



2024

# INTEGRITY CHAMBER ANNUAL REPORT





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# In Memoriam



October 4, 1959 - August 14, 2024

It is with profound sadness that the Integrity Chamber acknowledges the passing of Mr. M.C. (Mike) Franco, President of the Supervisory Council of the Integrity Chamber Sint Maarten. Mr. Franco served with unwavering dedication and a deep commitment to upholding the principles of integrity and good governance.

Mr. M.C. (Mike) Franco was the first president of the Supervisory Council of the Integrity Chamber of St. Maarten. He was appointed by (Kingdom) decree for a term of three (3) years and carried out the role of President of the Supervisory Council from January 1, 2023, to August 14, 2024.

Mr. Franco has held various public roles within the Kingdom. He served in Curacao as an Island Council member, as Commissioner for General Affairs and Political Structure, and as President of Parliament. He also served as Government

Commissioner in St. Eustatius.

Mr. Franco brought a wealth of experience and a steadfast belief in the importance of transparency and accountability to the Integrity Chamber. His leadership was characterised by wisdom, fairness, and vision. He will be missed by the remaining members of the Supervisory Council, Mr. E.L. (Leon) Lake and Ms. S.C. (Sophie) van Bijsterveld, the Members of the Integrity Chamber and the Secretariat.

Mr. Franco's dedication to the Integrity Chamber and to the people of Sint Maarten will be deeply missed. His legacy will continue to inspire our work as we strive to build a more just and transparent society.

May his memory be an example and a source of strength and comfort to all who knew him.



# 1. Foreword

The year 2024 marked a significant turning point for the Integrity Chamber of Sint Maarten. The statutory term of our founding members, Mr. R.A. (Rafael) Boasman and Mr. H.R. (Hans) Lodder, both of whom first served as Quartermasters, then as members of the Integrity Chamber, is drawing to a close. Preparations began for the change in composition and their succession by two (2) new members.

The Integrity Chamber was also hit with an unexpected loss; the passing of the Chairman of the Supervisory Council, Mr. M.C. (Mike) Franco. His wealth of experience, sharp insight, and deep understanding of the workings of a government apparatus was greatly appreciated and will be missed. His legacy will continue to guide us in our mission.

As the Integrity Chamber of Sint Maarten continues its vital role in fostering transparency, accountability and good governance in 2024, we've witnessed a pivotal shift in the role of the Integrity Chamber. Over the past year, the Government has turned to the Integrity Chamber on several occasions, engaging in more interactions on varying levels. Examples include onboarding sessions for newly hired civil servants of the Government of Sint Maarten and frequent exchanges with the Prime Minister, signalling a collaborative approach to promoting integrity within the public administration. This change reflects the growing recognition of the Integrity Chamber's essential function in our democracy.

In April 2024, the Integrity Chamber finalised its Advice on the Compliance Officer, one of the recommendations required under our National Ordinance. This advice represents a key step in strengthening the integrity infrastructure of Government-owned companies. Additionally,

before the Parliamentary elections of August 2024, the Integrity Chamber provided an unsolicited advice on the screening of ministers. With Members of Parliament voicing their support, various elements of the advice are slated to be carried along in the electoral reform trajectory. And this is the way forward. Guidance, an exchange of views, discussion and the implementation of advices and proposals.

Looking forward, I am encouraged by the support and exchanges with the Government, Parliament, fellow institutions and stakeholders, and I anticipate continued progress on the implementation of advices and proposals in our mission to embrace integrity on Sint Maarten.



**G.R. (Rik) Bergman**  
*President Integrity Chamber*

## 2. Introduction

### 2.1 Legal basis

The Integrity Chamber Sint Maarten hereby presents its Annual Report 2024 to the Government of Sint Maarten, Parliament of Sint Maarten, the Kingdom Council of Ministers, and the public, where an account is given for the activities conducted from January 1, 2024, to December 31, 2024.

The annual report describes the legal tasks and other activities of the Integrity Chamber, which finds its basis in the National Ordinance Integrity Chamber (In Dutch: '*Landsverordening Integriteitskamer*, AB 2017, no. 41') (hereafter: the Ordinance).

This annual report, as required by Article 36 of the Ordinance, contains a description of all activities conducted by the Integrity Chamber in 2024, except where there is a regulated requirement for confidentiality, as is stated in Articles 37 and 38 of the Ordinance.

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.

Scan this QR code to read the Ordinance:



### 2.2 Reading guide

The third chapter of this report describes the role of the Integrity Chamber, its independence, mission, vision, core values, organisational structure and focus points in 2024. Chapter four (4) briefly describes the tasks of the organisation, while Chapter five (5) provides an overview of the Integrity Chamber's 2024 activities. Statistical information regarding the activities of the Integrity Chamber conducted in 2024, can be found in Chapter six (6). Chapter seven (7) provides an update on the finances of the Integrity Chamber. Finally, Chapter eight (8) contains the 2024 Annual Report of the Supervisory Council.

“Integrity  
is doing  
the right  
thing.”

