



**International Association of Anti-Corruption Authorities (IAACA)  
Training Committee  
Notes of First Meeting (Online)**

**Tuesday, 17 May 2022  
5:00pm, Hong Kong Time (UTC+8)**

**Present:**

Convenor

**Mr. Simon Peh**

Commissioner

Independent Commission Against Corruption (ICAC)

Hong Kong, China

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Members

**Mr. Daniel Paul**

Additional Secretary

Central Vigilance Commission (CVC), India

**Ms. Nadiah Azis**

Deputy Director, Policy, Planning & Research Division

Malaysian Anti-Corruption Commission (MACC), Malaysia

[On behalf of **Hon. Tan Sri Dato' Sri Haji Azam bin Baki**,

Chief Commissioner, MACC]

**Dr. Navin Beekarry**

Director-General

Independent Commission Against Corruption, Mauritius

(ICAC, Mauritius)

**H.E. Mr. Mohamed Bachir Rachdi**

Chairman

National Authority for Probity, Prevention and Fight  
Against Corruption (INPPLC), Morocco

**Dr. Yasser Refaie**

Director

Rule of Law and Anti-Corruption Center (ROLACC), Qatar

**Mr. Jaroslaw Pietrusiewicz**

Chief of Staff/Head of Strategic Partnerships and Projects  
International Anti-Corruption Academy (IACA)

**Mr. Tim Steele**

Senior Global Anti-Corruption Advisor

Corruption and Economic Crime Branch

United Nations Office of Drugs and Crime (UNODC)

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Secretary

**Ms. Sally Kwan**

Director of International Cooperation and Corporate  
Services, ICAC, Hong Kong, China

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**In Attendance:**

**Mr. Lawrence Chung**

Assistant Director/International Cooperation  
ICAC, Hong Kong, China

**Mr. Nitin Kumar**

Director (Training)  
CVC, India

**Mr. MA Khan**

Director  
CVC, India

**Ms. WJ Keishing**  
Deputy Secretary  
CVC, India

**Ms. Zakiah Hassan**  
Deputy Director  
Malaysian Anti-Corruption Academy (MACA), Malaysia

**Mrs. Nik Nurzai binti Mohd Zainudin**  
Assistant Commissioner  
MACC, Malaysia

**Mr. Laldeo Boodhoo**  
Supervising Officer  
Community Relations  
ICAC, Mauritius

**Ms. Soumaya Sadiki**  
International Cooperation Project Officer  
INPPLC, Morocco

**Ms. Yoojin Choi**  
Head of the Training and Capacity Development Department  
IACA

**Ms. Kari Rotkin**  
Crime Prevention and Criminal Justice Officer  
Corruption and Economic Crime Branch  
UNODC

### **Opening Remarks by the Convenor**

The Convenor welcomed Members to attend the 1<sup>st</sup> Training Committee meeting of the new term and introduced the Members one by one [see Composition of Members at [Annex I](#) (TC Paper 1/2022)].

2. The Convenor stated that the previous term of the Training Committee ended with the last term of the Executive Committee (ExCo) which was

concluded in IAACA's General Meeting on 5 January 2022. The new ExCo convened the 1st meeting on the same day and endorsed the previous Convenor of the Training Committee to continue to serve the post and also the composition of the new term of the Training Committee. He asked Members to refer to the minutes of the 1<sup>st</sup> ExCo meeting on the IAACA website ([www.iaaca.net](http://www.iaaca.net)) for information.

3. The Convenor thanked Members for their contributions to IAACA by serving in the new term of the Training Committee. In the next three years, Members would work closely with each other to achieve the objectives of enhancing global cooperation in fighting and preventing corruption through sharing of professional knowledge and experience and training collaboration.

4. The Convenor introduced Ms. Sally Kwan, Secretary-General of IAACA, who would also serve as the Secretary of the Training Committee and Mr. Lawrence Chung, Ms. Sally Kwan's deputy, who would assist in the Training Committee's affairs.

#### **Adoption of the Agenda**

5. The meeting adopted the Agenda at Annex II without amendments.

#### **Introduction of Members of the Training Committee**

6. The Secretary said there were four existing members and three new members in this term of the Training Committee. Among them, four were from anti-corruption authorities and three were from international organisations.

### **Terms of Reference of the Training Committee**

7. The Secretary asked Members to refer the Terms of Reference of the Training Committee at Annex III (TC Paper 2/2022) and went through the terms therein with the Members.

### **The 3<sup>rd</sup> IAACA Training Programme, to be organised by ROLACC**

8. The Convenor briefly recapped that since its set-up in February 2017, the Training Committee had held three meetings for Members and co-hosted two large-scale training programmes, first with ICAC, Hong Kong, China in 2019 and second with MACC, Malaysia in 2021. The 3<sup>rd</sup> IAACA Training Programme would be jointly organised with ROLACC in Doha, Qatar in February 2023. The Convenor then invited Dr. Refaie to brief Members on the programme [see the programme sheet at Annex IV (TC Paper 3/2022)].

9. Dr. Refaie introduced the theme and gist of the programme, including its date, duration and location. With the theme “International Cooperation Trends in Criminal Matters Related to the Fight Against Corruption”, the event would like to bring out the message that corruption was always associated with other illegal activities. Anti-corruption agencies (ACAs) should therefore work closely together in combating not only corruption but also other criminal activities in order to uphold fairness and justice in the society.

