

## Featuring:

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## Our New Chairman



# Mr. Hadyn Gittens

Mr. Hadyn Gittens has had over 30 years of experience in the financial sector, having represented various institutions at a senior level throughout the Caribbean. He started his banking career at Republic Bank Limited, then spent over 23 years representing the RBC Royal Bank Group in Trinidad and Jamaica, ultimately attaining the position of Group Head, Corporate Banking. In 2013, he was appointed the Chief Executive Officer of the Bank of Saint Lucia Limited, a position he held for three years. He was then appointed to the position of Chief Executive Officer of the Trinidad and Tobago Securities and Exchange Commission, a position he held between August 2017 and July 2020. In January 2024, Mr. Gittens was appointed to the position of Chairman of the Trinidad and Tobago Integrity Commission by Her Excellency, the President of the Republic of Trinidad and Tobago.

A highly qualified Executive, Mr. Gittens has over the years led and managed teams in competitive and results oriented environments throughout the region. His areas of expertise include Commercial and Corporate Banking, Credit Risk Management, Securities Regulation and business and financial consultancy.

He holds a Master of Business Administration from the University of Manchester, UK; as well as a Master of Science in Accounting, and a Bachelor of Sciences (Hons) in Industrial Management, both from the University of the West Indies, St. Augustine.

# A Message from Our Chairman

Dear readers,

It is an honor and I feel privileged to have been asked by Her Excellency, Christine Kangaloo, O.R.T.T., President of the Republic of Trinidad and Tobago, to Chair the Integrity Commission of Trinidad and Tobago.

The Integrity Commission has been playing a critical role since 1988 in promoting integrity among persons in public life and in the carrying out of public functions as well as taking appropriate action when breaches of the Integrity in Public Life Act occur. This function remains just as important today as it did thirty-six years ago.

As part of our efforts to increase the effectiveness of the Commission, we have established the following short-to medium imperatives:

1. Resolving our staffing challenges and formalizing our organizational structure.
2. Implementing required amendments to the Integrity in Public Life legislation.
3. Accelerating the process of digitalization of the Integrity Commission.

We are fully focused on making significant progress towards the full execution of these initiatives during the course of 2024.

I believe that the contents of this publication will be of general interest and extend best wishes for a safe and productive 2024 to all.

Sincerely,  
Hadyn Gittens

# A Visit from Students of Hugh Wooding Law School

On March 8th, 2024, students interning at Israel Khan's (SC) Justitia Omnibus Law Chambers visited the Commission, continuing a yearly tradition. The students were able to benefit from presentations by the Compliance, Investigations and Communications Units on the purpose and function of the Integrity Commission.



# The Integrity Commission launches its Tutorial Video for Declarants



The Commission, on Friday March 22nd, launched its tutorial video which will guide persons in public life on filing a Declaration of Income, Assets and Liabilities (Form A) and a Statement of Registrable Interests (Form B).

In anticipation of the upcoming deadline for filing (May 31st, 2024) the video is aimed at educating declarants in order to increase compliance and was made readily available on the resources section of the Commission's website and on the Commission's YouTube channel.

# The Corruption Perceptions Index (CPI)

## What is the Corruption Perceptions Index?

The Corruption Perceptions Index, published annually by the non-governmental organization, Transparency International, ranks 180 countries and territories by their perceived levels of public sector corruption on a scale of zero to one hundred, with 100 signifying 'very clean' and 0 signifying 'highly corrupt.' The CPI is an important indicator of a country's integrity performance and draws from surveys and assessments of corruption collected by reputable institutions.

## Score vs Rank

Whereas the score signifies the "perceived level of public sector corruption," the rank signifies the country's position "relative to the other countries in the index."

## THE CORRUPTION PERCEPTIONS INDEX 2023, AS ANALYSED BY TRANSPARENCY INTERNATIONAL

The results of the Corruption Perceptions Index for 2023, as Transparency International noted, seem to indicate that there has been little progress globally in tackling corruption. Transparency International attributes this to the "chronic weaknesses of justice systems meant to detect, investigate, prosecute and adjudicate corruption cases."

Impunity remains one of the factors that sustain and incentivize corruption: "Ongoing under-resourcing of the judiciary, police and other justice institutions, combined with insufficient levels of independence from other branches of government mean that corruption often goes unpunished. In turn, extensive impunity incentivises further wrongdoing at all levels. This ranges from bribery to embezzlement to the organised, complex schemes of grand corruption, which is the abuse of high-level power that causes serious and widespread suffering in societies."

In Latin America and the Caribbean, Transparency International highlighted the importance of strengthening the judiciary, to ensure that the law is applied impartially. As an example, the organisation noted that in Jamaica, "collusion among the powerful, as well as the overwhelming dominance of the executive over the legislature weakens the parliament's oversight capacities, creating conditions ripe for abuse and corruption."

