

**integrity  
icon**

**Sri Lanka**





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Sri Lanka

**2019**



# **INTEGRITY ICON**

## **SRI LANKA 2019**

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# WHAT IS TRANSPARENCY INTERNATIONAL SRI LANKA?

Transparency International Sri Lanka (TISL) is an independent, non-governmental, not for profit organization and a National Chapter of the global Transparency International (TI) movement, committed to the promotion of good governance and the eradication of corruption. TI raises awareness of the damaging effects of corruption and works with partners in government, business and civil society to develop and implement effective measures to tackle it.

## PARTNER ORGANIZATIONS

### **Accountability Lab**

Accountability Lab is an independent, non-profit organization that endeavours to produce active citizens and responsible leaders around the world. They train, mentor, and empower citizens to strengthen systems of accountability, with the aim of making positive social and economic changes. They urge the citizens and leaders to develop and implement innovative ideas to promote integrity in their respective communities.

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## 02. INTEGRITY ICON 2019

Integrity Icon is a global campaign run by citizens in search of honest government officials. It aims to champion integrity by “naming and faming” bureaucrats as positive role models. In doing so it hopes to inspire the next generation of responsible leaders. Integrity Icon was started by the Accountability Lab in Nepal in 2014. It has now been run in Liberia, Pakistan, Mali and most recently in South Africa.

In conducting Integrity Icon, a nationwide media campaign highlights the process and encourages citizens to submit nominations. Following the nominations period, a team of volunteers travel across the country assisting in the verification of nominees. The final list of 30 nominees are provided to a panel of independent judges, who narrow down the nominees to a final short list of five integrity icons.

The stories of these icons, including their background, their work, the obstacles they have overcome, the impact of their conduct and their aspirations are then filmed and broadcast on national media and posted on the internet and social media, creating a national discussion offline and online. Citizens can then vote for their favourite icon through SMS short-codes and the finalist with the most votes will be recognised as the winner of Integrity Icon 2019.

Integrity Icon celebrates individuals that serve the public good, especially at a time when trust in the public service has waned. It facilitates a national conversation in positive terms about the change we would like to see and provides the unique platform to celebrate the tireless and often unrecognised efforts of public servants across the country.

## INTEGRITY IDOL FROM ACROSS THE WORLD



### NEPAL - 2014 WINNER GYAN MANI (EDUCATION OFFICER)

When Gyan Mani became a chief education officer in the eastern district of Panchthar, Nepal in 2012, 90% of those listed as school teachers in the district didn't attend the schools in the district. At that time most of the school children who were in Panchthar couldn't read and write. As a Public officer he took bold actions to institute discipline. He suspended teachers who did not attend schools and teachers who took bribes. He published his personal phone number for school students and parents to complain against errant teachers. Within 2 years teachers' attendance went up to 90%. The pass rate at primary level went up from 14% to 60%. In 2014 he won the Integrity Idol title for his commitment towards education reforms in the region. With this recognition the government of Nepal began receiving his consultation for the National Education strategy of Nepal. Recently he was invited by several European countries for consultations on bettering their primary education systems.





## **NIGERIA - 2017 WINNER DR. NUZO EZIECHI (MANAGEMENT OFFICER)**

Nuzo Eziechi was chosen in 2017 as the winner of Integrity Idol from over 150 nominees from across Nigeria. Eziechi's dedication to serving citizens and carrying out her duties honestly has earned her deep respect in her workplace and community. She serves at the bureau of public enterprise.

She says, "I live by the values my parents taught me; not to play by my own rules or take shortcuts in everything I do. We all have to be integrity idols and do the right things, even when no-one is watching. We need to support integrity wherever it exists and be role-models for the next generation of Nigerians".



**INTEGRITY IDOL™  
NIGERIA**

"Facing the consequences, that is what integrity is," she says. She also explained how, as a woman, integrity is not just about being honest but also about standing up for what is right: "I had a lecturer at university who said I had to sleep with him before he would release my results but I knew it was wrong. He went as far as messing up my grades and I ended up with a 2:2- but I've lived with the consequences. Standing up for integrity comes with consequences."



