

## IMPLEMENTATION NOTE/OPERATIONAL BRIEF

### Incorporated Integrity Vetting Report as Mandatory Requirement for all Professions Prone to Corruption Risk Irrespective of Position Level

#### 1. Factors/Basis used for Determining Professions Prone to Corruption Risk

Corruption risk arise, among others, in professions involving high public interaction, financial management, resources allocation, and human resource decisions. A combination of these factors and the assigned weights have been used to generate corruption risk score and classify the levels of risks.

Factor & Weight	Brief Description
<b>F1 (25)</b>	Public service delivery with maximum people interaction.
<b>F2 (30)</b>	Allocation decision making on resources, properties, facilities etc.
<b>F3 (30)</b>	Management/custody of large sums of money and financial decision-making capacity
<b>F4 (15)</b>	Powers to make significant HRMD decisions

#### 2. Corruption Risk Heat Map

Some positions reflected in the risk heat map may not be same as it is currently used in the respective agencies. Therefore, agencies are advised to identify and include all positions prone to corruption risks in their agencies if not reflected correctly or missed out in the risk heat map.

#### ● High Corruption Risk (75–100)

Service / Group	Score	Risk Factors	Positions Prone to Corruption
Revenue / Tax / Customs Services	90	F1 + F2 + F3	a) Deputy & Assistant Commissioners b) Revenue/Tax/Customs Officer c) Inspectors (Regular and contract staff from P3 till S5 level excluding reception staff, despatch and Personal Assistant. This shall apply to all services under civil service). d) Committee members
Banking & Financial Services	90	F1 + F2 + F3	a) Senior Credit/Banking/Compliance/ Risk Manager b) Branch Head/Manager, Unit Head, Assistant Manager, Analyst c) Unit Head, Senior Executive/Associate d) Administrative Assistant, Junior executive, Clerk, Teller e) Committee members (equivalent P3 till S5 level)

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