

Ethics Promotion in the Civil Service

Office of the Civil Service Commission

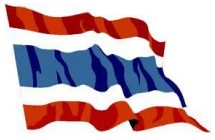
Thailand

27th May 2011



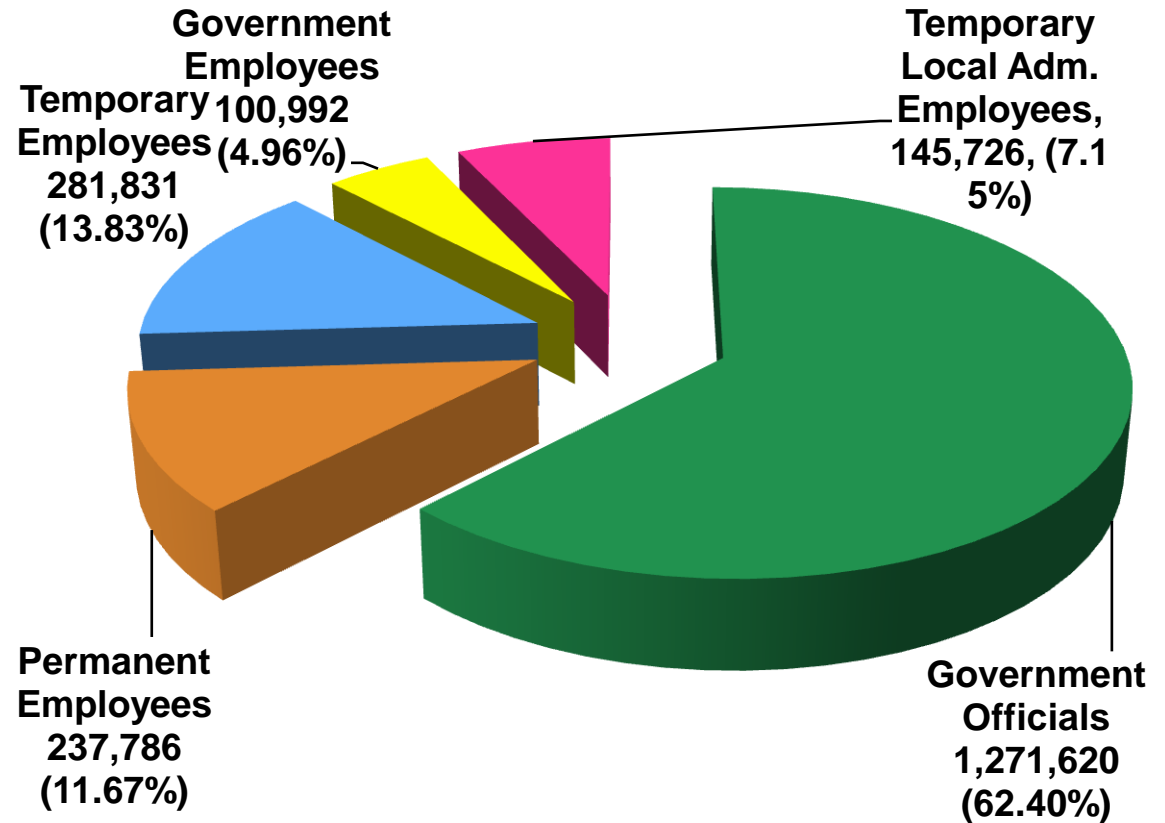
Agenda

- **Overview : Thai Civil Service**
- **Agencies Responsible for Promoting Ethics, Preventing and Suppressing Corruption**
- **OCSC Roles & Responsibilities**
- **Mechanisms to Enforce the Code of Ethics (CoE)**



