



**SABPP**

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

# HR Innovation 1: SABPP Products & Services

The SA Board for People Practices (SABPP) brings you a new series “HR Innovation: SABPP Products & Services” featuring some practical pointers about HR in action. It is our intention to provide you with practical ideas to stimulate your thinking and to offer you with some useful tips and tools to innovate HR professionalism and practice.

## Tips for HR Managers in Fighting Fraud



Sithembele Stofile, Head: Professional Services at SABPP



In the spirit of International Fraud Awareness Week, SABPP offers the following tips for HR Managers as adapted from the SABPP Ethics Guide:

- The CEO is responsible ultimately for ethics in an organisation – make him or her aware of the ethical issue or what you perceive to be the issue – check it out;
- Inform the Social and Ethics Committee of the company that you are ready to support this committee in driving ethics;
- Institute mechanisms for ethics training in the company;
- Include ethics and values in the organisation’s induction programme;
- Ensure that information about fraud and corruption is communicated in company newsletters and other communication channels;
- Arrange for ethics audits at your organisation to identify the state of ethical practices;
- Ensure that all your HR policies and practices conform to a high standard of ethics;
- Read Chapter 1 of the King III Code and ensure that your organisation meets these requirements;
- Align HR policies to address all possible ethical dilemmas or issues, e.g. gift policies and conflict of interest;
- Register all HR professionals with SABPP to ensure that their HR ethical and professional positions are formally certified;
- Ensure that the SABPP Code of Conduct is visible in your HR meeting rooms and remind one another thereof during discussions and meetings;
- Assist line management to create an ethical organisation culture by emphasising the values of the organisation;
- If fraud is exposed, spread the message widely that action has been taken against those committing fraud;
- In the event of ethical challenges, contact the SABPP Ethics Committee for advice on [ethics@sabpp.co.za](mailto:ethics@sabpp.co.za)

More information about SABPP is available on [www.sabpp.co.za](http://www.sabpp.co.za), and you can follow SABPP on twitter @SABPP1 and its blog is [hrtoday.me](http://hrtoday.me). We thank the SABPP Ethics Committee under the leadership of Pauls Gibbons for driving ethics in HR. Please comment on this article on the blog [hrtoday.me](http://hrtoday.me) or on the SABPP LinkedIn Group Discussion. For more ideas about future HR products and services, please contact us on [sithembele@sabpp.co.za](mailto:sithembele@sabpp.co.za) on +27 (11) 482 8595.