

**THEMATIC COMPILATION OF RELEVANT INFORMATION SUBMITTED BY
TRINIDAD AND TOBAGO**

ARTICLE 8 UNCAC

CODES OF CONDUCT FOR PUBLIC OFFICIALS

TRINIDAD AND TOBAGO (EIGHTH MEETING)

Establish or strengthen existing disciplinary procedures and mechanisms to enforce codes of conduct or ethics, standards of professional conduct and conflict of interest legislation.

Codes of conduct are established in law, for both the TTPS (*Police Service Regulations 2007*) and TTPrS (*Prison Service (Code of Conduct) Regulations, Chap 13:02*), and outline the standards of conduct that officers are required to adopt in the execution of their duties. Failure to adhere to these codes of conduct may result in disciplinary proceedings being instituted against the offending officer.

For example, the *Police Service Regulations* state, inter alia, that an officer:

- shall not engage in any activity, occupation or undertaking which would impair his usefulness as an officer or in any way conflict with the interest of the Service;
- shall not without the consent of the Commissioner, accept any paid employment or engage in any trade or any professional, commercial, agricultural or industrial undertaking, or undertake private work for remuneration, whether in or outside of Trinidad and Tobago;
- who invests in or acquires shares in any company carrying on business in or outside of Trinidad and Tobago or who acquires any interest in any professional, commercial, agricultural or industrial undertaking in or outside of Trinidad and Tobago shall, within thirty days after his investment or acquisition, inform the Commissioner of the fact in writing;
- shall not make any public expression of political and sectarian opinions, and shall bear himself with strict impartiality in all matters; and
- shall not incur a debt that he knows or ought to know he is unable to discharge or which is likely to impair his efficiency or to bring the Service into disrepute.

Similarly, the *Prison Service (Code of Conduct) Regulations* state, inter alia, that an officer:

- shall conduct himself at all times in such a manner that he does not bring discredit on the reputation of the Prison Service or of the public service;

- may not at any time engage in any activity which would in any way tend to impair his usefulness as an officer, nor may he engage in any occupation or undertaking which might in any way conflict with the interests of the Prison Service or be inconsistent with his position as an officer;
- shall not engage in any trade or any professional, commercial, agricultural or industrial undertaking or undertake private work for remuneration without the prior approval of the Commissioner;
- within a period of thirty days after his first appointment to the Prison Service, shall disclose in writing to the Commissioner particulars of any investment or shareholding which he possesses in any company carrying on business inside or outside of Trinidad and Tobago and also of any interest which he has in any professional, commercial, agricultural or industrial undertaking in or outside Trinidad and Tobago;
- who invests in or acquires shares in any company carrying on business in or outside of Trinidad and Tobago or who acquires any interest in any professional, commercial, agricultural or industrial undertaking in or outside of Trinidad and Tobago, shall within a period of thirty days thereafter inform the Commissioner; and
- whenever the Commissioner is of the opinion that an officer's performance of his duties may be influenced by the fact that he owns shares or investments in any company, or he has interest in any professional commercial, agricultural or industrial undertaking, the Commissioner may require the officer to dispose of such shares, investment, or interest within such period as the Commissioner may specify or to be transferred to other duties; and if the officer, on being required by the Commissioner to dispose of his shares, investments or interest, fails to do so within the specified period, he is guilty of an offence.

In the case of the TTPS, disciplinary proceedings, outlined in Part XIII of the *Police Service Regulations*, are initiated, by the authority of the COP, for any officer who fails to comply with these Regulations. This section details how and under what circumstances disciplinary proceedings are instituted, including how and if the offending officer is to be remunerated and engaged within the Service. If found in contravention of the Regulations, by tribunal or admission, the COP may effect penalties such as, dismissal, demotion, deferral or stoppage of increments.

In the case of the TTPrS, disciplinary procedures are set out in the *Public Service Commission Regulations*, in response to an officer who has been alleged to be guilty of misconduct or indiscipline by failing to comply with the regulations associated with the Service. *Regulations 85 and 90* of the *Public Service Commission Regulations* would apply in these instances, and outline the initiation of disciplinary proceedings and the investigation of the charges. The *Prison Service (Code of Conduct) Regulations, Chap 13:02* outline additional procedures which apply in the event that an officer acts in a manner that:

- (a) amounts to failure to perform in a proper manner any duty imposed upon him as an officer;

(b) contravenes any of the Prison Service Regulations;

(c) contravenes any written law relating to the Service; or

(d) is otherwise prejudicial to the efficient conduct of the Service or tends to bring discredit on the reputation of the Service or of the Public Service.