

Creating a culture of integrity

Maytou Senesie is a Human Resources Consultant for Seli Hydropower which is developing the **Bumbuna Hydro II project** in Sierra Leone. She attended InfraCo Africa's Business Integrity training.

Maytou has nineteen years of HR experience gained working for international non-governmental organisations. Having started work for Seli Hydropower two years ago, Maytou relishes the challenge of working in the private sector, "I manage the HR function: setting up systems and managing recruitment, inductions, staff training, appraisals and any grievances or disciplinary procedures." She particularly enjoys ensuring compliance with policies and Health and Safety and is keen to develop the company's policies and procedures – and those of the wider stakeholder group - to international standards.

On the project, she says: "Bumbuna Hydro II will provide jobs and encourage other companies to come to Sierra Leone. I was recently invited to contribute to a session at the Ministry of Labour, sitting on a committee to discuss six new employment related bills being tabled for Parliament. My work is helping my country."

InfraCo Africa's Business Integrity team recently delivered Anti-bribery and Corruption training for the Seli team, Maytou says, "I was surprised to learn that Seli could be held liable (for corruption) both in Sierra Leone and the UK. I also learnt about the extent of an individual's liability for corruption should they turn a blind eye or fail to raise a concern if a manager asks a staff member to do something illicit."

Following the training, Maytou plans to integrate reminders around Business Integrity and compliance with specific policies into her weekly Human Resources sessions with Seli personnel.

Reflecting on the training, Maytou's parting thought was, "Compliance is more than financial. It also covers ethics, morals and integrity."