10. Dr Refaie further explained that the training programme also aimed to pass on IAACA’s spirit of cooperation to ACAs and provide an opportunity for

ACAs to connect to counterparts. ROLACC was working on the topics of different sessions of the programme and would contact potential speakers soon. He welcomed suggestions from Members.

11. Apart from the 3<sup>rd</sup> IAACA Training Programme, Dr. Refaie also encourage Members to nominate suitable organisations for the International Anti-Corruption Excellence Award, which was an event organised by ROLACC with the support of UNODC. Members could obtain more information from the website [www.aceaward.com](http://www.aceaward.com).

12. The Convenor appreciated the initiative and efforts of ROLACC for organising the 3<sup>rd</sup> IAACA Training Programme. To allow Members to schedule in the Programme in advance, he invited Dr. Refaie to share the timetable and logistical arrangement planned for the Programme, which were summarised as follows :

June 2022	<ul style="list-style-type: none"> <li>• Contact speakers</li> </ul>
August 2022	<ul style="list-style-type: none"> <li>• Finalise agenda and session titles</li> <li>• Send out invitations to ACAs</li> </ul>
October - November 2022	<ul style="list-style-type: none"> <li>• Finalise attendance and VIP lists</li> </ul>
December 2022	<ul style="list-style-type: none"> <li>• Communicate with attendees on useful information and preparatory notes</li> <li>• Finalise travel and accommodation arrangements for speakers, VIPs, etc.</li> </ul>

13. Mr. Pietrusiewicz said IACA would be able to field speakers for some of the sessions and suggested Dr. Refaie to let him know the topics once available.

14. Ms. Azis said MACC would fully support ROLACC in organising the 3<sup>rd</sup> IAACA Training Programme and was willing to share the experience of organising the last Programme with ROLACC.

15. In response to the Convenor's question concerning the capacity of the 3<sup>rd</sup> IAACA Training Programme, Dr. Refaie replied that ROLACC initially planned to conduct the programme in hybrid mode with 30 to 40 non-local onsite participants and the rest joining the event online. The Convenor said ROLACC could consider increasing the capacity as far as possible and draw reference from the previous two training programmes which had attracted over 200 participants. He added that the Secretariat would keep close contact with ROLACC and provide any necessary assistance for the Programme.

16. The Convenor informed Members that ICAC, Hong Kong, China had tentatively planned to organise the 4<sup>th</sup> IAACA Training Programme in December 2024, back-to-back the 8<sup>th</sup> ICAC Symposium.

### **Training needs identified through Regional Coordination Mechanism**

17. Mr Lawrence Chung briefed Members on the Regional Coordination Mechanism introduced by the new term of ExCo, which aimed to extend IAACA's

reach to ACAs around the world in a systematic and coordinated approach [see details of the Regional Coordination Mechanism at [Annex V](#) (TC Paper 4/2022)].

18. Mr Chung continued that in February 2022, the IAACA Secretariat sent a survey form to around 300 ACAs to gauge their training and service needs. A total of 30 forms had been received so far. The major areas of interest were tabulated below while the relevant Powerpoint could be found at [Annex VI](#) :

Corruption Investigation and Law Enforcement	<ul style="list-style-type: none"> <li>• Investigation skills</li> <li>• Financial investigations</li> <li>• Asset recovery</li> <li>• Use of computer / Digital forensics in investigation</li> </ul>
Prevention of Corruption and Risk Management	<ul style="list-style-type: none"> <li>• Best practices for public sector / private sector / non-government organisations</li> <li>• Methodology of procedural and practice of corruption prevention reviews</li> <li>• Integrity management in public sector</li> <li>• Management of conflicts of interest</li> </ul>
Community Engagement, Education and Awareness Raising	<ul style="list-style-type: none"> <li>• Youth education and engagement</li> <li>• Enhancing public sector integrity awareness and partnership</li> <li>• Enhancing private sector integrity awareness and partnership</li> <li>• Engagement of the society</li> <li>• Use of mass and new media</li> </ul>

19. The Secretariat would continue to share with Members ACAs’ training and service needs when more responses were received. The analysis would serve as a useful reference for the Training Committee to develop its training plan.

## **Suggestions on International/Regional Training Activities**

20. The Convenor shared the experience of co-hosting the Training Committee's inaugural training programme with the ICAC, Hong Kong, China in May 2019. Topics covered in the event included asset recovery, use of new technologies in investigation, use of multimedia to raise awareness, youth engagement and education, public-private partnership in preventing corruption and key elements of integrity management system. The programme was attended by around 170 anti-corruption practitioners from over 40 countries. Since 2017, ICAC, Hong Kong, China had connected with over 60 ACAs of the Belt and Road countries for capacity building collaboration, and conducted over 30 training programmes on investigation skills, corruption risk management and community engagement for over 1 000 graft-fighters. During the COVID-19 pandemic, ICAC, Hong Kong, China continued its capacity building initiatives by switching to the online mode. Case studies were built into the training to enhance interaction.

21. Apart from organising the annual training programme, the Convenor pointed out that regional conferences or training activities for individual or a cluster of ACAs based on their training needs could also be arranged. To come up with more concrete ideas, the Convenor invited Members to give suggestions on the Training Committee's training plan for achieving a better synergy of different regions.

