

the dr&pw

Department: Roads and Public Works NORTHERN CAPE PROVINCE REPUBLIC OF SOUTH AFRICA

THE PLAN:

DR&PW ANTI-FRAUD AND CORRUPTION CHARTER (Annexure A)

THE PLAN: COMPILATION OF POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT – VERSION 3

DR&PW ANTI-FRAUD AND CORRUPTION CHARTER

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1. INTRODUCTION

The Department of Roads and Public Works (DR&PW) is wholly committed to protecting its revenue, expenditure, assets and reputation from any attempt by any person to gain financial or other benefit in an unlawful, dishonest or unethical manner. In implementing this departmental Anti-Fraud and Corruption Charter as part of The Plan in the DR&PW, the following applies:

> We have a ZERO-TOLERANCE to **Fraud and Corruption**

- ♦ We are instituting and maintaining. and anti-fraud and corruption environment throughout the DR&PW.
- ♣ The Plan (Anti-Fraud and Corruption prevention and management measures) is being implemented throughout the DR&PW.
- Fraud and corruption prevention, detection, reporting, investigation and resolution is a priority in all governing structures of the DR&PW.

We Understand and Manage our Risks

- Our fraud and corruption risks are assessed on a regular basis.
- Cognisance of fraud and corruption risk is given in all policy, strategic, procedural and operational changes.
- Internal controls and audit measures are in place to identify and manage departmental fraud and corruption risks.

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We are Proactive in Defending our Assets

- in combating fraud.
- ♣ We are establishing a profile on potential fraudsters.
- ♣ We are monitoring direct and indirect losses incurred via fraud through effective information and communication.

We React when a Crime is Uncovered

- We react swiftly and appropriately when a crime is uncovered.
- ♣ All suspected fraud is reported immediately to the Chief Director: Corporate and Management Services.
- ♣ The Accounting Officer (AO) will ensure that all suspected fraud is investigated and appropriate action is taken.

ILLUSTRATIVE LIST OF FRAUD AND CORRUPTION RISKS

The fraud and corruption risks identified below should not be relied upon as an indication of the full spectrum of fraud and corruption risks facing the DR&PW, but rather as an indication of different types of risks.

CATEGORY	FRAUD AND CORRUPTION RISKS IDENTIFIED	PROPOSED ACTION
Assets	Abuse and/or theft of assets and inventory items.	♣ Promote work ethic required from DR&PW employees and management and conduct awareness programmes.
		Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Unapproved removal of assets from the DR&PW premises.	Continuation of regular asset verification exercises.
	Use of tools and inventory items for private purposes.	Promote work ethic required from DR&PW employees and conduct awareness programmes.
	Abuse of telephones and internet for private use.	Promote work ethic required from DR&PW employees, conduct awareness programmes and provide exception reports to managers.
Ethics	Abuse of subsistence and travel (S&T) resources.	Lensure that controls are adhered to / enforced.
		↓Implement consequence

Ethics		management (e.g. disciplinary
		action/criminal prosecution) against individuals/networks of
		individuals where it has been
Eliter II		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	Nepotism, favouritism, patronage,	♣ Promote work ethic required from
	bribery and extortion in recruitment,	DR&PW employees and
	appointment and promotion	management and conduct
	processes.	awareness programmes.
		Declaration is signed when
		involved in recruitment and
		promotion processes.
Military 3		♣ Implement consequence
		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	Conflict of Interest.	♣ Promote work ethic required from
	Connict of interest.	
		DR&PW employees and conduct
		awareness programmes.
		♣ Implement consequence
		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.

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Ethics	Misrepresentation of the Policy on	Create awareness regarding the
	Gifts for personal gain.	Policy on Gifts.
A CONTRACTOR OF		
		Regular updating of the Gift
		Register.
The second		r togictor.
		♣ Monitor and Evaluate (M&E) the
		Gift Register.
	The state of the s	↓ Implement consequence
	And the second second	management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
FUNCTION TO S	THE WINDS OF THE PARTY.	resolved beyond reasonable
R. Joseph M. L.		doubt that fraud and/or corruption
HALLEY ELLER	the second of the late of the	took place.
Res Contract		
	Potential Conflicts of Interest not	Reminder to Senior Management
	declared.	Service (SMS) members as well
		as all other employees (whether
		in management or otherwise) who
		are required to complete the
		annual Financial Disclosure as
		per DPSA directives, to do so by
		the due date.
		Lensure that the Conflict of Interest
		Declaration is signed when
		involved in the procurement,
		recruitment and promotion
	THE CANADA STATE OF THE STATE O	processes.
		, p
	Theft of time.	♣ Promote work ethic required from
	11.51. 07 (11.15.	DR&PW employees in relation to
		their contractual responsibilities
	The second second	towards the employer.
		towards the employer.
		♣ Promote lawful human resource
		management practises by
	BOTH THE RESERVE TO STREET	DR&PW management towards
		employees.

