



ANNUAL REPORT 2021



TABLE OF CONTENTS

FOREWORD	4		
1. INTRODUCTION	6		
2. ORGANISATION	8		
2.1 Members.....	8		
2.2 Secretariat	10		
2.3 Supervisory Council.....	10		
3. TASKS	11		
3.1 Advices and Proposals.....	11		
3.1.1 Consultation.....	11		
3.2 Investigations of suspected misconduct	11		
3.3 Awareness.....	11		
4. ACTIVITIES 2021	13		
4.1 Advices and Proposals.....	13		
4.2 Consultations and Other Recommendations	17		
4.3 Investigations.....	17		
4.4 Awareness.....	17		
4.4.1 Meetings with Stakeholders	18		
4.4.2 Internship.....	18		
4.5 Secretariat Activities	19		
4.5.1 Professional Development	19		
4.5.2 Supporting Activities	19		
5. STATISTICS	22		
6. FINANCIAL OVERVIEW	23		
6.1 General Financial Management	23		
6.2 Budget 2021	23		
6.3 Expenditures	23		
7. SUPERVISORY COUNCIL ANNUAL REPORT 2021	25		
7.1 Legal framework	25		
7.2 Composition of the Supervisory Council	25		
7.3 Complaint Regulation.....	25		
7.4 Meetings and content activities of the Supervisory Council	25		

FOREWORD

Our second operational year was spent laying the groundwork for a government and society built on integrity. Our slogan, Building Integrity for Future Generations, is the perfect way to describe the core of our organisation. Integrity in our government, otherwise termed 'public integrity', is not only essential to the proper functioning of Government and its entities, but also to ensuring a positive national and international image of Sint Maarten. A community built on trust and integrity thrives in all aspects.

Much effort was placed into assessing and advising on the integrity infrastructure of the various administrative bodies. The Integrity Chamber placed focus on determining the tools and instruments necessary to minimize and prevent the risks of integrity challenges. It is important to note that attention was placed on already existing tools and instruments and recommending ways to ensure compliance in a practical and feasible manner. In this process, the related legislation and regulations were also assessed to ensure that our advices were not in contravention with Sint Maarten legislation.

With the launch of our Baseline Integrity Measurement, hereafter referred to as the "Quick Scan", we assessed the integrity infrastructure of the various ministries in order to determine the biggest challenges and loopholes to integrity occurring within the ministries. The Quick Scan has allowed us to touch base and determine the needs of not just management and leadership, but also with the civil servants, the face of government. Another significant project, requested by the Government of Sint Maarten, is the commencement of the "Facility Services Policy Proposal". Together with key members in government, the Integrity Chamber was able to provide proposals for the Department of Facility Services meant to curb the risk of the misuse of government resources, as well as to determine aspects within various processes in Government that can be

susceptible to integrity risks unawares.

