



## Announcement of Nong Ya Plong Provincial Police Station

Subject: Anti-Bribery Policy

Fiscal Year 2025

According to Section 128, Paragraph One of the Organic Act on Anti-Corruption B.E. 2561 (2018), it is strictly prohibited for any state official to accept money, assets, or any other benefits that can be calculated in monetary terms from any person, except for those which they are legally entitled to receive under laws, regulations, or rules issued under the authority of such laws. An exception is made only for the acceptance of assets or benefits in accordance with social etiquette and within the criteria and limits set by the National Anti-Corruption Commission (NACC). Furthermore, under the **Code of Ethics for Police Officers B.E. 2564 (2021)**, Clause 2(2) emphasizes honesty and integrity in performing duties in compliance with the law and the standards of the Royal Thai Police, with transparency and without any indication of seeking undue benefits. Officers must be accountable, uphold human rights, be open to scrutiny, act responsibly, and remain socially conscious. Clause 2(4) also underlines the importance of prioritizing public interest over personal gain, fostering a sense of public service, cooperation, and sacrifice for the greater good, thereby promoting collective well-being and social harmony. In addition, under the **Revised National Reform Plan on the Prevention and Suppression of Corruption and Misconduct**, a key reform activity—**Activity 4: Developing a Transparent and Interest-Free Thai Bureaucratic System**—sets forth the following target: **Target 1, Item 1.1:** All government agencies must declare themselves as organizations in which all state officials **do not accept any gifts or gratuities** in the course of performing their official duties (**No Gift Policy**).

Therefore, in order to prevent conflicts between personal interests and the public interest (Conflict of Interest), and to prohibit bribery, acceptance of gifts, gratuities, or any other benefits that may influence the performance of official duties, the following guidelines are established under the **Anti-Bribery Policy** and the **No Gift Policy**, which prohibit the

acceptance of gifts, gratuities, or any other benefits in the performance of official duties. The details are as follows:

### **Objectives**

1. To prevent or reduce the likelihood of bribery and various forms of conflicts of interest among police officers under the jurisdiction of Nong Ya Plong Provincial Police Station.
2. To promote awareness and encourage police officers under the jurisdiction of Nong Ya Plong Provincial Police Station to reject all forms of gifts and gratuities received in the course of performing their duties.
3. To foster an organizational culture of integrity and transparency, thereby strengthening and sustaining a virtuous and ethical public service system.
4. To establish measures, guidelines, and mechanisms for preventing the giving or receiving of bribes or any other undue benefits.
5. To set clear guidelines regarding the acceptance of hospitality or gifts by executives and police officers under the jurisdiction of Nong Ya Plong Provincial Police Station in accordance with relevant laws and regulations.
6. To support and enhance the implementation of the National Strategy and Master Plans, particularly the National Reform Plan on the Prevention and Suppression of Corruption and Misconduct, and to serve as part of the framework for evaluating the integrity and transparency of public sector agencies (Integrity and Transparency Assessment: ITA).

### **Scope of Application**

This policy applies to police officers under the jurisdiction of Nong Ya Plong Provincial Police Station.

### **Definitions**

- "Bribery" refers to assets or other benefits given to a person in order to induce that person to act or refrain from acting in a particular manner in their official position, whether or not such action is legal, as desired by the person offering the bribe. This includes the acceptance of gifts, gratuities (Gift), facilitation fees, tokens of goodwill,

donations, sponsorship, and similar benefits. When an offer, giving, or receipt can be reasonably considered as a bribe, it constitutes bribery. This also includes the giving or receiving of such items after the fact. (The acceptance of gifts in the course of duty is distinct from the acceptance of gifts as per social etiquette, which refers to the acceptance of assets or other benefits that can be monetarily valued, offered during occasions such as festivals or significant days. Therefore, the acceptance of gifts or gratuities during the course of duty may be considered as bribery.)

- "Performance of Duties" refers to actions or duties performed by a state official in a position appointed or assigned to perform a particular duty, or to act in lieu of an official in the discharge of any duty. This includes both general and specific duties assigned to a police officer, as specified by the law that grants authority and responsibilities to the police.
- "Superior Officer" refers to an individual who has the authority and responsibility to direct, supervise, monitor, and inspect the police officers under their command.
- "Subordinate Officer" refers to police officers under the jurisdiction of Nong Ya Plong Provincial Police Station, excluding the superior officers.