22. Mr. Pietrusiewicz said the training topics identified by ACAs in the survey forms could all be covered by IACA's open or tailored training programmes. Similar to the Regional Coordination Mechanism, IACA also arranged training to specific countries or groups of institutions speaking the same language. It also

developed training DVDs in different languages to address the needs of non-English speaking graft-fighters. He added that IACA would support IAACA by sharing its experience or jointly organising training activities with IAACA. He shared that the regional summer school of IACA had joined hands with UNODC to organise training on anti-corruption and compliance issues for the young generation.

23. Ms. Choi echoed that IACA was planning to set up the Regional Summer Academy in Asia this year and another two respectively in Latin America in the 1st half of 2023 and Africa in the 2nd half of 2023. Probably, it was an opportunity for IACA and IAACA to take forward the regional training activities together.

24. Mr. Pietrusiewicz enquired the timeline and format of IAACA's future training activities. The Convenor replied that IAACA was planning to organise different training programmes to enhance the capacity of ACAs as an effective way to prevent corruption. While the implementation of the Regional Coordination Mechanism had just begun, there were yet a concrete timeline and format of the programmes. The Convenor welcomed Members to give their views to the Secretary.

25. H.E. Mr. Mohamed Bachir Rachdi suggested that IAACA could keep a depository of training materials of its training programmes on the online platform to facilitate ACAs in using the materials or making reference to them when organising their own training courses.

26. Mr. Steele agreed that the training topics identified in the survey should be given priority. He could provide the names of some international organisations which focused on the above training topics to the Secretariat later. He believed that under the Regional Coordination Mechanism, knowledge and expertise could be shared among regions or transferred from one region to another. It would be good for IAACA to take forward different training activities by itself or in cooperation with other international organisations for its members. For example, Mauritius developed a training course on corruption risk management with another international organisation based on the approach written by UNDOC a few years ago.

27. Mr. Paul said that there were various training institutes specialised in different areas in India. For example, the National Forensic Sciences University had developed expertise in forensic investigation and training. CVC could plan and organise conferences to share their expertise and best practices in certain areas with a few countries on a regional or cluster basis. CVC also suggested conducting exchange programmes by arranging visits between countries so that they could learn from each other. CVC further volunteered to organise a training programme on forensic investigation for a few countries in the Asia-Pacific Region.

### **Any Other Business**

28. The Secretary appealed to the support of Members to help promote IAACA to ACAs in their regions and refer them to the Secretariat should they indicate interest in joining IAACA or using our services.

29. The Convenor welcomed Members to contact the IAACA Secretariat anytime for assistance or suggestions on training activities.

**Date of next meeting**

30. The date of next meeting was to be fixed later.

31. There being no other business, the meeting was closed at 6:10pm (Hong Kong Time).



**IAACA Secretariat  
6 June 2022**

**Ref.: ICG 2/15/7**



**International Association of Anti-Corruption Authorities (IAACA)  
Membership of the Training Committee (2022-2024)**

(In alphabetical order of country)

Position	Organization	Official Representative	Remarks
Convenor	Independent Commission Against Corruption (ICAC) Hong Kong, China	Mr. Simon Peh, Commissioner	Also President of IAACA
Member	Central Vigilance Commission (CVC) India	Mr. Daniel Paul, Additional Secretary	
Member	Malaysian Anti-Corruption Commission (MACC) Malaysia	Hon. Tan Sri Dato' Sri Haji Azam bin Baki, Chief Commissioner	Also ExCo Member of IAACA
Member	Independent Commission Against Corruption (ICAC) Mauritius	Dr. Navin Beekarry, Director General	Also ExCo Member of IAACA
Member	National Authority for Probity, Prevention and Fight Against Corruption (INPPPLC) Morocco	H.E. Mr. Mohamed Bachir Rachdi, Chairman	Also ExCo Member of IAACA
Member	Rule of Law and Anti-Corruption Center (ROLACC) Qatar	Dr. Yasser Refaie, Director	
Member	International Anti-Corruption Academy (IACA)	Mr. Jaroslaw Pietrusiewicz, Chief of Staff/Head of Strategic Partnerships and Projects	
Member	United Nations Office on Drugs and Crime (UNODC)	Mr. Tim Steele, Senior Global Anti-Corruption Advisor	Also Observer to IAACA
Secretary	IAACA Secretariat	Ms. Sally Kwan, Director of International Cooperation and Corporate Services, ICAC Hong Kong, China	Also Secretary-General of IAACA

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**International Association of Anti-Corruption Authorities  
1<sup>st</sup> Training Committee Meeting, 2022 – 2024  
(conducted via Zoom platform)**

**Date** : 17 May 2022, Tuesday

**Time** : 5:00 pm (Hong Kong Time, UTC+8)

**Agenda**

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**(1) Opening remarks by Convenor**

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**(2) Adoption of the Agenda**

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**(3) Introduction of Members of the Training Committee (2022-2024)**  
(TC Paper 1/2022)

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**(4) Terms of reference of the Training Committee**  
(TC Paper 2/2022)

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**(5) The 3<sup>rd</sup> IAACA Training Programme, to be organised by ROLACC**  
(TC Paper 3/2022)  
- Presentation by ROLACC