Thai Civil Service

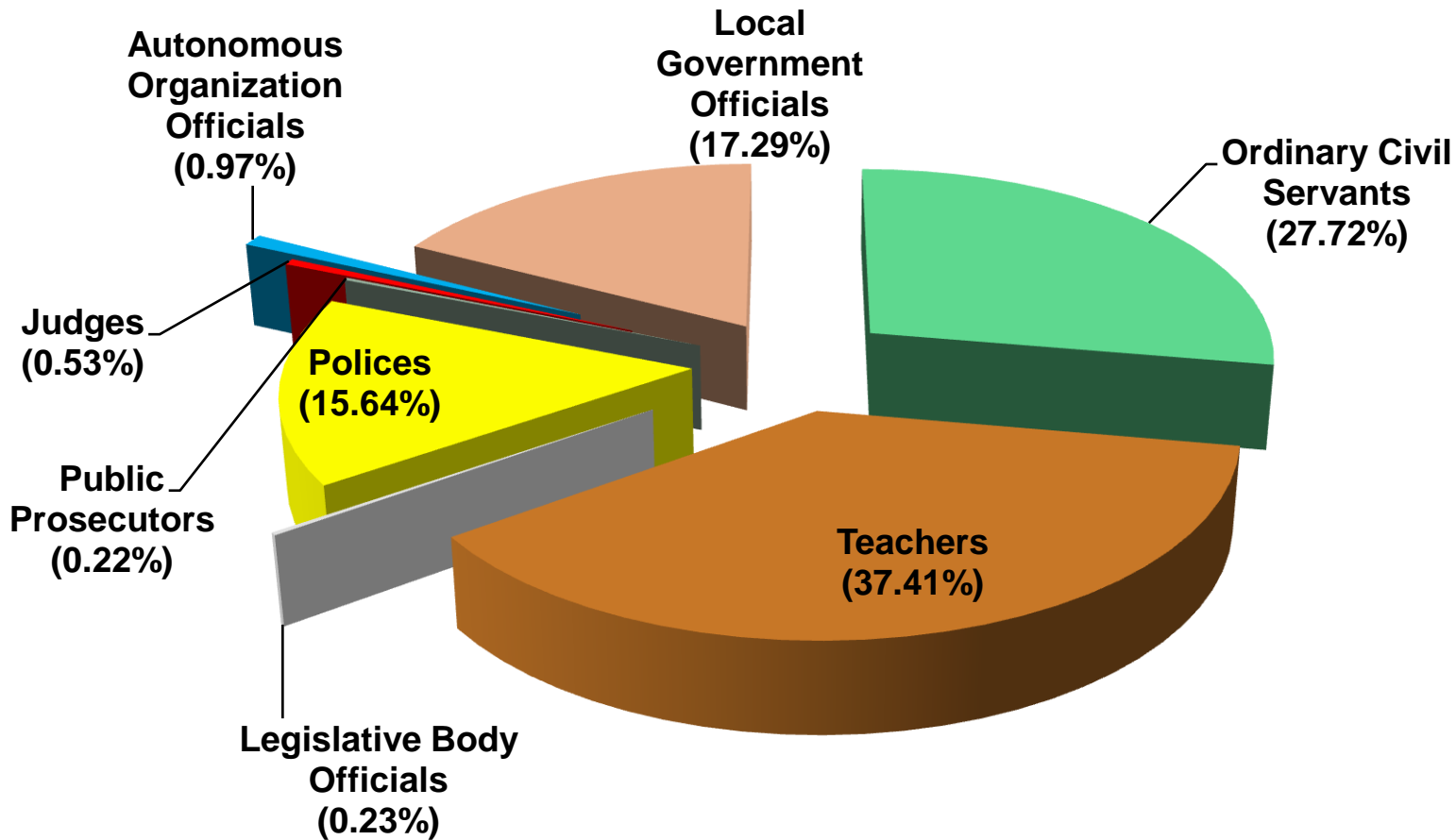
- ❖ **20 Ministries**
 - 138 Departments
 - 77 Provinces
- ❖ **7,853 Local Administrative Organizations**

