results of the assessment used to improve and enhance the internal reporting process
4	<ul style="list-style-type: none"> ▪The agency protects and rewards employees who report corrupt behavior
3	<ul style="list-style-type: none"> ▪The agency has an internal reporting system which follows a standard processing time and specifies roles and responsibilities for accepting reports and giving advice to employees who want to report corruption ▪The agency records steps taken on complaints and provide feedback to complainants ▪Coordination with Internal Affairs Unit on-going
2	<ul style="list-style-type: none"> ▪Employees oriented on the procedures for reporting corrupt incidents ▪Relevant personnel trained on the handling of complaints and reports of corruption
1	<ul style="list-style-type: none"> ▪Department Order creating ICU and guidelines (which specify what constitutes corrupt and unethical behavior and the responsibilities for reporting) approved and disseminated

DETERRENCE

2) Set-up/strengthen internal affairs unit

OUTCOME: Stronger investigative capability within the agency and faster resolution of graft and corruption cases



DETERRENCE

2) Set-up/strengthen internal affairs unit

- **Internal Affairs Unit**
 - ✓ **Act and investigate complaints involving violations of the Code of Conduct and Anti-Graft Law**
 - ✓ **May conduct motu proprio investigations**

INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪The agency regularly assesses whether the investigation system being used is an effective mechanism to prevent corrupt practices▪Results of the assessment used to improve and enhance the investigation process
4	<ul style="list-style-type: none">▪Coordination with other anti-corruption body (e.g. PAGC and OMB) on-going▪The agency imposes appropriate sanctions to erring employees and officials
3	<ul style="list-style-type: none">▪The agency has an investigation system which follows a standard processing time and specifies roles and responsibilities for conducting investigations
2	<ul style="list-style-type: none">▪The agency regularly disseminates information on the disposition of cases▪Relevant personnel trained on investigation
1	<ul style="list-style-type: none">▪Department Order creating IAU and guidelines approved and disseminated

DETERRENCE

3) Publish blacklisted offenders and maintain on-line central database

OUTCOME: Greater perception of corruption being a high-risk, low-reward activity



DETERRENCE

3) Publish blacklisted offenders and maintain on-line central database

- **IDAP CIRCULAR NO. 01 – 2005**

- ✓ **For blacklisting:**

- **A supplier who violated the Procurement Law**
- **Employees who are found guilty of violations and whose sanction involves dismissal with perpetual disqualification from public office**

- ✓ **this measure shall only apply to cases whose decisions are final and executory.**

INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed▪Results of the assessment used to improve or modify the measure
4	<ul style="list-style-type: none">▪Policies on blacklisting regularly reviewed and improved
3	<ul style="list-style-type: none">▪Blacklisted offenders published in agency publication, in the website and made available to the public
2	<ul style="list-style-type: none">▪Employee orientation on the publishing of blacklisted offenders held
1	<ul style="list-style-type: none">▪Department Order and guidelines (with consideration on the legal implications) directing the publish of blacklisted offenders approved and disseminated

DETERRENCE

- 4) **Hold superiors accountable for corrupt activities of subordinates**

OUTCOME: Superiors are conscientious in preventing corrupt activities of their subordinates



DETERRENCE

- 4) Hold superiors accountable for corrupt activities of subordinates
 - IDAP Circular No. 02-2006, re: Legal bases on Command Responsibility
 - The rules governing the liability of public officers in general as laid down in Sec. 38, Chapter 9, Book I of the Administrative Code of 1987, to wit:
 - A public officer shall not be civilly liable for acts done in the performance of his official duties unless there is a clear showing of bad faith, malice or gross negligence.
 - Any public officer who, without just cause, neglects to perform a duty within a fixed period by law or regulation, or within a reasonable period if none is fixed, shall be liable for damages to the private party concerned without prejudice to such other liability as may be prescribed by law.
 - A head of a department or a superior officer shall not be civilly liable for the wrongful acts, omissions of duty, negligence, or misfeasance of his subordinates, unless he has actually authorized by written order the specific act or misconduct complained of.”

INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪Guidelines and rules of procedures regularly reviewed and improved▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed▪Results of the assessment used to improve or enhance the measure
4	<ul style="list-style-type: none">▪Superiors are held accountable/sanctioned for corrupt activities of their subordinates in accordance with the guidelines
3	<ul style="list-style-type: none">▪System in holding superiors accountable for corrupt activities of subordinates in place and operational
2	<ul style="list-style-type: none">▪Employees and heads oriented on the doctrine of command responsibility
1	<ul style="list-style-type: none">▪Department Order holding superiors accountable for corrupt activities of subordinates and guidelines in accordance with E.O. 292 approved and disseminated

DETERRENCE

- 5) Use effectively existing agency administrative disciplinary machinery and publish results

OUTCOME: Greater adherence to and a more proactive implementation of the administrative disciplinary machinery



INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	▪Existing agency administrative disciplinary machinery regularly reviewed and improved
3	▪Reports on the implementation of existing agency administrative disciplinary machinery regularly submitted to the agency head
2	▪Orientation/reorientation of employees on existing agency administrative disciplinary machinery conducted
1	▪Department Order reinforcing the use of existing agency administrative disciplinary machinery approved and disseminated

DETERRENCE

6) Advocate for the submission of ITR as attachment to the SALN

OUTCOME: increased transparency of the income and net worth of government employees



INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪Copies of the ITRs as attachment to the SALN of presidential appointees submitted for PAGC database▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	<ul style="list-style-type: none">▪The agency rewards employees who attached their ITR to their SALN
3	<ul style="list-style-type: none">▪ITRs of personnel with other sources of income attached to their SALN
2	<ul style="list-style-type: none">▪Employee orientation on the relevance of attaching the ITR to the SALN held
1	<ul style="list-style-type: none">▪Department Order advocating submission of ITR as attachment to the SALN

DETERRENCE

- 7) **PAGC to carry out independent survey to check anti-graft and corruption programs and effectiveness**

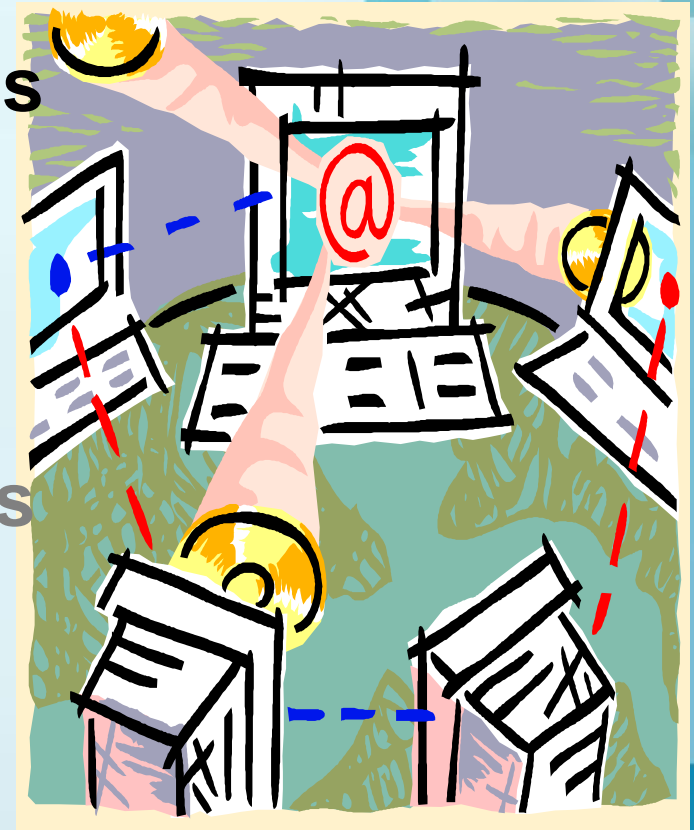


STRATEGIC PARTNERSHIP

STRATEGIC PARTNERSHIP

- 1) **Linking of existing databases of complementary agencies and sharing of information**

OUTCOME: Greater sharing of information and increased evidences of collaborative undertakings among agencies in education, prevention and deterrence.



INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	▪Impact of its effectiveness as a mechanism to prevent corrupt practices regularly assessed
4	▪Report on the utilization of the information shared ▪Linking of existing databases to complementary agencies regularly reviewed and improved
3	▪Sharing of databases and information between/among agencies on-going
2	▪Employee orientation on sharing of information with other agencies conducted
1	▪Department Order and guidelines on sharing of information approved and disseminated

STRATEGIC PARTNERSHIP

- 2) Enlist or enhance participation of private sector and civil society in various areas of governance

OUTCOME: Greater vigilance and strategic investments in various forms by the private sector and civil society



INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none"> ▪Regular review and study of the involvement of private sector and civil society conducted ▪Results of the review used to improve partnership ▪Impact regularly assessed if it is an effective mechanism to prevent corrupt practices
4	<ul style="list-style-type: none"> ▪Operational process where inputs from private sector and civil society are taken into consideration--in place
3	<ul style="list-style-type: none"> ▪Private sector and civil society involved in various agency-activities related to the promotion of good governance
2	<ul style="list-style-type: none"> ▪Employee orientation on the signed MOA conducted
1	<ul style="list-style-type: none"> ▪MOA (with guidelines specifying the extent of participation) formalizing private sector and civil society participation signed/approved and disseminated