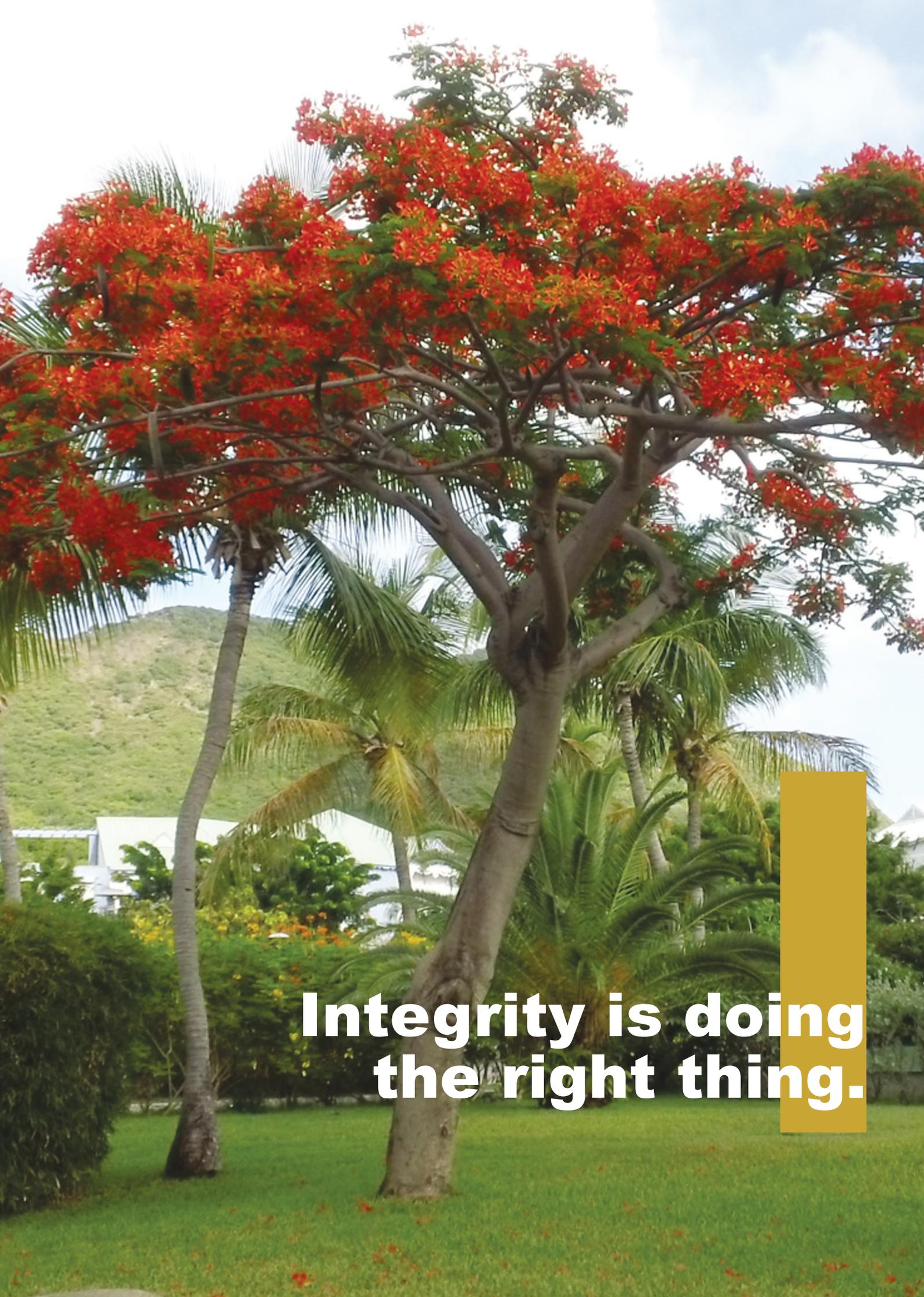
Along with the advices and proposals presented to Government and Parliament, the Integrity Chamber launched an Awareness Campaign with the purpose of informing the public of our purpose and tasks, as well as the importance of integrity, and its various aspects, in society. The importance of transparency, honesty, and accountability were some of the focal points of this campaign and were shared on various media platforms. The Integrity Chamber tailored this campaign to the public. We also built our presence in the community utilising meetings with various administrative bodies and government entities, in person and via video conferences.

I speak for myself and my fellow members when I say that I am proud of the secretariat, the work they produce and their passion for the island. Their desire to work for the people of Sint Maarten is nothing short of admirable. We will continue to fulfil our legal tasks and duties with pride, fuelled by a desire to build integrity for future generations.

It is with great pleasure that I, also on behalf of my fellow members, Boasman and Lodder, present to you the Integrity Chamber's Annual Report for the year 2021.

H.W. (Rian) Vogels
President
Integrity Chamber
Sint Maarten





**Integrity is doing
the right thing.**

1. INTRODUCTION

This Annual Report 2021 describes the activities pertaining to the legal tasks, which find its basis within the National Ordinance Integrity Chamber (hereafter: the Ordinance), as well as activities meant to strengthen the work of the Integrity Chamber, its secretariat, and the fulfilment of its operational tasks.

The report as required by Article 36 of the Ordinance, contains a description of and the number of the activities of the Integrity Chamber, except where there is a regulated requirement of confidentiality.

“The Integrity Chamber strives to fill gaps and address procedures with the aim of improving the functioning of administrative bodies.”

The annual report of the Supervisory Council, as required by Article 14, paragraph 4, of the Ordinance, is included in the annual report of the Integrity Chamber.

The Integrity Chamber is an independent administrative body that promotes and seeks to enhance integrity within government and government entities. The Integrity Chamber strives to fill gaps and address procedures with the aim of improving the functioning of administrative bodies.

In 2021, due to the pandemic, the Integrity Chamber was still limited in executing its planned activities. However, the Integrity Chamber was fully functional and fulfilling its tasks. Efforts were made to raise awareness about the Integrity Chamber, as well as the importance of integrity in the public sector and the wider community.



