



The Attorney General's Ministry
of Belize



The General Secretariat of
the Organization of American States

National Workshop on the Implementation of the Inter-American Convention against Corruption in Belize

Belize City, March 11 to 12, 2010

Workshop Report

Introduction

The following is a report of the National Workshop on the Implementation of the Inter-American Convention against Corruption in Belize held in Belize City at the Radisson Hotel on March 11th and 12th 2010. The purpose of the workshop was to review and provide input on the Draft National Plan of Action for Belize's implementation of the recommendations made by the Committee of Experts of the Follow-up Mechanism for the Implementation of the Inter-American Convention against Corruption ("the MESICIC"). The preparation of this Draft Plan of Action was made under the auspices of the Organization of American States ("the OAS"), in collaboration with the Attorney General's Ministry of Belize. The workshop received input from a broad cross-section of key stakeholders from the public and private sectors, from civil society and from international partner agencies in Belize. This input will be aggregated and incorporated into the final draft of the Plan of Action.

Background

In 1996, the OAS Member States adopted the Inter-American Convention against Corruption.¹ The Convention, which was the first international legal instrument to address this issue, specifically includes in its rationale the recognition of the international

¹ Taken from the website of the Organization of American States' Secretariat for Legal Affairs at <http://www.oas.org/juridico/english/fightcur.html>.

importance of corruption and the need for an instrument to promote and facilitate inter-country cooperation to combat it. Consequently, with that motivation, it set forth two goals. The first goal was to promote and strengthen the development, by each of the States Parties, of the mechanisms needed to prevent, detect, punish, and eradicate corruption. The second goal was to promote, facilitate, and regulate cooperation among the States Parties to ensure the effectiveness of measures and actions to prevent, detect, punish, and eradicate corruption in the performance of public functions and acts of corruption specifically related to such performance.

The Convention identifies acts of corruption to which it applies and creates binding obligations under international law. It provides for institutional development, requirements for the criminalization of specified acts of corruption and articles on extradition, seizure of assets, mutual legal assistance, and technical assistance where acts of corruption occur or have effect in one of the Parties. It also highlights the importance of preventative measures.

The Follow-up Mechanism for the Implementation of the Inter-American Convention against Corruption (MESICIC) is an instrument that allows the Member States of the OAS who have ratified the Convention to promote its implementation and follow up on the commitments agreed to in the Convention. It also facilitates technical cooperation activities; the exchange of information, experiences and best practices; and the harmonization of legislation. The Mechanism is guided by the purposes and principles established in the Charter of the Organization of American States. It thus takes into account the principles of sovereignty, nonintervention, and the juridical equality of the states, as well as the need to respect the Constitution and the fundamental principles of the legal system of each State Party. The MESICIC, headquartered at the Organization of American States, is an intergovernmental mechanism. It is impartial and objective in its operation and in the conclusions that it reaches; operates on the basis of consensus and cooperation; guarantees a fair application and equal treatment among States Parties; does not employ sanctions; and establishes an appropriate balance between the confidentiality and transparency of its activities. States Parties to the Convention that sign on to the Mechanism participate therein.

During the First Round meetings of the MESICIC Committee of Experts, countries expressed the importance of receiving support to fully develop and implement the selected provisions of the Convention and, in particular, the recommendations contained in the country reports adopted by the Committee.

To that end, the OAS General Secretariat, with the financial support of the Canadian International Development Agency (CIDA), carried out a pilot project to create national Plans of Action to implement the Committee's recommendations. During the pilot project the OAS General Secretariat worked with the first four countries reviewed by the Committee in the First Round of review (Argentina, Colombia, Nicaragua and Paraguay).

In September of 2006, with a contribution from the United States, the General Secretariat set up the Anti-Corruption Fund to extend this initiative to other countries participating in MESICIC. Each national Plan of Action was designed to address the following areas:

- (a) Specific actions necessary to implement the recommendations of the MESICIC Committee of Experts;
- (b) Institution, entity or government agency responsible for implementation;
- (c) Estimated costs and resources needed;
- (d) Time frame for execution;
- (e) Indicators that measure the expected results and means of verification

Each country was to prepare a draft Plan of Action, with the assistance of a consultant and the institutions designated by the government in the framework of the MESICIC. A national workshop was to be held in which representatives from civil society, government agencies, the judiciary, legislature, private sector, and international funding agencies discuss the draft Plan of Action. The Plan of Action was then to be modified and finalized by incorporating the input from the National Workshop.