## 3. The Integrity Chamber

### 3.1 Modern Institution in a Modern Society

The Integrity Chamber was established as a modern institution that moves beyond reactive measures to proactively cultivate a culture of integrity and safeguard the integrity of public service, seamlessly fitting into the dynamic and evolving nature of our modern society. This proactive approach reflects a commitment to building a resilient and trustworthy society, where integrity is not just an ideal, but a practiced reality. The Integrity Chamber's focus on prevention, awareness, and collaboration underscores its commitment to fostering a governance system that is both efficient and ethically sound, meeting the expectations of a discerning and informed public.

By promoting open communication, advising on and assisting in the implementation of policies and procedures meant to strengthen the Government's integrity infrastructure, promot-

ing the importance of integrity to the public and engaging in continuous outreach and awareness, the Chamber ensures that the principles of transparency and accountability are seamlessly integrated into the fabric of our modern governance, and that ethical standards are not only maintained, but actively promoted.

### 3.2 Independence

The Integrity Chamber was embedded as an independent administrative body with legal personality in accordance with the requirements laid down for that purpose in Article 98 of the Constitution of Sint Maarten. The aim of this was to guarantee the independent position of the Integrity Chamber, placing it outside the scope of the regular government organisation of Sint Maarten. This structure allows the organisation to remain autonomous and objective in the execution of its tasks, and promotes the Integrity Chamber as an institution of trust.

**“Integrity is  
everyone’s  
responsibility.”**

### 3.3 Mission, Vision & Values



## 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 recognises 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 ensured.



### 3.4 Organisation

The structure of the Integrity Chamber consists of members, a Secretariat, and a Supervisory Council.

#### 3.4.1 Members

The Members of the Integrity Chamber provide guidance to the Secretariat with regard to the performance of the organisation's tasks, in accordance with the National Ordinance Integrity Chamber.

The Integrity Chamber is comprised of three (3) members. The members are appointed for a term of three (3) years and can be reappointed once for the same term. In 2024, the members were:

- **Mr. G.R. (Rik) Bergman**, also president, appointed by Royal Decree on the binding recommendation of the two (2) other members, from January 1, 2024, for a period of three (3) years.
- **Mr. R.A. (Rafael) Boasman**, appointed by National Decree on the binding recommendation of the Council of Ministers of Sint Maarten, from January 10, 2019, for a period of three (3) years, and reappointed for another 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, from January 28, 2019, for a period of three (3) years, and reappointed for another three (3) year term.

In July 2024, the Parliament of Sint Maarten approved an amendment to the Ordinance. With this legislative change, the age limit of Integrity Chamber members was increased from 70 to 75 years. Increasing the age limit allows for a wider pool of candidates, especially in the local market. The change does not affect the length of time that a candidate can fill the position, as

candidates are appointed for a term of three (3) years and can only be reappointed once.

#### 3.4.2 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 staff of the Secretariat is solely accountable to the members of the Integrity Chamber according to Article 11, paragraph 4, of the Ordinance.

The Integrity Chamber has a formation of ten (10) FTE's. In 2024, the Secretariat consisted of six (6) FTE's, including the director. To execute the tasks of the Integrity Chamber, the Secretariat has qualified personnel who have legal, policy writing, research, and communication expertise. In addition, the Secretariat has various supporting staff to facilitate the independence of the organisation.



President of the Integrity Chamber presenting the 2023 Annual Report to Prime Minister, the Honorable Luc Mercelina

### 3.4.3 Supervisory Council

The Integrity Chamber has a Supervisory Council, based on Article 13 of the Ordinance, which oversees specific activities of the Integrity Chamber.

The Supervisory Council is comprised of three (3) members. The members are appointed for a term of three (3) years and can be reappointed once for the same term. In 2024, the members were:

- **Mr. M.C.F. (Mike) Franco**, also President, appointed by Royal Decree on the binding recommendation of the two (2) other members, from January 1, 2023, for a period of three (3) years. Unfortunately, Mr. Franco passed away in August 2024.
- **Mr. E.L. (Leon) Lake**, who was appointed by National Decree on the binding recommendation of the Council of Ministers of Sint Maarten from January 1, 2020, for a period of three (3) years, and reappointed for another three (3) year term; 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 from January 1, 2020, for a period of three (3) years, and reappointed for another three (3) year term.



Members of the Integrity Chamber paying a working visit to the Sint Maarten House in the Netherlands.



A special task of the Supervisory Council is the granting of authorisation for on-site investigations. The Supervisory Council also handles complaints against the Integrity Chamber regarding the manner in which its authorities are executed. The complaint procedure for the Supervisory Council can be found on the website of the Integrity Chamber.

### 3.5 2024 Highlights

One of the highlights of 2024 was also the launch of the Integrity Chamber's new season of its video series, Let's Talk About Integrity. The theme for 2024 was "Civic Participation and the Democratic System." Another highlight of 2024 was the Integrity Chamber's submission of the advice on the screening of ministers.

During the 2024 Parliamentary Elections, the people of Sint Maarten were given the opportunity to perform one of their civic duties by participating with their vote. The Integrity Chamber therefore prioritized informing the public about the ways a citizen can participate in the governing of the country in its video series on the topic of "Civic Participation and the Democratic System" (see 5.3.1). The series highlighted the rights and responsibilities of citizens in a democratic society, with the aim of empowering the people to do their part and contribute to the integrity of the democratic system in Sint Maarten.