## **PAKISTAN - 2017 WINNER SAQIB ZAFAR (COMMISSIONER BAHAWALPUR DIVISION)**

Saqib belongs to the Pakistan Administrative Service (PAS) and is from the 25 CTP batch. Integrity and professionalism are the attributes which he has carried throughout his service. He believes that integrity should not be gauged only through financial matters but also on work ethics and professional commitment. He has served on numerous important and sensitive assignments. Currently he is serving as commissioner Bahawalpur in the Punjab Province. In 2017 he was voted as an Integrity Idol in Pakistan.



**INTEGRITY IDOL™  
PAKISTAN**

He says - "Satisfaction comes from serving the people and the respect of every human being comes first," he added. "This prize means everything to me because it comes from the Pakistani people. My message to young people in this country is to join the civil service and serve with honesty- you will win respect."





## **SRI LANKA - 2018 WINNER MR. P. KARUNARATHNA BANDARA (DIVISIONAL EDUCATION DIRECTOR)**

An education administrator with integrity, Mr. Bandara stood up against the highest political authority in his province when he was asked to carry out an activity that violated department regulations. He was subsequently transferred but uncompromising on his principles, Mr. Bandara took the matter to the Supreme Court where the court ruled in his favour. A glimpse at his career as a school principal too reflects his dedication to public service.

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## 03. ELIGIBILITY

Public servants who have displayed integrity in their engagement with the public and those who have gone above and beyond the call of duty to ensure the integrity of their service are eligible to be nominated as an Integrity Icon. Their conduct should be exemplary and admirable, inspiring others too to take such action. Preference is given to local level officials. Retired officials or those working on a contractual basis are not eligible.

An applicant should,

- be a citizen of Sri Lanka;
- be a current employee working full time in any government office, agency, or department with at least 5 years of service remaining before retirement;
- have served in government jobs for at least 5 years at the time of nomination for Integrity Icon;
- have honestly fulfilled his/her duties and responsibilities as a government official/civil servant with integrity;
- not have been convicted of a crime or any kind of misuse of power, or indicted by any state body;
- be open to participating in the campaign and the public voting process, and must abide by the decisions of the panel of judges and the outcome of the public voting process;
- be willing to be filmed, with images broadcast on local, national and international media.

### **PUBLIC OFFICERS IN SRI LANKA**

Public officers include but are not limited to, permanent employees of the state from any authority, agency, department, board, security service or state owned enterprise, amongst others.

### **WHAT IS INTEGRITY?**

Though it primarily means incorruptibility, we have given a broader definition to the word, recognizing those who go above and beyond the call of duty in delivering their services, demonstrating exceptional commitment in fulfilling their public duties while being honest and maintaining strong moral principles.