According to the official register of the OAS General Secretariat, Belize ratified the Inter-American Convention against Corruption on August 2, 2002, and deposited its instrument of ratification on September 6th of that year. Belize signed the Declaration on the Mechanism for Follow-up on the Implementation of the Inter-American Convention against Corruption on June 9, 2003.

The General Secretariat of the Organization of American States (GS/OAS) and the Attorney General's Ministry of Belize signed a Memorandum of Understanding to carry out a technical cooperation Project intended to help Belize implement the recommendations from the Committee of Experts of the Follow-up Mechanism for the Implementation of the Inter-American Convention against Corruption (MESICIC) concerning the provisions of the Inter-American Convention against Corruption (IACAC) selected for review in the framework of the first and second rounds of Review (as set out in the Committee's report on the country: http://www.oas.org/juridico/english/mesicic_com_expertos.htm). A Draft Plan of Action against Corruption was completed in June 2009 and the workshop was held on March 11 and 12, 2010.

Organization of Belize's Workshop

Appendix A of this report presents the list of participants who attended the workshop and Appendix B presents the Agenda for the workshop. The workshop began with opening remarks by Mrs. Kim Osborne, OAS representative to Belize, who also introduced the Minister of the Public Service, the Honorable John Saldivar. Hon. Saldivar spoke on the Government of Belize's commitment to the process. An introductory session on the MESICIC and its reports was done by Mr. Michael Thomas of the Department of Legal Affairs of the Organization of American States. Dr. Geraldo Flowers, National Consultant for the Belize Draft Plan of Action against Corruption, then gave an overview of the Draft Plan of Action to workshop participants.

The second half of the first day of the workshop was designed to garner input from the workshop participants via work group sessions based on the different thematic content of the Draft Plan of Action. The thematic subject areas and the breakdown of the participants are presented as Appendix C of this report. Participants were broken into Working Groups and were asked to provide their input into the feasibility of the implementation of the recommendations and the measures from the Draft Plan of Action. Participants spent the afternoon sessions doing so.

The second day consisted of two sessions. The first session consisted of group reports from each Working Group. Each group selected from within, a reporter who presented to the meeting the group's discussions of the previous day. The reporter also took questions from other participants. The second session was a wrap-up session that asked participants to discuss and report on where they would like to see the process go from there. Participants discussed and then reported on this element as well.

Overview of Working Group Reports

Working Group One

The first Working Group – Working Group One – considered and discussed the following areas of the Recommendations and Measures from the Belize Draft Plan of Action:

- Systems for Government Hiring;
- Conflict of Interest;
- Training of Public Servants;
- Reporting Assets and Income

In the area of Systems of Government Hiring, the Working Group expressed agreement with the Recommendation from the Draft Plan of Action, particularly Measure B. This measure considered the creation of a job classification manual that outlines job descriptions for "suitably qualified candidates" for posts in the public service.

In the area of Conflict of Interest, the Working Group was overall supportive of the Recommendations and Measures outlined in this section of the Draft Plan of Action and was particularly supportive of Measure B. This measure proposes that restrictions of two years be placed on those persons who leave the public service from representing private interests or from soliciting the agency for which they had worked for. Many of the workshop's participants, however, expressed reservations as to whether this measure can be adopted in Belize given the shortage of human resources in Belize and the reality of Belize's small overall population. They suggested, therefore, that allowances will have to be made once the intention is made clear in writing *a priori* and an exception with justification is made by the proper authorities. These allowances must be properly justifiable and will be the exception rather than the rule.

In the area of the training of public servants, the Working Group was of the opinion that specific types of training should be mandated, particularly in the area of succession

planning.² They also stated that adequate funds need to be allocated to provide the resources for such training. They suggested that such funds could be sourced from international partners.

In the area of Reporting of Assets and Income, the Working Group stated that Measure B - identifying positions not currently covered by the Belize Prevention of Corruption Act of 2007 – is the most important measure in terms of priority of implementation and suggested that the Measure should also require that close family members of present declarants also declare their assets and liabilities. They considered that declaration to the Integrity Commission, as provided for under the Prevention of Corruption Act, 2007 should suffice since they were concerned that a requirement for publication of declarations would make declarants and/or their families targets of criminal acts.

