



# PUBLIC ENTITY NEWSLETTER



*Issue no.23*

## ***Integrity Training Begins at Public Entity Saba: Values as a Foundation***

From May 18 to May 27, interactive basic integrity training sessions were conducted, with a total of 125 employees participating. The objective of these sessions was to increase awareness of integrity and to promote ethical and responsible behavior.

In addition, participants collaboratively identified core values they consider essential in their daily work and for the organization. These values will serve as the foundation for developing an integrity policy plan and will also be used to develop a code of conduct. We further explain here why a code of conduct is important for organizations.

### ***Why do we need a code of conduct?***

A code of conduct is important for every organization, including the public entity. It provides a framework for the behavior expected from employees and managers, and outlines the norms and values the organization considers important. A code of conduct helps organizations provide direction, create a safe working environment, build trust, and prevent integrity violations. It serves as a shared reference for how people are expected to interact and perform their work. By actively applying the code, everyone contributes to a professional and ethical organization.

CODE OF CONDUCT



- Clarity in the workplace

In daily work, situations may arise where the right choice or solution is not immediately clear—for example when handling information, interacting with others, or using company resources. The code of conduct offers guidance in such situations. Clear agreements ensure that everyone understands what is and is not acceptable, promoting equal treatment and supporting sound, responsible decision-making.

- A Safe and Respectful Working Environment

The code of conduct contributes to a safe workplace. It sets out expectations for how colleagues treat one another and defines acceptable behavior. Respect, equality, and professionalism are central principles. These clear guidelines help employees feel more secure in their work and encourage open discussion. The code also supports addressing inappropriate behavior.

- Trust in the Organization

Organizations like the public entity interact with residents, clients, partners, and other stakeholders. Their trust is essential. A code of conduct shows that the organization values diligence and integrity. By acting in accordance with established norms and values, trust can grow and reputational damage can be prevented.

## Integrity Training Cont'd

### • Preventing Integrity Violations

A code of conduct helps prevent integrity breaches. It includes guidelines on handling confidential information, avoiding conflicts of interest and corruption, and reporting side activities. This reduces the risk of mistakes and conflicts, while also protecting employees by demonstrating that they acted in accordance with established rules.

### • Shared Responsibility

The code of conduct applies to everyone working for or on behalf of the organization: employees, managers, temporary staff, interns, and external parties. Everyone shares responsibility for complying with it.

Managers have a particular role in setting the example and fostering an open environment where questions and concerns can be discussed.

### • A Living Document

A code of conduct is not just a formal document. It must be actively used and regularly discussed to remain clear and relevant in practice.



### *Illustrative Scenario: How a Code of Conduct Can Help in Your Work*

As an example scenario, Anna works for an organization that has a code of conduct, including guidelines on social media use.

In her personal time, she likes to share her opinions online. Her profile mentions where she works. After a difficult workday, she posts an angry message about "how poorly things are organized at work." While she does not mention names, colleagues recognize the situation. The post receives many reactions.

## The Question



The next day, Anna begins to wonder:

- As an employee, am I free to express my opinions on social media?
- To what extent am I responsible for how my posts are interpreted?
- Does this conflict with the code of conduct?
- Could this harm trust in my organization?

Meanwhile, her manager receives signals that the post is causing internal unrest.

### *What Does the Code of Conduct Say?*

The code states, among other things, that:

- employees must be aware of the boundary between private life and work;
- social media expressions must not harm the organization's professional reputation;
- internal matters should not be discussed through public channels;
- doubtful situations should be openly discussed on the work floor.

### *What Happens Next?*

Anna discusses the post with her manager. Together, they review the code of conduct. She decides to delete the post and shares a short clarification stating that her earlier message was written in the heat of the moment.

They agree on how she will handle social media in the future and identify safe ways to discuss work-related concerns. The conversation brings clarity and restores calm within the team.

### *Outcome*

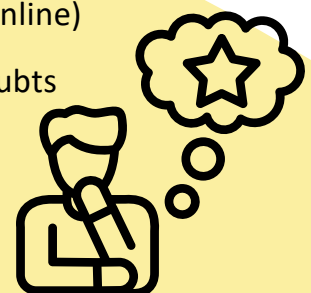
By using the code of conduct as a guideline:

- trust within the team is restored;
- awareness of online behavior increases;
- Anna feels supported rather than criticized;
- similar situations are prevented.

### *Reflection*

This case shows that social media is not separate from the workplace. Statements made in a private context can still affect the organization.

A code of conduct helps employees take responsibility for their (online) behavior and provides a framework to discuss doubts and mistakes openly.



## ***Good Governance Project Kicks Off***

Earlier this year, the project on good governance officially kicked off, led by governance experts of crmLINK in collaboration with the cabinet of the Island Governor. The program is funded by the Ministry of the Interior and Kingdom Relations.

The goal of the project is to strengthen the roles and responsibilities of foundations subsidized by the public entity and government-owned companies on Saba. The program will therefore include enhancing the boards on knowledge, skills and governance when it comes to managing foundations.

To kick off the initiative, crmLINK met with Island Governor Jonathan Johnson to provide an overview of the project's scope and approach. Discussions also involved the Head of the cabinet of the Island Governor and the domain managers of the public entity who shared more on the island's governance needs and priorities.

The program will begin with an assessment phase, including a governance and compliance scan. These findings will then form the basis for tailored recommendations aimed at improving governance standards.

Following this, the project will move into an implementation phase, offering targeted training in good governance and supporting the integration of these insights into existing structures. This will benefit both Public Entity Saba and the participating foundations across the island.