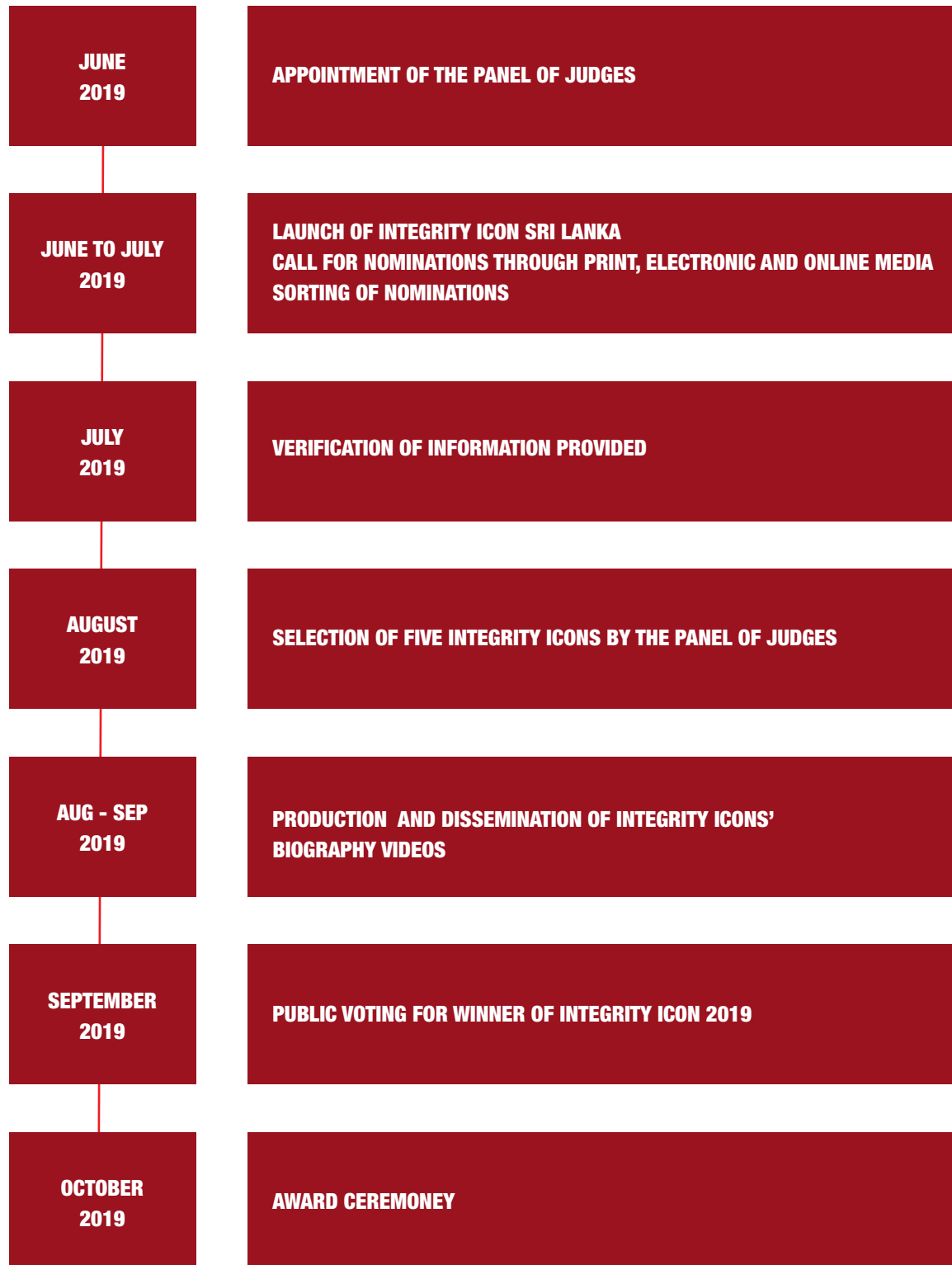
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## 04. CRITERIA

A nomination should illustrate the fulfilment of the following criteria:

- Significance of the impact of the initiatives undertaken.
- The extent of impact this effort/activity may have had beyond the personal sphere of influence extending to the,
  - Organization
  - Local community
  - National level
  - International arena
- Extent to which formidable challenges that appear strong and difficult for a person holding such position were overcome.
- Degree of economic, personal, physical, social, professional, or organizational sacrifices made to achieve a positive impact.
- Ability to use the initiative as a benchmark in public service.
- Extent to which the opportunity provided by the position he/she holds is used as leverage to engage in the initiatives undertaken.
- It has to be clear that the nominee is being nominated for integrity and not simply for carrying out their duties competently.

## 05. PROCESS OF INTEGRITY ICON



A detailed description of the selection process is in Annex (B).

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## 06. NOMINATIONS

Anyone can nominate a candidate or themselves (see Annex A for a sample nomination form). The nomination form will be made available and collected through the following channels:

- Website [[www.integrityicon.lk](http://www.integrityicon.lk)]
- Email [[icon@tisrilanka.org](mailto:icon@tisrilanka.org)]
- Hand-written and printed forms can be sent by post or delivered to the TISL office at 5/1, Elibank Road, Colombo 05.