Working Group Two

The second Working Group dealt with the following areas of Recommendations and Measures from the Draft Plan of Action:

- Systems for Procurement of Goods and Services;
- Use of Public Resources

In the area of Systems for the Procurement of Goods and Services, the Working Group recommended that Measure A could be implemented in Belize provided that an executing agency or ministry be identified and be given the overall responsibility for the procurement process and the procurement system. They also recommended that the role of the Ministry of the Public Service (for policy), the Ministry of Finance (for implementation) and of the Contractor General's Office (for oversight and monitoring) be clearly defined within the procurement process.

The Working Group recommended further that the Attorney General's Ministry should be provided with additional resources, perhaps from the Inter-American Development Bank (IDB) under their Public Sector Reform Project, to engage the assistance of a legal

² Succession planning refers to planning to replace senior civil servants who decide to leave or have to leave their posts in the public service because of :

- promotion within the organization
- move to part-time arrangements for better work-life balance
- voluntary departure from the organization to pursue a career elsewhere
- involuntary departure from the organization
- retirement
- serious illness
- death

draftsperson to draft the provisions necessary to implement Measures A & B of this Recommendation (and of all the provisions suggested by the Committee of Experts).

The Working Group also reiterated the importance of introducing an electronic procurement facility (in particular, an e-procurement portal facility) into the Government of Belize's procurement system. They suggested further that the Government petition the IDB for the funding and technical expertise to implement such a system under their Public Sector Reform Project. The Group also recommended that each Ministry should acquire and/or train a procurement officer to execute the new provisions efficiently and effectively.

Overall, this Working Group stated that they fully supported the adoption of the Recommendations and Measures made by the Committee of Experts in the Belize Draft Plan of Action. They stated that they believed that these Recommendations and Measures are very necessary to enhance and improve the current procurement system of the Government of Belize in order to achieve accountability, transparency and competitiveness in the procurement process.

Working Group Three

The third Working Group dealt with the following areas of Recommendations and Measures from the Draft Plan of Action:

- Civil Society Participation;
- Access to Public Information.

The Working Group addressed the issue of advocating and strengthening the Government of Belize's existing mechanisms on access to information. The group agreed with the overall Recommendation, but suggested that, with regards to Measure A (which recommended that Belize conducts a comprehensive review of the rules and regulations that provide exceptions to the right of access to public information), the Attorney General's Ministry, as the Secretariat, take advantage of the resources available in Belize through NGOs and Civil Society, and work with international groups such as the United Nations and other international agencies to garner the resources and the technical expertise necessary to carry out what was recommended in Measure A.

With regards to Measure B of this Recommendation which suggested strengthening systems to ensure access to public information, the Working Group disagreed with the Draft Plan of Action's analysis that the Recommendation was already implemented with the passage of the Freedom of Information Act. Instead they stressed the need for the establishment of a uniform protocol attached to the Freedom of Information Act and the need for training of public information providers on what the Act stipulates as well remedies and consequences for those who violate the Act.

The Working Group also considered the Committee's suggestion of strengthening existing mechanisms and creating others to fight corruption. The Working Group agreed with the suggestion outlined in Measure A but stressed on the need for the role of civil society (including, even, the definition of who is included in civil society under these committees) to be clearly defined. They also identified the need for clearly defined protocols and criteria for the establishment of these Committees. The Working Group also suggested adding to the number of indicators outlined under this measure by making anti-corruption an integral part of the Terms of Reference. In addition, the Working Group suggested that Belize considers other mechanisms for the incorporation of civil society in the fight against public corruption besides these Committees, particularly in an effort to make such mechanisms more public-oriented.

The Working Group addressed the Committee's recommendation for the implementation of mechanisms to encourage civil society and non-governmental organizations to participate in public administration. They reported that, overall, they agreed with the Recommendation but suggested that the results of such consultations should be made public and open to feedback. They also suggested that that civil society's officials be invited to the training with public officers in order to ensure meaningful dialogue and participation. Such training should also address issues regarding mutual trust between officers of civil society and government.

