



Ministry of the Interior and
Kingdom Relations

Employee survey on integrity

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Ministry of the Interior
(the Netherlands)

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The Hague, The Netherlands

Session: Integrity self-
assessment: dare to look in
the mirror



Integrity Monitor 2012

- Key role for the Dutch National Integrity Office
- In cooperation with the associations of the de-central governments
- Imbedding integrity in organisational cultures
- Integral approach:
 - Checklist implementation of policies
 - Number of (disciplinary) investigations into integrity violations
 - Employee perceptions of policies and culture
- First time survey among political office holders
- Supplemented with organisational employee surveys



Public administration in the Netherlands

11 Ministries, plus
several agencies
122.000 civil servants

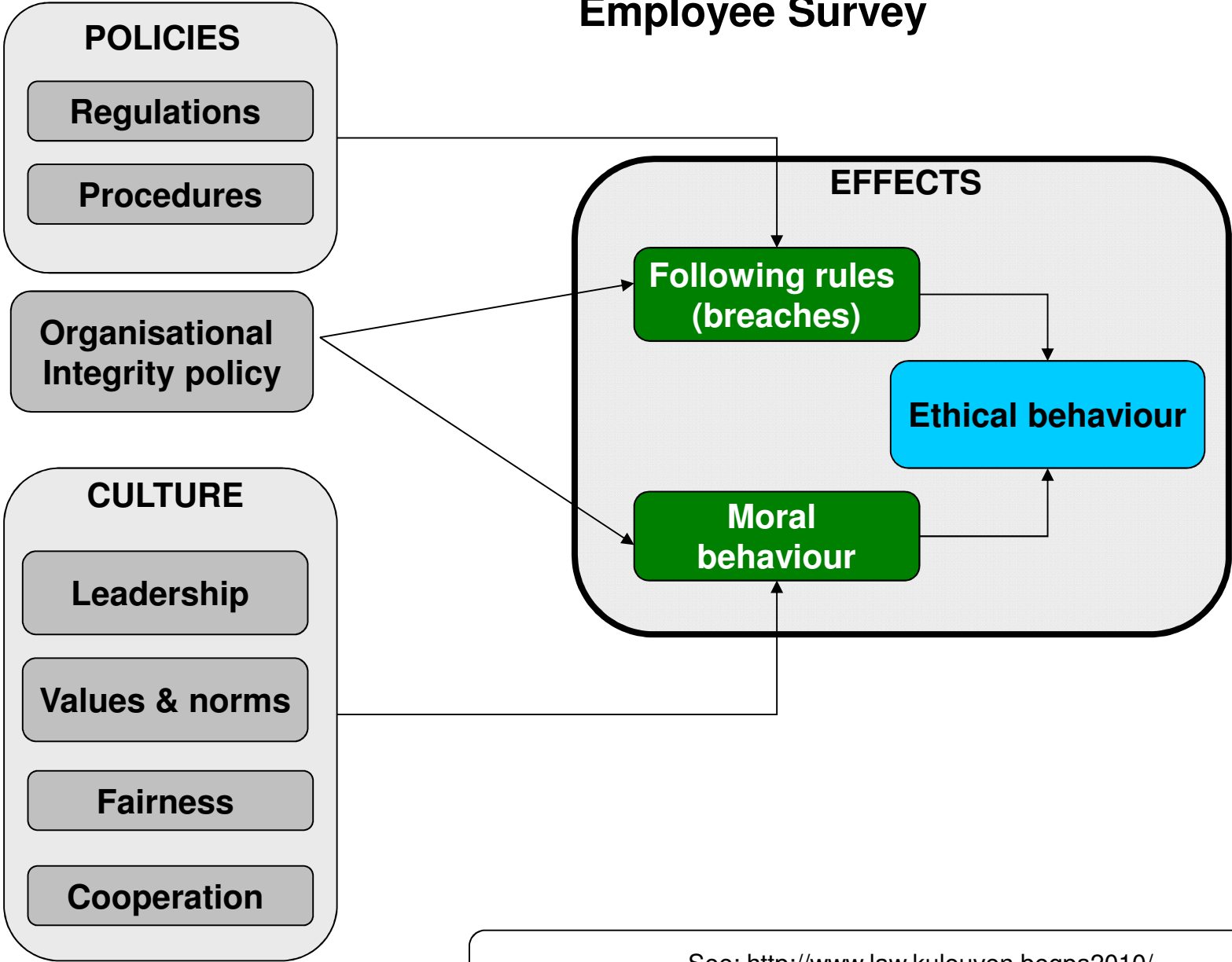
12 Provinces
13.000 civil servants

415 Municipalities
175.000 civil servants

25 Waterboards
10.000 civil servants



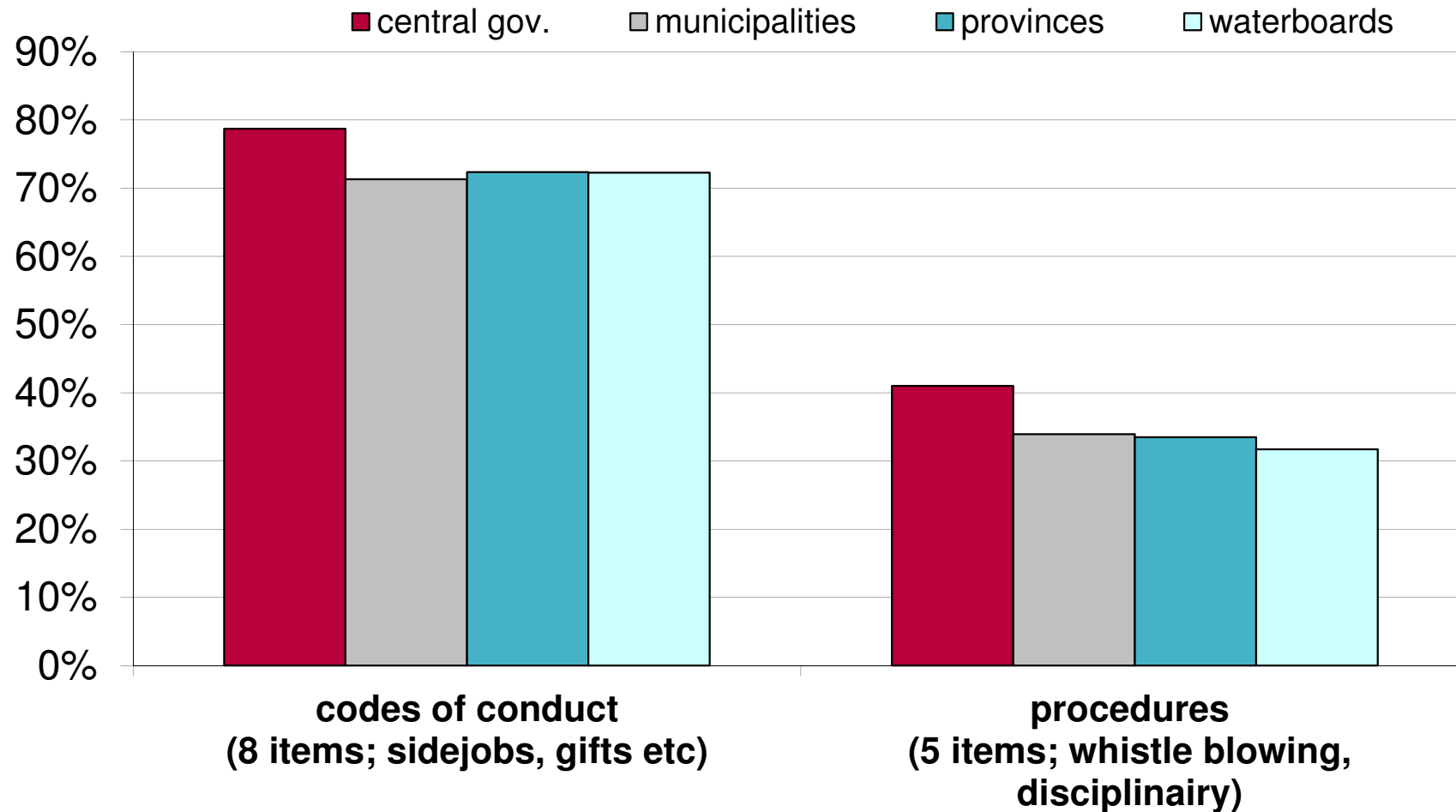
Employee Survey



See: http://www.law.kuleuven.be/gpa2010/de-haan-et-al_measuring-effectiveness-integrity.pdf