## How does Trinidad and Tobago fare?

Trinidad and Tobago’s CPI score remains the same from 2022: 42/100. This score is also still below the global average score of 43.

In the Caribbean, Barbados is still the highest ranking Caribbean country, with a score of 69. Barbados has the third highest score in the Americas – only surpassed by Uruguay (73) and Canada (76).

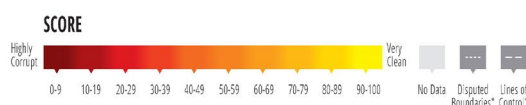
It was also noted that Guyana and the Dominican Republic were the only two countries to have improved their scores over the past decade. Transparency International reported that “All others have either stagnated or significantly worsened their scores.”

## CORRUPTION PERCEPTIONS INDEX 2023

### AMERICAS

**43**/100

AVERAGE SCORE



\*The designations employed and the presentation of material on this map follow the UN practice to the best of our knowledge and as of January 2024. They do not imply the expression of any opinion on the part of Transparency International concerning the legal status of any country, territory, city or area or of its authorities or concerning the delimitation of its frontiers or boundaries.



SCORE	COUNTRY/TERRITORY
76	Canada
73	Uruguay
69	Barbados
69	United States
66	Chile
64	Bahamas
60	Saint Vincent and the Grenadines
56	Dominica
55	Costa Rica
55	Saint Lucia
53	Grenada
44	Jamaica
42	Cuba
42	Trinidad and Tobago
40	Colombia
40	Guyana
40	Suriname
37	Argentina
36	Brazil
35	Dominican Republic
35	Panama
34	Ecuador
33	Peru
31	El Salvador
31	Mexico
29	Bolivia
28	Paraguay
23	Guatemala
23	Honduras
17	Haiti
17	Nicaragua
13	Venezuela

#CPI2023

[www.transparency.org/cpi](http://www.transparency.org/cpi)

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# SPOTLIGHT ON COMPLIANCE

## What does Compliance do?

**Compliance deals with the filing of declarations and statements of registrable interests, and the certification of these documents.**

*Integrity In Public Life Act Section 11. (1) A person shall, within three months of becoming a person in public life, complete and file with the Commission in the prescribed form, a declaration of his income, assets and liabilities that exceed ten thousand dollars in value in respect of the previous year and, thereafter, on 31st May in each succeeding year that he is a person in public life, he shall file further declarations of his income, assets and liabilities.*

**Persons in public life are required to complete and file two forms: Form A: Declaration of Income, Assets and Liabilities Form B: Statement of Registrable Interests. The Commission is required to examine these forms and request any further particulars or explanations.**

*Integrity In Public Life Act Section 14. (1) A person in public life shall file with his declaration under section 11, an additional statement of registrable interests in the prescribed form, which shall contain the information required by subsection (3).*

## Certification

**After examining the Declarations of Income, Assets and Liabilities and the Statements of Registrable Interest, and resolving any queries (where necessary) pursuant to further particulars, the Commission provides a Certificate of Compliance.**

**The issuance of a Certificate of Compliance means that the person in public life has met the required standard to be certified.**



## **Instructing and Advising the Heads of Public Bodies**

Integrity In Public Life Act Section 5 (1), (h):

*The Commission shall -*

*(h) instruct, advise and assist the heads of public bodies of changes in practices or procedures which may be necessary to reduce the occurrence of corrupt practices.*

## **Publishing**

Integrity In Public Life Act Section 11(6)

*Where a person who is required to do so fails to file a declaration in accordance with this section or without reasonable cause, fails to furnish particulars in accordance with section 13 or fails to file the statement of registrable interests under section 14, the Commission shall publish such fact in the Gazette and at least one daily newspaper in circulation in Trinidad and Tobago.*

**In other words, the Commission can publish the names of persons in public life in an effort to enforce compliance or get them to file their Declarations and Statements.**

## **Where is it published?**

**The Commission publishes these names pursuant to the IPLA, in the newspapers and Gazette. It's also published on our website.**

## **Ex parte applications**

**If a person fails to provide his declarations and statement of registrable interests, the Commission, after publishing the name of the non-compliant person, can resort to legal means of enforcing compliance.**

**The Commission can make an ex parte application to the High Court for an order which would force persons in public life to comply with the Act.**

### **Integrity In Public Life Act Section 11(7)**

*The Commission may, at any time after the publication referred to in section (6), make an ex parte application to the High Court for an order directing such person to comply with the Act and the Court may in addition to making such an order, impose such conditions as it thinks fit.*

### **Integrity In Public Life Act Section 11 (8)**

*A person who fails to comply with the directions of the Court, commits an offence and is liable on conviction to a fine of one hundred and fifty thousand dollars.*



# **Integrity In Perspective**

**The Official Newsletter of the Integrity Commission**

**Tower D, Level 14  
International Waterfront Centre  
Wrightson Road  
Port of Spain**

[communications@integritycommission.org.tt](mailto:communications@integritycommission.org.tt)