

(Discharging the duty of supervisory accountability)

Apart from discharging their own duties satisfactorily, supervisors have a duty to supervise their staff. A supervisor will be asked to account for acts or omissions by his subordinates, if these acts are serious, repeated or widespread that by reasonable diligence, the supervisor should have known of them if he has exercised the level of leadership, management and supervision required of his position.

(Managing staff integrity)

What should supervisors do to effectively manage staff conduct and promote an ethical culture in the organisation?

First, supervisors should serve as good role models by complying with the law and regulations and putting ethics into daily practice.

Also, they should ensure that the organisation adopts appropriate system control measures, such as code of conduct, risk management system, whistle-blowing policies, mechanisms of handling conflicts of interest, etc. and require strict compliance by the staff members.

There is also a need to implement effective governance measures, such as arranging integrity training for staff in order to reinforce their understanding of the law and regulations, strengthen their skills in handling ethical dilemmas at work, and also enhance the capacity of managers to manage staff integrity.

Finally, it is also a key to maintain an open communication with staff members, understand their ethical challenges at work, stay alert to traces of misbehaviours, provide them with timely guidance and advice, and adopt zero tolerance to corruption and malpractices. Let's move on to the next animated video for the ICAC services for public bodies!