

NATIONAL INSTITUTE FOR MEDICAL RESEARCH (NIMR)



ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

1.0 PURPOSE

The National Institute for Medical Research (NIMR) is a parastatal Institution under the Ministry of Health, established by the Act of Parliament No. 23 of 1979 and became operational in 1980. The Institute is charged with carrying out, coordinating and regulating all health research in Tanzania.

NIMR recognizes that corruption is an obstacle to principles of democracy, good governance and human rights and poses a threat to peace, tranquility and security in the society; NIMR is therefore committed to carrying out its functions in accordance with all applicable laws, rules and regulations and the highest ethical standards as embodied in the Code of Ethics and Conduct for the Public Service in Tanzania.

The purpose of this Anti-Bribery and Anti-Corruption Policy is to reiterate NIMR's commitment to compliance by the Institute, its Centers and its Directors, Officers and employees with the requirement of Prevention and Combating of Corruption Act (Cap. 329) of the United Republic of Tanzania and any other anti-bribery or anti-corruption laws applicable in Tanzania. This Policy supplements the Code of Ethics and Conduct for the Public Service in Tanzania, NIMR Regulations, Public Procurement Act, 2011 and Public Finance Act, 2001 of the United Republic of Tanzania.

For the purposes of this Policy, a "contractor", "supplier" or "third party" is defined as an entity or individual who provides, and receives payment for, services or goods related to any aspect of NIMR operation, and includes consultants and subcontractors.

2. SCOPE

This Policy is applicable to every employee of NIMR, including Directors, Managers, Senior Officers, members NIMR Management and the NIMR COUNCIL. The reporting requirement of this Policy is also applicable to NIMR's contractors and suppliers. This Policy is intended to supplement all applicable laws, rules, and other Institutional policies and regulation. It is not intended to supplant any laws of the United Republic of Tanzania.

3. DEFINITION

Corruption is the misuse of public power for private profit, or the misuse of entrusted power for private gain. Bribery is the offer, promise, or payment of cash, gifts, or even excessive entertainment, or an inducement of any kind offered or given to a person in a position of trust to influence that person's views or conduct or to obtain an improper advantage.

4. POLICY REQUIREMENTS

NIMR personnel are strictly prohibited from offering, paying, promising, or authorizing:

- any payment or other thing of value;
- to any person;
- directly or indirectly through or to a third party;
- for the purpose of (i.e., in exchange for); or causing the person to act or fail to act in violation of a legal duty; -causing the person to abuse or misuse their position; or securing an improper advantage, contract or concession for NIMR or any other party.

5. INTERACTION WITH OTHER INSTITUTE POLICIES

Other NIMR policies and regulations impacted by, and which should be construed consistent with this Policy, include the Code of Ethics and Conduct for the Public Service in Tanzania, NIMR Financial and Staff Regulations, Conflict of Interest Policy, Public Procurement Act, 2011 and Public Finance Act, 2001 of the United Republic of Tanzania..

6. WAIVER

There is no permitted deviation or waiver from this Policy.

7. DISCIPLINE

Any employee who violates the terms of this Policy will be subject to disciplinary action. Any employee who has direct knowledge of potential violations of this Policy but fails to report such potential violations to the Institute management will be subject to disciplinary action. Any employee who misleads or hinders investigators inquiring into potential violations of this Policy will be subject to disciplinary action. In all cases, disciplinary action may include termination of employment. Any third party or its agent who violates the terms of this Policy, may have their service or contracts re-evaluated or terminated.