The Working Group presented on the Committee's recommendation of implementing mechanisms to encourage civil society participation in public administration. The Group accepted Measure A of this Recommendation, which addressed standards and procedures to establish, maintain, and strengthen mechanisms. However, they stressed the need for a stronger, legally-binding mechanism rather than an administrative directive, so as to ensure continuity across political administrations. They also suggested that the Attorney General's Ministry may undertake a study of mechanisms and experiences of social partners in other countries. Overall, the Working Group stressed the need for legislation to mandate civil society participation to enhance transparency.

The Working Group also reported on Measure B of this Recommendation which stressed the need to promote public awareness of available corruption prevention mechanisms. The Group stressed that the Government website is a necessary but insufficient strategy for public awareness because of low internet coverage in Belize. They suggested that there also needs to be radio and newspaper coverage, as well as consultations and community meetings for important decisions. They also stressed the need for explicit recognition of the civil society in these public awareness efforts.

Working Group 4

The fourth and final Working Group addressed the following areas of Recommendations and Measures from the Draft Plan of Action:

- Whistleblowers and Protection of Whistleblowers;
- Reporting Acts of Corruption;

- Acts of Corruption;
- Assistance and Cooperation

In addressing the issue of acts of Corruption and in particular Belize's Prevention of Corruption Act of 2007, the Working Group stressed that Belizeans, both private citizens and public servants, need to be sensitized about the Act and their rights and obligations thereunder since this piece of legislation is still not well known among both sectors. The Working Group also indicated that they believe that there is a need to define the word "corruption" as the "contravention of any law".

In addressing the issue of reporting acts of corruption, the Working Group stressed that while they support the recommendations, they must point out that under the current Prevention of Corruption Act of 2007 and other existing mechanisms, public officers can presently report acts of corruption to the following entities:

- Integrity Commission (a commission composed of private citizens);
- Heads of Government Departments;
- Ombudsman (who for all intent and purposes is a private citizen office because they do not report to a public official). They also pointed out that once a complaint is received by this office, the complainant is treated as a private citizen and not as a public official even if the complainant is a public servant.

The Working Group stressed that public education on the matter is necessary. They suggested that the Ministry of the Public Service and the Attorney General's Ministry should work together to educate citizens and public servants about their rights and responsibilities under the Prevention of Corruption Act of 2007. The Working Group also indicated that they believed that the Public Service Regulations needs to be amended to include all aspects of corruption as it relates to public servants.

On the issue of Whistleblowers and Protection of Whistleblowers, the Group observed that under existing frameworks, public servants can appeal to the Public Service Commission if they have sufficient cause to believe that they are being unjustly treated for reporting acts of corruption. They also suggested that penalties contained in the Public Service Regulations should also include penalties for breach of confidentiality, for example, for leaking information that a public servant has reported an act of corruption. They stressed that such penalties must be harsh and suggested the following provision:

Any person who is entitled to receive information about acts of corruption and who communicates such information to any other person not entitled to receive such information shall be guilty of an offense and shall be liable upon summary conviction to a fine not exceeding \$10,000.

The Working Group also suggested that the Belize Justice Protection Act be revisited with a view to implementation. They suggested further that Belize should seek the

assistance of international partners to obtain the necessary resources for said implementation, including financial and technical.

Workshop Conclusions

The four Working Groups were asked, in the final session of the Workshop, to discuss and report on where and how they believe that the process that was started by the work of the Draft Plan of Action against Corruption by Belize Attorney General's Ministry and the Organization of American States be continued after the workshop. The Working Groups reported the following from their discussions:

Working Group One

Working Group One reported that they considered that the workshop was fruitful and that the recommendations of the Committee of Experts were all relevant to the Belize situation. They also indicated that the recommendations of the Committee of Experts need to be implemented immediately and that the relevant laws and statutes need to be amended accordingly. They also recommended, as did Working Groups Three and Four, that public education needs to be conducted immediately on this issue. This Group also suggested that a workshop addressing the issue of standards and morals and their impact on the "culture of corruption" in Belize needs to be undertaken urgently.

Working Group Two

Working Group Two reported that, overall, they fully support the adoption of the Recommendations and Measures of the Committee of Experts in order to enhance and improve the current procurement system and to achieve accountability, transparency and competitiveness in the procurement process. Specifically, they recommended the following:

- Draft amendments to the Belize Finance and Auditing Act of 2005 specifically addressing the procurement process as outlined in the Draft Plan of Action. This drafting process should be undertaken within the next three months, which should be followed by a nationwide stakeholder consultation process. Said consultations should be conducted with relevant stakeholders and the general public over the next six months. The amendments should then be submitted to the House of Representatives for enactment.
- Engage the services of a draftsman to undertake this effort with the assistance of the IDB and the Attorney General's Ministry;
- Establish an e-procurement portal facility (also with the assistance of the IDB) in the Ministry of the Public Service and train a procurement officer to manage the facility;

- Establish ownership of the procurement system in the Ministry of Finance and train a procurement specialist over the next six months to manage the process.

