

# Germany

## Integrity training by the Procurement Office of the Federal Ministry of the Interior



**TYPE OF TOOL**  
*Capacity building*



**MAIN SECTOR**  
*Social infrastructure*



**INFRASTRUCTURE GOVERNANCE PILLARS**  
*Management of threats to integrity*

### In a nutshell



**OBJECTIVE:** The Procurement Office of the Federal Ministry of the Interior aims to promote integrity among its personnel by providing support and advice through the organisation of workshops and training on corruption, and the rotation of its employees.



**Agency in charge**  
Procurement Office of the Federal Ministry of the Interior



**Year of implementation**  
2001



**Levels of government**  
National



**Current status**  
Fully operational

### Overview

The Procurement Office of the Federal Ministry of the Interior is a government agency which manages the procurement for 26 different federal authorities, foundations and research institutions that fall under the responsibility of the Federal Ministry of the Interior. The Procurement Office has taken several measures to promote integrity among its personnel, including support and advice by a corruption prevention officer (“Contact Person for the Prevention of Corruption”), the organisation of workshops and training on corruption prevention and the rotation of its employees. Since 2001, it is mandatory for new staff to participate in corruption prevention workshops. There they learn about the risks of becoming victims of corruption and the possible strategies of the counterpart in this process (e.g. baiting and bribing). Another part of the training is to raise awareness on how to avoid such situations and how to behave when these situations occur, for example by reporting it (“blow the whistle”). The Workshops highlight the central role of employees whose ethical behaviour is an essential part of corruption prevention. In 2005, the target group of the workshops was enlarged to include not only induction training but also ongoing training for the entire personnel. Another key corruption prevention measure is the staff rotation after a period of five to eight years in order to avoid prolonged contact with suppliers, as well as improve motivation and make the job more attractive. However, the rotation of members of staff still meets difficulties in the Office. Due to a high level of specialisation, many officials cannot change their organisational unit. In these cases, alternative measures such as intensified (supervisory) control are being taken.

#### REFERENCES:

- OECD (2015), *Effective Delivery of Large Infrastructure Projects: The Case of the New International Airport of Mexico City*, OECD Public Governance Reviews, OECD Publishing, Paris. <http://dx.doi.org/10.1787/9789264248335-en>