THE NATIONAL INTEGRITY PLAN OF MALAYSIA

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INTRODUCTION
“Malaysia aims to become a fully developed nation in its own mould by 2020...The transformation towards a developed nation is not solely based on economic and technological progress. It also needs progress in social, cultural, intellectual and spiritual fields. To achieve these, the enhancement of ethics and integrity to ensure that they become part of the society’s culture is absolutely necessary.”

(NIP, p.3)
“During the Ninth Plan period, human capital development will be one of the main thrusts as envisaged in the National Mission. Greater focus will be given to holistic human capital development encompassing knowledge and skills, progressive attitude as well as strong moral and ethical values.”

(Ninth Malaysia Plan, p.261)
INTEGRITY

“...quality of being honest and upright.”

“...about individual and organizational characteristics which are perfect based on noble values such as honest, truthful, trustworthy, accountable, transparent, efficient, and wise.”
“...a quality of excellence that is manifested in a holistic and integral manner in individuals and organizations. Integrity is based on ethics and noble values and their concrete manifestation in daily lives.”

(National Integrity Plan, p.22)
“...the harmony between what an individual says and does. His or her actions are in accordance with moral and ethical principles as well as laws and regulations and do not go against public interest. They also reflect promptness, correctness and quality.”

(National Integrity Plan, p.22)
“...carrying out the trust and responsibilities bestowed upon them in line with public interest. They are not allowed to misuse their power for their self interest, or for the interest of their families or relatives. Should a conflict of interest occurs, public interest overrides personal interest. Holders of public office must be transparent, sincere, accountable to their superiors and subordinates, as well as to their clients.”

(National Integrity Plan, p.22)
“...formulation and implementation of codes of ethics, clients’ charter, and system or work procedures, as well as compliance with best practices. The organisation’s code of ethics is constantly reiterated, internalized and upheld by members of the organization until it becomes second nature, and ultimately transforms into the culture for the organization as a whole.”

(National Integrity Plan, p.22)
INSTITUTION INTEGRITI MALAYSIA

LEADERSHIP
- Non exemplary leadership and low commitment
- Instructions go against procedures & regulations
- Do not walk the talk promises

STRUCTURE AND INSTITUTION
- Structure not suitable and not focused
- Targets not clear and unreasonable
- Structure outdate and not addressing new demands and challenges
- INSTITUTION
  - Overlapping of scope, functions and responsibilities
  - Low coordination
  - Conflict in objectives between institutions resulting in conflict of values and value crisis

SYSTEM & PROCEDUR
- Low transparency
- Poor systems and procedures
- Poor enforcement
- Selective enforcement
- Poor monitoring
- Limited resources
- Outdated laws and conflict in laws

INDIVIDUAL
- Individual weakness
  - low education and poor values
  - poor work ethics
  - greed
  - weaknesses
- Life Demands

CULTURE
- Culture that does not give importance to integrity:
  - Poor reports
  - Could not careless attitude
  - Fear of consequences
  - Lodging reports
  - Indifferent attitude
  - Refusal to act as whistleblower
  - The ‘yes-man’ attitude and ‘apple-polishing syndrome’

DETERIORATION OF INTEGRITY
The relationship between integrity and quality of life
THE NATIONAL INTEGRITY PLAN
Launched by:

Y.A.B. Dato’ Seri Abdullah Haji Ahmad Badawi

Prime Minister of Malaysia

23 April 2004
Putrajaya
What is NIP?

“The NIP is an integrity plan that will be a catalyst for the attainment of the objective of enhancing integrity...It reflects the hopes and aspirations of both the leadership and the people.”

(NIP, p.viii-ix)
OBJECTIVE OF NIP

To realise Vision 2020;

“...to establish a fully moral and ethical society whose citizens are strong in religious and spiritual values and imbued with the highest ethical standards.”

(4th Challenge of Vision 2020)
TARGET 2008

- Effectively reduce corruption, malpractices and abuse of power;
- Increase efficiency in the public delivery system and overcome bureaucratic red tape;
- Enhance corporate governance and business ethics;
- Strengthen family institutions; and
- Improve the quality of life and societal well-being
Target 1: Effectively reduce corruption, malpractices and abuse of power

- The international ranking based on the Corruption Perception Index (CPI) developed by Transparency International. The score of 5.2 for Malaysia in the year 2003 will be improved to at least 6.5 by 2008 (10 being the best and 1.0 the worst). As well as the ranking of Malaysia improved from 37th to at least 30th position;
Target 2: Improve efficiency in the public service delivery system and overcome bureaucratic red tape

- Improvement in the public perception index of service providers in the Government sector, by ensuring the score falls below 2.5 (1.0 being the best and 5.0 being the worst);

- The number of public complaints made to the ACA and the Public Complaints Bureau, the auditor General’s reports and other feedback from clients of government departments and agencies as well as other sources; and
Target 3: Enhance corporate governance and business ethics

- Increase in compliance of the conditions sets by Bursa Malaysia
- Reduction in cases of corporate fraud;
- Increase in the number of open tenders undertaken in a transparent manner and reduction in the number of negotiated tenders
- Adherence to RUKUNIAGA Malaysia by the business sector;

- Reduction in cases of violation of the Consumer Protection Act 1999; and

- Other bench markings used by national and international agencies, wherever relevant
Target 4: Strengthen the family institution

- Reduction in divorce rates
- Reduction in family conflicts arising from disputes over inheritance and child custody rights
- Reduction in domestic violence
- Reduction in cases of child abuse and neglect;
- Increase in assistance given to single parent families; and
- Reduction in neglect of the elderly
Target 5: Improve the quality of life and people’s well being

- Reduction in the incidence of crimes in the society, especially serious crimes, crimes against property and sexual crimes. Such reduction is measure of safety in the community.

