

GRC/HQ/ADM/57/2019

February 2019

**GHANA RED CROSS SOCIETY**

**INTERGRITY, TRANSPARENCY AND ACCOUNTABILITY  
POLICY**

*Approved and Adopted at Central Council Meeting of November 2018, NASCO Hotel, Koforidus*

**Signed by**

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President**

**Signed by**

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**POLICY ON  
PROTECTION OF INTEGRITY  
TRANSPARENCY AND ACCOUNTABILITY**

**1. Preamble**

Integrity, Transparency and Accountability are of high relevance to the National Society (NS). This is in view of the responsibilities the NS has to stakeholders, including the public, donors, sponsors, program beneficiaries, staff and the state.

This Policy therefore serves as a guide and standard for the National Society on matters relating to Integrity, Transparency and Accountability.

The policy accedes that Governance, Staff, Volunteers and accredited third parties of the National Society (NS) are accountable to the National Society's stakeholders and each other for maintaining the standards and quality of services provided in the name of Ghana Red Cross Society (GRCS). This is in addition to the effective and efficient use of resources and for taking action to address any shortcomings.

The commitment to address such shortcomings is of utmost importance; therefore, the purpose of this policy is to guarantee that the NS possess the will power and the ability to act in pursuit of its declared objectives in full accordance with the Fundamental Principles of the Red Cross Movement

**2. Definitions**

For the purpose of this policy, the following definitions shall apply:

**Integrity**

The extent to which the National Society possess the will and ability to act in pursuit of its declared objectives, policies and standards in full accordance with the Fundamental Principles of the Movement.

Other supporting Integrity definitions to the working definition are:

- I. The NS and its membership (as a body corporate) doing the right thing even when authority is absent and not monitoring.
- II. The NS being honest and having strong moral and ethical principles, which it refuses to change under all pressures and circumstances.
- III. The NS having the concept of consistency of actions, values, methods, measures, principles, expectations among others embedded in its operating principles.

**Transparency**

The National Society's commitment to Openness, Communication, and Accountability at all levels and within every spectrum of its dealings. In other words, the NS operate in such a way that it is easy for others to see what actions are performed.

## **Accountability**

This is an assurance that the NS accepts to be evaluated on its performance or behavior related to its programs for the vulnerable and the organization itself. The NS corporate accountability further implies that it accepts being answerable to all of its stakeholders for all actions and results.

### **3. Key words under pinning the Policy**

The following shall be the key words underpinning or guiding the NS Policy on Integrity, Transparency and Accountability

- I. Good Principles: Movements fundamental principles of Humanity, Neutrality, Impartiality, Independence, Voluntary Service, Unity, Universality
- II. Good Reputation: Honesty, Uprightness, Probity, Rectitude, Upstanding, Good character, Ethics, Morals, Virtue, Decency, recognition of human dignity as paramount.
- III. Right-mindedness: Noble-mindedness, Un scrupulous, Sincerity, Truthfulness, Trustworthiness

### **4. Scope**

The Policy Scope covers:

- I. The NS functional or operational thematic areas ( Programs for example Services and Organizational development for example Finance and Administration)
- II. Required specific actions (for example Communication and Information management)
- III. NS Leadership (Governance and Management)
- IV. NS human resource ( Employees and Volunteers )
- V. Behaviors required of GRCS principals or stakeholders.

The scope covers and defines the measures to take towards the protection of the NS integrity, ensure transparency and accountability in order to comply with the Statutes and Constitutions of the NS. This is in addition to compliance and alignment to the fundamental Principles of the Red Cross Red Crescent Movement.

### **5. Required Policy Actions**

The list is not exhaustive but the main action areas are as below:

#### **Integrity Protection**

- I. Non Violation of the Fundamental Principles of the Red Cross and strict Adherence to the Statutes and the Constitution of the National Society and Red Cross Movement
- II. Continuous Education on Morals, Ethics and the Fundamental principles to all members
- III. Zero Tolerance to Political and/or Administrative interferences in the NS affairs relating to governance, key appointments, financial dependence and political allegiance
- IV. Enabling actions and atmosphere for the whistle blowing protection and support to all persons
- V. Adapt a Zero tolerance attitude to conflict of interest situation by all governance, staff and volunteers.
- VI. Routine Integrity audit of individuals in the NS related to use of NS resources and authority.

- VII. Establish within the council a Compliance and Mediation Committee based on the rules, guidelines and principles of the Movement.
- VIII. Operational integrity guidelines for the NS in place and applied in relation to the way it carries out its activities both nationally and internationally. This could include interference by donors and lack of respect for the Emblem regulations
- IX. Ensure the organization has a strong legal base (Reviewed act)
- X. Put in place a strengthened Fraud and Corruption Prevention and Control Strategy

### **Transparency and Accountability**

- I. Commit to and adopt Openness, Communication, and Accountability procedures on issues related to the Statutes and Constitution of the NS, their implementation and how they reflect the fundamental principles
- II. Have in place guidelines on the primary aspects of transparency relevant to management practice: information disclosure, clarity, and accuracy
- III. Transparency procedures on all recruitments
- IV. Commit to working systems procedures and guidelines related to the performance of the NS leadership and to financial management
- V. NS submit itself to independent annual audits
- VI. Put in place a strengthened Fraud and Corruption Prevention and Control Strategy

### **6. Statement of Commitment**

The controls and actions stated above clearly demonstrate the necessary NS will power to integrity, transparency and accountability procedures, systems and controls. The NS subsequently makes the following statement of commitment on Integrity, Transparency and Accountability:

- I. The National Society as a body and all persons working for it shall comply with the policy, accompanying guidelines, the duties and commitments set out in it
- II. Address Integrity, Accountability and Transparency issues at early stages and seek support from other National Societies, the IFRC and ICRC
- III. As a last resort and all other means considered, attempted and exhausted submit allegations to the Compliance and Mediation committee on breaches of integrity, fully cooperate with the committee and take the necessary steps to ensure adherence, to the standards.
- IV. Commit to systematic self-assessment taking into account the Federations conditions for recognition of National Societies and the Standards described in the characteristics of a well-functioning National Society

***Approved at Central Council meeting of November 29, 2018 in Koforidua.***