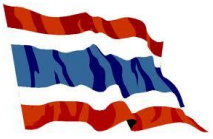


Total No. 2,037,955

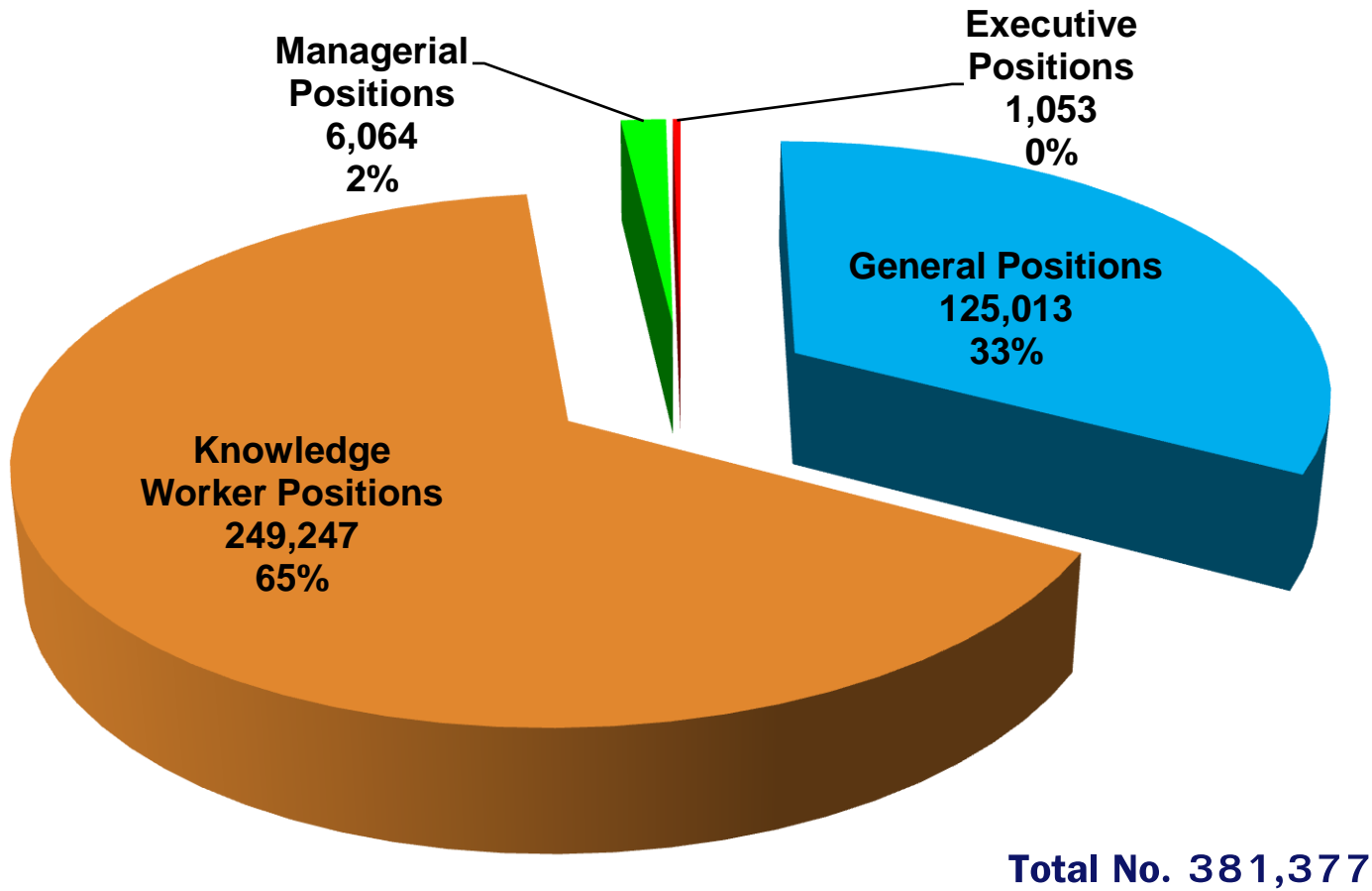


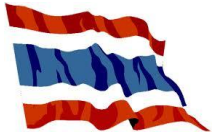
Government Officials





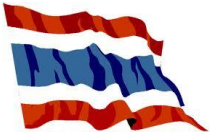
Ordinary Civil Servants





Responsible Authorities

- **Office of the Ombudsman Thailand**
- **Office of the National Anti-Corruption Committee (NACC)**
- **Office of Public Sector Anti-Corruption Committee (PACC)**
- **Central Organization for Human Resource Management,
Ministries, Departments, Provinces and local Administrations**



Office of the Ombudsman Thailand

Targets

- **State officials**
- **Government officials**

Authorities and Responsibilities:

- **Provide advice and support to formulate and implement code of ethics**
- **Promote ethical awareness**
- **Observe the ethics of persons holding political positions**
- **Report (to congress, cabinet or local council) on violations of the code of ethics of persons holding political positions**



Office of the National Anti-Corruption Committee (NACC)

- **State officials holding a political position**
- **Head of a Government agency at the level of a Department, Sub-Ministry or Ministry in respect of ordinary Government officials**
- **Commander of a National Force or Commander-in-chief in respect of military officials, Commander of the National Royal Thai Police Force,**
- **Permanent-Secretary of the Bangkok Metropolitan Administration,**
- **Member of the Board the top executive of a State enterprise**
- **Head of an independent agency under the Constitution which enjoys the status of a juristic person**



Office of Public Sector Anti-Corruption Committee (PACC)

- **Other Government officials**

Preventing

**Inspection of assets and
liabilities**

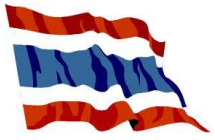
Suppressing



OCSC

Office of the Civil Service Commission

<http://www.ocsc.go.th>



OCSC Missions



1

Develop and establish a public human resource management system to serve as the driving force for effective public sector workforce

