



དཔལ་ལྷན་འབྲུག་གཞུང་། བཅའ་ཁྲིམས་ལྟར་བསྐྱོང་སྐྱོལ་བྱེད་ལྟེ་གནས།

**ROYAL GOVERNMENT OF BHUTAN
ANTI-CORRUPTION COMMISSION**

**NATION'S CONSCIENCE
THIMPHU, BHUTAN**

ACC/COORDINATION-09/2006/ 205

7 September 2006

All the *Dzongdags*

Ref: Interactive Session Organized by ACC with *Dzongdags*

Dear *Dasho(s)*,

We thank you once again for having given us the time to share with you people's concerns over growing corruption as inferred from the complaints that we have received and our interactions in the *Dzongkhags* and schools. As the senior most civil servants in the *Dzongkhag*, the important responsibility entrusted upon you and as a critical link in change management particularly in view of the political reforms, we believe that you have the authority and the opportunity to make a difference.

We hope that the interactive session was useful. You are looked upon as leaders, which places greater responsibility upon you - morally and politically. Corruption has become pervasive in our system and as leaders, you have to take the lead role in combating and curbing corruption. Systemic flaws and deficiencies that breed corruption have to be addressed with a greater sense of urgency and put in place instruments of check and balance and mechanisms to promote efficiency, transparency and accountability. *Dashos*, it is high time that we move away from loud statements and hollow pledges to implementing those statements of enhancing efficient service delivery, good governance and living up to the spirit of Tsawa-Sum. As you will agree, anti-corruption measures are intrinsic to good governance. Therefore, our exhortations should not be perceived as additional responsibilities. What we are doing is simply reminding everybody of their duties.

As an outcome of our interaction, the following have been noted as some possible actions that you could take up with greater enthusiasm and a sense of purpose:

1. You as leaders should be incorruptible, should be the role model and should lead by example. (*The moment key leaders are less than incorruptible, less than stern in demanding high standards, from that moment the structure of administrative integrity will weaken & eventually crumble - Mr. Lee Kuan Yew 1979*);
2. Streamline administration and management (eg. procurement, accounts, enforcement of code of conduct and ethics, improve organizational culture – eg. promote professionalism, team-work, create a sense of responsibility and accountability, value clients, courtesy to visitors, prompt response to telephone calls, etc.);
3. Develop instruments to enforce the Civil Service Code of Conduct and Ethics (BCSR 2006, Chapter II);

FIGHTING CORRUPTION IS A COLLECTIVE RESPONSIBILITY

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4. Develop service standards (eg. time, documents required, fees, etc.) and grievance redressal mechanism (who, where, what and when to report). These should be disseminated widely for public information;
5. Public education on corruption – causes and costs and more importantly raising consciousness of citizen's responsibility in fighting corruption and thus fostering collective efforts, as an agenda of your official and public meetings; and
6. Provide feed back and recommendations on government policies, rules and regulations and procedures which impede efficient and effective service delivery and create loopholes for manipulations and malpractices.

We shall appreciate receiving information from you on the anti-corruption initiatives that you are taking or may be taking as part of the overall effort of promoting good governance and public accountability. Besides serving as a follow up, it will help us build a stock of best practices which will be publicized and more importantly replicated (no need to re-invent the wheel). Any feed back on our work or advice would certainly be most welcome.

Together, let us fight the MENACE of corruption. Let us strive to leave behind a legacy that our future generations will be proud of.

With warm regards,

Yours sincerely,


(Neten Zangmo)
Chairperson

Cc:

- 1) Secretary, Ministry of Home & Cultural Affairs, Tashichhodzong.