

### CIABOC Strategic Action Plan 2025-2026

Mission – To lead the fight against corruption by implementing effective strategies, enforcing accountability, and fostering a culture of integrity and good governance. Through proactive prevention measures, efficient resource utilization, and expeditious handling of cases prioritizing grand corruption/PEP/High-profile cases, the CIABOC is committed to upholding the rule of law and ensuring a transparent, corruption-free society.

Objectives - This strategic plan aims to:

1. i. Identify time-bound actions along with the availability of budgetary allocations,  
ii. Assign authorities and responsibilities to designated official/s,  
iii. Establish a monitoring system, focused on implementing the provisions of the Anti-Corruption Act, No. 9 of 2023.
2. Align the organizational structure with the Commission's strategic plan.
3. Optimize the use of available resources, including human resources.
4. Expedite the disposal of identified grand corruption/PEP/High Profile Cases including corruption-related Money Laundering.
5. Effective investigation and prosecution of offences under the ACA.
6. Ensure the effective implementation of the Assets and Liabilities Declaration System.
7. Develop and implement prevention strategies that promote good governance and a culture of zero-tolerance for corruption.

S/ N	Actions	Steps Required	Responsible Individual/ Unit	Projected/ Actual Completion Date	Estimated Budget (USD)	Assistance Received/ Required	Comments /Notes
<b>I. Re-structuring of the CIABOC</b>							
<b>01.</b>	<b>Amendment to the ACA</b>	1. Request to the Minister of Justice to amend the ACA.	Commission, DG	Completed	Not required	Not required	Amendments are necessary for the effective implementation of the ACA. Eg. Validity to the DG's
		2. Cabinet approval for the amendment and to appoint a Review Committee.	Cabinet				
		3. Appointment of the Review Committee.	MoJ				
		4. Meetings of the Review Committee.	Review Committee				

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		5. Review Committee proposal for the amendment.	Review Committee				actions, despite appointment defects.
		6. Drafting of the amendment.	LD	30/04/2025			Several steps need to be passed in between these steps.
		7. Cabinet approval for the draft amendment Bill.	Cabinet	31/05/2025			
		8. Legislation by the Parliament	Parliament	30/06/2025			
<b>02.</b>	<b>Institutional restructuring</b>	<b>i. Restructuring plan</b>					
		1. Request for the Minister of Finance's consultation on the remuneration for officials as per the initial draft of the new structure of the CIABOC.	DG	Completed	Not required		
		2. Discussions with the Ministry of Finance	DG				
		3. Submission of the finalized structure including the designations and functions of each official along with remuneration to the Minister of Finance.	Commission, DG, DP				
		4. Minister of Finance's observations	Min. of Finance	14/03/2025			
		5. Cabinet approval (to place before the parliament)	DG, President's Secretariat, Cabinet	30/04/2025			

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		6. Parliamentary approval	Parliament	31/05/2025			
		7. Drafting of SORs (Scheme of Recruitment)	Commission, DG	31/05/2025	Code 2509 (re-structuring)		
		8. Drafting rules on the: a) appointment, promotion, remuneration, disciplinary control, dismissal, conduct, and grant of leave of the officers and employees, and b) procedure in breach of the code of conduct by fixed-term employees.	Commission, DG	30/06/2025	Code 2509 (re-structuring)		
		c) Publish the rules in the Gazette	DG	31/07/2025	Not required	Not required	
		<b>ii. Voluntary Retirement Scheme</b>					
		1. Request the MoJ to draft the VRS scheme.	Commission, DG	Completed	Not required		
		2. Drafting of the VRS scheme	MoJ	30/04/2025			
		3. Cabinet approval	MoJ, Cabinet	31/05/2025			
		4. Implementation of the VRS Scheme	DG		Code 2509 (re-structuring)	Not required	
		5. Absorption of current officers, in terms of S. 163 (2) (h) of the ACA.	DG	15/08/2025	Code 1001, 1002, 1003 (salaries, etc.)		