- Reduction in social problems such as drug addiction, illicit sexual relations that result in the spread of HIV and AIDS, as well as the incidence of couples staying together outside of wedlock. The reduction of these problems reflects a healthy and moral way of life;
Reduction in road accidents. Such reduction reflects better driving ethics and improvement in the enforcement of traffic laws and regulations;

Reduction in the incidence of misconduct or delinquency among students. This reflects effectiveness of civics education as well as enforcement of discipline among students; and

Reduction in environmental degradation. Such reduction reflects improvement in public awareness for sustainable development
WORDS OF WISDOM
“And do not eat up your property among yourselves for vanities, nor use it as bait for judges, with intent that you may eat up wrongfully and knowingly a little of (other) people’s property.”

(Al-Qur’an, Chapter 2: Verse 188)
CHRISTIANITY

“You must not distort justice, you must not show partiality and you must not accept bribes for a bribe blinds the eyes of the wise and subverts the cause of those who are in the right.”

(The Bible)
CONFUCIANISM

“Wealth gained by unrighteousness will not last.”

(Confucius)
TAOISM

“To accumulate wealth and treasures in excess is equivalent to robbery and crime.”

(Laotze)
“Politics without (ethical) principles, business without morality, and wealth without work are social sins of humankind.”

(Mahatma Ghandi)
WHAT HAD BEEN DONE?
Efforts By The Government

- The Special Cabinet Committee on the Government Management Integrity;
- Formulation of the National Integrity Plan; and
- The establishment of the Malaysian Institute of Integrity
1. Trainings:

- As content providers;
- Seminar/Forum/Convention;
- Training of Trainers; and
- Course on “Integrity Enhancement”.
2. Research:

- A Study On The Effects Of Indebtedness On The Propensity Of Bribe Acceptance Among Selected Public Sector Agencies;

- The National Perception Index On Integrity.
Efforts By IIM

2. Research (Cont...):

- A Study On The Effectiveness Of The Implementation Of The National Integrity Plan; and

- A Study On The Stakeholders’ Perception On Government Procurement.
Efforts By IIM

3. Engagements with the Public Sector:

- Royal Malaysia Police (PDRM);
- Road Transport Department (JPJ);
- Local Authorities; and
- Royal Customs Department
4. Engagements with the Private Sector:

- College and university students;
- Young professionals;
- Chambers of Commerce;
- Regulatory bodies; and
- Entrepreneurs
5. Engagements with the Political Sector:

- Parliament Select Committee On Integrity;
- Political parties; and
- State Assembly Select Committee On Integrity
Efforts By IIM

6. Engagements with the Sociocultural Sector:
   - Students;
   - Non-Governmental organisations (NGOs);
   - Religious institutions;
   - Heads of villages; and
   - Village Development and Security Committees.
Efforts By IIM

7. Establishment of the State Institute of Integrity (IIN):
   - Launched by The Hon. Prime Minister on 7 November 2006;
   - Normally under the auspices of the state governments.
WHAT NEXT? – THE STRATEGIES
Adopt the National Integrity Plan

- Strengthen the effectiveness of good governance;
  - Enhance the practice of good governance;
  - Formulate the Code of Ethics;
  - Enhance the effectiveness of the Management Integrity Committee.
• Enhance the effectiveness of the delivery system;

  ❖ Ensure transparency, rationality, openness, and fairness in the procedures for procurements, supplies, services and contracts;

  ❖ Upgrade the expertise, skills and professionalism of employees through training, re-training and advanced training.
Adopt the National Integrity Plan (...cont)

- Conduct awareness campaigns to wipe out corruption, malpractices and abuse of power;
  - Set up and/or strengthen the internal complaints mechanism, as well as mechanism for public complaints;
  - Formulate the policy statement of the organisation or institution with regards to the integrity enhancement efforts.
Adopt the National Integrity Plan (...cont)

• Strengthen the administration of justice;
  
  ❖ Establish a witness protection programme as well as the protection programme for whistle blowers;
  
  ❖ Ensure that laws and regulations are reviewed from time to time.
  
  ❖ Undertake appropriate punitive measures against individuals in corruption, malpractices and abuse of power.
Adopt the National Integrity Plan (...cont)

- Strengthen human resource management;
  - Review the provision of facilities in order to create a better working environment;
  - Introduce a more effective, rational and fairer evaluation system to evaluate performance of employees.
  - Conduct a series of activities on a sustained basis with a view to promote a high spirit of loyalty, esprit de corp and teamwork.
Adopt Holistic Human Capital Development

- High performance culture;
- Progressive outlook, strong moral and ethics; and
- Programmes to internalise moral and ethical values
CONCLUSION

A nation of high integrity will ensure a high quality of life, hence a better place to live in.
Thank You

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