Introduction
The Leadership Code Commission as the leading Accountability and Integrity Institution in Solomon Islands is conscious that corruption in the Public Sector is endemic in the Solomon Islands. It also realises that the costs of corruption is enormous in that it impoverishes the national economy, undermines the institution of the public service and diminishes the respect and confidence in government institutions and public officials.

In its endeavour to prevent and combat corruption in the Public Sector and as part of its 2004 nationwide awareness program on corruption and the role of the Leadership Code Commission, the Commission is of the view that the starting point is to educate Senior Public Servants about the causes and costs of corruption and how to fight or prevent corruption in the Public Sector. In this respect it is important to hold the workshop to discuss and identify the causes of corruption in the Public Sector and discuss means of preventing corruption and maintaining integrity in government departments.

Workshop Aim/Objective
The Workshop aimed at getting heads of Public Service divisions and Senior Public Servants, especially those from corruption high risk areas such as Customs, Forestry, Lands, Labour, Immigration and other departments, to be aware of the dimensions of corruption, its causes and effects and how it can be prevented and minimised within their departments. The programme (Appendix A) focused on these themes.

Duration & Venue
The workshop was conducted over three days from Monday 13 - Wednesday 15 December 2004. The workshop was conducted at the King Solomon’s Conference room. The workshop venue provided coffee and tea facilities, cool water, a public address system, and overhead and power point projectors. It was also chosen because of its central location.
Participants

There were 33 participants all of them public servants from the following government ministries, department and divisions

i. Customs and Excise
ii. Labour
iii. Immigration
iv. Trade and Testing
v. Lands and Survey department
vi. Forestry
vii. Fisheries
viii. Mines and Energy
ix. Marine
x. Inland Revenue
xi. Public Service Commission
xii. Honiara City Council
xiii. Ministry of Education
xiv. Works
xv. Leadership Code Commission

There were 23 male and 10 female participants (see appendix B). The imbalance in the gender was due to the nominations received from the departments but it also reflects the overall gender imbalance in the divisions represented at the workshop.

Resources Persons

The following persons were resource persons for the workshop

1. Ms. Nairie Alamu - Secretary to Public Service, Office of the Prime Minister
2. Mr. Gregory Rofeta - Manager Human Resources- Public Service Division
3. Mr. Augustine Fatai - Auditor General
4. Mr. Paul Roughan – Private Consultant & PhD. Student
5. Mr. Joe Poraiwai – Principal Investigation, Office of the Ombudsman
6. Mr. Ronald Talasasa – Deputy Director, Office of the Director of Public Prosecutions
7. Mr. Emmanuel Kouhota (Convener) -Chairman-Leadership Code Commission

Outcome

At the end of the workshop participants were able to identify:-

- what is corruption
- the causes of corruption
- the dimensions of corruption
- the effects of corruption
- the means or ways of combating and minimizing corruption in the public sector
- appreciate the role of accountability and integrity institutions in combating corruption among leaders and public servants
- be able to put in place within their organization corruption prevention measures and means of maintaining integrity in their organization or division
- appreciate the need to develop a holistic approach if corruption is to be effectively prevented in the public sector.
- effectively enforce existing codes of conduct to prevent corruption in the public sector.

Evaluation
This is the first workshop of its kind to be run for public officers in Solomon Islands and it was rated as very good by nearly all the participants. Most participants however, said that it was too short and should be extended to cover the topics in more detail. Most have expressed their appreciation for being privileged to attend the workshop, which to them is an eye opener on how to deal with corruption in their departments.

