



## **THAKSIN UNIVERSITY ANNOUNCEMENT**

**on**

### **Integrity in Administration of Thaksin University**

Whereas it is expedient for Thaksin University to formulate a policy and define the management standards with an emphasis on the moral etiquette, transparency and integrity in performing official duties, and to promote and encourage work units of the university to operate in an ethical and transparent manner as stipulated in the National Strategy on Corruption Prevention and Suppression,

By virtue of Section 31 of the Thaksin University Act B.E. 2551 (2008), the President has hereby issued an announcement in order for the personnel involved in the work of the University to carry out the administration of Thaksin University in good faith as in the following:

**1. Transparency** means the performance of a university mission in a transparent manner with good practices, fairness and moral etiquette in the performance of duties as follows:

1.1 Information of the department or agency shall be provided and disclosed in a clear, accurate and complete manner, including allowing the university employees, students, general public or stakeholders to have convenient and fast access to the information of the divisions or sections of the university.

1.2 Procurement procedures shall be carried out with transparency in all stages as required by the laws, rules and regulations of the university.

1.3 Opportunity is given to university students, general public and stakeholders to take part in the various operational stages of the university, ranging from expressing opinions, planning, implementing and following-up the operation of the university.

1.4 Executing and filing of complaints of university employees pertaining to non-transparent or corrupt practices in their duties.

**2. Accountability** refers to the performance of responsible university employees in accordance with the university missions, taking into account the work achievement and readiness in performing duties with work achievement expectation.

2.1 University administrators, management and personnel of the divisions or sections shall have the conduct and attitude that demonstrate their willingness to perform the duty with full capability.

2.2 University employees shall perform all required work procedures in accordance with the law, rules and regulations of the university fully and strictly and have the courage to take accountability for their performance.

2.3 In formulating the directions and policies of the university administrators, division and section chiefs shall demonstrate their willingness to perform the work with integrity and are ready to be accountable for any mistake and to give assurance to the society that the university is going forward with transparency, merit and good governance system.

**3. Corruption-Free** means the behavior of a university employee conducted in a fair and transparent manner, following the standard process, not providing a favor in exchange for special offers or having a motivation to acquire personal benefit from any group and close associate. Unless and until university employees adopt the common behavior and perform the work in accordance with the standard processes or services with justice, the university will be free from corruption in its operation by observing the following:

3.1 Monitoring and preventing university employees from such behaviors as demanding money, items or benefits from stakeholders in exchange for performing or abstaining from performing their duties, or the use their position unfairly for the benefit of oneself, of close associates or others.

3.2 Monitoring and preventing the performance of duties of the administrators from committing acts of fraud in the policy corruption caused by the relationship between the university administrators, division or section chiefs and the stakeholders who are private business units to benefit in securing the contracts, projects, or concessions from the university, divisions or sections of the university in exchange for any policy formation or approval by the administrators.

**4. Integrity Culture** means the university performs its mission in line with ethical principles stipulated in the Code of Ethics and Professional Etiquette and it has the anti-corruption system in place as the following:

4.1 A university employee shall cultivate, train or encourage good behavior and positive attitude to work among each other until it becomes a common practice or organizational culture and socialization in not accepting corruption practices, resisting corruption and intolerance to corruption, thus bringing about social sanctions that will cause shame or fear of committing fraud.

4.2 A university employee shall cultivate and create a culture of thought to enable them to distinguish between personal interest and common interest. Such a practice constitutes a deterrent to corruption at the very seed of the problem.

4.3 The university shall create and define a plan for the prevention and suppression of corruption in the university.

4.4 The university shall create a robust and effective internal check-balance process to raise awareness among university employees about the adverse effects of fraud until such practices become a culture of effective anti-corruption process.

**5. Work Integrity** refers to the fact that the university shall put the good management system in place, uphold the merit system and transparency in the work performance focusing on the common benefits. The university shall also adopt the personnel management system based on the principles of human resources development, covering the recruitment, development and retention of human resources. The university shall execute the budget based on the principle of value for money, whereby the budget allotted to work divisions or sections is aimed at bringing maximum benefits to the university in line with the objectives of budget allocation and fairness in work assignment taking into account of knowledge, ability and performance standards as the following:

5.1 Focusing on work performance by following a clear work manual or performance standards.

5.2 Rigorously following the work manual or performance standards and the work shall be done in a fair and impartial manner.

5.3 Having moral etiquettes in the human resources management of the university, its divisions or sections, covering such areas as recruitment, appointment, performance evaluation and salary rise, process of creating motivation and job advancement as well as in personnel development.

5.4 Having moral etiquettes in the execution of budget in a transparent manner, taking into account on the matters required for the accomplishment of the university's missions.

5.5 Having the moral etiquettes in directing or assigning tasks to subordinates, taking into account the scope of authority, laws, rules or regulations of the university, fairness to the persons with assignment; communicating with them and keeping track of assigned tasks, including being responsible for the outcomes of the assignment.

5.6 Emphasizing the environment inducing and promoting the work performance of the university employees.

Announcement issued on February 24th, 2017.

Signed        Wichai Chumni  
(Associate Professor Dr. Wichai Chumni)  
President of Thaksin University