



NAPSA INTEGRITY COMMITTEE



NATIONAL PENSION SCHEME AUTHORITY



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Report anyone involved in unethical
vices on the independently managed
Integrity Toll-Free Hotline: 5080 or
email: napsa@tip-offs.com





CORPORATE BACKGROUND

The National Pension Scheme Authority (NAPSA) was established by an Act of Parliament, the National Pension Scheme (NPS) Act Number 40 of 1996.

NAPSA became operational on 1st February 2000 following the closure of the then Zambia National Provident Fund (ZNPF) which had been in existence since 1966. All assets and liabilities of the ZNPF were vested in NAPSA.

The formation of NAPSA was also in response to the changing labour market and was aimed at creating an efficient social security institution that would deliver quality services and contribute to national development.

MANDATE

NAPSA was formed to provide income security through payment of benefits to all workers when they reach retirement age or become invalid, or to a member's family in the event of death of the member.

VISION STATEMENT

A trusted partner that protects people's future and brings pride to the Nation.

MISSION STATEMENT

Securing the social and economic wellbeing of the people of Zambia.

CORE VALUES

Integrity - "Do the Right Thing"

Collaboration - "Work Together"

Accountability - "Be Responsible for Your Actions"

Respect - "Listen to Every Voice"

Excellence - "Perform at Your Best"

WHAT IS THE INTEGRITY COMMITTEE?

An Integrity Committee (IC) is a Committee established to spearhead the prevention of corruption and mal-administration in both public and private institutions.

The IC programme is one of the interventions of the National Anti-Corruption Policy (NACP) which was launched in 2009.

ESTABLISHMENT OF THE NAPSA IC

In compliance with the Anti-Corruption Act No. 3 of 2012 and in fostering the implementation process of the National Anti-Corruption Policy (NACP) 2009, the Authority established an Integrity Committee.

The Director General and senior management with the support from the Board of Trustees of NAPSA are committed to promoting integrity and stamping out corruption within the Authority.

HOW ARE NAPSA IC MEMBERS APPOINTED?

Members are appointed by the Director General on behalf of the Secretary to the Cabinet.

WHAT IS THE COMPOSITION OF THE NAPSA IC?

IC members are drawn from a cross – section of the Authority. The IC has a secretariat which is managed by full-time officers. The IC has also been decentralized to regional offices through the appointment and training of Focal Point Persons.

ROLE OF THE IC

To spearhead the process of corruption prevention by facilitating development, implementation and enforcement of anti-corruption best practice documents and practices.

The IC also receives, considers and provide redress on all complaints related to unethical conduct and/or mal-administration and refer all complaints outside the IC's mandate to relevant authorities.

WHAT NEEDS TO BE REPORTED TO THE IC?

All **Unethical Conduct** should be reported to the IC. These are but not limited to:

1. Bribery and Corruption
2. Theft
3. Fraud
4. Falsification of documents
5. Installation of Unauthorized software
6. Sexual harassment
7. Unauthorized divulgence of confidential information e.t.c

HOW DO YOU REPORT TO THE INTEGRITY COMMITTEE?

- Toll Free Tip-Offs-Anonymous Integrity Hotline 5080 (AIRTEL, MTN & ZAMTEL)
- Free Post: Call Centre, P.O. Box 30013
- Website: www.tip-offs.com
- Email: napsa@tip-offs.co.zm
- Integrity boxes dotted across all NAPSA offices

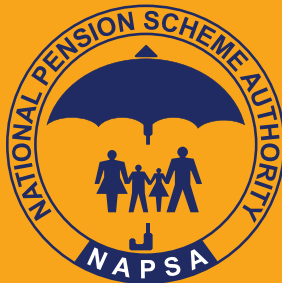
CHECKLIST BEFORE YOU MAKE A REPORT

- a) Where did the incident take place?
- b) Details and description of the misconduct
- c) Names of people involved
- d) Date and time of incident
- e) Does this happen regularly?
- f) Are there any witnesses?
- g) What proof or evidence is there?



YOUR VOICE MATTERS

Help us ensure you receive the service you deserve by reporting any requests for bribes on the Integrity Toll-Free Hotline: 5080 or email: napsa@tip-offs.com



Be smart, secure your future

P.O. Box 51275
Levy Business Park
Corner of Church & Kabelenga Roads, Lusaka

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