The Working Group suggested that all of the above can be accomplished in 2010.

Working Group Three

Working Group Three, the Civil Society group, indicated that they agreed with all the Recommendations made by the Committee of Experts and that they would like to see these Recommendation implemented as soon as possible. They also indicated that the Government of Belize and Civil Society organizations need to discuss clearly, frankly and urgently the role of civil society in public administration, particularly in Government's efforts to achieve transparency, accountability and effectiveness. They also stressed that a multi-layered public education effort on "How we are Governed" should be undertaken very soon to educate the public on issues such as ethics and fighting corruption. This should be done with the assistance of the civil society organizations. They also stated that they would like to see very soon public declarations by the political directorate fully supporting the anti-corruption efforts started at this workshop.

Working Group Four

Working Group Four made the following observations regarding "Where do we go from here?"

- Nationwide education and sensitization programs regarding current laws and efforts underway in Belize to fight corruption need to be undertaken immediately;
- Resources, including funding and technical assistance, need to be sourced from Belize's international partners to assist agencies currently involved in the fight against corruption (all are currently severely under-resourced) as a major part of the effort to fight corruption.

Appendix A
Confirmed List of Participants
Workshop on the Implementation of the Inter-American Convention
against Corruption in Belize

Name	Title	Organization
Mr. Oscar Ramjeet	Solicitor General	Attorney General's Ministry
Senator Henry Gordon	Chairperson of the Council of Good Governance and Public Sector Modernization	Governance Improvement Unit
Mrs. Gale Garnett		Ministry of Economic Development
Ms. Carol Gentle	Administrative Officer	Ministry of Foreign Affairs and Foreign Trade
Mr. Gregory Gibson	Comptroller of Customs	Customs Department
Mr. Bernard Q. Pitts	Executive Director	Integrity Commission
Mr. Godwin Arzu	Contractor General	Contractor General's Office
Mr. Cadet Henderson	Chief Executive Officer	Ministry of Works
Mr. Lennox Bradley	Chief engineer	Ministry of Works
Mr. Horace Guzman	Snr. Immigration Officer	Immigration Department
Ms. Nicole Haylock (1)	Executive Director	Society for the Promotion of Education, Advocacy and Research (SPEAR)
Fatai Akinkuolie	Dean , Faculty of Management and Social Sciences	University College of Belize
Mr. Orlando Dawson	President	National Association of Village Councils
Mr. Hilbert Lopez		National Association of Village Councils
Jorge Von Horoch		Inter-American Development Bank

Ms. Erica Goldson	Assistant Representative	United Nations Population Fund
Dr. Gabriel Rodriguez-Marquez	Representative	Inter-American Institute for Cooperation in Agriculture (IICA)
Dr. Beverly Barnett	PAHO/WHO Representative	PAHO/WHO
Ms. Marilyn Entwistle	Health Systems and Services Advisor	PAHO/WHO
Ms. Karen Cain	Executive Director	Youth Enhancement Services
Ms. Nadine Francisco	Counsellor	Youth Enhancement Services
Ms. Florence Goldson		WIN Belize
Ms. Celene Cleland-Gomez	Executive Director	Belize Chamber of Commerce & Industry
Ms. Venetia Salazar	Chief Policy analysis	Belize Chamber of Commerce & Industry
Justice Troadio Gonzalez		Chief Justice's Chamber
Justice Sam Awich		Chief Justice Chamber
Mrs. Aretha Ford	Magistrate	Magistracy Department
Iran Tillett-Dominguez	Director of International Legal Cooperation	Attorney General's Ministry
Samuel Shephard	Crown Counsel	Attorney General's Ministry
Norman Augustine	Internal Auditor	Belize Water Services
William Ysaguirre	Journalist	The Reporter Newspaper
Phillip Tate	Councillor	PSA
Kristine Blokhuis	ASST. RES. REP	UNDP
Daniel Ortiz	Reporter	Amandala Newspaper
Mr. Dwight Gillett	Program Coordinator, Governance Unit	Ministry of the Public Service