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**(6) IAACA's Regional Coordination Mechanism**  
(TC Paper 4/2022)  
- Brief introduction of the Regional Coordination Mechanism  
- Preliminary findings on the training needs of ACAs and their areas of interest

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**(7) Suggestions on International/Regional Training Activities**  
- Members' suggestions on annual international/regional training events to be conducted  
- Members' other suggestions on achieving synergy in anti-corruption initiatives of different regions

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**(8) Any other business**

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**(9) Date of next meeting**

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Prepared by:

The Secretariat of the IAACA

4 May 2022

Ref: ICG 2/15/7



**International Association of Anti-Corruption Authorities (IAACA)  
Training Committee (2022 -2024)**

**Terms of Reference**

1. The Training Committee is established by the Executive Committee in accordance with Article 9(C)(o) of the IAACA Constitution.
2. The Training Committee is responsible for:
  - (a) Proposing, overseeing and evaluating the IAACA’s training-related activities;
  - (b) Conducting training need analysis of the different anti-corruption agency professionals and prioritising professional groups and topics to be targeted;
  - (c) Elaborating and/or approving contents, programmes, and trainers of specialized courses and seminars;
  - (d) Selecting the training materials to be elaborated and their authors; and
  - (e) Proposing to the Executive Committee the signature of memorandums of understanding with universities and research centres.
3. The term of the Training Committee and the tenure of its Members shall end when the term of the Executive Committee that establishes the Training Committee ends.
4. The Executive Committee shall appoint to the Training Committee a Convenor, Member(s) and a Secretary. The Training Committee may at its discretion invite other IAACA Members, as well as organizations or individuals related to anti-corruption training, to participate in its

activities and meetings as Observers. The Secretary and the Observers do not enjoy the right to vote in the Training Committee.

5. The Training Committee shall report its work progress to the Executive Committee regularly. It should maintain close liaison with the Regional Coordinators to achieve synergy between training initiatives organized at the Association-wide and region-wide levels.

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## International Cooperation Trends in Criminal Matters Related to the Fight Against Corruption

The 3<sup>rd</sup> Training Programme of the International Association of Anti-Corruption Authorities

### Brief:

Corruption is the oil that lubricates criminal activity across the world; not only does it enable a variety of organized criminal activities to take place, but it also allows those who engage in such activities from being held accountable for their actions.

Law enforcement agencies working alone may have limited jurisdiction or powers which can allow criminals to escape consequences, however coordinated international cooperation between national agencies can reduce or remove the ability of criminals to hide from justice. This training will develop participants' knowledge and familiarity with the current legislation, technology, and information-sharing processes which national law enforcement agencies can utilize to bring criminals and other corrupt actors to justice.

### Goals:

This three-day training will provide participants with:

- A comprehensive overview of the current issues related to international cooperation in criminal matters.
- A range of lectures and panel discussions delivered by representatives from law enforcement agencies as well as other leading experts on transnational organized crime and international cooperation.
- A certificate of completion accredited by IAACA and ROLACC.

### Details:

- Location: Doha, Qatar
- Date: February 2023 (Exact date tbc.)
- Duration: 3 days
- Registration: Save The Date to be sent May 2022 with registration information.

### Contact information:

For any additional information please contact:

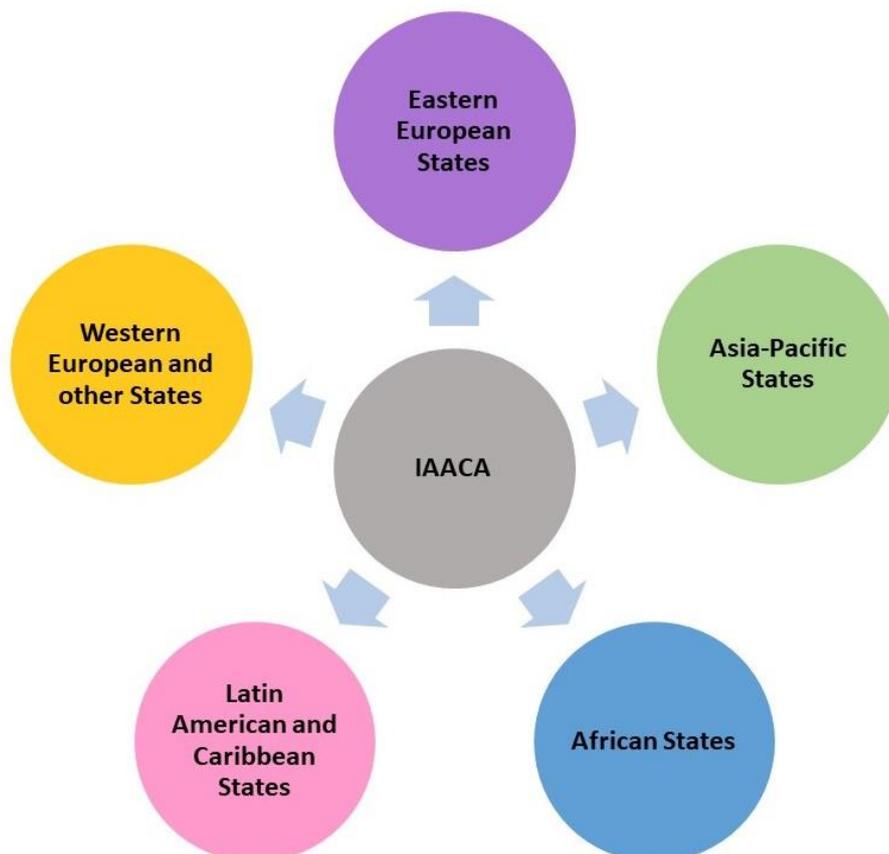
- [sarjani@rolacc.qa](mailto:sarjani@rolacc.qa)
- [ktahiri@rolacc.qa](mailto:ktahiri@rolacc.qa)



## **International Association of Anti-Corruption Authorities New Regional Coordination Mechanism**

To extend IAACA's reach to all anti-corruption agencies in different parts of the world in a systematic and coordinated approach, a new regional coordination mechanism has been introduced. Under this mechanism, member organisations are categorised under five regional groups with reference to the United Nations Regional Groups of Member States, each led by a Regional Coordinator.

2. The President and four Vice-Presidents of IAACA will take up the role of Regional Coordinators to devise and implement initiatives to promote networking and collaboration among members through regional training programmes, capacity building activities and regular meetings.



<b>States</b>	<b>Regional Coordinator</b>	<b>Regional Group Members</b>
<b>African</b>	<b>Adv. JL Andy Mothibi</b> Head and Chief Executive Special Investigating Unit, South Africa	<ul style="list-style-type: none"> <li>• Ethics and Anti-Corruption Commission, Kenya</li> <li>• Independent Commission Against Corruption, Mauritius</li> <li>• National Authority for Probity, Prevention and Fight Against Corruption, Morocco</li> <li>• National Office for Combating Fraud and Corruption, Senegal</li> </ul>
<b>Asia-Pacific</b>	<b>Mr. Simon Peh</b> Commissioner Independent Commission Against Corruption Hong Kong, China	<ul style="list-style-type: none"> <li>• Anti-Corruption Bureau, Brunei Darussalam</li> <li>• Malaysian Anti-Corruption Commission, Malaysia</li> <li>• Corrupt Practices Investigation Bureau, Singapore</li> </ul>
<b>Eastern European</b>	<b>H.E. Mr. Fikrat Mammadov</b> Minister of Justice Ministry of Justice, Republic of Azerbaijan	<ul style="list-style-type: none"> <li>• National Anticorruption Directorate, Romania</li> </ul>
<b>Latin American and Caribbean</b>	<b>Mr. Jorge Bermúdez</b> Comptroller General Office of the Comptroller General, Republic of Chile	
<b>Western European and other</b>	<b>Mr. Charles Duchaine</b> Director French Anti-Corruption Agency, France	<ul style="list-style-type: none"> <li>• National Transparency Authority, Greece</li> <li>• National Anti-Corruption Authority, Italy</li> <li>• Serious Fraud Office, New Zealand</li> <li>• Special Public Prosecution Office Against Corruption and Organised Crime, Spain</li> </ul>

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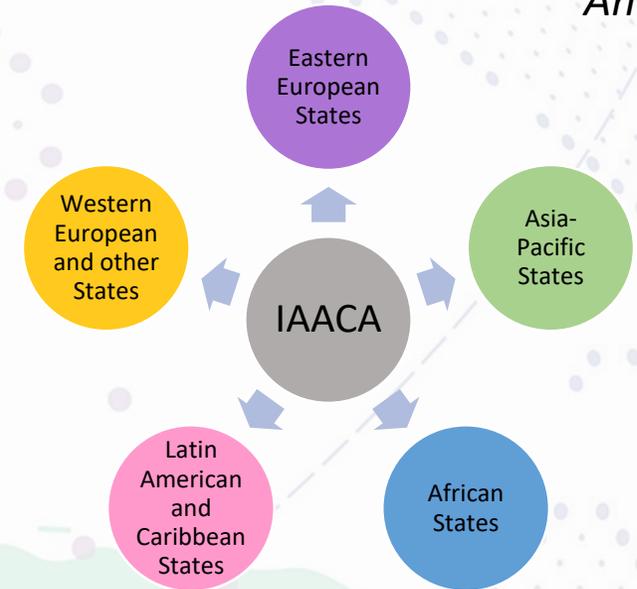
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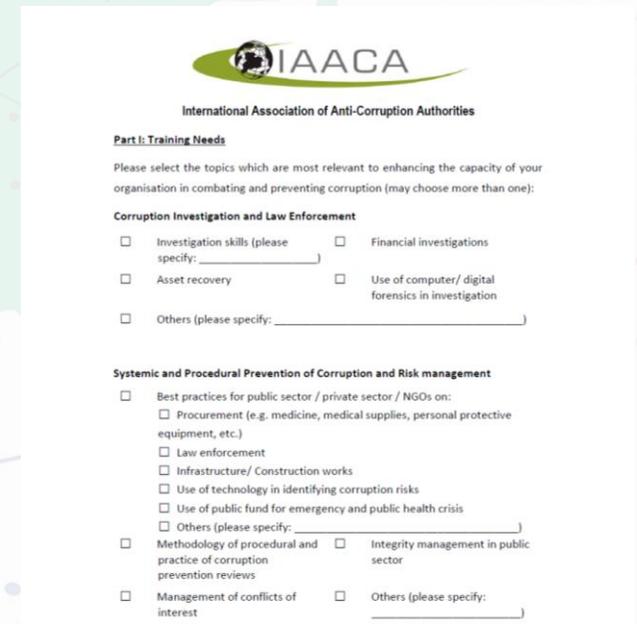
## Regional Coordination Mechanism

- IAACA members are categorised under five regional groups with reference to the United Nations Regional Groups of Member States
- IAACA President and four Vice Presidents each take up the role of Regional Coordinator
- Together with Executive Committee members, to promote networking and collaboration among ACAs worldwide and arrange tailor-made training activities for them



## Survey Form

- In February 2022, the IAACA Secretariat designed a survey form to assist Regional Coordinators in gauging ACAs' service needs. So far, around 30 forms have been received.



