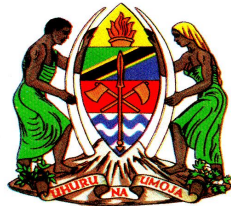


**THE UNITED REPUBLIC OF TANZANIA**

**PRESIDENT'S OFFICE**



**ETHICS SECRETARIAT**

**INTEGRITY PLEDGE FOR PUBLIC LEADERS, PUBLIC  
SERVANTS AND PRIVATE SECTOR**

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# **INTEGRITY PLEDGE FOR PUBLIC LEADERS, PUBLIC SERVANTS AND PRIVATE SECTOR**

## **1.0 MEANING OF THE PLEDGE**

The Integrity Pledge is a formal and concrete expression of commitment to abide by ethical practices and to support a National Campaign on Ethics and War Against Corruption.

It is a document that allows a company or public officeholders to make a commitment to uphold the Ethics and Anti-Corruption Principles for Corporations and Public Service Institutions in Tanzania. By signing the pledge, a company, public leader and public servant are making a unilateral declaration that they:

- i. will abide by principles of integrity, accountability, transparency, professionalism in conducting business and public duties;
- ii. will adhere to the provisions of the Public Leadership Code of Ethics Act, Prevention and Combating of Corruption Act, Public Procurement Act, Public Service Act, Code of Ethics and Conduct for Public Service and Professional Code of Ethics;
- iii. will be patriotic and loyal to the Government of United Republic of Tanzania;
- iv. will protect the environment and public properties.

## **2.0 THE ORIGIN OF INTEGRITY PLEDGE IN TANZANIA**

The idea of establishing Integrity Pledge emanated from the Big Results Now Laboratory in 2014. It was noted that, despite the existence of laws, regulations, guidelines and anti corruption strategies, the fact is that corruption is still a problem in conducting business and delivering services, thus it must be combated. Also, there is a public outcry on unnecessary bureaucracy and poor services which create loopholes for corruption. Previously the Private Sector was not full engaged in the National Anti Corruption Strategies. Corruption was seen as a Public Sector issue while the persons who give and receive bribes are also in the Private Sector.

It is clear that the existing legislations, regulations, guidelines and strategies alone cannot mitigate or eliminate corruption or unethical behaviours. So it was necessary to devise an additional tool that will bring together the efforts of all stakeholders in the fight against corruption. Hence, Integrity Pledge provides an opportunity for Public and

Private Sector to work together towards mitigating or eliminating corruption in the country.

### **3.0 RATIONALE FOR THE INTEGRITY PLEDGE**

The Pledge is important in the following ways:

- i. It enhances the fight against corruption and unethical practices within the existing legal framework(s);
- ii. It encourages the signatories to live and conduct themselves ethically;
- iii. It provides room for self evaluation, different from legal action which takes place after an illegal act is committed;
- iv. It encourages the sense of self regulation rather than enforcement with cohesion;
- v. It helps to build a culture of integrity which encourages people to live and believes in ethics.

### **4.0 PRINCIPLES OF THE INTEGRITY PLEDGE**

The Integrity Pledge aims at attaining the following anti-corruption and ethics principles:

- i. Promote transparency, accountability, integrity, professionalism and good corporate governance;
- ii. Enhance anti-corruption elements to strengthen internal control mechanism;
- iii. Enhances implementation of the Public Leadership Code of Ethics Act, Prevention and Combating of Corruption Act, Public Procurement Act, Public Service Act, Code of Conduct for Public Service and Professional Code of Conduct;
- iv. Enhance relationship among public leaders, public servants, owners, Executive Officers of companies and the citizens;
- v. Curb unethical practices in work places;
- vi. Promote patriotism, loyalty, protection of environment and public properties;
- vii. Demonstrate citizens' expectation to public leaders, public servants and Private Sector.

## **5.0 MANDATE TO PREPARE THE PLEDGE**

According to Section 5 of the Public Leadership Code of Ethics Act No. 13 of 1995 the President is imposed with the duty of undertaking the responsibility of promoting ethical standards in public offices by engaging the Private Sector in that endeavour.

From that duty, the Ethics Secretariat being the Premier Institution on matters relating to promotion of leadership ethics in Tanzania, has been given the task to coordinate development and implementation of Integrity Pledge for Private Sector, public leaders and public servants under the Big Result Now (BRN) programme. The pledge is one of the BRN initiative in the fight against corruption.

Also, according to regulation 66 (2) of the Public Service Regulations of 2003, every Public Servant is required to sign a declaration of adherence to the Code of Conduct for Public Service. The Code has been taken into consideration by the Integrity Pledge. The President's Office, Public Service Management and Disciplinary Authorities have the responsibility of supervising its implementation.