The Integrity Chamber believes that it is crucial for everyone in society to be aware of the role they play in ensuring integrity, as integrity isn't just about individuals or organisations: it is a collective effort. When citizens are aware of their roles and responsibilities, societal values will be upheld. Citizens should expect and demand ethical behaviour from leaders and institutions, report wrongdoing when they see it, and make ethical choices in their own lives. Citizens also play a part in creating a culture of integrity where there is increased trust in institutions and leaders, a more just and equitable society, reduced corruption and unethical practices, and empowered individuals.

Society can perform their responsibility as residents in a democratic society by participating in civic engagement, voting, and holding elected officials accountable, engaging in open and honest discussions about ethical issues and challenging unethical behaviour, fostering a strong ethical foundation in young people through education and role modelling, volunteering in their community and in civil society organisations, and engaging and providing support to petitions and protests when needful.

Scan this QR code to read the complaints procedure:



Members of the Integrity Chamber paying a working visit to the Sint Maarten House in the Netherlands.



**Supervisory Council**



**Integrity Chamber members**



**Secretariat**



## 4. Tasks

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

- to give advices and proposals on policies for the general promotion of integrity;
- to investigate suspected misconducts; and
- to strengthen awareness on integrity in the community.

### 4.1 Advices and Proposals

Based on Article 16, paragraph 1, of the Ordinance, the Integrity Chamber is tasked with giving advices or making proposals on policies to improve integrity in Sint Maarten. Advices and proposals can be given on the Integrity Chamber's own initiative or at the request of the Prime Minister, the responsible minister or Parliament.

When writing advices and proposals, the aim is to identify, assess, and address procedural gaps or loopholes to strengthen the integrity infrastructure of Sint Maarten. The Integrity Chamber oversees the implementation of its advices and proposals.

### 4.2 Consultation

The Integrity Chamber has a special advisory role based on Article 16, paragraph 2, of the Ordinance. In accordance with this article, the Integrity Chamber must be heard (i.e., consulted) in cases prescribed by the Ordinance. The Integrity Chamber must also be consulted in all exceptional cases of a significant nature, and in any other cases in which the Government or Parliament deems it necessary.

While the Government and Parliament are free to approach the Integrity Chamber in other cases, it is left to the Integrity Chamber to assess whether the work allows such an optional request for advice. In the event of an exceptional case of an important nature, consulting the Integrity Chamber is mandatory, even if the Ordinance does not directly provide for this. This could include, for example, draft legislation and regulations meant to improve integrity or which have an integrity component to them, on which the Integrity Chamber has not yet officially advised or made a proposal.

### 4.3 Investigations

Articles 25 and 26 of the Ordinance give the Integrity Chamber the authority to investigate suspected misconduct within Administrative Bodies.

Investigations can be started in response to a notification of suspected misconduct or on the Integrity Chamber's own initiative. Anyone can file a notification of suspected misconduct. A (suspected) misconduct relates to an act or failure by an administrative body to adhere to values and norms, legal requirements, or other obligations through which the interest of society, or the proper functioning of an administrative body could be harmed.

The Integrity Chamber categorises misconduct as (financial) irregularities and unwanted behaviours. (Financial) irregularities refer to any deviation from accepted organisational principles or legal standards, which results in misconducts in the workplace. These can range from unintentional errors to deliberate fraud. Unwanted behaviours are actions or words that go against social norms, ethical guidelines, or legal standards, cause emotional, physical, or financial

harm to others, and are not desired or appreciated by the recipient.

See below table for a (non-exhaustive) list of misconducts.

Article 26, paragraph 3 of the Ordinance, gives the Integrity Chamber further authority to issue binding advices based on the findings of an investigation.

Misconducts: Irregularities and Undesirable behaviours	
Non-compliance	Aggression / Violence
Conflicts of interest	Intimidation
Favors for family and friends	Discrimination (gender, origin, race, sexual orientation)
Leaking of confidential information	(Sexual) harassment
Misuse of organisational resources	Bullying
Fraud, bribery, corruption, embezzlement	Non-communication

#### 4.4 Awareness

Based on Article 16, paragraph 5, of the Ordinance, the Integrity Chamber is also responsible for continuously providing information to promote integrity awareness throughout the community.

Civil servants and employees of Government-owned companies share this responsibility with society at large. As a means of fostering awareness within Administrative Bodies and the broader community, the Integrity Chamber uses a variety of methods, including informational videos, integrity sessions, workshops, and community outreach activities.

## 5. 2024 Activities

In this chapter, the various activities executed in 2024, based on the core tasks and the role of the Integrity Chamber, are described.

### 5.1 Advices and Proposals

#### 5.1.1 Advice on Compliance Officers

In April 2024, the Integrity Chamber issued an advice to Government-owned companies on the role, responsibilities and importance of the Compliance Officer within their organisation. While compliance tasks are embedded in the organisations, not all Government-owned companies currently have a Compliance Officer.