**IAACA**  
International Association of Anti-Corruption Authorities

**Part I: Training Needs**

Please select the topics which are most relevant to enhancing the capacity of your organisation in combating and preventing corruption (may choose more than one):

**Corruption Investigation and Law Enforcement**

Investigation skills (please specify: \_\_\_\_\_)       Financial investigations

Asset recovery       Use of computer/ digital forensics in investigation

Others (please specify: \_\_\_\_\_)

**Systemic and Procedural Prevention of Corruption and Risk Management**

Best practices for public sector / private sector / NGOs on:

- Procurement (e.g. medicine, medical supplies, personal protective equipment, etc.)
- Law enforcement
- Infrastructure/ Construction works
- Use of technology in identifying corruption risks
- Use of public fund for emergency and public health crisis
- Others (please specify: \_\_\_\_\_)

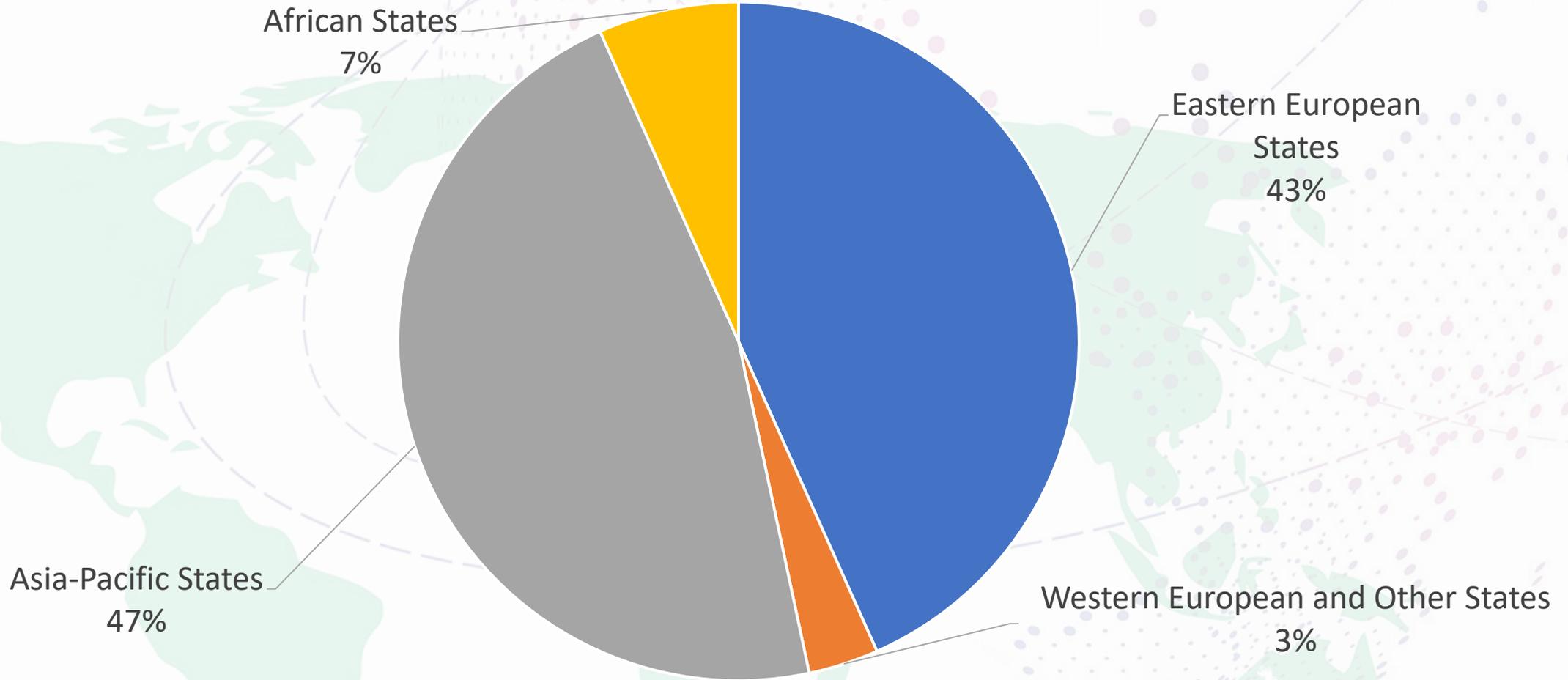
Methodology of procedural and practice of corruption prevention reviews       Integrity management in public sector

Management of conflicts of interest       Others (please specify: \_\_\_\_\_)



International Association of Anti-Corruption Authorities

## Survey forms received



## Training Needs

### Corruption Investigation and Law Enforcement

- Investigation skills
- Financial investigations
- Asset recovery
- Use of computer/ Digital forensics in investigation

