

INTEGRITY QUEST



▶ QUESTION 1

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A procurement officer is offered a significant bribe by a supplier to secure a contract.

- **Background Information:** Bribery in procurement is a common ethical issue in the public service. It undermines fair competition, leads to substandard goods and services, and erodes public trust. Public servants are expected to adhere to strict ethical standards and report any attempts of bribery to maintain integrity and transparency in the procurement process.



• Question: What should the procurement officer do?

- A: Accept the bribe and award the contract.
- B: Politely decline the bribe but still consider the supplier.
- C: Report the bribe offer to their supervisor and the relevant authorities.
- D: Ignore the bribe offer and proceed with the procurement process.



• Answer:

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▶ QUESTION 2

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A group of Directors and Deputy Directors are making a decision on a new capital project which affects the public but the Minister wants to keep the deliberations private.

- **Background Information:** Transparency in decision-making is essential for accountability and public trust. Keeping deliberations private can lead to suspicions of corruption and favoritism. Public participation and open meetings ensure that decisions are made in the best interest of the community and that officials are held accountable for their actions.

- ▶ • **Question:** What should be done to ensure transparency?
 - A: Hold private meetings to avoid public scrutiny and keep the Minister happy.
 - B: Publish meeting minutes and hold open sessions for public input.
 - C: Make decisions privately but release a summary afterwards.
 - D: Only inform the public after the project is approved.

- ▶ • **Answer:**

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▶ QUESTION 3

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A Public Servant discovers that their department is falsifying reports to meet performance targets.

- **Background Information:** Whistleblowing involves reporting unethical or illegal activities within an organization. It is a critical mechanism for maintaining integrity and accountability in public service. Whistleblowers often face significant risks, but protections are in place to encourage reporting and prevent retaliation. Ensuring a safe and supportive environment for whistleblowers is essential for ethical governance.

- ▶ • **Question:** What should the Public Servant do?
 - A: Ignore the falsification to avoid conflict.
 - B: Confront the colleagues involved and demand they stop.
 - C: Report the issue to a higher authority or use a whistleblowing mechanism.
 - D: Participate in the falsification to protect their job.

- ▶ • **Answer:**

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▶ QUESTION 4

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A senior official in a government ministry is found to be favouring relatives and friends in hiring decisions.

- **Background Information:** Nepotism undermines the principles of fairness and meritocracy in public service. It can lead to unqualified individuals occupying important positions, which affects the efficiency and effectiveness of service delivery. Ensuring a transparent and merit-based hiring process is crucial for maintaining public trust.
- ▶ • **Question:** What should be done to address this issue?
 - A: Ignore the practice to maintain workplace harmony.
 - B: Report the issue to the Public Service Commission and / or other oversight bodies to ensure a fair investigation.
 - C: Confront the official privately and ask them to stop.
 - D: Continue the practice to benefit from personal connections.



• Answer:

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▶ QUESTION 5

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A Regional Council is found to be misallocating funds meant for community development projects to personal expenses of the Council members.

- **Background Information:** Misallocation of public funds is a serious ethical breach that deprives communities of essential services and infrastructure. Public servants must ensure that funds are used for their intended purposes and that there is accountability and transparency in financial management.



- **Question:** How should this situation be handled?
 - A: Cover up the misallocation to protect the council's reputation.
 - B: Report the misallocation to the anti-corruption commission and initiate an audit.
 - C: Reallocate the funds quietly to avoid public scrutiny.
 - D: Ignore the issue and hope it resolves itself.



• Answer:

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▶ QUESTION 6

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A nurse leaks confidential patient information to the media, causing public outrage and distress to the affected individuals.

- **Background Information:** Maintaining confidentiality is a fundamental ethical obligation in public service, especially in sensitive areas like healthcare. Breaching confidentiality can lead to loss of trust, legal consequences, and harm to individuals. Public servants must handle personal information with the utmost care and integrity.



- **Question:** What steps should be taken in response to this breach?

- A: Ignore the breach to avoid negative publicity.
- B: Conduct an internal investigation and take disciplinary action against the official.
- C: Publicly apologise and implement stricter confidentiality protocols.
- D: Blame the media for the leak.



- **Answer:**

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▶ QUESTION 7

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A high-ranking official uses their position to intimidate and harass subordinates, creating a toxic work environment.

- **Background Information:** Abuse of power is a serious ethical violation that can lead to a hostile work environment, decreased morale, and reduced productivity. Public servants in leadership positions must model ethical behavior and treat all employees with respect and fairness.
- ▶ • **Question:** What actions should be taken to address this behavior?
 - A: Ignore the behavior to avoid confrontation.
 - B: Report the abuse to the human resources department and initiate an investigation.
 - C: Provide support to the affected employees and ensure their safety.
 - D: Confront the official directly and demand they change their behaviour.



• Answer:

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▶ QUESTION 8

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

During an election year, a public servant in the Electoral Commission of Namibia is approached by a political party representative who offers a bribe to manipulate voter registration data in their favour.

- **Background Information:** Election integrity is crucial for maintaining public trust in the democratic process. Manipulating voter registration data undermines the fairness and legitimacy of elections. Public servants involved in the electoral process must adhere to strict ethical standards to ensure free and fair elections.