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ETHICS MANAGEMENT – VERSION 3

Ethics Conduct awareness programmes. Abuse of sick leave and/or family ♣ Promote work ethic required from responsibility leave. DR&PW employees in relation to their contractual responsibilities towards the employer. Promote lawful human resource management practises by DR&PW management towards employees. Conduct awareness programmes. Review of impact of RWOPS on a Remunerative Work Outside the Public Service (RWOPS) which is six (6) monthly basis. unauthorised or impacts on normal duties. Paying more than necessary for Lensure segregation of duties. Financial goods/services. Lensure that controls to Irregular expenditure (authorisation prevent/avoid or detect and of monitoring of expenditure correct unnecessary expenditure are adhered to / enforced. payments). Staff applying inconsistent management (e.g. disciplinary procedures resulting in financial action/criminal prosecution) losses. against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. Lensure that controls are adhered Fraudulent non-registering of a staff debt (bursary, vehicle accidents, to / enforced. etc.). management (e.g. disciplinary action/criminal prosecution) against individuals/networks of

Financial		individuals where it has been
		resolved beyond reasonable
	TO THE SHAPE STREET, AND	doubt that fraud and/or corruption
		took place.
		took place.
	Deliberate by penains of	Lensure that controls are adhered
	Deliberate by-passing of	
	delegations.	to / enforced.
		Implement consequence
		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
	1535.2	resolved beyond reasonable
		doubt that fraud and/or corruption
	The state of the state of	took place.
F 1		
	Incorrect/inaccurate Financial	↓Internal controls in place to
	Reporting and non-compliance	prevent avoid, or detect and
	with Financial Reporting	correct unnecessary expenditure.
	regulations and lack of proper	
	Accounting Controls for unusual	
	items such as donations.	management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	Invoice paid before the service is	♣ Ensure that controls are adhered
	rendered.	to / enforced.
		♣ Implement consequence
		management (e.g. disciplinary
	THE RESERVE THE PARTY OF THE PA	action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or

Financial		corruption took place.
	Litigation against DR&PW and the settlement of claims.	Regular review and monitoring of claims.
142	Monies not banked when required.	Lensure that controls are adhered to / enforced.
		Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable
		doubt that fraud and/or corruption took place.
	Deliberate by-passing of financial policies and procedures.	Ensure that controls are adhered to / enforced.
		Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Payment of fraudulent claim.	
		doubt that fraud and/or corruption took place.

Financial	Receipts not issued for monies	# Ensure that controls are adhered
	received.	to / enforced.
	and the state of the state of	♣ Implement consequence
		management (e.g. disciplinary
	Territoria de la companya del companya de la companya del companya de la companya	action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
	The Section of the Se	resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	The state of the s	took place.
	Decrease of personal staff synances	
	Recovery of personal staff expenses	
	allocated to projects.	to / enforced.
		I Implement concession
		↓ Implement consequence management (e.g. disciplines)
		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
COLUMN TO		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	Transfer payments and earmarked	Lensure that controls are adhered
	funds might not be used for the	to / enforced.
	intended purpose.	
		↓ Implement consequence
		management (e.g. disciplinary
		action/criminal prosecution)
	to a land to the state of the s	against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	Market Committee Committee	
	Henry the give of any office and a second to	L English that controls are adhered
	Unauthorised credit notes issued to	Lensure that controls are adhered
	reverse debt.	to / enforced.

Financial		Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Duplicate payments to suppliers or incorrect supplier paid.	♣ Ensure that controls are adhered to / enforced. ♣ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Fraudulent payments of suppliers into incorrect bank accounts via Electronic Financial Transfer (EFT).	♣ Ensure that controls are adhered to / enforced. ♣ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Loss of financial resources through insufficient verification.	Communicate compliance requirement with regard to financial policies and procedures to staff.

Financial		♣ Ensure that controls are adhered to / enforced.
		Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Possible theft or misuse of petty cash.	
		Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
Human Resources	Non-attendance at courses/ workshops/conferences or no	Lensure that all courses are accredited.
(HR)	benefit emanating from courses	dooredited.
	paid for by the DR&PW.	Require of employees to complete a Portfolio of Evidence (PoE) and/or a report on courses/workshops/conferences registered for.
	Inadequate screening procedures are applied during the recruitment and promotion processes (internal).	♣ Ensure that controls are adhered to / enforced.
		Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of
		individuals where it has been

Human		resolved beyond reasonable
Resources		doubt that fraud and/or corruption
(HR)	English heaten to be	took place.
(Lus)		
	Applicants for employment using	♣ Ensure that controls are adhered
	false information (external).	to / enforced.
	(
		↓ Implement consequence
		management (e.g. disciplinary
	The beautiful and the second	action/criminal prosecution)
		against individuals or networks of
		individuals (e.g. employees
		colluding with external
		parties/individuals) where it has
		been resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	Low staff morale/lack of motivation	♣ Ensure that vacant funded posts
	leading to unethical behaviour.	are filled within the prescribed
		time frame.
		Regular reports on progress with
	Line of the street of the	the filling of posts.
	A STATE OF THE STA	
		Regular reports on the need for
		review of the departmental
		organisational structure and
The second		approval of same by the
1 1 4 6 1		Department of Public Service and
		Administration (DPSA).
	Overtime overstated.	A Drawata waste athia saguinad frame
	Overtime overstated.	♣ Promote work ethic required from DR&PW employees and conduct
		awareness programmes.
		↓ Implement consequence
		management (e.g. disciplinary
		action/criminal prosecution)
to be a		against individuals/networks of
		individuals where it has been
		maniado mioro itrido boom

Human		resolved beyond reasonable
Resources		doubt that fraud and/or corruption
(HR)		took place.
	Creating ghost workers.	Lensure that controls are adhered
		to / enforced.
		↓ Implement consequence
AND DESIRED		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	Manipulation of performance	Review and maintain an effective
A Park Town	evaluation process to advantage an	Employee Performance
	employee / group (network) of	Management and Development
	employees.	System (EPMDS).
		♣ Implement consequence
		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	Lagrania material and an appropriate	♣ Circular to staff to remind them
	Leave is not recorded or captured.	of leave credits.
		of leave credits.
		I I cove registers kant by
		Leave registers kept by
Information	IT access and authorisations not	managers. Left Ensure that controls are adhered
	properly restricted, resulting in	to / enforced.
Technology	unauthorised access to information	to / emorced.
(IT)	and processing transactions.	♣ Conduct regular physical and IT
	and processing transactions.	systems security checks relating
		to IT.
		1011.

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Information		
Technology		detected, implement
		consequence management (e.g.
(IT)		disciplinary action/criminal
		prosecution) against
		individuals/networks of individuals
		where it has been resolved
		beyond reasonable doubt that
		fraud and/or corruption took
	THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN THE PERSON NAMED	place.
	Inadequate application (Software)	♣ Ensure that controls are adhered
	controls, resulting in unauthorised	to / enforced.
	staff accessing systems.	
		♣ Conduct regular physical and IT
		systems security checks relating
		to IT.
		♣ Where unauthorised access is
		detected, implement
		consequence management (e.g.
		disciplinary action/criminal
		prosecution) against
		individuals/networks of individuals
		where it has been resolved
		beyond reasonable doubt that
		fraud and/or corruption took
		place.
	Unauthorised release of username	Lensure that controls are adhered
	and/or password.	to / enforced.
		systems security checks relating
		to IT.
		♣ Where unauthorised access is
		detected, implement
		consequence management (e.g.
		disciplinary action/criminal
	COLUMN TO BE A STATE OF THE STA	prosecution) against

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		individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
Operational	No formal processes to ensure assets are returned on resigning or leaving service.	 ♣ Ensure that controls are adhered to / enforced. ♣ Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Validating of trip authorisation. Accident reporting procedures.	Ensure that controls are adhered to / enforced. Ensure that controls are adhered to /
		enforced.
	Mismanagement of information/documents.	 Clearly communicate policies around the safekeeping of information, as well as communication with stakeholders. Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of
		individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.
	Inappropriate use of projects funds.	