According to Island Governor Jonathan Johnson, it is crucial that both boards and the public entity continue investing in healthy governance.

## ***Local Democracy Explained - An Intro to Understanding How our Island is Governed***

From May 19-21, the *Local Democracy Explained* program brought together participants interested in learning more about how our island functions. The program was executed with the assistance of the Island Registrar, the Cabinet of the Island Governor, ProDemos, and made possible by funding from the Ministry of the Interior and Kingdom Relations.

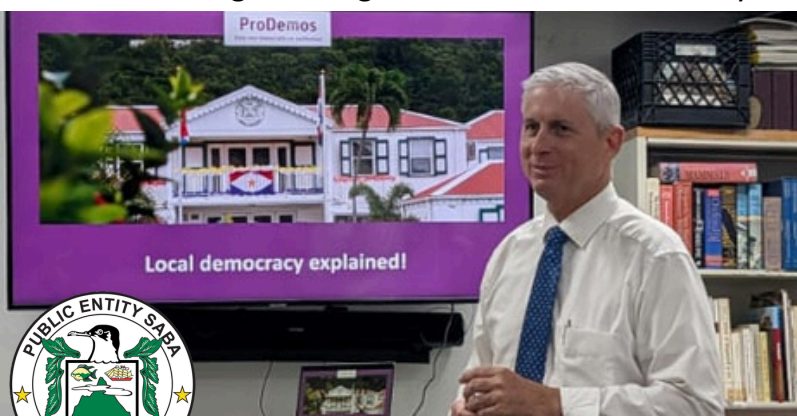
During the opening of the sessions, Island Governor Johnson provided valuable context on the importance of the course. The program consisted of multiple evenings where participants learned about the relation of Saba within the Dutch Kingdom, the roles of the Kingdom Representative, Island Governor, Executive Council and Island Council, how they relate to each other and how governing is done in a balanced way.



The evenings were filled with engaging discussions, with topics pertinent to the Saban context. A presentation was also given by the Head of Finance to give participants an overview of municipal finances.

On the final day of the sessions, participants had an opportunity to talk directly with their Island Council members and received a certificate of completion. Additionally, earlier in the week, interactive sessions were held with the students of the Sacred Heart School and Saba Comprehensive School.

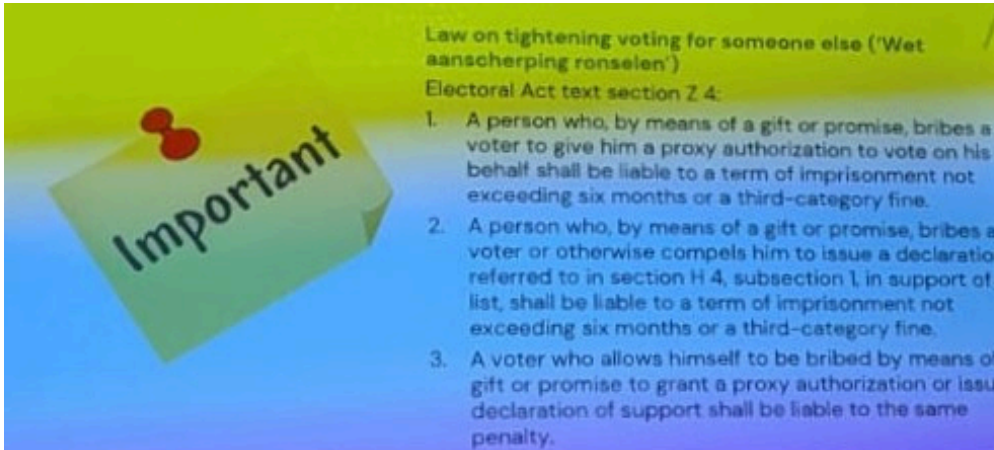
We are also happy to share that later this year a follow up course will be given by the Netherlands Institute for Multi-party Democracy. The course will be free, and open to anyone interested in joining. Follow our channels to stay updated.



# Kiesraad visits Saba

Representatives from the Electoral Council, the independent authority responsible for elections in the Netherlands, met with the Island Governor and Island Secretary, the Island Council and the Census office.

The meetings focused on election tools aiming at making the electoral process easier for both for political parties and the census office, the new coordinating role of the Electoral Council, and changes in electoral law.



One major change is the law on electoral crimes is getting stricter. In the past, a person needed to systematically approach others for their voting card in order for it to be punishable by law. In the new law, one is already punishable by law when approaching one single individual for his or her voting card. Before, a person would get a fine for an electoral offense. During the next election, electoral crimes are punishable by a maximum of 6 months in prison.

At the end of April, the Census Office together with the Cabinet of the Governor organized a town hall meeting together with the Electoral Council, where all political parties and the broader community could learn about the details of the electoral process.

For any questions about the electoral process or any election related details, you can reach out to the Head of the Census Office Ms. Hazel Durand: [hazel.durand@sabagov.nl](mailto:hazel.durand@sabagov.nl) or to the vice-chair of the Central voting bureau Saba, Head of Cabinet of the Island Governor Mr. Devi van Groningen: [devi.van.groningen@sabagov.nl](mailto:devi.van.groningen@sabagov.nl)



## Upcoming Events

- **Changa - Film Premier**  
June 12<sup>th</sup> - 5:30 p.m.  
Saba Heritage Center
- **Farewell Ceremony of our Honorable Island Governor Johnson**  
June 13<sup>th</sup> - 6:30 p.m.  
Princess Juliana Sports Field
- **Pride Events**  
June 6 - 26  
Body, Mind & Spirit (BMS)