The role of the Compliance Officer is beneficial for several reasons. They reduce occurrences of compliance and integrity risks. They enhance trust with clients and stakeholders and improve the image of the organisation. The Compliance Officer educates employees on expected behaviours, which increases compliance with ethical standards, and internal policies and procedures related to integrity, minimising compliance issues down the line. The Compliance Officer also provides objective advice to the Managing and Supervisory Board on compliance issues.

The advice from the Integrity Chamber included the following:

1. Define the specific tasks of the Compliance Officer, which include preventing, detecting, and responding to compliance issues.
2. Appoint at least one (1) Compliance Officer and work towards the establishment of a compliance team.
3. Provide the Compliance Officer with

the necessary resources, such as required trainings, office space, etc., and the necessary support.

4. Establish and implement an annual compliance program.
5. Create awareness on the role of the Compliance Officer within the organisation.
6. Evaluate the effectiveness of the compliance program.

Scan this QR-code to read the full advice:



#### 5.1.2 Advice on the Screening of Ministers

The Integrity Chamber submitted an advice to Government and Parliament on the screening of ministers on August 9, 2024. The formation of Government, after the elections in January 2024, revealed shortcomings in the process of the selection, nomination, and appointment of ministers. Considering the upcoming snap elections on August 19, 2024, the Integrity Chamber believes that more light should be shed on the integrity norms and values that must be in place during the process of forming the Government, as well as the necessity for increased transparency and accountability.

The advice outlines the importance of implementing integrity norms and values in the screening process and emphasises the impor-

tant role that ministers play in upholding trust and confidence in the Government administration.

Ministers hold a prestigious position and have an exemplary function. It is therefore imperative that they act with honesty and impartiality in their day-to-day decision-making, or they risk damaging the credibility of the government and the country. While it may initially seem harmless, incompatible positions, ancillary activities, and external interests may become a source of conflict during the execution of their function.

The advice from the Integrity Chamber to strengthen the current screening process includes the following recommendations:

1. Strengthen the current process for the nomination and appointment of candidate-ministers by differentiating three (3) screening phases, namely the recruitment, screening, and monitoring phases.
2. Ensure transparency and awareness of the screening process and the criteria while respecting the candidate-ministers' privacy.
3. Review and modify current laws and procedures to include additional integrity aspects based on this advice.

Scan this QR-code to read the full advice:



### 5.1.3 Consultations

The Integrity Chamber did not receive any requests for consultations based on Article 16, paragraph 2 of the Ordinance, during 2024.

## 5.2 Investigation Activities

The investigation activities of the Integrity Chamber include handling inquiries, receiving and assessing notifications, and investigating suspected misconducts. Approaching the Integrity Chamber to report a misconduct can be a daunting task. The level of engagement experienced in 2024, through persons approaching the organisation both formal and informally, reinforces the Integrity Chamber as an institution of trust.

### 5.2.1 Inquiries

The Integrity Chamber was regularly contacted by persons and organisations requesting information concerning possible integrity issues, suspected misconducts, examples of misconduct, or information concerning the jurisdiction of the Integrity Chamber, as well as persons interested in filing a notification. Persons with a complaint who are interested in filing a notification are invited to discuss the complaint. These discussions are registered as inquiries. During the meeting, the integrity issues are discussed. If the complaint is outside the scope of the Integrity Chamber's jurisdiction, alternatives to filing a notification are provided. This prevents submitted notifications from being deemed inadmissible or resulting in a duplication of work with other authorities. In 2024, six (6) inquiries were received, two (2) of which led to a notification.

One inquiry from a department within Government led to an informal advice on the integrity of a proposed candidate to an oversight body. Based on the information and the concerns, the Integrity Chamber provided recommendations to ensure that the proper procedure is utilized in the selection of the candidate, ensuring the appointment of the most appropriate candidate to the oversight body.



### 5.2.2 Notifications

In 2024, five (5) notifications of suspected misconducts were reported to the Integrity Chamber. The notifications of suspected misconduct fell within the following categories:

- Unwanted behaviours (intimidation, aggressive behaviour and discrimination) in the Administrative Body (1)
- Unfair and non-transparent application of legislation/regulations (1)
- Financial misconduct (1)
- Non-compliance with applicable procurement legislation/regulations (2)

The notifications were assessed to determine their admissibility and the Integrity Chamber's authorisation to investigate. One (1) notification was considered inadmissible due to the Integrity Chamber's jurisdiction and the fact that the institution was not authorised to investigate. Two (2) notifications are currently in process and are being assessed, and two (2) notifications were withdrawn by the Notifier(s) due to varying factors.

### 5.2.3 Investigations

In 2024, three (3) investigations were conducted. There was one (1) preliminary investigation, and two (2) full investigations. The preliminary investigation was completed. The full investigations (2) were initiated by the Integrity Chamber and are ongoing.

### 5.2.4 Assessment of Investigation process

In 2024, the Integrity Chamber started an assessment of its current investigation process. The goal of this assessment is to determine and remedy bottlenecks and challenges in the process of carrying out efficient and effective investigations. This assessment is ongoing and has already led to significant changes in the Integrity Chamber's investigation process (i.e. an updated notification form).

