

Table of Contents

Executive Summary	
I. Overview of the Project	1
II. Overview of the Participating Agency	2
III. Assessment Methodology	8
IV. Corruption Resistance Review	9
A. Integrity Development Assessment	
Leadership	14
Code of Conduct	22
Gifts and Benefits Policy	27
Human Resource Management	32
Performance Management	36
Procurement Management	42
Financial Management	48
Whistleblowing, Internal Reporting and Investigation	54
Corruption Risk Management	62
Managing Interface with External Environment	68
B. Survey Results	72
V. Corruption Vulnerability Assessment	109
A. Procurement Management	
B. Recruitment and Promotion	
C. Issuance of Fire Safety Inspection Certificate (FSIC)	
VI. Overall Recommendations	124
Annexes	
A. IDA Participants	Annex A-1
B. CVA Matrices / Process Flow Charts	Annex B-1
- Procurement	
- Recruitment & Promotion	
- Issuance of FSIC	