**Integrity is everyone's
responsibility.**

2. ORGANISATION

The National Ordinance Integrity Chamber (Landsverordening Integriteitskamer, AB 2017, no. 41) was adopted by Parliament in December 2017, and entered into force on December 28, 2018. The Integrity Chamber of today, comprises of three (3) Members, a secretariat, and a Supervisory Council. The structure of the Integrity Chamber allows it to function independently and remain neutral in the execution of its tasks.

Mission

It is the Integrity Chamber's mission to instil the need for integrity awareness and ethical behaviour within Government and the community, and by doing so, stimulating and increasing, a level of trust internally in Sint Maarten and outwardly in terms of international relations.

Vision

It is the Integrity Chamber's vision to instil the continuous importance of personal and public integrity within all levels of government, businesses, and the public.

Core Values

The Integrity Chamber recognizes the following core values as values that are indispensable to the effectiveness and efficiency of the organisation:

- Integrity
- Professionalism
- Respect
- Independence

With the establishment, implementation, and application of processes and procedures that exhibit the above-mentioned core values, the integrity of the organisation will be assured.

2.1 Members

The Integrity Chamber comprises three (3) members. The members are appointed for a term of three years and can be reappointed once. The current members are:

- **Mrs. H.W. (Rian) Vogels**, also president, appointed by Royal Decree on the binding recommendation of the two other members, for the period January 1, 2020, to January 1, 2023.
- **Mr. R.A. (Rafael) Boasman**, appointed by National Decree on the binding recommendation of the Council of Ministers of Sint Maarten, for the period January 25, 2019, to January 25, 2022, and reappointed for a three (3) year term; and
- **Mr. H.R. (Hans) Lodder**, appointed by National Decree on the binding recommendation of the Council of Ministers of the Netherlands, for the period February 6, 2019, to February 6, 2022, and reappointed for a three (3) year term.

“It is the Integrity Chamber's vision to instil the continuous importance of personal and public integrity within all levels of government, businesses, and the public.”



From left: Integrity Chamber board members Rafael Boasman, Rian Vogels (President) and Hans Lodder.

2.2 Secretariat

The Integrity Chamber is supported by a secretariat, headed by the director, Ms. Charna Pompier. The secretariat carries out the daily activities of the Integrity Chamber. The Integrity Chamber is an independent administrative body with legal personality as mentioned in Article 2, paragraph 2, of the Ordinance, therefore, the staff of the secretariat is solely accountable to the members of the Integrity Chamber. The tasks of the Integrity Chamber require specific expertise. In addition, the secretariat has a larger supporting staff due to the independent nature of the organisation.

2.3 Supervisory Council

The Integrity Chamber has a Supervisory Council, which oversees specific activities of the Integrity Chamber. A special task is the granting of authorization for on-site investigations. The Supervisory Council also handles complaints against the Integrity Chamber regarding the manner in which its authorities are executed.

The Supervisory Council consists of three (3) members. The members of the Supervisory Council are appointed in the same manner and period as the members of the Integrity Chamber. The current members are:

- **Mr. E.L. (Leon) Lake**, who was appointed by National Decree on the binding recommendation of the Council of Ministers of Sint Maarten for the period January 20, 2020, to January 20, 2023; and
- **Ms. S.C. (Sophie) van Bijsterveld**, who was appointed by National Decree on the binding recommendation of the Council of Ministers of the Netherlands for the period January 20, 2020, to January 20, 2023.

The two members are tasked with recommending a third member, also president, to the Kingdom Council of Ministers, for appointment by Royal Decree. Recruitment and selection of the president is ongoing.

3. TASKS

The Ordinance outlines the core tasks of the Integrity Chamber. Those tasks are:

- To render advices and give proposals
- To investigate suspected misconducts
- To continuously provide awareness about integrity

3.1 Advices and Proposals

The Integrity Chamber is tasked with rendering advices and giving proposals on policies that will improve integrity in the country, in accordance with Article 16 of the Ordinance. These are executed at the request of the Prime Minister, the responsible minister, Parliament, or on the Integrity Chamber's own initiative. Advices help to improve existing policies, whereas proposals are completed policies that can be readily implemented.

“Advices help to improve existing policies, whereas proposals are completed policies that can be readily implemented.”

The Integrity Chamber submits its advices and proposals to Government and Parliament, and if applicable, to the relevant administrative body. The implementation of the advices and proposals are overseen by the Integrity Chamber. Advices and proposals are published in the National Gazette.