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		<b>iii. Recruitments to the CIABOC</b>					
		1. Recruitment of current public officials serving in the Commission, in terms of S. 26 (6) of the ACA. (secondment basis)	DG, DA	15/08/2025	Code 1001 (salaries)	Not required	
		2. Advertising for new recruitment (remaining vacancies)	DG, DA	15/08/2025	Code 2509 (re-structuring)		
		3. Recruitment process	DG, DA	01/11/2025	Code 2509 (re-structuring)		
		4. Recruitment of new officials	DG, DA	01/12/2025	Supplementary budget		
		<b>iv. Human Resource Management</b>					
		1. Drafting of Code of Conduct regulation	Commission	31/06/2025	Code 2509 (re-structuring)		
		2. The draft plan includes performance evaluation, compliance management, training, and development.	DG, DA	01/01/2026	Code 2509 (re-structuring)		
<b>03.</b>	<b>Establishment of the CIABOC Fund</b>	1. Opening of the Bank Account	DG, CA	15/08/2025	Not required	Not required	
		2. Drafting of rules, and guidelines for the operationalization of the fund.	Commission, DG, CA	30/06/2025	Code 2509 (re-structuring)		

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		3. Publication of rules in the Gazette	Commission, DG	31/07/2025	Not required			
		4. Implementation and operation of the fund	CA of CIABOC	15/08/2025	Code 2509 (re- structuring)	Not required		
04.	Monitoring and Evaluation	Develop M&E System	Planning Unit		Not required	Not required		
		Consult with affected agencies.						
		Publish indicators						
		Report to Parliament/post on website		31/12/2025			Quarterly thereafter	
<b>II. Strengthening Investigations and Prosecution</b>								
01	Effective and expeditious disposal of investigations and institutions of action.	<b>i. Prioritized disposal of grand corruption/PEP/High Profile investigations and institutions of action</b>						
		1. Setting up a Special Unit of prosecutors and investigators under the DG's direct supervision.	DG	01/03/2025	Not Required	Not Required	---	
		2. Selection of pending grand corruption/PEP/High-profile files.	DG	01/03/2025				
		3. Assigning timelines to complete the investigations and institution of actions, if any.	DG	31/12/2025 and onward			Case progression system to be developed. The backlog before 2025 is	
		4. Institution of actions.	LO/DG/ Commission					

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							to be cleared expeditiously
		5. Capacity building on expeditious disposal of grand corruption cases	DG	Continuous support 2025-2026	Donor supported	JICA assistance (2024-2026) already undertaken	
		<b>ii. Expedite other investigations and institutions of action under the ACA.</b>					
		1. Setting up separate units of prosecutors and investigators for bribery and conflict of Interest/corruption/assets and money laundering offences.	DG	01/03/2025	Not required	Not required	Case progression system to be developed. The backlog is to be cleared expeditiously.
		2. Assigning timelines to complete the investigations and institution of actions, if any.	Additional DG	31/12/2025 & onward			
		3. Institutions of action	LO/Additional DG Commission				
<b>02</b>	<b>Development of a Case tracking and Management system.</b>	1. Concept Note on the e-system	DG	Completed	Donor supported	UNDP undertaken under Japanese Subsidiary Budget (JSB)	
		2. TOR (Terms of Reference)	DG				
		3. Selecting the e-system developer	Donor				
		4. Requirement analysis	System developer				
		5. User interface approval (SRS)	Commission				
		6. System development	System developer	31/03/2025			
		7. Analysis of hardware requirement	Donor	Completed			

