

**UNIVERSITY OF NAIROBI**

**CORRUPTION RISKS & PREVENTION  
STRATEGIES**

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# PRESENTATION OUTLINE

- Definitions
- Types of corruption
- Manifestation of Corruption
- Pressure to Commit corruption/crime
- Red flags
- How to address loopholes
- Conclusion

# DEFINATIONS

- **Abuse of public power for private gain**
- **Misuse of public power, office, or authority for private benefit**
- ***The abuse of power for personal gain or for the benefit of a group to which one owes allegiance***

# TYPES OF CORRUPTION

- Grand corruption – Goldenberg level
- Petty Corruption – misuse of petty cash, misuse of office telephone, stationary (printing private work), bribes before service delivery, use of labs for private consultancies
- Using office equipments for personal gain
- Quotation fixing

# Manifestations of Corruption –The Integrity Question

- Weak Financial systems
- Fraudulent transactions- Submitting false claims e.g Dental/spectacles
- Bribes & Kickbacks- before offering services in the office
- Fraud – misuse of property and cash
- Favoritism – financial benefits / opportunities/ trips
- Embezzlement of funds – Revenue at cash collection points
- Breach of Trust - leaking of confidential information
- Tax Evasion e.g. accepting payments that have not been taxed

## CONTINUED

- Weak and questionable caliber of staff
- Intimidation of junior staff by their superiors
- Hiding/ Loss of documents
- Abuse of office e.g. misuse of discretionary powers
- Payroll management – inserting un authorized employees
- Creative accounting - presentation doctored petty cash recoupment or accounting for advances
- Donor funded projects – accounting for advances
- Devolved funds such as e.g. Bursary, CDF – mode of selection of beneficiaries
- Stores- accounting for fixed assets and consumable e.g Equipments bought under projects

## PRESSURE TO COMMIT CRIME

- Professional integrity
- Poor cultural values/traditions
- Weak disciplinary system- skewed decisions selectively
- Need to maintain expensive vehicles, lifestyle – dressing, clubs, food
- Family pressure – children education, Residence
- Extra families and their needs- more than one
- Gambling & Drugs addicts
- Weak internal controls – exploit weaknesses
- Weak internal audit function - reactive

# RED FLAGS

- Staying in Office unnecessarily too long
- Not taking leave
- Overfriendliness with clients- darling of all
- Creating emergencies in order to by pass Financial and Procurement procedures
- Tendency to follow up requests for authorization at very short notice
- Extravagant lifestyle
- Senior officers doing menial assignment



# HOW TO ADDRESS CORRUPTION LOOPHOLES

- Maintain proper , accurate and up to date records
- Adherence to policies and procedures- e.g. recruitment, budgeting
- Formulate, implement and enforce policies and procedures manuals across functions in the University
- Proper budgeting and budgetary control
- Enhance discipline/prudence in management & use of UON resources
- Strengthen supervision of staff e,g cashiers
- Proper monitoring of existing procedures

CONTINUED.

- Managers should be role model & provide leadership to staff under them
- Regular review of Internal Control systems within the University
- Proper functioning audit department
- Regular staff rotation within the University
- Appreciate and reward hard work, honesty and integrity
- Keep constant watch over staff in their duty station - supervision
- Ensure committees of the Council including Audit Committee are in place and discharging their responsibilities as per statutes
- Improve organization culture in the University towards a more responsible  
Citizenship

# **BENEFITS OF PREVENTING CORRUPTION**

- Economic growth in the country
- Increased Domestic & Foreign Investment – confidence in the systems
- Improved social behavior & moral standards
- Confidence by development partners
- Fair play in public institutions
- Efficient service delivery from public service
- Improved infrastructure
- Improved justice system/ rule of law
- Enhanced public safety & security

**Q & A**

***THANK YOU ALL***