

NSPA Integrity & Ethics Campaign

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What does it mean for NSPA:

- Integrate Integrity and Ethics (I&E) into the NSPA policy objectives;
- Make I&E operational across all NSPA's lines of activity;
- Raise awareness through training.



✓ First step : Release of the **NSPA Integrity and Ethics Policy**

Second step: All staff will receive I&E Awareness training

Professional behavior and Compliance



The reputation of NSPA

- Equal Treatment and Non-discrimination
- Use of NSPA Resources and Safety
- Intellectual Property
- Confidentiality
- Contacts with the Media/Social Media/Public
- Conflicts of Interest
- Procurement and Contractors / Industry Initiatives
- Recruitment and Personnel
- Post Employment

- I&E will influence NSPA policies and procedures;
- NSPA procurement procedures continue to support I&E principles;
- Review I&E aspects in set up of Project- and Risk Management processes;
- I&E to be part of Corporate Communication;
- Develop NSPA Gender and Diversity Policy;
- Audit on conflicts of interests and ethics in NSPA processes

- I&E will be assessed as part of the recruitment process;
- Certify compliance with NATO Code of Conduct and I&E Policy by NSPA staff when signing or renewing contract or Job Descriptions;
- Include I&E responsibilities in all Job Descriptions with special emphasis on leadership positions;
- I&E included in training of serving staff and in newcomers sessions;
- Organize annual training on Code of Conduct and I&E for each Programme / Division;
- I&E be part of the EPMS (Electronic Performance Management System) appraisals

- NSPA primary responsible for logistics support to NATO forces in theatre;
- Award and administer contracts;
- Try to minimize potential for corruption and its negative impact;
- Work cooperatively with member nations and allies;
- Share information to help ensure dealing with 'honest brokers' in theatre;
- Carefully vet any new prospective contractors

- Focus on awareness of Staff through effective communication;
- Believers are required at all levels;
- Ensure right attitude when recruiting new staff;
- General ethical orientation of NSPA staff through training;
- Share experiences and best practices