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		8. Develop related rules including delegation of responsibility	DG/Commission	31/03/2025			
		9. Staff training on software system operationalization.	System developer	30/04/2025			
		10. Conduct a pilot session	System developer	31/05/2025			
		11. Linking system with the Commission's Web to enhance public access	System developer/web developer	30/06/2025			
		12. Establish the system through integration	System developer	30/06/2025			
		13. System maintenance	System developer	June 2026			
<b>03</b>	<b>Development of Digital Evidence Record room.</b>	1. Identification of software & hardware requirements for digital record management.	DG, +DP, IT Unit	Completed	Donor supported	UNDP undertaken under Japanese Subsidiary Budget (JSB)	
		2. Logistical arrangements	DP/DI	31/05/2025			
		3. Procurement and licensing of software and hardware	Donor	31/05/2025			
		4. SoP on the implementation of the digital record management system	DG/IT Unit	30/06/2025			
		5. Staff training on the new system	DG/Commission	30/06/2025			
<b>04</b>	<b>Decentralization of CIABOC and Jurisdiction</b>	1. Conduct an assessment to ascertain the number of regional offices required to be established, the number of officers to be allocated, and the resources required.	DG	01.05.2025	Not required		

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		2. Formulating and finalizing a 'decentralization plan' indicative of authority and jurisdiction of regional offices, duties, responsibilities, and hierarchy of the officials, required resources to establish regional offices	DG	01.05.2025			
		3. Request the Ministry of Justice to publish regulations on the decentralization of jurisdiction under the Judicature Act	DG/Commission	31/10/2025			
		4. The tabling of the regulations in the Parliament for approval	Minister of Justice	15/01/2026			
		5. Parliamentary approval for the regulations	Parliament	15/02/2026			
		6. Requesting and finalization of necessary budgetary allocations from the Speaker to implement the decentralization plan	Commission, DG, CA, DA, DP	30/08/2025	2026 budget		
		7. Arranging of Logistics / Resources for establishing Regional Officers	Commission, DG, CA, DA, DP	01/03/2026			
		8. Assigning Legal, Investigation & Prevention Officers, and support staff to the respective offices.	DG	01/01/2026			



S/ N	Actions	Steps Required	Responsible Individual/ Unit	Projected/ Actual Completion Date	Estimated Budget (USD)	Assistance Received/ Required	Comments /Notes
		9. Commencement of functioning of the Regional Offices.		01/03/2026			
05.	<b>Regulations, Rules, and SoPs on the implementation of the ACA.</b>	<b>i. Whistleblower Protection, Money Laundering and Deferred Prosecution Agreements (SoP)</b>					
		1. Technical assistance from international (Japan, UK, USA) and domestic experts.	Commission/ DG	Completed	Donor supported.	JICA already has undertaken assistance 2024-2026.	
		2. Initial draft of the SoP	Assigned LOs				
		3. Finalized SoPs.					01/06/2025
		4. Training on implementation of the SoPs.	DG	31/12/2025			
		<b>ii. Conflict of interest, Trading in influence, Corruption in sports, and Bribery in the private sector (SoP)</b>					
		1. Technical assistance from an international expert	Commission, DG	Completed	Donor supported	UND undertaking under Japanese Subsidiary Budget (JSB)	
		2. Local consultant to draft SoPs		Completed			
		3. Drafting of SoPs		Completed			
		4. Training on the implementation of the SoPs.	Commission, DG	31/12/2025			
<b>iii. Regulation (Use of non-intimate samples, disposal)</b>							
Request for the regulations based on the draft	Commission /DG	30/09/2025					

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		Drafting of the regulation	LD	31/10/2025	Code 2509 (re- structuring)		
		Parliamentary approval	Parliament	31/12/2025			
		<b>iv. Rules</b>					
		<ol style="list-style-type: none"> <li>1. Conditions on freezing of finance</li> <li>2. Sale of seized proceeds</li> <li>3. Procedure to use special investigative techniques</li> <li>4. Preserve and protect data information</li> <li>5. Application to High Court on covert monitoring</li> <li>6. Summons by the CIABOC</li> <li>7. Capacity building</li> </ol>	Commission, DG	30/06/2026	2026 budget	Required	<p>Expert technical assistance required</p> <p>Max Plank Foundation has provided research assistance on best practices on covert monitoring.</p>
<b>06.</b>	<b>Implementation of the provisions relating to Conflict of Interest</b>	<ol style="list-style-type: none"> <li>1. Draft regulation on CoI on the manner of declaring CoI. (defining “direct or indirect interest,” “personal interest,” “manner of disclosure”)</li> <li>2. Draft rules on handling and management of CoI</li> <li>3. SoPs on CoI procedure including the definitions</li> </ol>	Commission	<p>28/02/2025</p> <p>30/06/2025</p>	Donor assisted		UNDP undertaken under Japanese Subsidiary Budget (JSB)