Appendix A - Program

WORKSHOP - Combating Corruption and Safeguarding Integrity in the Public Sector

<table>
<thead>
<tr>
<th>TIME</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
</tr>
</thead>
<tbody>
<tr>
<td>08 30-9.30</td>
<td>Opening and Registration (LCC)</td>
<td>Theory and Practice in Preventing Corruption (LCC)</td>
<td>Good governance and anti-corruption (Ombudsman)</td>
</tr>
<tr>
<td>09.35-10.30</td>
<td>What is Corruption -Theory (LCC)</td>
<td>Corruption Prevention Tools &amp; Remedies (LCC)</td>
<td>Role of Transparency Solomon (SI) in combating corruption in SI.(TSI)</td>
</tr>
<tr>
<td>10.30-11.00</td>
<td>Break</td>
<td>Break</td>
<td>Break</td>
</tr>
<tr>
<td>11.00-12.00</td>
<td>Corruption by Public Official (Official Corruption) (DPP)</td>
<td>Building Organisational Integrity (PSD/LCC)</td>
<td>Auditing/Internal audit and role of Auditor General (AG)</td>
</tr>
<tr>
<td>12.00-1.30</td>
<td>Lunch</td>
<td>Lunch</td>
<td>Lunch</td>
</tr>
<tr>
<td>1.30-2.30</td>
<td>Causes and effects of corruption Sharing Divisional Experience- Group discussion (LCC)</td>
<td>Corruption Prevention Modules- Group Exercise (LCC)</td>
<td>Corruption Prevention Plans/ Strategies- Group presentation (LCC)</td>
</tr>
<tr>
<td>Break</td>
<td>Break</td>
<td>Break</td>
<td>Break</td>
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</tbody>
</table>
Appendix B - Participants

Convener: Mr. Emmanuel Kouhota, Chairman, Leadership Code Commission, Solomon Island.

Participants

Department of Infrastructure Development

1. Mr. Polycarp Kaelafa - Chief Admin. Officer
2. Mrs Grace D. Hebala - Chief Accountant
3. Mr. Jack Bana - Head of Research & Rescue Centre (Marine)
4. Mr. Philip Wilder - Principal Marine Officer (Licensing)

Department of Commerce, Industries & Employment

Labour Division

5. Mr. Robinson Gegeu - Senior Labour Officer
6. Mr. Stanley Dick Pirione - Deputy Commissioner of Labour

National Trade Testing Division

7. Mr. David Kaumae - Principal Labour Officer

Immigration Division

8. Mr. Luke Houpea - Principal Immigration Officer
9. Mr. Peter Mae - Senior Immigration Officer

Department of Finance and Treasury

Customs Division

10. Mr. Edmond Heau - Team Leader/Tarriff/Valuation
11. Mrs Fiona Fa’arodo - Senior Technical Customs Officer
12. Mrs Ethel Saelea - Customs Technical Officer

Inland Revenue Division

13. Mr. Eric Saelea - Manager Investigation
14. Mr. Sam Taloasi - Manager Services

Ministry of Natural Resources

Mines and Energy Division

15. Mr. Cromwell Qopoto - Chief Mines Inspector
16. Mr. Charlie Bepapa - Director of Water Resources

Forestry Division

17. Mrs Margaret Salini - Senior Forest Officer

Fisheries Division

18. Mr. Carlos Ahikau - Deputy Director (Ag) Provincial Development
19. Ms Selina Lipa - Assistant Fisheries Officer (Licensing)
Ministry of Agriculture & Lands

Department of Lands – Lands Division
20. Mr Joseph Pinita - Chief Lands Officer
21. Mr Charles Suifa’asia - Assistant Human Resource Officer

Ministry of Education
22. Mr. Silverio Mangapana - Principal Education Officer
23. Mrs Alice Iro - Assistant Admin. Officer
24. Mr. William Marau - Senior Admin. Officer

Public Service Commission
25. Mrs Nancy Legua - Secretary to Commission

Honiara City Council
26. Mr. Musu Kevu - Deputy Town Clerk
27. Hellen Pituvaka - Senior Accountant
28. Matthew Maka - Prosecution Officer

Leadership Code Commission
29. Florence Naesol - Secretary to Commission
30. Jack Faga - Director/Legal Services
31. John Maefaididia - Principal Investigation Officer
32. Enly Sade - Senior Admin. Officer
33. Grace Panjuboe - Executive Personal Secretary