3.1.1 Consultation

The Integrity Chamber also has a special advisory role in the form of being heard on matters relating to integrity. The Integrity Chamber must be heard in cases where a national ordinance prescribes, in all exceptional cases of a significant nature, and in any other case in which Government or Parliament deem it necessary. Examples of this include draft laws and regulations that involve the subject of integrity.

3.2 Investigations of suspected misconduct

The Integrity Chamber has the authority, based on Article 26 of the Ordinance, to investigate suspected misconducts within administrative bodies. A (suspected) misconduct relates to an act or a failure to act by an administrative body to adhere to values and norms, legal requirements, or other obligations through which the proper functioning of an administrative body and the interest of society could be harmed. Investigations can be started in response to a notification of suspected misconduct or on the Integrity Chamber's own initiative.

3.3 Awareness

The Integrity Chamber continuously provides information to strengthen awareness on the importance of integrity in the community. This task finds its basis in Article 16, paragraph 5, of the Ordinance.



**Integrity is holding
yourself accountable.**

4. ACTIVITIES 2021

In this chapter, the various activities conducted in 2021, based on the tasks of the Integrity Chamber, are described.

4.1 Advices and Proposals

In 2021, the Integrity Chamber rendered four (4) advices and gave two (2) proposals.

Three (3) unsolicited advices regarding:

- The Implementation of the Civil Servant Code of Conduct.
- The Appointment of Confidential Advisors for Government.
- The Quick Scan of the Ministry of Justice.

One (1) requested advice regarding:

- The Draft Long Lease Policy of the Ministry of VROMI.

Two (2) requested proposals regarding:

- Government Housing Management Proposal: Component of the Facility Services Policy.
- Government Vehicle Management Proposal: Component of the Facility Services Policy.

The administrative bodies provided the required response to the three (3) unsolicited advices in accordance with Article 18, paragraph 4, of the Ordinance. The one (1) requested advice and the two (2) requested proposals were submitted at the end of the year. The responses from the responsible administrative bodies are expected in the following year. The Integrity Chamber will follow-up on the implementation of the advices and proposals.

Below are presented the summaries of the submitted advices and proposals.

Advice on the Implementation of the Civil Servant Code of Conduct

A Code of Conduct guides an employee's professional conduct and plays a role in preventing conflicts and other integrity-related issues within an organisation. It also plays an integral role in ensuring ethical decision-making, and works as a communication tool, providing internal and external stakeholders with the prevailing rules, norms, and values of the organisation.

The advice on the Implementation of the Civil Servant Code of Conduct follows the authority of the Integrity Chamber to advise Government on policies to generally improve integrity.

“The Integrity Chamber therefore advised on the prompt implementation of the Code of Conduct and a proper embedding in the organisational structure of the administrative body.”

While researching what was already in place, it was discovered that although the Civil Servant Code of Conduct (“Gedragcode Overheidsdienaren 2019”) was approved by National Decree (LB-19/0163, dated May 29, 2019), to date the Civil Servant Code of Conduct has not yet been implemented. The Integrity Chamber therefore advised on the prompt implementation of the Code of Conduct and a proper embedding in the organisational structure of the administrative body. Several implementation measures were advised, such as ensuring continued awareness of the Code of Conduct with

awareness campaigns and informing employees and the public of their respective roles and responsibilities. Embedding the Code of Conduct into the organisation, creating awareness, and evaluating the Code of Conduct after implementation helps to promote integrity within Government.

Based on the response from the administrative body the Code of Conduct will be implemented in the first quarter of 2022.

Advice on the Confidential Advisor

The appointment of a Confidential Advisor within every ministry, as mentioned in Articles 82 and 83 of the National Ordinance Substantive Civil Servants Law (LMA), is a specific measure designated to promote organisational integrity and is widely utilized in the public and private sector. It is also internationally recognized as a vital component of a comprehensive integrity infrastructure carrying several benefits for employees, management, and Government itself.

The advice on the Confidential Advisor follows Article 16, fifth paragraph of the Ordinance which specifically stipulates that the Integrity Chamber must provide government with advice or proposals on confidential advisors, compliance officers and whistle-blowers.

“The information gathered throughout the Quick Scan provides vital information, revealing the most pressing and urgent needs within the organisation.”

In this advice, the Integrity Chamber focusses on the appointment and implementation of Confidential Advisors within all seven (7) ministries and advises on the tasks and limitations of the Confidential Advisor, the importance of a transparent selection process, appointment terms, quality requirements and the necessary infrastructure and facilities for the effective ex-

ecution of this important role.

The administrative body indicated that it is committed to the implementation of the advice. The necessary facilities, training and awareness will be arranged as advised.