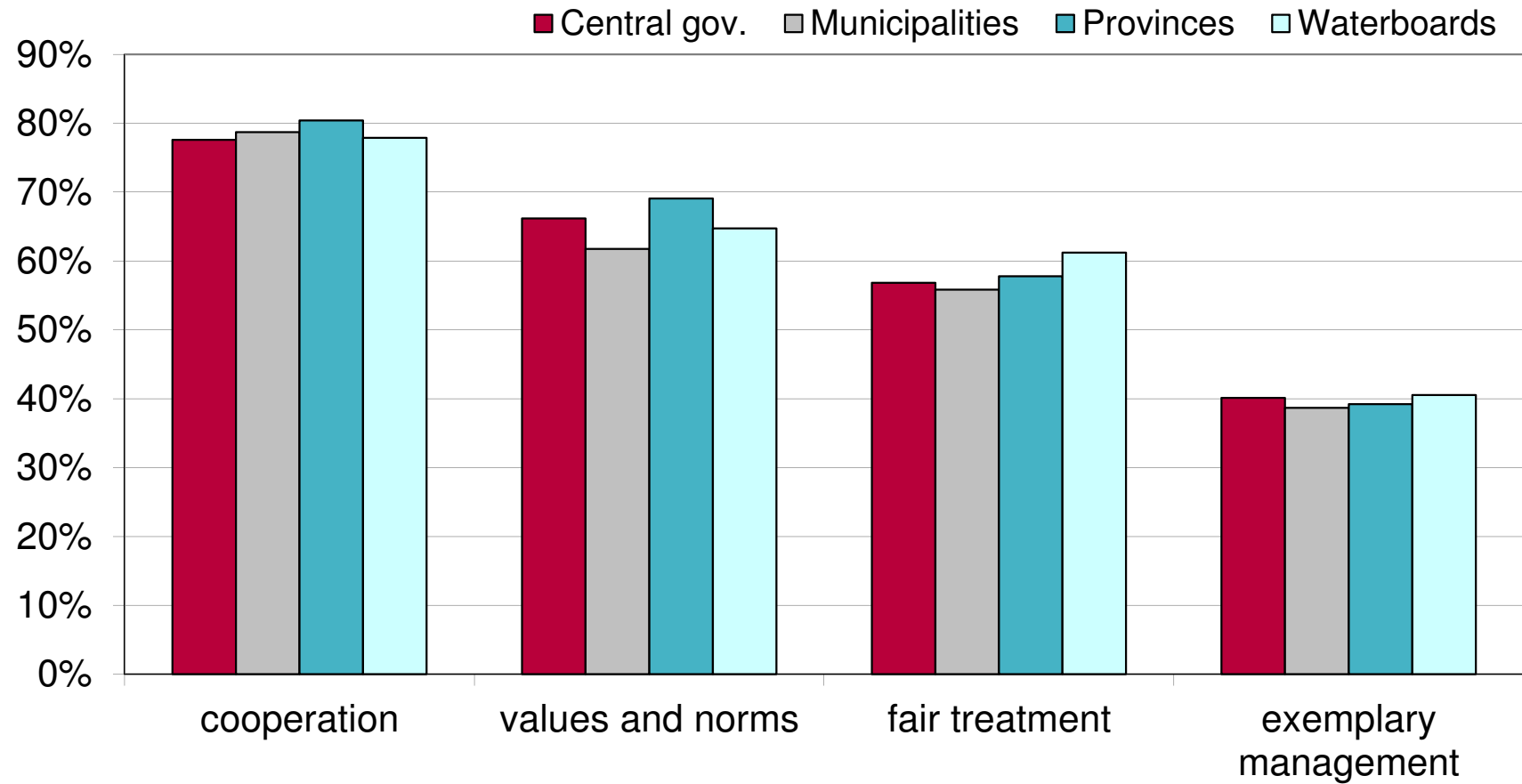


Employee perceptions of integrity policies



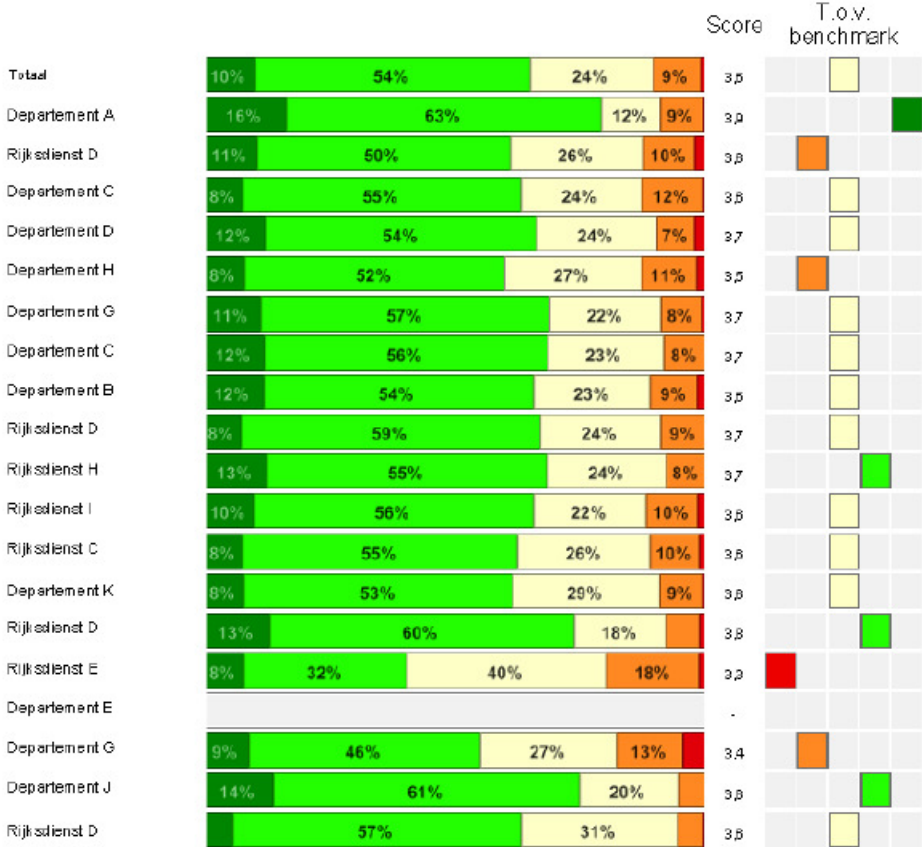


Employee perceptions of 'soft controls'





Benchmark





Examples

- **The Netherlands** - survey on policies, and awareness
- **Croatia**, SAI – survey on code of ethics
- **Belgium**, University of Leuven – survey on policies, and awareness
- **Sweden**, Ministry of Finance – survey on corruption (policies)
- **OECD** – a proposal for 10 basic questions for employee surveys
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- **Your country?**

Please send your example to:

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Or contact us if you have any questions, or if you want to know what employee surveys could mean for your SAI.