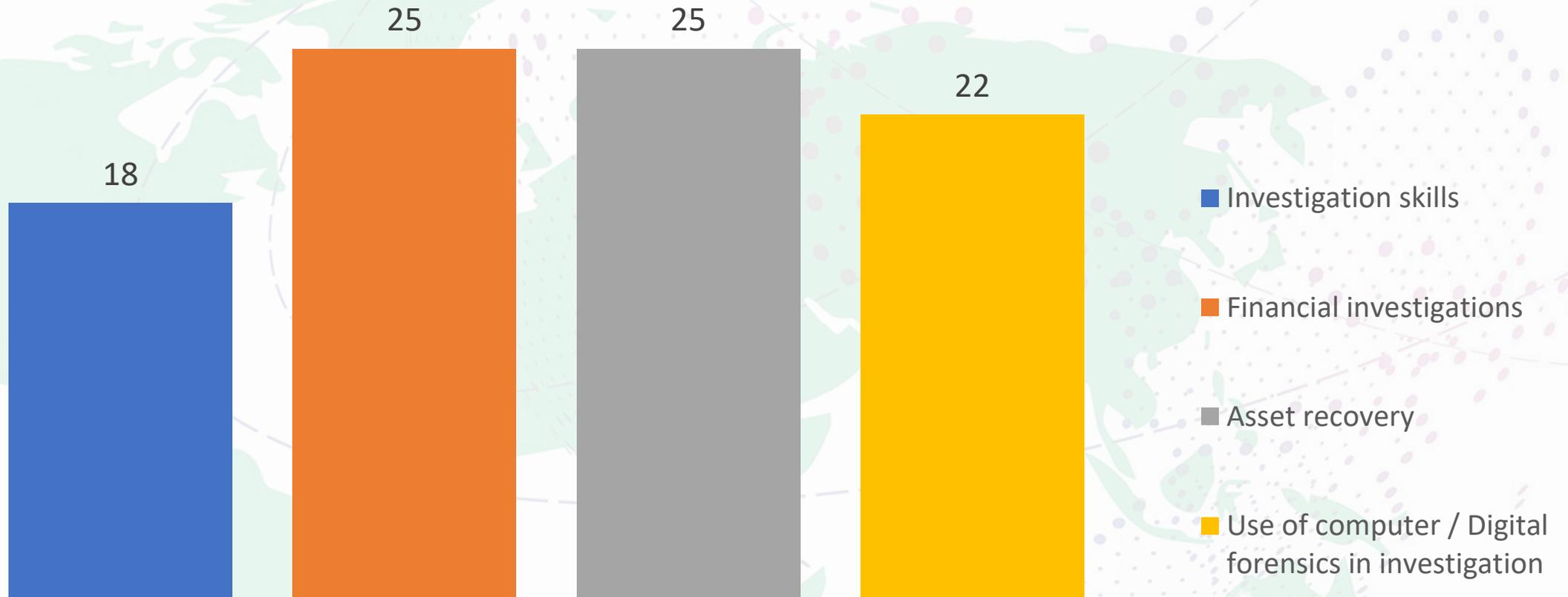
### Prevention of Corruption and Risk Management

- Best practices for public sector / private sector / NGOs
- Methodology of procedural and practice of corruption prevention reviews
- Integrity management in public sector
- Management of conflicts of interest

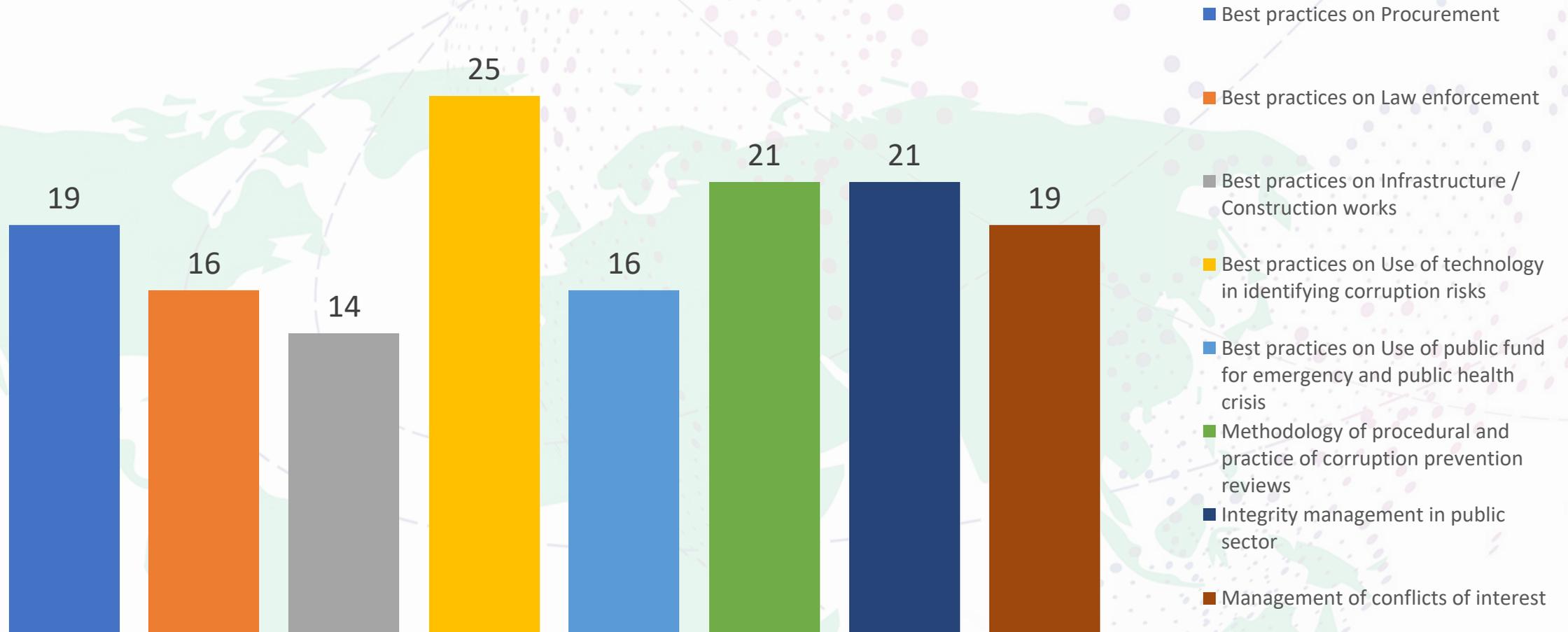
### Community Engagement, Education and Awareness Raising