## 5.3 Awareness Activities

Promoting awareness on the importance of integrity is a key responsibility of the Integrity Chamber. To foster community engagement, growth, and unity, it is essential to continue advocating for integrity through dedicated awareness campaigns.

In 2024, the Integrity Chamber launched another comprehensive awareness campaign meant to encourage integrity within the community. The campaign featured a range of activities designed to engage diverse groups in meaningful discussions about integrity. Highlights included a video series titled "Civic Participation and the Democratic System" and various outreach initiatives such as "Meet & Greets", "Civil Servants Onboarding" sessions, parliament orientation sessions, and integrity sessions for students.

**“Integrity is being trustworthy.”**

### 5.3.1 Videos

In light of the snap elections in 2024, there was a reemphasis on the topic "Integrity in Voting". The 2023 video series was therefore republished and shared with the public. In addition, as mentioned in paragraph 3.5, the Integrity Chamber launched the third season of its "Let's Talk About Integrity" video series, focusing on the theme, "Civic Participation and the Democratic System". This initiative aimed to highlight the critical rights and duties of the citizen and explore what it means to use those freedoms for meaningful advancement for Sint Maarten.

The series features interviews with professionals from diverse sectors and those directly in-

involved in civic activity. The videos examine civic participation from various perspectives, including the basis of the democratic system, being an active civic participant, and the responsibilities of citizens after officials and representatives have been elected.

Key topics discussed include the mechanisms in place to safeguard democracy, the impact of active participation in the system, and actionable steps citizens can take.

In 2024, the series garnered significant engagement, averaging over 43,000 views. The season consisted of eight (8) episodes, each featuring distinguished guests and addressing specific topics.

#	Organisation	Guest	Topic
1.	The Integrity Chamber	Secretariat	Introduction video explaining the purpose of the series and what to expect.
2.	Parliament of Sint Maarten	MP Sarah Wescot-Williams	The Sint Maarten Democratic System
3.	Teacher's Union	Mrs. Claire Elshot	The Role of Civic Participation
4.	Hoeve and Rogers	Mr. Jason Rogers, LL.M	Understanding Your Democratic Rights and Responsibilities
5.	Inter Oceanographic Commission for UNESCO for Latin America and the Caribbean Region	Mr. Tadzio Bervoets	Making a Difference through Engagement
6.	Helping Hands Foundation	Mr. John Hodge	Tools of Engagement: (CSO)
7.	Local Activist	Ms. Nina Bijnsdorp	Tools of Engagement: part 1 (petitions and protests)
8.	Local Activist	Ms. Nina Bijnsdorp	Tools of Engagement: part 2 (petitions and protests)



**Tools of Engagement: Petitions and Protests Part 2**

7 weeks ago · 62 views



**Making a Difference through Engagement**

8 weeks ago · 100 views



**Tools of Engagement: Petitions and Protests Part 1**

8 weeks ago · 90 views



**Tools of Engagement: Civil Society Organizations**

9 weeks ago · 90 views



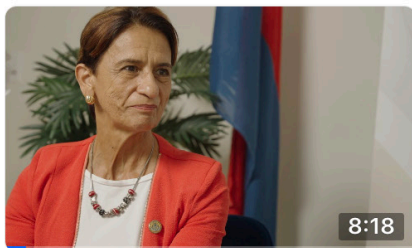
**Understanding the Democratic Rights and Responsibilities Citizens**

11 weeks ago · 183 views



**The Role of Civic Participation**

12 weeks ago · 132 views



**The Sint Maarten Democratic System**

13 weeks ago · 363 views



**The Integrity Chamber unveils new season of Let's Talk About Integrity**

14 weeks ago · 64.9K views



Scan this QR code to view the videos:



### 5.3.2 Community Outreach Events

#### Meet & Greet

The Meet and Greet event featured a short presentation on the Integrity Chamber and the importance of personal integrity. The event was hosted at the Dutch Quarter Community Center, inviting the Dutch Quarter, Middle Region, and Belvedere communities. The event provided the public with a casual setting where they could become familiar with the Integrity Chamber and the people behind the organisation.

The event highlighted the importance of integrity in society, encouraging attendees to share

personal examples of its impact. An interactive discussion followed, where participants analysed scenarios on integrity issues, such as sharing personal information, preferential treatment, conflicts of interest, and abuse of authority, proposing solutions to address them. The event featured lively discussions with community members engaging directly with representatives of the Integrity Chamber.

#### Student Integrity Sessions

The Integrity Chamber conducted a second round of integrity sessions for sixth-grade students (group 8) from Leonard Connor, Prins Willem Alexander, Sr. Borgia, and St. Joseph



Schools. These sessions aim to promote integrity among young people as part of the Integrity Chamber's mission. Students engaged with video scenarios, analysing characters' decisions and consequences while sharing their perspectives on what they would do in similar situations. The students were very open and honest

during the sessions, excitedly sharing their own experiences with integrity.

Integrity Chamber will continue to conduct student integrity sessions in 2025 and beyond at varying age groups.

