

ANNOUNCEMENT

Ethics and Transparency Policy of Rambhai Barni Rajabhat University's Administration

According to Thailand's Constitution AD 2014, Official Information Act AD 1997, Royal Decree of Good Governance Administration AD 2003, including the government's policy in the third-phase of strategies (AD2017-2020) which fosters good governance and the protection against corruption among governmental organizations, government officials for more reliability of the government towards the citizen;

Rambhai Barni Rajabhat University, therefore, established this Ethics and Transparency Policy as values and manuscripts of practice among the university's personnel who are generally required to obey the university's laws and regulations.

Hereinafter, there are six principles of established Ethics and Transparency Policy: *transparency, responsibility, corruption free, organizational morals and culture, university sectors' ethics, and intra-organizational communication.*

1) Transparency

The public and the stakeholders are conveniently able to access Rambhai Barni Rajabhat University's information via a variety of channels. The information is explicit and allowable to be verified by the public and the stakeholders under a systematic administration of information management.

Implementation

1. Make information regarding of purchases available to the public.
2. Verify purchasing-related conflicts of interest for preventing loss within the bureaucratic system.
3. Update explicit, clear, and well-rounded information of Rambhai Barni Rajabhat University's administration.
4. Allow the public and the stakeholders to attend Rambhai Barni Rajabhat University's operational processes.
5. Allow the public and the stakeholders to recommend, verify, and follow up Rambhai Barni Rajabhat University's operational processes.
6. Allow the public and the stakeholders to complain and make suggestion about the operational processes via a variety of channels (e.g. a direct call, a university website, a suggestion box). After a complaint is received, the university committee will be required follow up the complaint.
7. Implement the university's internal audit system according to the internal audit's action plans and publish the university's reports of performance and self-evaluation to the public.

2) Responsibility

All levels of administrative personnel are fully responsible for their performance and duty to achieve organizational objectives.

Implementation

1. All levels of administrative personnel are responsible for any university's affairs which might have an impact on society.
2. All personnel are willing to work with a mindset of focusing on achievement, welcoming public suggestions and comments, and improving themselves for their better operational performance.
3. The university has the right to enforce measures adopted for personnel's responsibility in case there are any personnel who lack responsibility.

3) Corruption Free

The university fosters personnel to obey ethics, laws, and regulations of government officials, government officers, university employees in both academic and administrative levels.

Implementation

1. Both governors and subordinates are required to obey the university's Career Ethics AD 2011. Personnel have to follow the university's disciplines. The governors shall promote the subordinates (government officials, government officers, university employees in both academic and administrative levels) to adopt career ethics and prevent the subordinates from violating the university's disciplines.
2. Establish a policy to prevent personnel from receiving bribery and employing power to exploit the stakeholders.
3. Enforce the University Regulations AD 2009 when there is any person who violates the university's laws and regulations.
4. Regarding the elimination of corruption in policy levels, the university has a variety of committees who consider the elimination processes (e.g. human resource committee, planning and policy committee, fiscal committee, and academic committee).

4) Organizational Culture and Morals

Rambhai Barni Rajabhat University's culture and morals are based on the principles of ethics and good governance. The culture and morals include self-integrity and solidarity to prevent and eliminate corruption. The university has action plans to prevent corruption and misbehaviors among the personnel.

Implementation

1. The university executive is the leader who manifests the principles of administrative integrity and puts the policy to prevent and eliminate corruption into practice.
2. The university shall designate the committee as a deputy to prevent and eliminate corruption. The committee's duties includes developing, proceeding, and administering laws and regulations in order to prevent conflicts of interest, corruption, and misbehaviors among the university's personnel.

5) Ethics within Sectors

University sectors have administrative systems with ethics and good governance.

Implementation

1. The university has personnel manuals, key performance indicators, and operational processes. The operational processes are generally conducted according to the indicators and the manuals in order to reduce levels of discretion among the personnel concerned. The university shall enhance operational processes under the principles of equality, fairness, and good governance.
2. All levels of university's administrators have a check-and-balance system to prevent personnel's absence of duty and standardize personnel's working performance.
3. The university officially orders the administrators to handle human resources, fiscal budgets, and work distribution with equality, fairness, and good governance.
4. The university has the policy of Green Office AD 2015 - 2016, which efficiently and effectively promotes salubrious working environments for the personnel.

6) Intra-Organizational Communication

The university periodically publishes and updates works and affairs via a variety of channels with explicit, reliable, and well-rounded information.

Implementation

1. Allow the public and the stakeholders to access and engage in university-related information according to Official Information Act AD 1997.
2. Broadcast and publish the principles of administrative integrity via five channels, which include online media, websites, print media, radio, and television.

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