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		4. Gazette rules		30/04/2025	Not required		
		5. Gazette regulations	Commission, DG, MoJ	30/04/2025			
		6. Draft training materials	Commission, DG	30/06/2025			
		7. Capacity building to public officials		From June 2025 onwards			
07	<b>The knowledge exchange visit to ICAC, Honk Kong</b>	1. Preliminary Discussion and Finalizing the technical outline of the learning programme	ICAC/CIAB OC/UNDP	14/02/2025	Donor assisted	UNDP undertaken under ADB project	A preliminary Discussion had with ICAC and Finalized the technical outline
		2. Logistical Arrangements for the CIABOC delegation to visit ICAC		15/03/2025			
		3. Report by the participants identifying global best practices on prevention, investigation, and prosecution of bribery and corruption along with possible recommendations applicable for CIABOC.	Participants	20/04/2025	Not required		
		4. Internal knowledge-sharing knowledge sessions within the CIABOC.	Participants	by 20/04/2025			
08.	<b>Complaint Management Unit</b>	1. Complaint management Unit plan including responsibilities and officials.	Commission/ DG	01/10/2025			Strengthening public confidence through an organized
		2. Assignment of the officials.		01/12/2025			
		3. Commencement of the complaint management system.		01/03/2026			

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		4. Capacity building on complaint management.		31/12/2025			complaint management process including prompt actions.
09.	<b>Strengthening of sharing of information and formal (MLA) and informal assistance exchange</b>	1. MoUs with domestic law enforcement and regulatory authorities. (FIU, IRD, Police, Customs, RMV)	Commission, DG	30/06/2026			Already entered into an MoU with FIU
		2. Sharing of information based on MoUs		On going			
		3. Identification of cases requiring MLA.		30/06/2025			
		4. MLA process if required.		Case specific			
		5. Identifying IOs and Los team for MLA and International Assistance requests.		31/06/2025			
		6. Specific training on MLA and International assistance.		From 31/06/2025			
10.	<b>Establishment of the special investigation units</b>	1. Surveillance Unit 2. Intelligence Unit 3. Expert Unit (Forensic auditing, forensic accounting, valuation etc.)	DG	30/06/2026	2026 budget	Not required	
		4. Capacity building		From 30/06/2026			
11.	<b>Capacity building</b>	1. Training manuals for a phased out formal training program for LOs and IOs.	Commission, DG	30/06/2026	2026 budget	Required	Expert technical

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		2. Continuous training		30/06/2026 onwards			assistance is required
12.	<b>Monitoring and Evaluation</b>	1. Develop an M & E system	Planning Unit	31/12/2025			Quarterly thereafter
		2. Consult with affected agencies					
		3. Publish indicators					
		4. Report to Parliament/post on website					
<b>III. Assets and Liabilities Declaration System</b>							
01.	<b>Publication of Declarations of Senior Public Officials</b>	1. Setting up a temporary Unit for the transitional period 2024-2025	Commission	Completed	Not required	Not required	ADDG leads the temporary Unit.
		2. Transitional directives on the submission of ADs. (2024)					Directive on the manual submission to the Heads of Departments /Appointing Authorities
		3. Selection of Senior Officials whose ADs are to be published. (2024)					Senior officials were selected as per the Government's Precedence list.