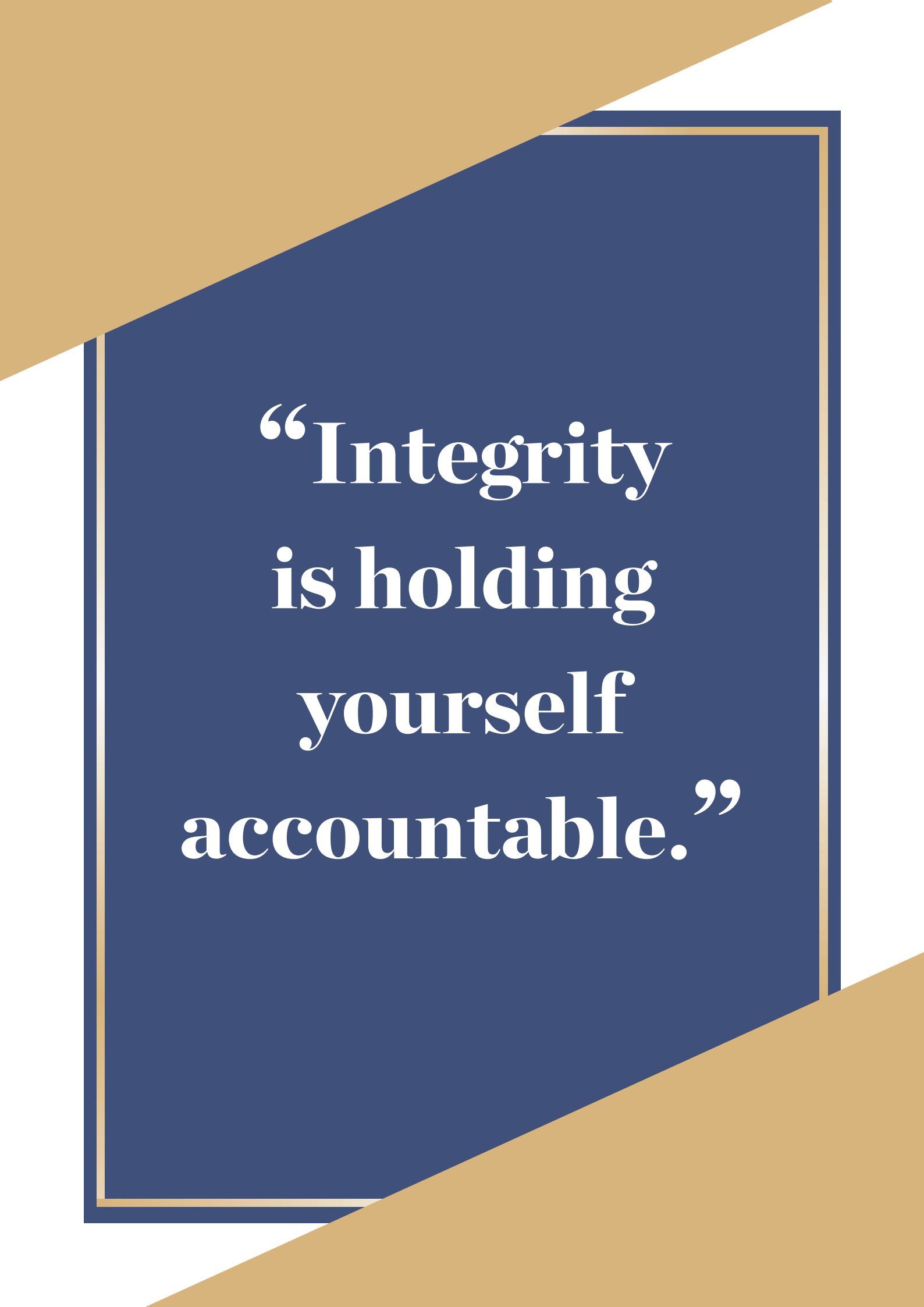


Student Integrity Session: Leonald Conner Primary School



Student Integrity Session: Prins Willem Alexander School





**“Integrity  
is holding  
yourself  
accountable.”**

### 5.3.3 Integrity in the Workplace

#### Civil Servants Onboarding

The Integrity Chamber began conducting integrity sessions for newly hired civil servants of the Government of Sint Maarten as part of the onboarding process. Supported by Government, the sessions engage active participants and emphasises the importance of integrity in both

personal and professional contexts. Key topics include the definition of integrity, its role in civil service, its benefits, and the consequences of a lack of integrity. Participants also analyse real-life scenarios to understand how integrity applies within the organisation. Organised by the Government's P&O department, these sessions aim to establish a strong foundation of integrity among civil servants.



Civil Servants Onboarding Session



Civil Servants Onboarding Session



## National Detectives

The Integrity Chamber provided an integrity session to the National Detectives on the request of the organisation. The interactive session used scenarios to outline and emphasise the importance of integrity within the organisation.

## Integrity Sessions for Parliament

The Integrity Chamber held two (2) separate integrity sessions for newly sworn-in Members of Parliament as part of their Orientation Weeks. Representatives of the Integrity Chamber led the sessions with presentations covering the Integrity Chamber's structure, history, regulatory framework, tasks, and current developments. The presentations emphasised the importance of integrity within Parliament and strategies for promoting and maintaining it. An interactive discussion followed, based on scenarios related to various topics, such as accountability, organisational resources, representation, and private versus public interests, etc. The sessions

encouraged Members of Parliament to develop integrity policies, such as a parliamentary Code of Conduct.

