



## Announcement of Rajamangala University of Technology Kungthep

### On Merit System and Transparency in Performing the Task

To comply with the Constitution of the Kingdom of Thailand, Royal Decree Official Information of 1997, Royal Decree concerning with the Principles and Procedures for the Good Governance Administration BE.2546 in conforming with Topic 10 of government policy that states about Good Governance coordinated with prevention and stop corruption in public sector. Regarding gaining trust from citizens, government mentions about strengthen ethics and morality in government officials together with enhancing transparency in Public Department be implemented.

The criteria and procedures to follow including the use of organizational shared value together with other rules and regulations, UTK issues Merit System and Transparency in implementation.

**Merit System and Transparency Policy implementation are as follows:**

1. **Transparency:** Public and client could reach UTK's information conveniently. UTK must provide open, direct, and assessable information. This grants the chance for clients and stakeholders to participate in university's implementation including management of any complaints, systematically.

#### Implementation Guidelines:

- (1) Purchasing Information should be accessible and open to the public.
- (2) Inspect conflict of interest concerning purchasing for government benefit.

- (3) Arrange Complaint Management System including a receiving channel to accept complaints. Receive all the opinions and suggestions for implementation development.
  - (4) Provide the opportunity for institution stakeholders to participate in UTK's main task.
  - (5) Provide the opportunity for public and stakeholders to express their opinions including monitoring the UTK implementation.
  - (6) Develop fair and transparent recruitment, selection, post-filling appointment and dismissal.
  - (7) Management or commissioner participates in transparency and corruption free activities coordinate with management and implement rules and regulations according to the criteria and methods based on available and assessable evidence and documents.
2. Accountability: UTK's management and personnel perform their duties attentively with full capability, willing to take responsibility for their own performance to reach organizational objective.

**Implementation guidelines:**

- (1) Personnel shall perform their duties willingly with competency to reach the job objective coordinate with good will for any criticism from public or stakeholders for job development.
- (2) Management and personnel in all levels must be courageous to take responsibility for any unsatisfactory social impact generated from performance.
- (3) UTK must be ready to take responsibility for any failures coordinate with set of measures for irresponsible personnel whose actions bring loss to agency.

3. **Corruption-free in Workplace.** Encourage personnel to strictly perform their duties according to rules, regulations and code of conduct of UTK.

Implementation guidelines:

- (1) Implement disciplinary actions to sanction misconduct.
- (2) Management and personnel shall maintain their own morality and principle.  
Enhance ethics and principle among subordinates in coordinate with prevention from disciplinary offence.

4. **Integrity Culture.** UTK works with integrity as implemented in Ethics and Good Governance starting from maintaining self-integrity and anti-corruption.  
Implementation follows guidelines for anti-corruption and misconduct protection.

Implementation guidelines:

- (1) Building personnel guidance about values, morality, integrity and moral consciousness including anti-corruption and misconduct in coordinate with organizational culture based on good governance, individual doctrine and sufficiency economy.
  - (2) Establish praising and encouraging good personnel and role model personnel programme.
5. **Work Integrity.** Implement standard work practice according to good governance with morality.

Implementation guidelines:

- (1) Management at all levels develop environment that helps in facilitating work efficiency and effectiveness.
- (2) Management at all levels pay attention to integrity of personnel, budget execution and fairness in work assignment.
- (3) Establish clear definition of procedures, manual or implementation standards.  
Implement by following a manual or standard performance in order to reduce discretion of authorities and emphasize equity and fairness in workplace according to good governance.

(4) Building assessment system to avoid any negligence of duties coordinated with close monitoring by management at all levels.

6. **Internal Communication.** Update and clearly publicize roles, responsibilities including performance of UTK personnel through all channels accurately and completely.

Implementation guidelines:

- (1) Pay close attention to publicize both UTK performances and information thoroughly through many channels for citizens and stakeholders to be able to reach information update with accuracy and completeness.
- (2) Building UTK Public Relations and Information Center.

I hereby, declared, January 30, 2018.



(Mr.Sukit Nitinai)

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