If you require further information, contact our hotline - 0711 295 295

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## 07. PANEL OF JUDGES

A panel of judges consisting of five eminent persons with integrity and acceptance in society appointed by TISL, will evaluate the applications. The panel of judges will maintain the highest standards of integrity in the selection process and undertake the following:

- Review the guidelines and the procedure for evaluations prior to calling for nominations.
- Refrain from participating in the evaluation of a particular nomination when a conflict of interest arises.
- Where required, request the nominator for additional information to be submitted in support of a specific nomination.
- Make further enquiries where necessary.
- Decline to consider a nomination where the information provided is insufficient.
- Organize, if necessary, a visit to the nominee's organization/locality to verify the accuracy of information submitted or to obtain additional information/evidence as required.
- Select the final five Integrity Icons.
- Refrain from selecting five finalists if the nominations are not up to the required standard.
- If required withdraw a selection to safeguard the integrity of the Integrity Icon process and TISL.
- The decision of the panel of judges is final.

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## 08. PUBLIC VOTING

Voting opens in conjunction with the broadcasting of the biographical videos of the five Integrity Icons. Public voting will take place through a dedicated SMS short-code and necessary steps will be taken to ensure the integrity of the voting process as far as possible in order to minimize the potential for fraud. If any kind of voter fraud is discovered and if one of the nominees is involved, he or she will be expelled from the competition immediately by the panel of judges.

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## 09. THE AWARD CEREMONY

The award ceremony will take place in November 2019.

A certificate endorsed by Transparency International Sri Lanka and Accountability Lab and a trophy will be awarded to the winner at a function attended by dignitaries. Special press coverage and publicity will be provided to create national and global awareness of the efforts and achievements.

An award can be withdrawn in the following instances:

- If it is discovered that a past winner had qualified for the award after suppressing facts relevant for the grant of the award.
- If a past winner's present conduct is proved to not conform with the values of Integrity Icon.

The panel of judges will gather all information necessary to decide on the matter of withdrawal and give a hearing to the relevant winner prior to reaching such a decision. In all such instances requiring a consideration of a withdrawal of a previous award, the Board of Directors of TISL is required to make such application to the panel of judges and the panel of judges shall be given adequate reasons for such request. However, the panel of judges has the final discretion to accept, process or reject such requests for withdrawal.

## ANNEXES

### ANNEX A – SAMPLE NOMINATION FORM

Deadline for submitting nominations: on or before 31st July 2019

Required information of the recommended person: (Please read carefully and fill in all required information).

Name: .....

Date of birth: ..... Age: ..... Gender: .....

Telephone/ Mobile: ..... Email: .....

Permanent Address: .....

Name and address of current office: .....

Position: .....

Contact No: .....

Date joined government service: ..... Years remaining before retirement: .....

..... **(Name of Recommended person) is the right candidate for Integrity Icon Sri Lanka 2019 because: (Provide three clear reasons to support your recommendation. If you need more space, use additional page.)**

1.....

2.....

3.....

Three significant/ exemplary contributions made during the recommended person's tenure.

1.....

2.....

3.....

#### **Nominator's details (If the person recommended is not the nominator)**

Name: ..... Occupation: .....

Position: ..... Affiliation: .....

Telephone/ Mobile: ..... Email: .....

Country (If the recommender is out of the country): .....

#### **To verify the information submitted, please provide the contact details of the following persons (Optional, but will assist in verification of the nomination)**

Colleague: Name: ..... Contact no: .....

Head of Office: Name: ..... Contact no: .....

Others: Name: ..... Contact no: .....

I confirm that all the information provided above is true and correct. I understand that if proven wrong, the recommended person will be withdrawn from contention for Integrity Icon 2019.

.....  
Signature

How did you get to know about Integrity Icon 2019? Social Media/ Web/ Print Media/ Electronic Media/ Other

## **ANNEX B – SELECTION STAGE PROCESS**

### **Stage 1- Nominations**

- All nomination forms are entered into a database and combined with online nominations received through e-mail.