STRATEGIC PARTNERSHIP

- 3) Tap international development agencies and private sector for support

OUTCOME: Greater external resources mobilized and improved perception on the resolve to fight graft and corruption



INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪Partnerships with various partner agencies and the private sector assessed as regards effectiveness in attaining agency goals.▪New donors support agency activities
4	<ul style="list-style-type: none">▪Process of implementation of each project reviewed and evaluated for improvement▪Monitoring system in place and operational
3	<ul style="list-style-type: none">▪Employees oriented on the agreement/s with partner agencies▪Approval and implementation of the project
2	<ul style="list-style-type: none">▪Project proposal submitted for approval▪Official communication from partner agencies and private sector signifying approval of request for support for particular projects/activities released (e.g. Grant or Cooperative Agreements)
1	<ul style="list-style-type: none">▪Areas requiring support and possible providers of the support from the international community identified

STRATEGIC PARTNERSHIP

4) Institutionalize stakeholder participation

OUTCOME: Greater involvement by the stakeholders guided by the principles of stewardship



INDICATORS

RATING	LEVELS OF ACHIEVEMENT
5	<ul style="list-style-type: none">▪Regular review and study of the involvement of stakeholder conducted▪Results of the review used to improve partnership
4	<ul style="list-style-type: none">▪Feed back mechanism where stakeholder inputs are taken into consideration in place and operational
3	<ul style="list-style-type: none">▪Stakeholder participates in various agency-activities
2	<ul style="list-style-type: none">▪Employee orientation on the signed MOA conducted
1	<ul style="list-style-type: none">▪MOA (with guidelines specifying the extent of participation) formalizing stakeholder participation signed/approved and disseminated (e.g. Employees' Union)

REPORTING THE IDAP

REPORTING FORMAT

IDAP PROGRESS REPORT

Prevention

AGENCY NAME:

IDAP PROGRESS REPORT

As of _____

	IDAP MEASURE – PREVENTION	STATUS / ACTION TAKEN AS OF ABOVE DATE	MEANS OF VERIFICATION	REMARKS*
1	Strengthen internal control through institutionalization of Internal Audit Unit			
2	Conduct of Integrity Development Review			
3	Fast-track e-NGAS and e- bidding for the procurement of goods & services			

Prepared by:

Reviewed by:

Approved by:

REPORTING FORMAT

AGENCY NAME _____

IDAP PROGRESS RATING REPORT
AS OF _____

IDAP MEASURE - PREVENTION		RATI NG
1	Strengthen internal control through institutionalization of Internal Audit Unit	
2	Conduct of Integrity Development Review	
3	Fast-track e-NNGAS and e-bidding for the procurement of goods & services	
4	Incorporate integrity check in recruitment & promotion of government personnel	
5	Institutionalize multi-stakeholder personnel & organizational performance evaluation system	
6	Protect the meager income of government employees	
7	Adopt single ID system for government officials & employees	

IDAP MEASURE - DETERRENCE		RATI NG
1	Develop agency internal complaint unit (including protection of internal whistleblowers)	
2	Set-up/strengthen agency internal affairs unit (cooperate w/ PAGC & OMB in the proactive conduct of lifestyle checks)	
3	Publish blacklisted offenders & maintain on-line central database for public access	
4	Hold superiors accountable for corrupt activities of subordinates	
5	Advocate for the submission of ITR as attachment to the SALN	
6	Use effectively existing agency administrative disciplinary machinery and publish results	
7	PAGC to carry out independent survey to check anti-graft and corruption program effectiveness	

HOW TO GET THE AVERAGE RATING?

$$\begin{array}{r} P1 - n/a \\ + P2 - 3 \\ P3 - 2 \\ P4 - 3 \\ P5 - 4 \\ P6 - 3 \\ P7 - 2 \\ \hline \end{array} = \frac{17}{6} = 2.83 \text{ (average rating for Prevention)}$$

$$\begin{array}{r} \text{Prevention (P)} - 2.83 \\ + \text{Deterrence (D)} - 3.00 \\ \text{Education (E)} - 4.20 \\ \text{Strategic Partnership (SP)} - 3.00 \\ \hline \end{array} = \frac{13.03}{4} = 3.26 \text{ (average rating of the agency)}$$

MARAMING SALAMAT PO!!!!