### **Measures for Handling Violations of the Policy / Disciplinary Measures**

1. **Failure to comply with this policy** may result in disciplinary action, criminal prosecution, or other relevant legal actions, including actions against the direct superior officer who ignores the violation or is aware of the violation but fails to take corrective measures. This may lead to disciplinary penalties, including dismissal from service.
2. **Lack of awareness** of this policy and/or relevant laws cannot be used as an excuse for non-compliance.
3. **Supervisors** under the Police Department Order No. 1212/2537, dated October 1, 1994, are responsible for overseeing and ensuring that subordinates under their command strictly adhere to and comply with this policy.

## Monitoring and Inspection Measures

1. **The Superintendent of Nong Ya Plong Provincial Police Station** will declare the intention to manage the agency with honesty, integrity, transparency, and in accordance with good governance principles, and will publicize this declaration to all police officers under the jurisdiction as well as relevant external stakeholders.
2. **Supervisors** under Police Department Order No. 1212/2537, dated October 1, 1994, are responsible for overseeing, monitoring, and inspecting police officers under their command to ensure compliance with this policy. In cases where violations of this policy are found, the matter must be promptly reported to the Superintendent of Nong Ya Plong Provincial Police Station.
3. **Nong Ya Plong Provincial Police Station** will conduct regular reviews and updates of the implementation procedures as appropriate, or in response to significant changes in relevant factors.
4. The **administrative division** of Nong Ya Plong Provincial Police Station is responsible for compiling statistics on bribery cases, along with any related issues or obstacles, and must report these findings to the Superintendent of Nong Ya Plong Provincial Police Station on a quarterly basis.

## Channels for Complaints and Tip-offs

1. Nong Ya Plong Provincial Police Station
2. By postal mail: Nong Ya Plong Provincial Police Station, 42130
3. By phone: 042-077-631
4. By fax: 042-077-700
5. By email: nongyaplong.loeipolice104@gmail.com
6. Website: Nong Ya Plong Provincial Police Station  
<https://nongyaplong.loei.police.go.th/>

## Measures for Protecting Complainants, Whistleblowers, Witnesses, and Confidentiality

1. **Consideration of complaints** shall be conducted in accordance with the confidentiality and protection regulations set forth by the Official Secrets Act of 2001. When forwarding a case to the relevant authority, the identity of the informant and complainant shall be protected. For example, if the complaint involves an accusation against a civil servant, it will be treated as an official secret. If the complaint is anonymous, it will only be considered if there is sufficient evidence, clear circumstances, and identified witnesses. When reporting a tip-off about influential individuals, the complainant's identity and address must be concealed. If the complainant's identity and address are not concealed, the relevant authorities must be informed, and protective measures must be implemented for the complainant, as follows: "The superior officer must use their discretion to take appropriate action to protect the complainant, witnesses, and those providing information during the investigation to prevent any harm or injustice arising from the complaint, testimony, or information provided." If the name of the accused is specified, both the complainant and the accused must be protected, as the matter has not yet gone through the fact-checking process, and there is a potential for false accusations that could cause harm. In cases where the complainant requests confidentiality or does not wish their name to be disclosed, the authorities must ensure the complainant's identity is not revealed to the accused, as the complainant could face harm as a result of their complaint.
2. When a complaint is made, the complainant and witnesses shall not face any adverse actions that may impact their duties or livelihood. If necessary, actions such as relocating the workplace to prevent contact between the complainant, witnesses, and the accused must be carried out, but only with the consent of the complainant and witnesses.

3. Requests from the victim, complainant, or witnesses, such as requests for workplace relocation or measures to prevent or resolve issues, should be considered by the appropriate responsible persons or authorities in a reasonable manner.
4. Protection must be provided to prevent complainants from being harassed or retaliated against.

Announcement dated March 1, 2025

Police Colonel



( Treekrit Chongvilai )

Superintendent of Nong Ya Plong Provincial Police Station, Loei Province