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Operational		management (e.g. disciplinary
Operational		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
	A STATE OF THE STA	took place.
	Unauthorised disclosure of	♣ Clearly communicate policies
	restricted/confidential information.	around the safekeeping of
		information to all employees.
		↓ Implement consequence
		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
1.151315		individuals where it has been
	Manual art and the	resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
Risk	Overall risk management strategy.	Review and update the Risk
1000		Management Policy and Strategy as
		the need arises to reflect the current
100 To 100		stance on risk management in the
		DR&PW.
Supply Chain	Tendering and procurement	Lensure that controls are adhered
Management	processes may not be in terms of	to / enforced.
(SCM)	regulations and policies and may	
	not be in the best interest of the	↓ Implement consequence
	DR&PW.	management (e.g. disciplinary
	Market Transport	action/criminal prosecution)
		against individuals/networks of
ETERL IS		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.

to / enforced. Limplement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. Collusion between service provider and SCM employee to provide inflated quotation. Collusion between service provider and SCM employee to provide inflated quotation. Ensure that controls are adhered to / enforced. Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. Repeated use of service provider for employee benefit. Ensure that controls are adhered to / enforced. Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. Deliberate non-enforcement of physical controls e.g. offices intentionally not locked or unauthorised access overlooked. Implement consequence **Ensure that controls are adhered to / enforced. Ensure that controls are adhered to / enforced.	Supply Chain	Allocating contracts to non-	
Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. Collusion between service provider and SCM employee to provide inflated quotation. Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place.		deserving service providers.	to / enforced.
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Collusion between service provider and SCM employee to provide inflated quotation. Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. Repeated use of service provider for employee benefit. Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. Deliberate non-enforcement of physical controls e.g. offices intentionally not locked or			resolved beyond reasonable
Collusion between service provider and SCM employee to provide inflated quotation. Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. Repeated use of service provider for employee benefit. Repeated use of service provider for employee benefit. Implement consequence management (e.g. disciplinary action/criminal prosecution) against individuals/networks of individuals where it has been resolved beyond reasonable doubt that fraud and/or corruption took place. Deliberate non-enforcement of physical controls e.g. offices intentionally not locked or			doubt that fraud and/or corruption
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DEPARTMENT OF ROADS AND PUBLIC WORKS | 41 THE PLAN: COMPILATION OF POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT – VERSION 3

Supply Chain		action/criminal prosecution)
Management		against individuals/networks of
(SCM)		individuals where it has been
(SCIN)		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
1212 July 12 22	Manipulation of centralised list of	♣ Ensure that controls are adhered
	suppliers.	to / enforced.
	T	management (e.g. disciplinary
Bayer .		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
		took place.
	Overriding of internal controls.	♣ Ensure that controls are adhered
		to / enforced.
1000		to / cilioroda.
		management (e.g. disciplinary
	Marie Land Control of the Control of	action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
		♣ Update list of suppliers.
	Kickbacks and / or bribery.	Lensure that controls are adhered
		to / enforced.
		♣ Implement consequence
		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been

DEPARTMENT OF ROADS AND PUBLIC WORKS | 42 THE PLAN: COMPILATION OF POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT - VERSION 3

Supply Chain		resolved beyond reasonable
Management		doubt that fraud and/or corruption
(SCM)		took place.
(OOM)	La Proposition of the Cartesian	
	Leaking of Bid information.	♣ Ensure that controls are adhered
BACK STATE		to / enforced.
	The second secon	Implement consequence
		management (e.g. disciplinary
	The state of the s	action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.
	Unauthorised goods purchasing.	Inadequate supporting
		documents in terms of bids
		awarded (tenders, date of
		appointment, estimated amount
		and duration.
		♣ Implement consequence
		management (e.g. disciplinary
The second second		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or
		corruption took place.
	Purchasing of unnecessary assets	♣ Ensure that controls are adhered
	resulting in fruitless and wasteful	to / enforced.
	expenditure.	
		♣ Implement consequence
THE STATE		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		doubt that hadd and/or corruption

THE PLAN: COMPILATION OF POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT - VERSION 3

Supply Chain		took place.
Management		
(SCM)	Lack of adequate quotations (at	Lensure that controls are adhered
	least three (3)) before submission	to / enforced.
	for approval.	
		↓ Implement consequence
		management (e.g. disciplinary
		action/criminal prosecution)
		against individuals/networks of
		individuals where it has been
		resolved beyond reasonable
		doubt that fraud and/or corruption
		took place.

