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OPENBAAR MINISTERIE

The need for a balanced approach



**Vienna Conference
11 April 2014**

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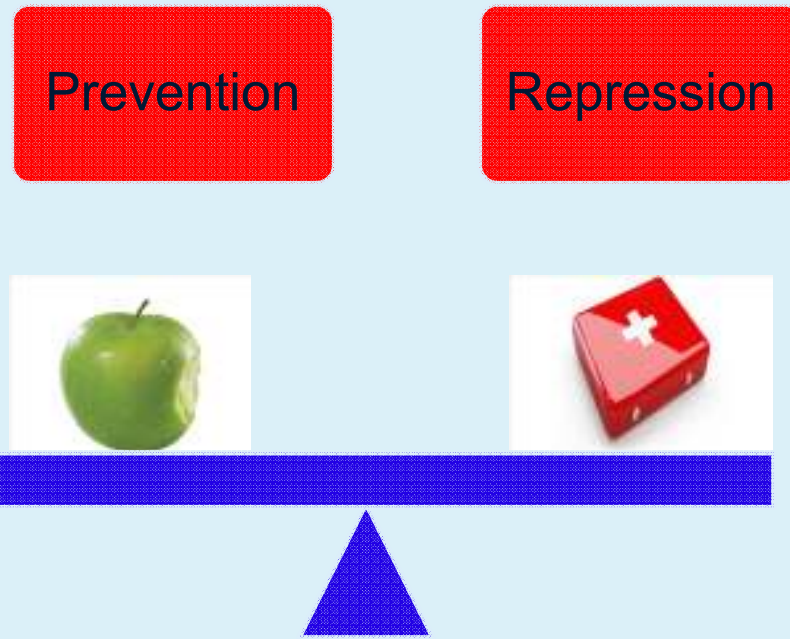
Motive for the new policy

- PPS did not comply fully with all standards
- The Board of Procurators General considers integrity as essential hallmark of the quality of the PPS
- Integrity must be visible and recognisable (internally and externally)
- A permanent discussion to raise awareness