- Youth education and engagement
- Enhancing public sector integrity awareness and partnership
- Enhancing private sector integrity awareness and partnership
- Engagement of the society
- Use of mass and new media

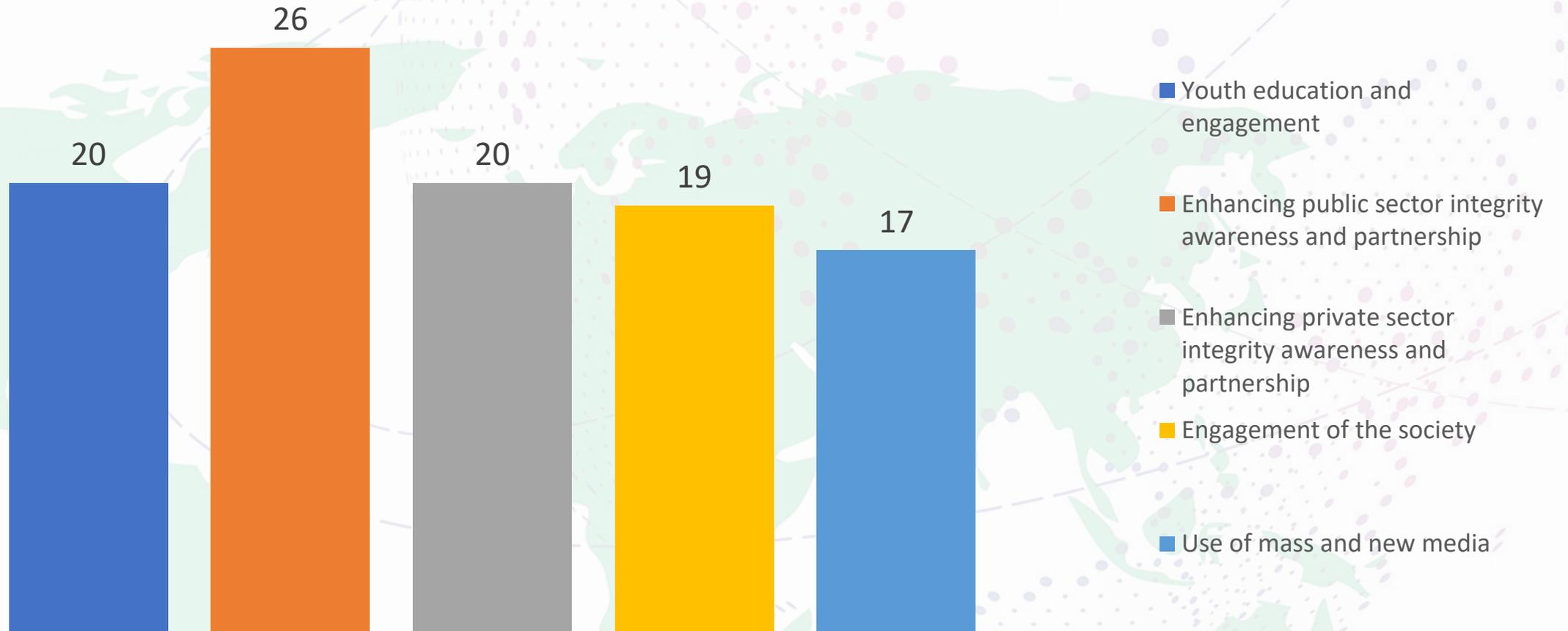
## Corruption Investigation and Law Enforcement



## Systemic and Procedural Prevention of Corruption and Risk management



## Community Engagement, Education and Awareness Raising



## Other Training Needs

- Money laundering investigation
- Use of big data in investigations and extraction of information from open sources
- Building ethical culture
- International legal provisions on anti-corruption

## Other Capacity Building Needs to Enhance Operations of the Organisation

- Investigation and prevention of foreign bribery
- Sharing of corruption cases among different countries
- Mutual Legal Assistance
- Strategies for corruption prevention and good governance
- Corruption risk management



**Capacity  
Building**