3. APPROVAL OF THE DR&PW ANTI-FRAUD AND **CORRUPTION CHARTER**

This Anti-Fraud and Corruption Charter is Approved Comments:	a / Not Approvea
ACCOUNTING OFFICER	DATE



INTERNAL MEMO

DATE:	27 OCTOBER 2020	REF. NO.	
то:	THE DIRECTOR: STRATEGIC PLANNING		
FROM:	THE DEPUTY DIRECTOR: POLICY AND RESEARCH MANAGEMENT SERVICES		
SUBJECT:	SUBMISSION FOR APPROVAL OF THE PLAN: REVIEWED COMPILATION OF DEPARTMENTAL POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT, VERSION 3		

Dear Ms. Bekebeke

Please find attached the draft policies and submission documents that the Compilation of Policies on Fraud, Corruption and Ethics Management, called The Plan consist of, for your perusal and consideration, and which are hereby submitted for approval and / or adoption by the Acting Head of Department (HOD).

Regards

Mr. T. Ferreira

Manager: Policy and Research Management Services



INTERNAL MEMO

DATE:	27 OCTOBER 2020	REF. NO.
то:	THE HEAD OF DEPARTMENT (HOD)	
FROM:	THE DIRECTOR: STRATEGIC PLANNING MANAGEMENT	
COPY:	THE CHIEF DIRECTOR: CORPORATE AND MANAGEMENT SERVICES	
SUBJECT:	SUBMISSION FOR APPROVAL OF THE PLAN: REVIEWED COMPILATION OF DEPARTMENTAL POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT, VERSION 3	

Purpose

1. The purpose of this submission is to obtain approval from the Acting Head of Department (HOD) for the operationalization within the Department of the draft policies that the Compilation of Policies on Fraud, Corruption and Ethics Management, called The Plan, consist of, which have been reviewed.

Recommendations

- 1. The final drafts of the above mentioned policies have been circulated departmentally by the Communication and Marketing Unit.
- 2. It is therefore recommended that the Acting HOD approve these reviewed policies as Departmental policy.
- 3. Please see e-mail attached of the Evidence of Departmental Consultation.

MS. B. BEKEBEKE

DIRECTOR: STRAFEGIC PLANNING MANAGEMENT

Recommended Not Recommended

12 16 200

SUBMISSION FOR APPROVAL OF THE PLAN REVIEWED COMPILATION OF **DEPARTMENTAL POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT, VERSION 3**

MS. A. MPOTSANG DATE CHIEF DIRECTOR: CORPORATE AND MANAGEMENT SERVICES

MS. R. GREWAN

ACTING HEAD OF DEPARTMENT

Recommended / Not Recommended

Policies Approved / Policies Not Approved



the dr&pw

Department:
Roads and Public Works
NORTHERN CAPE PROVINCE
REPUBLIC OF SOUTH AFRICA

THE PLAN: REVIEWED COMPILATION OF DEPARTMENTAL POLICIES ON FRAUD, CORRUPTION AND ETHICS MANAGEMENT

SUBMISSION FOR APPROVAL OCTOBER 2020

EVIDENCE OF CONSULTATION WITH DEPARTMENTAL STAKEHOLDERS

From:

DRPW-Info

To:

ABavasah; ABrand; AFembers; AKula; ALesotho; ALSishi; amaina@vodam...

Date:

8/20/2020 8:18 AM

Subject:

ANTI-CORRUPTION, FRAUD & ETHICS - REVIEW OF THE PLAN POLICY

COMPILATION

Attachments: DR&PW DEPARTMENTAL POLICY - THE PLAN

- 2020.docx

Good day Colleagues,

Kindly find attached the latest version of the DR&PW Policy Document, The Plan, which is a compilation of Policy Documents on Anti-Corruption, Fraud and Ethics measures, which is also under review.