- ▶ • **Question:** What should the public servant do?
 - A: Accept the bribe to secure personal financial gain.
 - B: Politely decline the bribe but keep the offer secret.
 - C: Report the bribery attempt to their supervisor and the anti-corruption commission.
 - D: Ignore the offer and continue with their duties.

- ▶ • **Answer:**

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▶ QUESTION 9

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A Director at a Regional Council is found to be using their position to intimidate voters into supporting a particular candidate.

- **Background Information:** Voter intimidation is a serious violation of democratic principles. It undermines the right to free and fair elections and can lead to skewed election results. Public servants must ensure that all voters can exercise their rights without fear of coercion or intimidation.
- ▶ • **Question:** How should this situation be handled?
 - A: Allow the intimidation to continue to avoid conflict.
 - B: Report the official's actions to the electoral commission and law enforcement.
 - C: Confront the official privately and ask them to stop.
 - D: Ignore the issue to maintain workplace harmony.



• Answer:

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▶ QUESTION 10

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A public servant uses government resources, such as vehicles and office supplies, to support a political campaign.

- **Background Information:** Using public resources for political campaigning is unethical and illegal. It gives an unfair advantage to certain candidates and misuses taxpayer money. Public servants must separate their official duties from political activities and ensure that public resources are used appropriately.



- **Question:** What is the appropriate course of action?
 - A: Continue using the resources to support the campaign.
 - B: Use the resources but only for urgent campaign matters.
 - C: Stop using the resources for campaigning and report the misuse to a supervisor.
 - D: Justify the use by claiming it supports a good cause.



• Answer:

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▶ QUESTION 11

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

An IT specialist at the Electoral Commission of Namibia is asked by a senior official to alter the Presidential election results in favour of a particular candidate.

- **Background Information:** Manipulating election results is a grave ethical breach that undermines democracy. It is essential for all election-related processes to be transparent, accurate, and free from manipulation. Public servants must resist any attempts to alter election outcomes and report such incidents.

- ▶ • **Question:** What should the IT specialist do?
 - A: Comply with the request to avoid losing their job.
 - B: Politely refuse but keep the request secret.
 - C: Report the request to the anti-corruption commission and ensure the integrity of the results.
 - D: Ignore the request and hope it doesn't come up again.

- ▶ • **Answer:**

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▶ QUESTION 12

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A public servant at the Electoral Commission of Namibia receives multiple complaints about irregularities at a polling station but is pressured by a superior to ignore them.

- **Background Information:** Addressing election complaints promptly and fairly is crucial for maintaining the integrity of the electoral process. Ignoring complaints can lead to unresolved issues and undermine public confidence in the election results. Public servants must ensure that all complaints are investigated thoroughly and impartially.

- ▶ • **Question:** How should the public servant handle this situation?
 - A: Ignore the complaints to avoid conflict with the superior.
 - B: Document the complaints and report them to an independent oversight body.
 - C: Confront the superior and demand that the complaints be addressed.
 - D: Handle the complaints quietly without informing the superior.

- ▶ • **Answer:**

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▶ QUESTION 13

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A Public Servant at one of the Office, Ministres and Agencies is found to be providing preferential treatment to certain businesses in the approval of permits, leading to unfair competition.

- **Background Information:** Favouritism in service delivery undermines the principles of fairness and equality. It can create an uneven playing field and erode public trust in government institutions. Ensuring impartiality and fairness in all dealings is essential for ethical public service.
- **Question:** How should this issue be addressed?
 - A: Allow the favouritism to continue to maintain good relations with the businesses.
 - B: Report the Public Servant's actions to their supervisor and ensure an impartial review of the permit process.
 - C: Implement a random audit of all permit approvals to identify and correct any biases.
 - D: Ignore the issue to avoid conflict.



• Answer:

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▶ QUESTION 14

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A government official is responsible for awarding grants and discovers that a close relative has applied for one of the grants.

- **Background Information:** Conflict of interest occurs when a public servant's personal interests could improperly influence their official duties. It is crucial to disclose such conflicts to ensure decisions are made impartially and in the public interest. Transparency in handling conflicts of interest helps maintain public confidence in government operations.

- ▶ • **Question:** How should the official handle this situation?
 - A: Award the grant to the relative to avoid family conflict.
 - B: Disclose the conflict of interest and recuse themselves from the decision-making process.
 - C: Reject the relative's application to avoid any appearance of favoritism.
 - D: Keep the conflict of interest secret and proceed as usual.

- ▶ • **Answer:**

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▶ QUESTION 15

Instructions: Read and reflect on the scenario below and collectively agree on the correct answer. Work as quickly as you can and write down the letter of the right response in the block below. When you have finished, wait for the next set of instructions from the facilitator(s). The team who has finished first with all the correct answers wins this round



Case Study

A public servant uses government vehicles for personal errands during work hours.

- **Background Information:** Misuse of public resources, such as vehicles, for personal gain is a violation of ethical standards and public trust. Public resources are meant for official use only, and misuse can lead to disciplinary action and loss of public confidence. It is important for public servants to use resources responsibly and report any misuse.
- ▶ • **Question:** What is the appropriate course of action?
 - A: Continue using the vehicles as it saves personal expenses.
 - B: Use the vehicles but only for urgent personal matters.
 - C: Stop using the vehicles for personal use and report the misuse to a supervisor.
 - D: Justify the use by claiming it improves work efficiency.



• Answer: