

18-Month Action Plan to Implement the Anti-Corruption Act No 9 of 2023 (ACA)
Commission to Investigate Allegations of Bribery or Corruption (CIABOC) - 2024

Action	Activity	Performance indicator	Time frame						Responsibility	
			Jan-Mar 24	Apr-Jun 24	Jul-Sep 24	Oct-Dec 24	Jan-Mar 25	Apr-Jun 25		
01	Establish the CIABOC staff to carry out additional responsibilities assigned by ACA	1.1 Identify and develop new organization structure, designations and functions of each position.	Organization structure with functions developed	■	■					CIABOC, SLIDA
		1.2 Define recruitment qualifications and suitable salary structures for each designation.	Document developed	■	■					CIABOC, SLIDA
		1.3 Obtain approval from the Parliament for the proposed cadre and salary structures of the Commission as per section 26 (2) of ACA.	Relevant approval obtained			■	■			CIABOC
		1.4 Develop and obtain Cabinet approval for a Voluntary Retirement Scheme (VRS) and arrangements for current staff who do not wish to continue under the restructured Commission.	Relevant approval obtained			■	■			Min. of Justice, CIABOC, SLIDA
		1.5 Develop Service Conditions & Schemes of Recruitments (SORs).	% of SORs developed			■	■			CIABOC
		1.6 Publish the Service Conditions/ SORs via Regulation	Regulation Gazetted			■	■	■		CIABOC, Relevant Ministry

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	1.7 Develop a Code of Conduct and a Disciplinary Procedure and Dismissal Policy for the restructured Commission.	Document developed							CIABOC
	1.8 Publish the Code of Conduct/ Disciplinary Procedure/ Dismissal	Rules Gazetted							CIABOC
	1.9 Develop a system of performance evaluation for the restructured Commission.	Guidelines for performance evaluation system developed							CIABOC, SLIDA
	1.10 Develop Officer Absorption Policy to facilitate the transition of existing 'Closed Service' officers to the restructured Commission.	Officer Absorption Policy (Closed Service) developed							CIABOC
	1.11 Implement Officer Absorption Policy (Closed Service) officers.	% of vacancies filled							CIABOC
	1.12 Absorb remaining officers on Secondment Basis.	% of vacancies filled							CIABOC
	1.13 Conduct interviews and recruit suitable persons for remaining vacancies.	% of vacancies filled							CIABOC
02	Strengthen Investigation and Prosecution of corruption cases	2.1 Develop 18-month Action Plan to improve investigation and prosecution	AP published						CIABOC

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	2.2 Desing and Conduct capacity building programmes for legal officers.	No of programmes conducted	2	2	4	4	4	4	CIABOC
	2.3 Desing and Conduct capacity building programmes for Investigation officers.	No of programmes conducted	2	2	6	8	6	6	CIABOC
	2.4 Develop and enact relevant Regulations including Protocols such as Code for Commission Prosecutors, Guidance on case building (Points to Prove Guide) and Rules for Case Flow Management.	Regulations gazette.							CIABOC, relevant Ministry
03	Establishing Effective and Transparent Conflict of Interest Systems	3.1 Enact regulations to put into effect the Conflict of Interest (CoI) rules outlined in the ACA, which cover: i) clarifying what constitutes a conflict of interest; ii) providing instructions for disclosing a conflict and handling disclosed conflicts; iii) penalizing officials who neglect to disclose a conflict or fail to follow provided instructions; and iv) publicly reporting on the performance of the system.	Regulations Gazetted						CIABOC
		3.2 Develop Manuals on offence of non-disclosure of conflict of interest.	Manuals developed						CIABOC,
04	Establishment of essential infrastructure for implementation of ACA	4.1 Complete renovation work in the old two-storied building of the Commission	Renovations completed						CIABOC
		4.2 Obtain permission to lease premises of 10,000 square feet and set up proposed divisions therein.	Permission obtained for division set-up						CIABOC

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		4.3 Obtain approval to acquire (on the basis of Operational Leasing) 07 vehicles for necessary transportation needs.							CIABOC
05	Establish a case management system/ file movement system	5.1 Select the suitable person/ institute for preparing the E-system							CIABOC
		5.2 Study the existing Commission system and design the process flow chart incorporating data analytics to identify performance constraints							
		5.3 Develop the automated system							
		5.4 Training of staff							
		5.5 Conduct a pilot session							
		5.6 Linking the system with the Commission's Web to enhance public access							
		5.7 Establish the system							
06	Establishment of Electronic Asset & Liabilities Declaration System according to ACA	6.1 Set up Assets & Liabilities Dec. Division within the Commission.						CIABOC	
		6.2 Publish transitory directives for the submission/ collection of declarations pending the establishment of the E System.							
		6.3 Compile a data registry of all eligible declarants under the ACA.							

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	6.4 Identify redactions to be made on the declaration forms of High-Ranking Officials in compliance with the ACA, RTI Act and Data Protection Act etc.	Redactions identified	■	■					CIABOC, AGs Dept.
	6.5 Publish redacted versions on the Commission's official Website enabling public access to redacted versions of Assets & Liabilities declarations of High-Ranking Officials.	Redacted declarations published		■	■	■			CIABOC
	6.6 Develop concept note/ project proposal for E Asset System	Proposal Developed			■				CIABOC
	6.7 Establish National Steering Committee for establishing E System	Cabinet approval obtained			■				
	6.8 Procurement and Development of E System	E System Developed				■	■	■	CIABOC,
	6.9 Training of the staff.	% staff trained					■	■	CIABOC
	6.10 Develop regulations to operationalize the E System	Regulations Gazetted						■	
	6.11 Establish the E System.	E System established						■	CIABOC
	6.12 Inform declarants.	% awareness campaigns completed						■	
07	Establish CIABOC Fund	7.1 Identify the necessary requirements/frameworks to operationalize the 'Commission Fund'.	Requirements identified	■					CIABOC, Min. Finance

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	7.2 Fulfil requirements identified to operationalize 'Commission Fund'.	Legal, regulatory and procedural frameworks established		█	█				CIABOC	
	7.3 Develop Financial Regulations for the 'Commission's Fund.'	Regulations developed			█					
	7.4 Obtain approval for initial allocations to the 'Commission Fund' from the Parliament.	Approval obtained				█				
	7.5 Establish 'Commission Fund'.	Fund established				█	█			
08	Strengthen the detection of bribery/corruption related Money Laundering (ML) and pursue investigations and prosecutions	8.1 Establish a permanent unit for bribery/corruption related ML Investigations by identifying relevant officers within the Commission.	Unit established		█				CIABOC	
		8.2 Design and provide continuous training for both Prosecutors of the Unit and Investigators on bribery/corruption related ML.	% Staff trained				█	█		█
		8.3 Draft ML Manual and Guidelines.	Manual developed				█	█		
09	Develop inter Agency Cooperation - Coordinate and share information with	9.1 Sign MOU with FIU	MOU signed		█				CIABOC/ Relevant institutions	
		9.2 Sign MOU with SL Police	MOU signed			█				

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domestic authorities on investigations	9.3 Sign MOU with relevant Investigation Authorities (ROC, Government Analysis, Audit Office, Inland Revenue, SL Custom, CA Lanka)	MOU signed							
	9.4 Conduct Experience sharing sessions quarterly	No of sessions completed	-	-	-	1	1	1	CIABOC
	9.5 Identify stakeholder institutions and establish an inter-agency network pending the setting up of digital system.	Network Established							CIABOC
	9.6 Develop SOP for Joint Investigations and Sharing information.	SOPs developed							CIABOC
10 Develop Guidelines, SOP and Manuals	10.1 Develop Manuals on offence of Money Laundering (Bribery and Corruption).								CIABOC
	10.2 Develop Manuals on offence of Trade in Influence and private sector Bribery.								
	10.3 Develop Manuals on offence of Foreign Official Bribery.								
	10.4 Develop Manuals on offence of Sport Sector Bribery.								
	10.5 Develop Guidelines, manuals and SOP's on the use of special investigative techniques, Wiretapping/ bugging devices/controlled deliveries & non-intimate samples.								

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	10.6 Develop Guidelines on E-assets declaration system.	Relevant documents developed							
	10.7 Develop Guidelines on differed prosecution agreements and Whistleblower protection.								
	10.8 Develop Guidelines and Manuals on Seizure, Freezure and Confiscation								
11	Preparation of National Action Plan (NAP) - (2025-2029) for combating Bribery and Corruption in Sri Lanka	11.1 Recruit a research team including National & International consultation.	Research team formed						CIABOC and relevant institutions
	11.2 Conduct Stakeholder consultation.	No sessions completed		02	07	06			
	11.3 Conduct working group meetings.								
	11.4 Conduct executive committee meetings.								
	11.5 Develop draft Action Plan and translations.	Draft developed							
	11.6 Obtain cabinet approval for NAP.	Cabinet approval obtained							
	11.7 Printing of finalized document.	NAP Printed							
	11.8 Public dissemination using print and digital media.	% campaigns completed							
	11.9 Launching the NAP.	NAP launched.							