In addition, under the Companies Act (Cap. 212), all companies are required to register and acquire business licenses from the Business Registrations and Licensing Agency (BRELA). The Agency is responsible to ensure that companies operate in adherence to internationally recognized best practice.

## **6.0 EXECUTION OF THE PLEDGE**

### **6.1 The Responsibility of Supervisory Authorities**

The Ethics Secretariat, Presidents Office - Public Service Management, BRELA will be responsible for distribution of copies of the Pledge to public leaders, public servants and companies, each according to its mandate<sup>1</sup>.

The Oversight Institutions, Ministries, Independent Department, Government Agencies, Public Corporations, Private Companies, Local Government Authorities and the Citizens will have the oversight role.

A copy may be distributed or downloaded from the website of Ethics Secretariat or the aforementioned Institutions.

The Ethics Secretariat and the Relevant Authorities will prepare the list of signatories.

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<sup>1</sup> The pledges are attached in annexure A

BRELA has the duty to ensure that companies follow the standard procedure used in companies' documents by putting a company seal or by any other manner as long as it is a valid method of execution for such a document by a company.

The Ethics Commissioner, Chief Executive Officer of Ministries, Departments, Agencies, Local Government Authorities, Public Corporations, and Chief Executive Officer of BRELA will sign Integrity Pledge as Supervisory Authorities, each according to its mandate;

The mentioned Authorities will be required to participate in the National Ethics and Anti-Corruption Campaign.

The appointing authority will be responsible to ensure that Integrity Pledge forms part of the employment and appointment letter of public service leaders and public servants.

## **7.0 SIGNING OF THE INTEGRITY PLEDGE**

### **7.1 The Responsibilities of Signatories**

All public leaders listed in the Public Leadership Code of Ethics Act, all public servants working with the Government of the United Republic of Tanzania and companies doing business in the United Republic of Tanzania will be required to sign Integrity Pledge and submit it to the appropriate Authority.

Public servants who work in the Public Service on contractual basis are supposed to sign Integrity Pledge like any other public servants.

After signing the Integrity Pledge, they are supposed to adhere to its terms.

Also, they have to cooperate with the Oversight Institutions in ensuring that all signatories adhere to the clauses enshrined in the Integrity Pledge.

Moreover, they are expected to participate in the National Ethics and Anti-Corruption Campaign.

## **8.0 SCHEDULES FOR SIGNING THE INTEGRITY PLEDGE**

Signing of Integrity Pledge will be done:

- i. Once for the company which the CEO who signed the former pledge has not changed;

- ii. More than once for the companies which their CEOs has changed, they have to sign a new pledge while updating their documents in BRELA;
- iii. Once during the tenure of office of the public Leader or servant except for new promotion or appointment, a new pledge has to be signed;
- iv. For newly appointed or elected public leaders and servants, the signing will be done once they are elected, appointed or assume their office;
- v. Once a public servant is transferred from one Ministry, Independent Department, Government Agency, Public Institution, Public Corporation or Local Government Authority to another public office, he or she is supposed to sign a new pledge;

The Head of Public Service in Tanzania has issued a Circular Number 02 for the Implementation of Integrity Pledge which started to operate in August, 2015.

## **9.0 THE EFFECT OF VIOLATING THE PLEDGE**

The effects of violating the clauses of Integrity Pledge are as follows:

- i. Loss of public confidence and trust of business partners;
- ii. Lack of qualifications for doing business with the Government;
- iii. Face disciplinary or legal action for violating the Public Leadership Code of Ethics Act, Prevention and Combating of Corruption Act, Economic and Organized Crimes Act, Public Procurement Act, Public Service Act, Code of Conduct for Public Service and Professional Code of Conduct.

## **10.0 PREPARATION AND IMPLEMENTATION OF THE INTEGRITY PLEDGE**

The process of preparing and implementing the Integrity Pledge involves the following stages:

- i. Preparation of drafts of Integrity Pledge;
- ii. Collecting comments from internal and external stakeholders;
- iii. Analyzing comments of stakeholders and prepare the final drafts of Integrity Pledge;
- iv. Drafts of pledge approved by the Relevant Authority and issuance of circular for implementation;

- v. Distribution of Integrity Pledges to signatories for signing;
- vi. Monitoring and Evaluation;
- vii. Survey on the status of ethics compliance.

## **11.0 CONCLUSION**

The Integrity Pledge is expected to build the sense of commitment by a company or public official to uphold the principles of integrity, transparency, accountability and zeal to fight corruption and improve service delivery both in the Public and Private Sector;

It will encourage the Public and Private Sector to adhere to ethics and anti-corruption principles. Also to engage members of the public in monitoring and promoting ethics in the Public and Private Sector.