The due date for inputs/feedback from staff members is Friday, 11 September 2020. Inputs can be sent to tferreira@ncpq.gov.za

Thank you

From:

DRPW-Info

To:

A AMokwadi; A Maina; A van Staden; ABavasah; ABrand; AFembers; AKu...

Date:

10/5/2020 9:24 AM

Subject:

POLICY CONSULTATION: DR&PW ANTI-FRAUD, ANTI-CORRUPTION, ETHICS

STRATEGY

Attachments: DR&PW ANTI-FRAUD, ANTI-CORRUPTION AND ETHICS STRATEGY -

.docx

Good day Colleagues,

Kindly find attached Version of the Draft DR&PW Anti-Fraud, Anti-Corruption and Ethics Strategy.

Please note that the due date for feedback is Monday, 12 October 2020 and inputs can be sent to tferreira@ncpq.gov.za

Thanking you

TFerreira - POLICY CONSULTATION: DR&PW Committee Terms of Reference

From:

DRPW-Info

To:

A AMokwadi; A Maina; A van Staden; ABavasah; ABrand; AFembers; AKula; ALesotho; ALSishi; AMasisi; AMiller; AMkhize; AMoeti; AMofokeng; AMpotsang; Andre Jooste; Andrew Pulen; APulen; ARudman; ASwanepoel; AvanHeerden; B BDamon; BaatileItumeleng; Babalwa Bekebeke; BBarends; BBobeje; BChotelo; BCloete; BGaonakala; BGoba; BKapanda; BMazwi; BMeruti; BMontshiwa; BonoloMakoko; BosmanP; BPitso; Bradley Slingers; BSedisho; BSemau; BSlingers; BValentine; C CvanRooi; C Robertson; CAbrahams; CAdams; CBailey; CChakela; CDenysschen; CFourie; ChanelFourie; ChantelleCloete; ChristinaF; CKakora; Clive Bailey; CMrwebi; CNdebele; CRabaji; CRobertson; CValentine; D DMokoena; D DMwembo; DBingwa; DBingwane; Denice Bingwane; DGaehete; DKowa; DMagutyana; DMaqutyana; DMokgatlhe; DMonyamane; DPhirisi; DRPW-Info; DRPW-Switchboard; DSolo; DSwartz; DTsoai; DvdMerwe; EbenSwartbooi; EBeukes; EBlaauw; EBreytenbach; Ed Simon; EduPlessis: Edward Simon: EJobe: EJonkers: EKhatwane: ELecwedi: Ella Modise: EMichaels: ENodoba; EPino; EricksenA; ESimon; FDooling; FMogoje; FPetoro; fufemakatong@gmail.com; FvanVuuren; GAppels; Garnett Keyser; GJacobs; Gladwyn Stuurman; GMoabi; GMolale; GNakana; GPietersen; GPino; GRiet; GSalimana; GSefotlho; GSwanepoel; GThupe; GTopkin; Harold Roberts; Henry De Wee; HvanderMerwe; I Bulane; I ICarolus; I ITlhopile; I MichaelsI; IFredericks; ILottering; IMolore; IOliphant; IRammutla; Isaac Prins; J Esterhuyse; J JHanekom; JillianWilliams; JMarx; JMhlongo; JMhlongo; JMolale; JMoncho; JMphole; JSehume; JSeptember; JSibiya; JSpetember; JTawine; June Erasmus; K KMaarman; K KMatonkonyane; K MalgasK; KAaron; KagishoModise; KatzS; KBeuzana; KBopape; KChomi; KDennis; Kenneth Markman; KEricksen; KHenyekane; KKgomo; KKross; KLawrence; KLeboko; KLeserwane; KMarkman; KMatthews; KNdaba; KPike; KPMogorosi;

KRifles; KrugerS; KSegwai(...)

Date:

10/13/2020 2:55 PM

Subject:

POLICY CONSULTATION: DR&PW Committee Terms of Reference

Attachments: ToR of the DR&PW FPERC - Ver 1 - 2020.docx

Good Day colleagues

Please find attached the Terms of Reference of the Departmental Fraud Prevention, Ethics and Risk management Committee (FPERC).