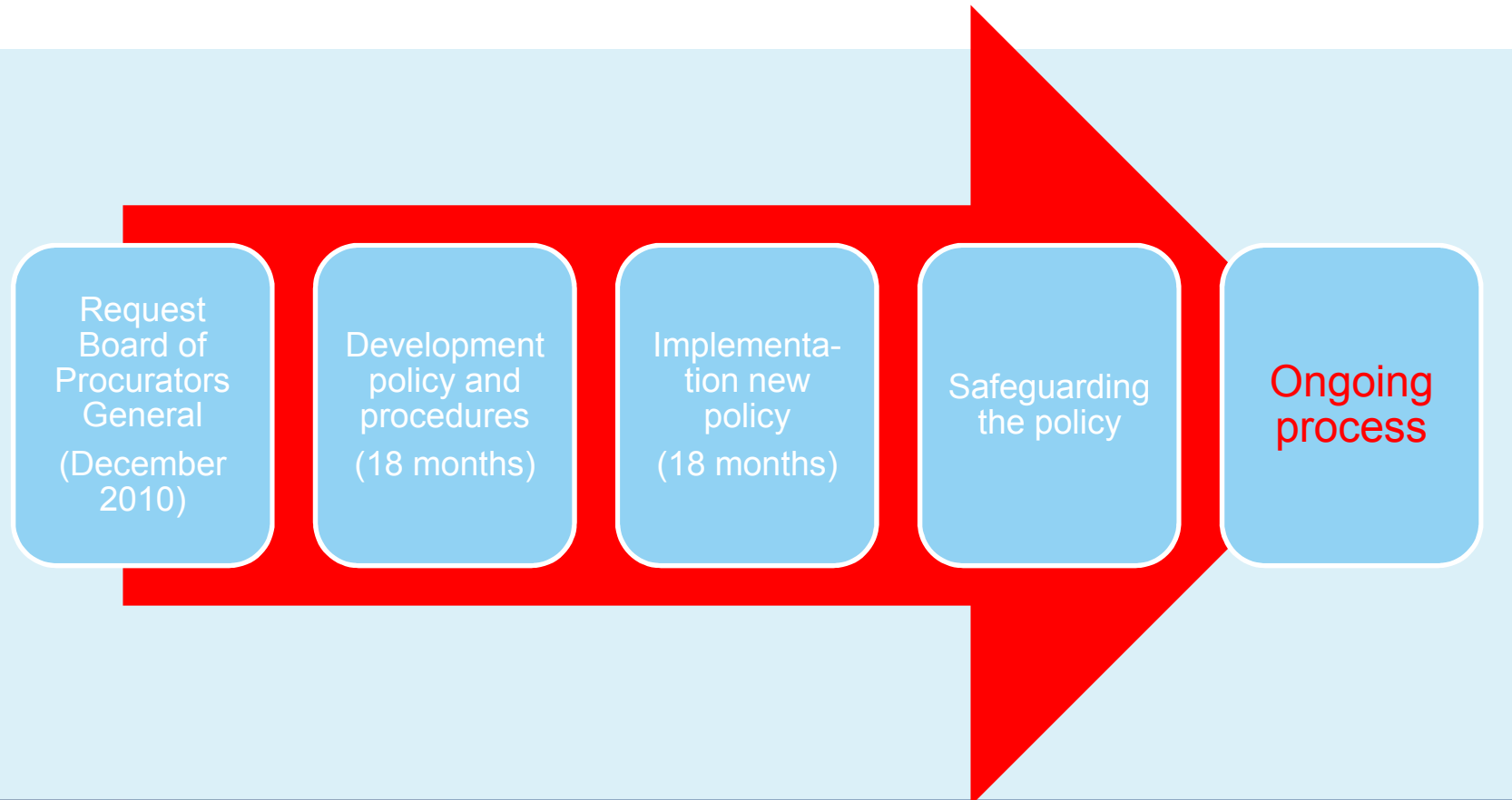
Ambition

- Public Prosecution Service in which:
 - employees feel safe and free to discuss dilemmas
 - any issue of integrity is dealt with consciously
 - acting ethically is considered to be a shared responsibility

Balanced approach



Process





Integrity Programme



Prosecution Service Integrity Bureau (BI-OM)



Code of conduct and other documents



Pool of investigators



Confidential integrity officers



Implementation & awareness



Prosecution Service Integrity Bureau (BI-OM)

- Nationwide center of expertise; consultation and advice
- Recording violations of integrity and the way in which they were settled
- Semi-annual quantitative reports and annual accountability report
- Development of tools to enhance awareness and encourage debate about integrity
- Availability of information (newsletters, intranet, information exchange with local management and integrity officers)

Renewed code of conduct

- Five core values:



Other documents



- For example:
 - Instruction on the Handling of Violations of Integrity
 - Communications Guidelines in the event of Violations of Integrity

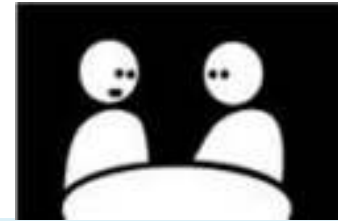
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Pool of investigators



- Investigation of possible violations of integrity in the PPS
- Eight trained investigators from various units within the PPS
- Independent investigators with no connection with the unit where the investigation takes place
- Thorough factual reports to the local management

Confidential Integrity Officers (CIO)



- Each prosecution service organisational unit has at least one trained CIO
- Responsibilities:
 - Confidential first contact for employees for questions and advice
 - (Formal) reports to the local management

Implementation

- A kick off in the Group Meeting (assembly of the Board of Procurators General and the Chief District Prosecutors)
- Visit of all local management teams by the National Programme Manager and the Integrity Coordinator
- Local introduction of the new Code of Conduct and the dvd to employees
- Integrity/professional dilemmas - a standard component in the local introduction programme for new employees and in the PPS training programme

Creating awareness



- DVD with PPS-specific dilemmas + a management manual
 - Tool to encourage the debate about professional dilemmas
 - Aim is an open exchange of views
- Newsletters
- Intranet
- Local sessions about integrity-related themes

Successes

- Integrity Bureau is known as a center of expertise and is frequently found by those who have questions about integrity matters
- The pool of investigators is very much appreciated
- Confidential integrity officers are frequently approached
- An internal and external network of integrity has been developed

Points of attention / issues for improvement



- Maintaining high levels of awareness about integrity matters
- More uniformity in the conclusion of integrity cases
- The communication process after integrity violations
- Perceived 'secure and safe work environment' by employees