Appendix B Workshop Agenda

Day 1: Thursday, March 11, 2010		
Time	Activity	Responsible Entity
8:30 – 9:00	Registration of Participants	Attorney General’s Ministry
9:00 – 9:30	Opening Ceremony - Welcome - Remarks	Hon. John Saldivar , Minister of the Public Service Ms. Kim Osborne , OAS Representative in Belize
9:30 – 9:45	BREAK	
9:45 – 10:30	Introductory Session: The Inter-American Convention against Corruption, its Follow-up Mechanism (MESICIC), and the Reports on Belize	Mr. Michael Thomas , General Secretariat of the Organization of American States
10:30 – 12:00	General Overview of Belize’s Draft Plan of Action	Dr. Geraldo Flowers – National Consultant
12:00 – 1:30	LUNCH	
1:30 – 1:45	Composition and Functioning of Working Groups. (Other topics?)	Mr. Russell McCall , General Secretariat of the Organization of American States
1:30 – 3:30	Working Group Session	
3:30 – 3:45	BREAK	
3:45 – 5:30	Continuation of Working Group Session	
Day 2: Friday, March 12, 2010		
9:00 – 11:00	Presentation of the recommendations of the Working Groups with respect to the Draft Plan of Action by the Rapporteurs of each Group	
11:00 – 11:15	BREAK	
11:15 – 12:00	General Conclusions and Subsequent steps in the process	Dr. Geraldo Flowers – National Consultant

12:00 – 12:30	Closing Ceremony	
	- Remarks	Mr. Bert Tucker , Ministry of Foreign Affairs
	- Remarks	Ms. Kim Osborne , OAS Representative in Belize

Appendix C Workshop Working Groups

Workshop Working Groups		
<i>Topic</i>	<i>Participants</i>	<i>Organization</i>
Systems for Government Hiring; Conflict of Interest; Training of Public Servants; Reporting Assets and Income	Carol Gentle	Administrative Officer, Ministry of Foreign Affairs
	Senator Henry Gordon	Chair, Council on Good Governance
	Mr. Eldred Neal	Ministry of Works
	Mr. Fatai Akinkule	University of Belize
	Mr. Horace Guzman	Immigration Department
	Mr. Dwight Gillett	Ministry of the Public Service
	Mr. Orlando Dawson	President, National Association of Village Councils
	Mr. Phillip Tate	Councilor, PSA
System for Procurement of Goods and Services; Use of Public Resources	Ms. Gale Garnett	Ministry of Economic Development
	Mr. Godwin Arzu	Contractor General of Belize
	Mr. Cadet Henderson	CEO, Ministry of Works
	Mr. Lennox Bradley	Chief Engineer, Ministry of Works
	Mr. Sam Shephard	Crown Counsel, Attorney General's Ministry
	Ms. Karen Cain	Director, Youth Enhancement Services
	Ms. Nadine Fransico	Counselor, youth Enhancement Services
	Ms. Marlilyn Entwistle	PAHO Representative
	Mr. Norman Augustine	Belize Water Services
	Mr. Jorge Horoch	IDB Representative
Civil Society Participation; Access to Public Information	Ms. Beverly Barnett	PAHO/WHO Representative
	Ms. Carolyn Reynolds	
	Mr. Gabriel Rodriguez	IICA Representative
	Ms. Erica Goldson	Assistant Representative, UNFPA
	Ms. Venitia Salazar	Chief Policy Analyst, Belize Chamber of Commerce and Industry
	Ms. Kristine Blokhuis	Country Representative, UNDP
	Ms. Nicole Haylock	Executive Director, SPEAR
	Mrs. Celene Gomez	Executive Director, Belize Chamber of Commerce
Whistleblowers and Protection of Whistleblowers; Reporting Acts of Corruption; Acts of Corruption; Assistance and Cooperation	Ms. Cynthia Pitts	Ombudsman
	Mr. Bernard Pitts	Chair, Integrity commission
	Ms. Aretha Ford	Magistrate
	Mr. Charles Gibson	Comptroller of Customs
	Justice Troadio Gonzalez	Judge
	Justice Sam Awich	Judge
	Ms. Estrellita Chan	Secretary, Integrity Commission