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		4. Redactions to be identified on the declaration form. (2024)					Redactions were done as per the ACA and IMF observations.
		5. Redaction of information on the form	AD Unit				
		6. Web interface development for public access	AD Unit/Web Management team				
		7. Publication of declarations	AD Unit				
		8. Transitional directives on the submission of ADs. (2025)	Commission	28/03/2025			
		9. Selection of Senior Officials whose ADs are to be published. (2025)	Commission	28/03/2025			
		10. Redactions to be identified on the declaration form. (2025)	Commission	28/03/2025			
		11. Redaction of information on the form	AD Unit	30/06/2025			
		12. Publication of declarations (2025)	AD Unit	01/07/2025			
		13. Directives on the e-submission of ADs. (2026 onwards)	Commission	28/03/2026			
		14. Redactions to be identified on the declaration form. (2026 onwards)	Commission	28/03/2026			
		15. Operation of the e-declaration system	Commission/ DG/AD division	31/03/2026			
<b>02.</b>	<b>Development of the</b>	1. Draft of new AD Form and the regulation in terms of S. 92 of the ACA		Completed	Not required		

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	<b>regulatory and administrative framework</b>	(2025)	AD							
		2. Request to the Minister of Justice to publish in the Gazette	Unit/DG/Commission							
		3. Publication of the Regulation in the Gazette	Minister of Justice	30/03/2025						
		4. Table the Regulation in the Parliament	Minister of Justice	01/06/2025						
		5. Parliamentary approval for the Regulation	Parliament	30/06/2025						
		6. Draft of e-AD Form and the regulation in terms of S. 92 of the ACA (2026 onwards)	AD Unit/DG/Commission	31/10/2025						
		7. Request to the Minister of Justice to publish in the Gazette		31/10/2025						
		8. Publication of the Regulation in the Gazette	Minister of Justice	30/11/2025						
		9. Table the Regulation in the Parliament	Minister of Justice	01/03/2026						
		10. Parliamentary approval for the Regulation	Parliament	31/03/2026						
		11. Establishment of the Assets Declaration Directorate as a separate Unit in the CIABOC	DG/Commission	01/12/2025						
		12. Other Regulations (Manner of maintaining electronic system, selection for verification procedure, High-risk categories)	AD Unit/DG/Commission	31/12/2025						

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		13. Rules on system authorization and facilitation					
03.	<b>Establishment of the e-assets declaration system</b>	1. Concept note on the e-declaration system	Donor under the CIABOC guidance	Completed	Donor supported	UNDP/ ADB	Donor has already undertaken
		2. TOR on the e-system		31/03/2025			
		3. Procurement process		30/06/2025			
		4. Contract award		31/07/2025			
		5. Software development, testing, and implementation		28/03/2026			
		6. Training Material and Capacity building on the e-system		28/03/2026			
04.	<b>Monitoring and Evaluation</b>	1. Develop an M & E system	Planning unit	31/12/2025 Quarterly thereafter			As at September 2024 Total declarants- 4197 Total views – 20,583
		2. Consult with affected agencies					
		3. Publish indicators					
		4. Report to Parliament/post on website					
<b>IV. Prevention of Corruption</b>							
01.	National Anticorruption Plan for 2025-2029	1. Recruit a research team including National & International consultation. 2. Conduct Survey including in person, Focus Group and social media	DG, Commissioners and NAP team			UNDP under Japanese Subsidiary	On the basis of inclusive consultation, with clearly