### **Stage 2- Validation**

- All nominations which cannot be validated are discarded following preliminary screening.

### **Stage 3- Justification**

- Remaining nominations will be filtered with specific focus on the justification for the nomination.

### **Stage 4- Preliminary Investigation**

- Remaining nominations undergo the next stage of the review process, where a team conducts background checks by phone with the nominator, along with any required desk research and field visits.

### **Stage 5- Review**

- For nominations which pass the background checks, interviews will be conducted with the candidate themselves, in addition to supervisors, colleagues and service seekers, amongst others.

### **Stage 6- Judging**

- A panel of judges is selected by the organizing team. It is essential that the judges are seen as impartial, objective, and are well-respected. Judges could include, for example: a former, respected head of an anti-corruption commission; a well-known judge with integrity; or a civil society advocate who is known for honesty. The judging panel can range from three to five people (odd number to ensure a majority for decisions).
- The team shares as much background as possible on the shortlisted candidates with the judging panel, including information about the nominees' background, lifestyle and any interview notes. Judges will also be given access to review previously discarded nominations and ask for further inquiries if required.
- Judges will then vote on the remaining candidates. Each judges vote is counted as equal.

### **Stage 7- Confirmation**

- The team visits each of the shortlisted nominees to validate information and to confirm the integrity of their characters. They also conduct further reference checks as requested by the panel.
- If one of the top five candidates cannot participate or is excluded for any reason, the number six choice is then selected, and so on, until the top five nominees are confirmed.
- The top five finalists must be willing and able to: participate in interviews with radio, television, newspapers or online outlets; share photos and personal stories relevant to Integrity Icon; and travel domestically to attend the award ceremony.



## **ANNEX C – CONSENT LETTER**

To: .....

Transparency International Sri Lanka

From: Nominee(s) [Names/Addresses]

Date: .....

### Letter of Consent

1. This is to confirm that I have been informed that I am being nominated for Integrity icon 2019 organized by Transparency International Sri Lanka (TISL).
2. I give my consent for such nomination.
3. I authorize TISL to make public my nomination in the event that I am shortlisted as an Integrity Icon.
4. I authorize TISL to conduct research on the merits of my nomination.
5. I accept that all nominations become the property of TISL and by submitting a nomination, TISL acquires the right to use the voice and the image of a nominee, without compensation, for the purpose of advertising and publicizing all matters related to the Integrity Icon programme and the Integrity Icon ceremony in any medium, locally or worldwide.
6. I authorize Transparency International Sri Lanka (TISL) to use my personal data for the specific purpose of evaluating the nomination by the panel of judges.
7. I also wish to take the Integrity Pledge and undertake to uphold the highest values of integrity at all times.

Sincerely yours,

Signature: .....

Name: .....

Date: .....

## **ANNEX D – INTEGRITY PLEDGE**

I, ....., with great determination pledge to live and serve as an honourable and incorruptible Sri Lankan with a deep sense of accountability, responsibility and transparency in my personal, professional and occupational life with the noble purpose of passing on to future generations a nation ennobled by Integrity, dedicating myself as a pioneer in upholding democratic values, human rights and duties unsullied by forces that impede human and national progress.

(Name of nominee)

Signature

Date

## **ANNEX E – PLEDGE FOR NOMINATOR**

As a citizen of Sri Lanka valuing the tenets of integrity I hereby pledge,

- That the nominee meets the criteria set out by the Integrity Icon handbook and is a law-abiding citizen serving the public with demonstrated acts of integrity.
- The nominee has carried out his/her duties and responsibilities with integrity as a public officer / civil servant
- The nominee has not been convicted of a crime or any kind of misuse of power, or indicted by any state body either in Sri Lanka or any other country, to the best of my knowledge.
- As the nominator I have not been convicted of a crime, or any kind of misuse of power, or indicted by any state body either in Sri Lanka or any other country.

(Name of nominator)

Signature

Date



**Transparency International Sri Lanka,  
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