The due date for inputs is Wednesday, 21 October 2020 and feedback can be sent to Mr. Tom Ferreira, email address: tferreira@ncpq.gov.za

Thank You



Stay informed by logging on to the following links







Department of Roads and Public Works

Tebogo Leon Tume Complex 9-11 Stokroos Street Squarehillpark Kimberley 8301

Tel: 053 839 2100 Fax: 053 8392290

Trendsetters in infrastructure delivery to change the economic landscape of the province'

TFerreira - REMINDER: POLICY CONSULTATION: DR&PW Committee Terms of Reference

From:

DRPW-Info

To:

A AMokwadi; A Maina; A van Staden; ABavasah; ABrand; AFembers; AKula; ALesotho; ALSishi; AMasisi; AMiller; AMkhize; AMoeti; AMofokeng; AMpotsang; Andre Jooste; Andrew Pulen; APulen; ARudman; ASwanepoel; AvanHeerden; B BDamon; BaatileItumeleng; Babalwa Bekebeke; BBarends; BBobeie; BChotelo; BCloete; BGaonakala; BGoba; BKapanda; BMazwi; BMeruti; BMontshiwa; BonoloMakoko; BosmanP; BPitso; Bradley Slingers; BSedisho; BSemau; BSlingers; BValentine: C CvanRooi: C Robertson; CAbrahams; CAdams; CBailey; CChakela; CDenysschen; CFourie; ChanelFourie; ChantelleCloete; ChristinaF; CKakora; Clive Bailey; CMrwebi; CNdebele; CRabaji; CRobertson; CValentine; D DMokoena; D DMwembo; DBingwa; DBingwane; Denice Bingwane; DGaehete; DKowa; DMaqutyana; DMaqutyana; DMokgatlhe; DMonyamane; DPhirisi; DRPW-Info; DRPW-Switchboard; DSolo; DSwartz; DTsoai; DvdMerwe; EbenSwartbooi; EBeukes; EBlaauw: EBrevtenbach: Ed Simon: EduPlessis: Edward Simon: EJobe: EJonkers: EKhatwane: ELecwedi; Ella Modise; EMichaels; ENodoba; EPino; EricksenA; ESimon; FDooling; FMogoie; FPetoro; fufemakatong@gmail.com; FvanVuuren; GAppels; Garnett Keyser; GJacobs; Gladwyn Stuurman; GMoabi; GMolale; GNakana; GPietersen; GPino; GRiet; GSalimana; GSefotlho; GSwanepoel; GThupe; GTopkin; Harold Roberts; Henry De Wee; HvanderMerwe; I Bulane; I ICarolus; I ITlhopile; I MichaelsI; IFredericks; ILottering; IMolore; IOliphant; IRammutla; Isaac Prins; J Esterhuyse; J JHanekom; JillianWilliams; JMarx; JMhlongo; JMhlongo; JMolale; JMoncho; JMphole; JSehume; JSeptember; JSibiya; JSpetember; JTawine; June Erasmus; K KMaarman; K KMatonkonyane; K MalgasK; KAaron; KagishoModise; KatzS; KBeuzana; KBopape; KChomi; KDennis; Kenneth Markman; KEricksen; KHenyekane; KKgomo; KKross; KLawrence; KLeboko; KLeserwane; KMarkman; KMatthews; KNdaba; KPike; KPMogorosi; KRifles; KrugerS; KSegwai(...)

Date:

10/15/2020 8:00 AM

Subject:

REMINDER: POLICY CONSULTATION: DR&PW Committee Terms of Reference

Good day Colleagues

Kindly be reminded that the due date for inputs regrading the Policy Consultation below is 21 October 2020.

For clarity, kindly consult Mr. tom Ferreira, Manager for Policy and Research Management Services

Thank you



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Department of Roads and Public Works

Tebogo Leon Tume Complex 9-11 Stokroos Street Squarehillpark Kimberley 8301

Tel: 053 839 2100 Fax: 053 8392290

Trendsetters in infrastructure delivery to change the economic landscape of the province'

>>> DRPW-Info 10/13/2020 3:01 PM >>> Good Day colleagues

Please find attached the Terms of Reference of the Departmental Fraud Prevention, Ethics and Risk management Committee (FPERC).

The due date for inputs is Wednesday, 21 October 2020 and feedback can be sent to Mr. Tom Ferreira, email address: tferreira@ncpq.qov.za

Thank You



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