### 5.3.4 Online Activities

The Integrity Chamber utilises social media as a valuable tool to expand its audience and reach, concerning the organisation's tasks. Social media is also heavily used in raising awareness of the importance of integrity, as stated in the above paragraph. New social media pages were added on platforms like Instagram and LinkedIn to reach a wider audience.

The website was recently rebuilt for performance optimisation, keeping the user-friendly interface, with added accessibility improvements. The notification submission form was rebuilt to improve the experience of potential notifiers. Advices, proposals, informational video's, news items and publications are published on the website of the Integrity Chamber, as well as on the social media platform.



Parliament Integrity Session

The Integrity Chamber evaluates at operational and executive level the effectiveness of use of various social media through analytics to the extent available

## 5.4 Other Operational Activities

### 5.4.1 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. Various trainings took place, such as Integrity and Safety and Security trainings. Additionally, staff members were also trained and certified in providing training for Confidential Advisors.

### 5.4.2 Networking

Maintaining robust working relationships with key stakeholders is crucial for the Integrity

Chamber. To this end, its members and director regularly engage with various officials, including members of (High) Councils, Ministers, Secretary Generals, and directors and (supervisory) board members government entities. These meetings serve as a platform to discuss activities, foster mutual understanding, and strengthen collaborative relationships.

Regular, bi-monthly meetings are held between the Integrity Chamber and the Prime Minister. These meetings focus on the status of pending advices, efforts to promote integrity within the government, and strategies for strengthening the overall integrity infrastructure.

In 2024, the Integrity Chamber continued to expand its network by connecting with both private and public organisations involved in integrity-related endeavours. Secretariat staff actively participated in the 2nd annual Integrity Summit, hosted in Sint Eustatius, where they met with other professionals, exchanged ideas, and



The secretariat of the Integrity Chamber with Integrity Advisor of the Dutch Caribbean Coastguard, Janice Hernandez, and the Confidential Advisors of the organisation



discussed best practices. Further demonstrating its commitment to global best practices, the Secretariat also attended the 2024 OECD Global Anti-Corruption & Integrity Forum and the 10th Annual Conference of the Commonwealth Caribbean Association of Integrity Commissions and Anti-Corruption Bodies (CCAICACB).

### 5.4.3 Support

The Integrity Chamber's operational framework includes three integral supporting activities: Finance, Administration, and ICT. While ICT services are currently outsourced, all three areas operate under the oversight of the director of the Secretariat. Adequate provisions are

allocated to these supporting activities to safeguard the organization's independence.

### 5.4.4 Protocols

The Integrity Chamber has established protocols with the Prosecutor's Office and the Minister of General Affairs, as stipulated by Articles 22 and 23 of the Ordinance. This requirement serves to prevent an overlap in activities and promote consultation among organisations tasked with investigating suspected misconduct. These protocols formally define the specific arrangements between the respective entities. Currently, a review of the protocol with the Prosecutor's Office is underway.



President of the Integrity Chamber with Chairman of the Social Economic Council (SER), Harlec Doran.



Director of the Integrity Chamber, Charna Pompier, with Director of Bureau Integriteit Aruba, Marielle Meaux.



## 6. Statistics

The Integrity Chamber recorded the following statistics for the Annual Report 2024:

Task	Description	Quantity
Unsolicited advices and proposals	The number of unsolicited advices and proposals issued.	2
Solicited advices and proposals	The number of requests for advices and proposals received.	0
Inquiries	The number of persons/organisations requesting information concerning integrity issues and the services of the Integrity Chamber.	6
Notifications	The number of notifications received.	5
Preliminary investigations	The number of preliminary investigations carried out.	1
Comprehensive investigations	The number of comprehensive investigations performed.	2
Binding advices	The number of binding advices given.	0
Awareness activities	The total number of activities executed to raise awareness.	17
• Informational Videos & "Let's Talk About Integrity" Video Series	The number of informational videos published.	8
• Community Outreach Events (Information Sessions + Meet & Greets)	The number of community outreach events hosted.	10

# 7. Finances

## 7.1 General

The budget for the Integrity Chamber is part of the annual budget of the Government of Sint Maarten. Article 15 of the 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 is responsible for its own financial administration. The president of the Integrity Chamber is responsible for budget management.

## 7.2 2024 Budget

Based on an agreement established in 2018 between the Government of Sint Maarten and the Government of the Netherlands, both countries shared financial responsibility for the Integrity Chamber from 2018 to 2021. As of 2022, the Government of Sint Maarten has been fully responsible for the financing of the Integrity Chamber.

The 2024 budget for the Integrity Chamber was Naf 2,347,402. The budget consisted of personnel costs and material costs and was based on the planned activities of the Integrity Chamber. This budget was submitted to the Government of Sint Maarten in March 2023 and approved by Parliament. Despite this, the Integrity Chamber only received Naf 1,796,084 from the Government of Sint Maarten.