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		3. Publish advertisement Electronically and print Media and gather Conduct Survey		Completed	Donor supported	Budget (JSB)	defined objectives, responsibilities, management and oversight arrangements, and public reporting requirements	
		4. Conduct Stakeholder National and Regional consultation.						
		5. Conduct working group meetings.						
		6. Appoint & conduct executive committee meetings.						
		7. Develop Basic draft Action plan and conduct validation workshop						
		8. Develop final draft Action Plan and translations.						07/03/2025
		9. Obtain cabinet /Commissioners approval for NAP.						22/03/2025
		10. Print finalized document.						29/03/2025
		11. Launch of the NAP						03/04/2025
		12. Publish and circulate to implement the NAP with all relevant Stakeholders finalized document.						30/04/2025
02.	<b>Establish Internal Affairs Units (IAU) within all public institutions</b>	1. Preliminary Discussion with Presidential Secretariat	DG CIABOC, & team Presidential Secretariat	Completed	Required If unable to secure Budget code 3-2509 to be used		Preliminary Discussions  Due to sudden halt of funds as a USA Government policy, sought	
		2. Draft Circular on Internal Affairs Unit & circulate	Presidential Secretariat					
		3. Circulate the circular among all public institutions	Presidential Secretariat					

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		4. Prepare the guideline for members of the IAU	Commission/ DG	03/04/2025			assistance from UNDP under the JSB ii project.  Proposal underway
		5. Prepare training material	Commission/ DG	31/05/2025			
		6. Train public officials on obligations under IAU	Commission/ DG	31/05/2025 -31/12/2025			
		7. Establish a unit withing the Presidential Secretariat and CIABOC for Monitoring and supervising of the IAU	Commission/ DG/Presiden tial Secretariat	03/04/2025			
		8. Develop a digital tool for Monitoring and supervising of the IAU	Commission/ DG	31/12/2025			
		9. Continuous Monitoring and Feedback Mechanisms	Monitoring Unit	31/12/2025			
03.	<b>Anti-Corruption Initiative Assessment (AIA) within all ministries and selected departments</b>	1. Preliminary online and in person discussions on the South Korean Integrity Assessment System.	CIABOC, UNDP, ACRC, and other stakeholders.	Completed	Donor supported	UNDP Sri Lanka, UNDP Soal Center and Korean Governmen t	Preliminary discussion held. Selected team (KPMG), customized the documents.  UNDP has already committed
	2. Selection of a research team to assist in customizing and conduct the AIA framework for Sri Lanka.						
	3. Customization of the document and other materials of the Korean Integrity Assessment System in line with Sri Lankan Context						

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		4. Conduct Knowledge-sharing sessions with ACRC Korea to finalize the approach.		28/02/2025			for the undertaking.
		5. Finalization of the customized AIA framework draft.	CIABOC	28/02/2025			
		6. First workshop with public sector officials to present and gather feedback on the draft framework.		27/02/2025:			
		7. Conduct five workshops to raise awareness, define indicators, and select criteria for participating organizations.		31/12/2025			
		8. Implementation of the pilot AIA		31/12/2025			
		9. Completion of the AIA Assessment.		31/12/2025			
		10. Public launch and dissemination of the assessment results		31/12/2025			
		11. Final assessment results to the Parliament with CIABOC reports.		31/12/2025			
04.	<b>Monitoring and Evaluation</b>	1. Development of an M & E system	Planning Unit	31/12/2025			Quarterly thereafter
		2. Consult with affected agencies					
		3. Publish indicators					
		4. Report to Parliament/post on website					

## **Abbreviations**

**ACA** – Anti-Corruption Act

**ACRC** – Anti-Corruption and Civil Rights Commission, South Korea

**ADB** – Asian Development Bank

**CA** – Chief Accountant

**CIABOC** – Commission to Investigate Allegations of Bribery or Corruption

**DA** – Director (Administration)

**DDG** – Deputy Director General

**DG** – Director General

**DP** – Director (Planning)

**FIU** – Financial Intelligence Unit

**IO** - Investigation Officer

**IRD** – Inland Revenue Department

**JICA** – Japan International Cooperation Agency

**LO** – Legal Officer

**LD** – Legal Draftsman

**MoJ** – Ministry of Justice

**MoU** – Memorandum of Understanding

**NAP** – National Action Plan

**PEP** – Politically exposed persons

**UNDP** – United Nations Development Fund

**USAID** – United States Agency for International Development

**VRS** - Voluntary Retirement Scheme

**SoP** – Standard Operating Procedure