

## *Annex A*

### **The OECD's proposal for an Integrity Module for Staff Surveys**

This annex lists the proposed integrity-related survey questions for government staff surveys. The full discussion of the proposal and OECD good practice can be found in OECD (2012c).

#### **Questions on the occurrence of integrity breaches and vulnerability**

##### ***Question 1.***

Breaches to integrity are common in my organisation (agree, neither agree or disagree, disagree)

##### ***Question 2.***

The main processes of my organisation are vulnerable for corruption (agree, neither agree or disagree, disagree)

##### ***Question 3.***

In the last 12 months, did you witness another public employee engaging in one of the behaviours listed below? [almost always (5), often (4), every once in a while (3), rarely (2) and never (1)]

1. Abusive or intimidating behaviour towards employees
2. Improper use of the Internet or email
3. Lying to other employees
4. Breaches of safety regulations
5. Misreporting of actual time or hours worked
6. An action that places an employee's interests over the organisation's interests
7. Discrimination on the basis of ethnicity, gender, age or similar categories
8. Provision of goods or services or work product that fail to meet specifications
9. Lying to customers, vendors or the public
10. Theft
11. Inappropriate alteration of documents
12. Sexual harassment

13. Falsification or misrepresentation of any records and reports
14. Misuse of the organisation's information
15. Giving or accepting inappropriate payments, perks or inappropriate gifts

### **Questions on the integrity policies, based on the integrity framework**

#### ***Question 4.***

The integrity policy of my organisation is effective in setting clear standards of conduct (agree, neither agree or disagree, disagree, don't know the integrity policy)

#### ***Question 5.***

I am knowledgeable of the expected standards of integrity in my organisation (fully to not knowledgeable, there are no standards of integrity)

#### ***Question 6.***

If I am faced with integrity issues, I know where I can go for help in resolving the situation (agree, neither agree or disagree, disagree)

#### ***Question 7.***

I can disclose a suspected breach of integrity without fear of reprisal (agree, neither agree or disagree, disagree)

#### ***Question 8. may be either***

Breaches of integrity are not tolerated in my organisation (agree, neither agree or disagree, disagree), or

The sanctions for integrity breaches are generally befitting for the seriousness of the offence (agree, neither agree or disagree, disagree)

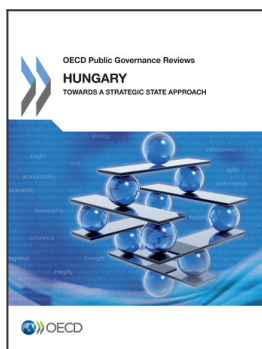
### **Questions on the organisational climate related to integrity**

#### ***Question 9.***

My organisation's leaders maintain high standards of honesty and integrity (agree, neither agree or disagree, disagree)

#### ***Question 10.***

Hiring and promoting staff in my organisation is based on merit (agree, neither agree or disagree, disagree)



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