Quick Scan: Integrity Infrastructure of the Ministry of Justice

The Quick Scan of the Ministry of Justice was conducted with the purpose of determining the risks, challenges, and areas for improvement of its current integrity infrastructure. The information gathered throughout the Quick Scan provides vital information, revealing the most pressing and urgent needs within the organisation.

During the study, two (2) organisational elements were observed: Organisational Stability, and Material and Human Resources. Apart from a general analysis of the Ministry of Justice, the Integrity Chamber specifically approached the following four (4) ministerial executing agencies:

- The Sint Maarten Police Force.
- The Immigration and Border Protection Services.
- The National Detectives Agency.
- The Point Blanche Prison and House of Detention.

Recommendations were made by the Integrity Chamber to curb the most pressing integrity risks occurring within these ministerial executing agencies, and the Ministry on a whole, such as, providing management with frequent trainings and refresher courses, facilitating discussions on integrity-related matters, and incorporating these into the daily operations of the executing agencies. Recommendations were also made by the Integrity Chamber pertaining to Organisational Stability. An unstable organisation has profound consequences for employees' behaviour and performance. Organisational instability can lead to an environment where misconducts can easily take place, in some cases unnoticed and/or without any consequences. The recommendations included working towards consistent and continuous management and establishing and maintaining organisation-

al cohesion by forming small steering committees meant to stimulate cooperation between the ministerial executing agencies.

Pertaining to Material and Human Resources, the recommendations made by the Integrity Chamber included encouraging the sharing of organisational resources when possible, and reprioritizing staffing and training courses for employees, along with the possibility for frequent staff rotation or transfer. A lack of resources, both human and material, has major consequences for an executing agency. A lack of material resources can lead to uncertain and unhealthy work environments, while a lack of human resources can lead to an executing agency's inability to fulfil its tasks, due to a lack of capacity or sufficiently trained employees. This in turn can have a negative effect on integrity.

The administrative body responded to the Quick Scan recommendations with a number of objectives and measures being taken by the Ministry of Justice. The Integrity Chamber applauds these objectives and measures to improve the integrity infrastructure within the Ministry.

Advice on the Draft Long Lease Policy of the Ministry of VROMI

The Minister of VROMI requested the Integrity Chamber to advise on the Draft Long Lease Policy.

With a country of 16 square miles, land on Sint Maarten is a scarce and valuable asset. The establishment and implementation of a ministerial policy on the issuance of long lease land can help to ensure the minimization and prevention of possible integrity-related risks relating to the issuance of that valuable asset and can help to avoid perceived arbitrariness in the procedure by the public.

The Integrity Chamber advised to develop written internal procedures detailing the process of issuance of long lease land, starting from receipt of the application to the final decision on land issuance, therewith creating more transparency and accountability. To further ensure the proper execution of the policy, more checks-and-balances need to be included.

The Integrity Chamber also advised to implement general measures ensuring the efficient and effective execution of the procedures concerning the issuance of long lease land rights, including the establishment of a Land Register, approval of draft regulations and reinforcement of existing legislation. A notification system should be put in place within the Ministry of VROMI pertaining to irregularities related to the issuance of long lease land and all related processes and procedures, thus putting in place a complaint procedure. Finally, creating awareness of policies and procedures governing the application and issuance of long lease land for civil servants, as well as the public, is advised.

The Integrity Chamber is awaiting the response from the administrative body with regard to the implementation of the advice.

“These risks include, but are not limited to, conflicts of interest, corruption/bribery, abuse of authority, and favouritism and nepotism.”

Government Housing Management Proposal, Component of the Facility Services Policy

A comprehensive Facility Services Policy (hereafter: the FSP) is an important component of Government's integrity infrastructure. Processes within the FSP include housing management, central purchasing, cleaning, warehouse management, government vehicles, mobile devices, etc. These processes are susceptible to integrity risks and misconducts conducted by management or employees. For example, regarding procedures pertaining to contracting third-party services/goods, (public) procurement procedures, and procedures on decision making to buy or lease housing. The integrity risks may present themselves in several ways. These risks include, but are not limited to, conflicts of interest, corruption/bribery, abuse of authority, and favouritism and nepotism.

The Integrity Chamber was requested by the Prime Minister to advise on the Draft Facility Services Policy of the Department of Facility Services.

The Integrity Chamber decided to divide the FSP by the different (sub)categories and provide proposals in segments according to priority and comprehensiveness. The first (sub)category for which a proposal is presented is the Government Housing Management. This proposal outlines the importance of a Government Housing Policy, the integrity risks that can occur as it pertains to Housing Management, other identified risks, and the ways that these risks can be prevented and managed.