## 7.3 Expenditures

The overview of the operating budget for 2024 is presented below.

### Financial Year 2024

Budget post	NAf.	NAf.
Received Budget		1,796,084
Personnel	957,166	
Members Integrity Chamber & Supervisory Council	331,170	
Material costs	718,180	
Total Costs		2,066,313
Balance (Still to receive)		-270,229

A significant portion of the discrepancy between the budgeted and the actual expenses is related to personnel costs. The budget was allocated for eight employees, while only six were employed for the majority of 2024, due to changes in staff. There was also a reduction of the membership of the Supervisory Council due to the passing of one member.



“Integrity  
is keeping  
your  
promises.”

# 8. Supervisory Council Annual Report 2024

## 8.1 Legal Framework

The Supervisory Council of the Sint Maarten Integrity Chamber was established in 2020 in accordance with Article 13 of the National Ordinance Integrity Chamber of December 18, 2017 (Afk. Blad 2017, no. 41).

**The Supervisory Council is tasked with:**

- The monitoring of the efficient execution of the tasks charged to the Integrity Chamber as provisioned in the National Ordinance Integrity Chamber.
- Taking the necessary steps if the Supervisory Council is of the opinion that the Integrity Chamber has been seriously neglecting its duties.
- The supervision of the lawful and proportionate exercising of the authorisations provisioned to the Integrity Chamber.
- The granting of authorisations as referred to in Article 31, paragraph 5, of the National Ordinance Integrity Chamber.

## 8.2 Composition of the Supervisory Council

In 2024, the Supervisory Council consisted of the chairman M.C. (Marcolino) Franco (Curaçao), and the members Mr. E.L. (Leon) Lake (Sint Maarten) and Mrs. S.C. (Sophie) van Bijsterveld (the Netherlands). The Supervisory Council was saddened by the death of its chairman Marcolino "Mike" Franco on August 14, 2024, who was appointed on 1 December 2022. A candidate for the vacancy of the chairmanship was selected in December 2024.

## 8.3 Complaints Procedure and Complaint Regulations

The complaints procedure, referred to in Article 14, second paragraph of the National Ordinance Integrity Chamber, was not activated in 2024. The procedure is outlined in the Complaint Regulations of the Sint Maarten Integrity Chamber as referred to in Article 14, second paragraph of the National Ordinance Integrity Chamber.

## 8.4 Prior granting of authority on the basis of Article 31, paragraph 1 sub 5, of the National Ordinance Integrity Chamber

No request has been made to the Supervisory Council by the Integrity Chamber to grant authority for the exercise of its competences under Article 31, paragraphs 1 to 5, of the National Ordinance Integrity Chamber.

## 8.5 Meetings and content activities of the Supervisory Council

The Supervisory Council was able to meet in person in Sint Maarten on March 2024. During its time in St. Maarten, the Supervisory Council met with the Integrity Chamber and with the members of the Secretariat of the Integrity Chamber. It was the first meeting in person with the newly appointed chairman of the Integrity Chamber, Mr. G.R. (Rik) Bergman. During its time in Sint Maarten, the Supervisory Council also participated in a meet and greet gathering of the Integrity Chamber.

Apart from consulting with the Integrity Chamber in St. Maarten, the Supervisory Council convened with the Integrity Chamber online. During 2024, the chairmen of the Integrity Chamber and the Supervisory Council had periodic exchanges on ongoing matters, such as to keep the Supervisory Council informed.

In the meetings of the Supervisory Council with the Integrity Chamber that took place in the course of 2024, administrative matters were discussed, such as the outlook and intentions for the coming year, the Annual Report, the budget of the Integrity Chamber, and the financial position of the Integrity Chamber. Developments related to the functioning of the Integrity Chamber were also discussed.

During the joint meeting on Sint Maarten, in particular, the Integrity Chamber's advisory role, and its strategy and activities with regard to proposals, advices, investigations, and awareness, were discussed, as well as the state of affairs with regard to the feedback the Integrity Chamber receives on its initiatives. The same is true for the position of the Integrity Chamber among other public institutions and of society. The National Ordinance and the interpretation of various of its articles, along with the continu-

ity and change in personnel and membership of the Integrity Chamber, also received due attention.

A specific topic of discussion and co-ordination between the Supervisory Council and the Integrity Chamber in 2024 was the process of recruitment of two new Members of the Integrity Chamber (vacancies as of 2025) and a chairperson for the Supervisory Council (vacancy as of late 2024). As for the latter, the recruitment process was completed by the end of 2024. Further procedural steps have been set in motion to enable an appointment in early 2025.

The meetings of the Supervisory Council itself were, both in Sint Maarten and online, apart from preparation and post-preparation of the joint meetings with the Integrity Chamber, focused on further developing its internal working procedures and filling the vacancy for a chairperson.

The Supervisory Council has expressed its great appreciation for the efforts and expertise of the quartermasters and subsequent members of the Integrity Chamber, Mr. R.A. (Rafael) Boasman and Mr. H.R. (Hans) Lodder, whose term of office will expire in 2025.



Members of the Integrity Chamber with the Supervisory Council of the Integrity Chamber.







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