

**SAIPA**<sup>TM</sup>  
YOUR WEALTH

# IN THE KNOW

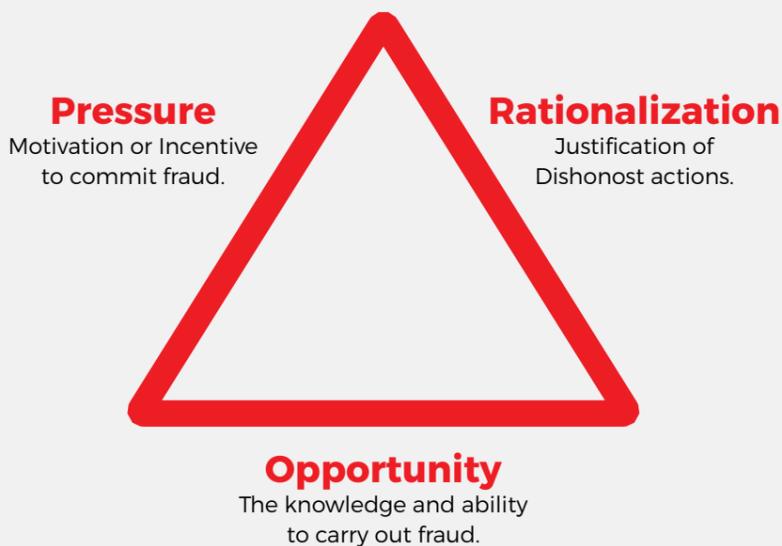
**FRAUD ALERT**

CONFIRM

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## WHY EMPLOYEES COMMIT FRAUD

### The Fraud Triangle



A case study involving 12 000 employee's in the workforce done by Hollinger and Clark found that **nearly 90%** of those 12 000 **employee's were involved in "workplace dishonesty"** which included workplace slowdowns, sick time abuses and theft.

On top of that, one third of employees admitted to stealing money or merchandise from their workplace.

Researchers found that the more dissatisfied the employee, the more likely they would be involved in workplace dishonesty. This type of behaviour is called "**wages in kind**". An individual has a sense of his/ her self-worth. If they do not believe that are being fairly treated, they may try to balance the scales by taking what they believe is rightfully owing to them.

The second theory is related to **financial pressures**. A criminologist interviewed 200 fraudsters and found that the great majority committed fraud to meet their financial obligations. The other two factors that were present was that potential fraudsters see an opportunity to commit the crime and work out a plan to hide the crime. They also rationalise with themselves that what they are doing is not a criminal activity.

**SAIPA** has taken a stand against this type of fraud, theft and dishonesty within the workplace by making use of an outsourced, independently managed ethics and fraud hotline called Tip-offs Anonymous. You the employee can report any unethical behaviour and remain totally anonymous.

### Do the right thing! Report It!

Tip-offs contact details:

FreeCall: 0800 077 078  
E-mail: [saipa@tip-offs.com](mailto:saipa@tip-offs.com)  
Freepost: KZN 138, Umhlanga Rocks, 4320

Freefax: 0800 00 77 88  
Website: [www.tip-offs.com](http://www.tip-offs.com)

**Deloitte.**



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