One of the proposed elements to manage integrity risks is the assignment of a multi-disciplinary workgroup collaborating for the necessary purpose, overseeing, or advising the relevant decision-makers on specific aspects as indicated within the policy, and ensuring that the stipulations in the policy are complied with.

The acquisition of housing and the services related to housing management provided by third parties such as maintenance and insurance, should be provided in a transparent and accountable manner after following mandatory procurement procedures.

To ensure compliance with the Housing Management Policy, periodic evaluations of the execution and adherence to the FSP need to take place. An Evaluation Team is formed for this purpose. During this evaluation, compliance with and enforcement of the legal and regulatory framework of the Housing Management Policy, by Facility Services, is determined as well as shortcomings in the policy or its execution.

The Integrity Chamber is awaiting the response from the administrative body with regard to the implementation of the proposal.

Government Vehicle Management Proposal, Component of the Facility Services Policy

The second (sub)category for which a proposal is presented is the Government Vehicle Management. This proposal outlines the importance of a Government Vehicle Policy, the integrity risks that can occur as it pertains to Vehicle Management, other identified risks, and the ways that these risks can be prevented and managed.

For the purpose of drafting this specific proposal, the Integrity Chamber reviewed the current applicable legislative framework pertaining to Government vehicle management and determined that the Government Vehicle Management Policy could be enhanced on several integrity related aspects. This proposal is intended to complete the prevailing legislative framework, as well as to extend the current range of the framework to involve all relevant parties. The Integrity Chamber therefore advised to:

1. Reinforce the existing legislative framework pertaining to Government Vehicles.
2. Complete the legislative framework with the implementation of the Integrity Chamber's Proposal on the Government Vehicle Management Policy.

Some of the recommendations within the proposed Government Vehicle Management Policy are assigning a multi-disciplinary workgroup, establishing a Government Fleet Register, determining the procedure for the need and acquisition of government vehicles, and determining the procurement procedures for the use of internal and third-party services. It is also advised to ensure the complete embedding of the legislative framework into the organisational

“ To ensure compliance with the Housing Management Policy, periodic evaluations of the execution and adherence to the FSP need to take place. ”

structure of the administrative body.

The Integrity Chamber is awaiting the response from the administrative body with regard to the implementation of the proposal.

4.2 Consultations and Other Recommendations

No mandatory consultations, based on Article 16, paragraph 2, of the Ordinance occurred during 2021.

Apart from rendering advices and giving proposals, the Integrity Chamber is also (implicitly) tasked to provide recommendations to administrative bodies. In 2021, the Integrity Chamber did not provide other recommendations.

4.3 Investigations

In 2021, notifications of suspected misconducts were reported to the Integrity Chamber. The notifications of suspected misconduct fell within the following categories:

- Undesirable workplace behaviours
- The abuse of authority
- The misuse and manipulation of information
- The misuse of government/ company resources
- Violation of applicable legislation/regulations
- The abuse of administrative discretion.

The submitted notifications were assessed to ensure they fulfil the necessary requirements as mentioned in the Ordinance. Not all the notifications fulfilled the requirements.

Privacy rules and confidentiality regulations prohibit the Integrity Chamber from sharing more information, however, statistical information regarding suspected misconducts, such as, the number of notifications reported, the number of (preliminary) investigations and the outcome, and the number of binding advices can be found in Chapter 5.

4.4 Awareness

The Integrity Chamber launched an Introduction and Awareness Campaign in 2021 with the purpose of formally presenting the Integrity Chamber to the community. This campaign provided information concerning the tasks and authorities of the Integrity Chamber, as well as discussions on the importance and necessity of integrity in the community.

“ This campaign provided information concerning the tasks and authorities of the Integrity Chamber, as well as discussions on the importance and necessity of integrity in the community. ”

The campaign featured the following activities on a broad range of platforms:

- Radio and TV interviews
- Informative social media posts on Facebook and Instagram
- Press releases on submitted advices/proposals and other developments
- Surveys
- Newspaper articles
- Distribution of informational brochures and flyers
- The creation and publishing of infographic videos

Outside of the Introduction Campaign, various interviews and other activities meant to boost awareness of the Integrity Chamber, and the importance of integrity, were performed and published on the website of the Integrity Chamber.

4.4.1 Meetings with Stakeholders

The Integrity Chamber is a new independent body with a rather large target group stipulated in the Ordinance. To be effective in its tasks, several introductions to the various administrative bodies are paramount. These introductions were started in 2020 and continued in 2021.

