



## Thaksin University Announcement

Subject: Intent on Administration with Honesty and Integrity

Fiscal year B.E. 2568

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In order to ensure that the Intent on Administration with Honesty and Integrity of Thaksin University focuses on ethics, transparency, and honesty for work to support all sectors of Thaksin University with integrity and transparency in compliance with the government's policies on corruption prevention and anti-corruption.

By virtue of Article 31 of Thaksin University Act B.E. 2551, the President announced the Intent on Administration with Honesty and Integrity of Thaksin University as follows:

**1. Transparency** All sectors perform their duties following the university's mission with transparency, having a good governance system in ensuring fairness and morality, as detailed as follows:

1.1 Disclose information about the university operation clearly and correctly, including opening the information to the public for staff, students, outside people, and stakeholders to reach the information at their earliest convenience.

1.2 The university operation of procurements and supplies administration will be transparent and can be verified at every step of the Procurements and Supplies Administration Act, B.E. 2560.

1.3 Provide stakeholders an opportunity to partake in the university operation, express their opinions, planning, and monitoring the operations of the university.

1.4 Provide the public with a clear management system, accepting their compliance with the university staff's uncleaness and corruption.

**2. Accountability** University staff shall be responsible for performing their duties to their full capacity in order to achieve the goals detailed as follows:

2.1 University administrators and staff at all levels perform their duties efficiently and are willing to achieve the objectives.

2.2 Thaksin University staff shall perform their duties following the related laws, university rules, and regulations and be responsible for their performance.

2.3 Thaksin University accepts responsibility for its wrongdoing and maintains a disciplinary policy of the university.

/3. Corruption...

**3. Corruption-Free** University staff at all levels shall perform their duties with fairness and transparency, in compliance with standard process, with no discrimination at work, and be able to achieve the objectives of the university in a corruption-free manner, as follows:

3.1 University staff at all levels will observe their ethics and discipline, for example, when receiving cash, gifts, or any benefits from stakeholders, neglecting the performance of duties, or using their own position of authority to benefit themselves and others.

3.2 University administrators will observe their ethics to prevent the policy corruption between administrators or stakeholders in the private sectors to benefit for any agreements of the university in order to exchange any approval of university policies.

**4. Integrity Culture** University staff perform their duties based on integrity and ethics regulations, and having a system to prevent corruption efficiently detailed as follows:

4.1 There are implantation, teaching, and transformation of the university staff for having good behavior and attitude at work to become a good practice in the organization culture. It is socialization that leads to social sanction, and finally, intolerance and creates shame on corruption.

4.2 Implantation and create ideas- thinking for university staff to have a determination between private interests and public benefits to prevent the root causes of corruption.

4.3 Having a prevention and anti-corruption plan within the university.

4.4 Establish a strong and effective internal counterbalance verification process and that can raise people awareness of the results of corruption.

**5. Work Integrity** The university has good management in accordance with ethics and transparency, with a focus on public benefits. Personal Management system adhere to human resources development such as selection, development, and retention. Budget execution adheres to values, for example, the department is aware of fairness in work assignment, considering staff's knowledge, ability, and standard working procedures as follows:

5.1 The university attaches importance to providing work manual or clearly standard working procedure.

5.2 Establish monitoring system for standard working procedures to ensure equality in the workplace.

5.3 Having ethics in the human resources management of the university and departments, in terms of recruitment, position appointment, performance appraisal, and salary increment, including motivation process, career path and staff development.

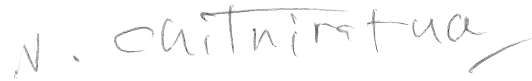
5.4 Having ethics in management, handle budgets with transparency and integrity in accordance with the university's mission.

5.5 Management of task assignment within the scope of the assignee's legal authority with fairness and equality too, including a monitoring system for the assigned task.

5.6 Create an adequate enabling environment in which the staff can work efficiently and effectively.

**6. Internal Communications within Organization** The university has a process to disseminate the administrator's policy to the university staff in order to achieve the university's goal. It causes university development and good relationship between university staff and administrators.

Announced on 10 October B.E. 2567.



(Associate Professor Dr. Nathapong Chitniratna)

President of Thaksin University