

POLICIES FOR THE PUBLIC SERVICE

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Abstract

Preventive Anti Corruption measures are a sine-qua-non for safeguarding, and strengthening the National Integrity System. Every pillar of the National Integrity System needs to have an in-built preventive mechanism that minimizes the opportunities of corruption and ensures effective service delivery. Prevention is, and should be, the first line of defence against corruption and corrupt practices.

It is difficult to generalize preventive policies for the public service. These policies differ from country to country, from region to region, and from culture to culture. Policies also differ because of varying nature, extent, and impact of corruption. However, some general principles have to be kept in mind while devising preventive policies. These principles include a futuristic vision, alignment with local ground realities, dynamism, and practicability. Irrespective of the nature of preventive policies a country chooses to adopt, the ultimate objective remains controlling corruption, improving service delivery, and ensuring good governance.

A comprehensive anti corruption strategy is required to make corruption a low gain, high risk phenomenon. Prevention remains an important aspect of the strategy. Preventive policies are important for all functions of the state but these policies are all the more important for public service function because of its direct impact on the masses. Success of preventive policies is facilitated by meritocracy, effective human resource management, providing adequate remuneration to government functionaries, introducing a culture of service delivery, a foolproof corruption reporting mechanism, transparency and access to information, internal controls, internal accountability, simplification of procedures, rationalization of discretionary powers, involving public in the anti corruption drive, nurturing the right social attitude towards corruption, and leadership by example. Effective preventive policies should also address the challenges of implementation.

Biography of Presenter

Mr. Umar Zafar Sheikh, a civil servant by profession, belongs to Pakistan Audit and Accounts Service. He is a co-author of Pakistan's National Anti Corruption Strategy and has also been involved with its implementation. Mr. Sheikh has spoken extensively on anti corruption at international, regional, and national conferences.