The main stakeholders have been met with, within the past two years. In addition, efforts have been made to strengthen the work relationship with some of the key stakeholders.

The Integrity Chamber has protocols with the Prosecutor's Office and with the Minister of General Affairs, to promote coordination and consultation between these institutions. The meetings between the parties have been ex-

cuted in 2021 in accordance with the protocols.

4.4.2 Internship

A local student was given the opportunity to complete an internship at the Integrity Chamber. The student was allowed to experience the daily operations of the organisation and learn about the importance of integrity. The internship concluded with a report on their activities as well as an integrity awareness approach meant to bring awareness to their peers. This opportunity was a learning experience for the intern as well as for the Integrity Chamber. The intern helped to evaluate and determine efficient and effective methods for integrity awareness among the youth.



From left: Integrity Chamber communication officer Kevin James and WYCCF representative.



From left: Integrity Chamber President Rian Vogels, Integrity Chamber director Charna Pompier, Integrity Chamber board members Rafael Boasman and Hans Lodder, Ombudsman Secretary General Randolph Duggins, Ombudsman legal advisor Aishira Cicilia and Ombudsman Gwendolien Mossel.

4.5 Secretariat Activities

4.5.1 Professional Development

Enhancing the expertise and improving the quality of professional skills is of great importance in the execution of the tasks of the Integrity Chamber. Integrity trainings and trainings on safety and security were provided. Staff members also participated in a training on financial and economic crime and its impact on society, for the purpose of enhancing the skills necessary to prevent such occurrences, by way of improving the integrity infrastructure. Due to COVID-19 and travel restrictions, less trainings were executed than intended.

4.5.2 Supporting Activities

The Integrity Chamber has three supporting activities, namely: Finance, Administrative Support and Information and Communication Technology (ICT, currently provided by third parties). Activities in these areas were executed under the supervision of the director of the secretariat. Day-to-day activities within these three areas are ongoing. Special projects were the registering and storing of documents, ICT security and safety measures, and the Financial Management policy. The necessary provisions for the supporting activities are made available for the purpose of ensuring the independence of the Integrity Chamber.



From left: Integrity Chamber member Rafael Boasman, legal advisor to Minister's cabinet Jessica Weekes, Integrity Chamber President Rian Vogels, Prime Minister Silveria Jacobs, Integrity Chamber director Charna Pompier and Integrity Chamber board member Hans Lodder.



From left: Integrity Chamber board member Rafael Boasman, Integrity Chamber director Charna Pompier, Integrity Chamber President Rian Vogels and Dutch State Secretary of Internal Affairs and Kingdom Relations Raymond Knops.



**Integrity is being
honest.**

5. STATISTICS

The Integrity Chamber recorded the following statistics for the Annual Report:

Task	Description	Quantity
Unsolicited advices and proposals	The number of unsolicited advices and proposals issued.	3
Requested advices and proposals	The number of unsolicited advices and proposals issued.	3
Notifications	The number of notifications received.	7
Preliminary investigations	The number of preliminary investigations carried out.	1
Comprehensive investigations	The number of comprehensive investigations performed.	0
Binding advices	The number of binding advices given.	0

6. FINANCIAL OVERVIEW

6.1 General Financial Management

The budget of the Integrity Chamber is part of the annual budget of the Government of Sint Maarten. Article 15 of the National Ordinance states that, in agreement with the Integrity Chamber and the Minister of General Affairs, Parliament provides the Integrity Chamber with all facilities for the proper and independent performance of its duties.

As an independent administrative body with legal personality, the Integrity Chamber regulates its finances independently. The President of the Integrity Chamber is responsible for the budget management.

6.2 Budget 2021

In 2021 the Integrity Chamber was funded by the Government of Sint Maarten (50%) and by the Government of the Netherlands (50%), based on an agreement established in 2018.

The Integrity Chamber submitted a budget of NAf 2,275,323. The budget consists of personnel costs and material costs and is based on the planned activities of the Integrity Chamber. Due to the specific tasks, the structure, and the requirements needed to function independently, additional costs are included in the budget. The budget submitted also included financial cuts in connection with the cost-cutting measures carried out by Government. The members of the Integrity Chamber and the Supervisory Council also took a voluntary cut to their compensation.

6.3 Expenditures

The overview of the operating budget for 2021 is presented below.

Financial Year 2021

Budget post	NAf.	NAf.
Received		1,937,692
Personnel	928,514	
Members of the Integrity Chamber & Supervisory Council	357,405	
Material costs	514,868	
Total Costs		1,800,787
Balance		136,905

The actual received subsidy for 2021 was NAf.1,937,962. Due to the ongoing pandemic, the Integrity Chamber was not able to execute all of its planned activities, which has allowed for a positive budgetary balance, even with a reduced budget. Between forty (40) and ninety (90) percent lower expenditures were made in the following areas: Supervisory Council, Travel and Accommodation, External Consultation, and Trainings. If all planned activities had been executed, the received budget would not have been sufficient to cover all expenses.



Integrity is serving the greater good.

7. SUPERVISORY COUNCIL ANNUAL REPORT 2021

7.1 Legal framework

The Supervisory Council of the Sint Maarten Integrity Chamber has been established following Article 13 of the National Ordinance of December 18, 2017, (AB 2017, no. 41).

7.2 Composition of the Supervisory Council

The members of the Supervisory Council of the Sint Maarten Integrity Chamber were appointed in 2020. The Supervisory Council consists of the members Ernesto L. Lake (Sint Maarten) and Sophie van Bijsterveld (Netherlands). The position of chairman is vacant. It is expected that the ongoing procedure for recruiting a chairman of the Supervisory Council that has been initiated in the year under review can be finalized in the foreseeable future.

7.3 Complaint Regulation

In 2021, the Supervisory Council adopted the Complaint Regulation of the Sint Maarten Integrity Chamber as referred to in Article 14, paragraph 2, of the National Ordinance. The Complaint Regulation has been published in the National Gazette on December 23, 2021 and can also be consulted on the website of the Integrity Chamber (under 'Publications').

7.4 Meetings and content activities of the Supervisory Council

Due to the Covid-19 pandemic, only the first meeting took place on Sint Maarten. This was the meeting following the swearing in of members Lake and Van Bijsterveld.

As in the year 2020, the meetings of the Supervisory Council also exclusively took place online. During 2021, the Supervisory Council and the Integrity Chamber held discussions three times, and information was exchanged with the President of the Integrity Chamber. In total, the average frequency of consultations was once every two months. The meetings of the Supervisory Council were more frequent during 2021 and they largely had the character of informal work consultations.

In the meetings of the Supervisory Council with the Integrity Chamber that took place in the course of 2021, administrative matters were discussed, such as the outlook and the intentions for the coming year, the budget of the Integrity Chamber and the financial position of the Integrity Chamber, as well as practical matters such as IT (information technology) facilities. Developments relating to the functioning of the Integrity Chamber were also discussed. In particular, subjects such as the state of affairs with regard to reports received, whether or not

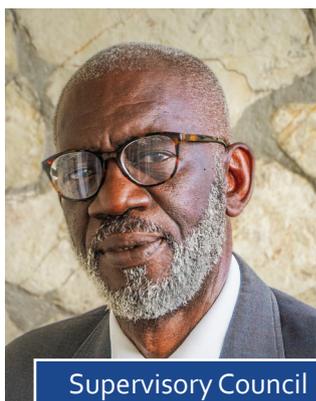
to initiate an investigation and the handling of reports, advice issued by the Integrity Chamber upon request, and the embedding of the Integrity Chamber in the midst of other public institutions and acquiring public awareness of the existence and significance of the Integrity Chamber.

The Supervisory Council has kept the Integrity Chamber informed about the process of recruiting a President. The Complaint Regulation was also discussed with the Integrity Chamber. This functions as a good starting point for further discussions regarding the relationship between the Integrity Chamber and the Supervisory Council and, insofar as relevant in that context, to coordinate the work processes of both bodies to some extent. In view of the special position that the Supervisory Council occupies according to the National Ordinance Integrity Chamber Sint Maarten, this is also appropriate:

not only is the Supervisory Council a ZBO supervisory body, but the Council also handles complaints from administrative bodies or involved persons, in accordance with the applicable National Ordinance against the manner in which the powers specified by the National Ordinance for this purpose are exercised by the Integrity Chamber.

The meetings of the Supervisory Council with the Integrity Chamber President mainly related to interim mutual exchanges of information in areas as mentioned above.

The informal work meetings of the Supervisory Council mainly focused on designing the complaint procedure, drawing up model documents for the handling of complaints, establishing the Complaint Regulation, as well as preparing and carrying out the recruitment procedure for a President of the Supervisory Council.



Supervisory Council member
Ernesto Lake



Supervisory Council member
Sophie van Bijsterveld