2

Build and develop competence of civil service officials to enhance their performance and service quality

3

Ensure the implementation of the merit system in civil service, and instill the working value of honesty and transparency aiming for the benefit of the nation



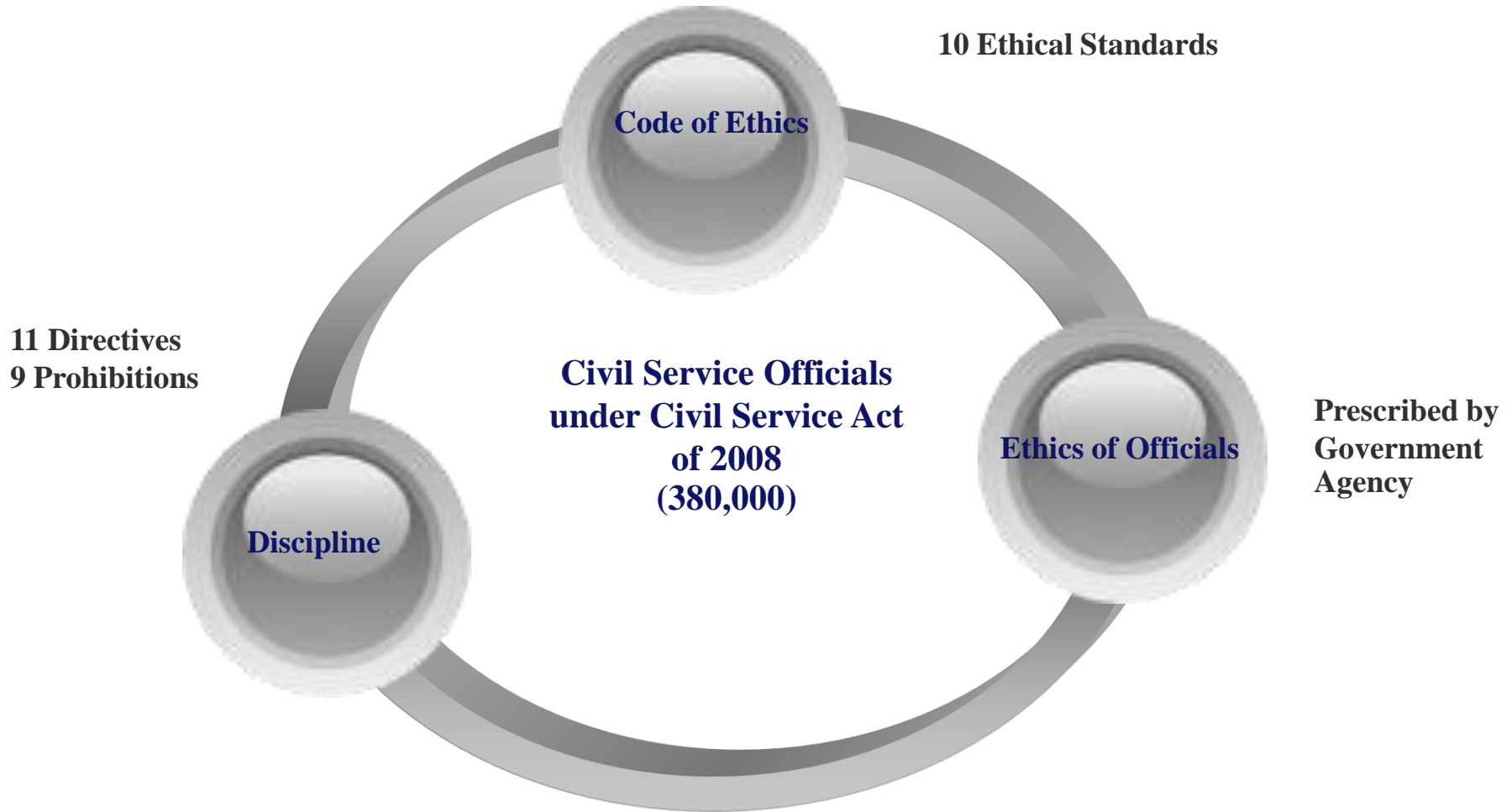
OCSC Roles & Responsibilities

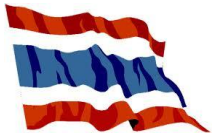


- **Establishment of the Ethics Promotion and Information Center (EPIC) in 1999**
- **Promoting Officials to Uphold the Core Values**
 - Adherence and relentless insistence in taking the correct action
 - Honesty and responsibility
 - Transparent and accountable performance of duties
 - Performance of duties without any unfair discrimination
 - Result-based determination



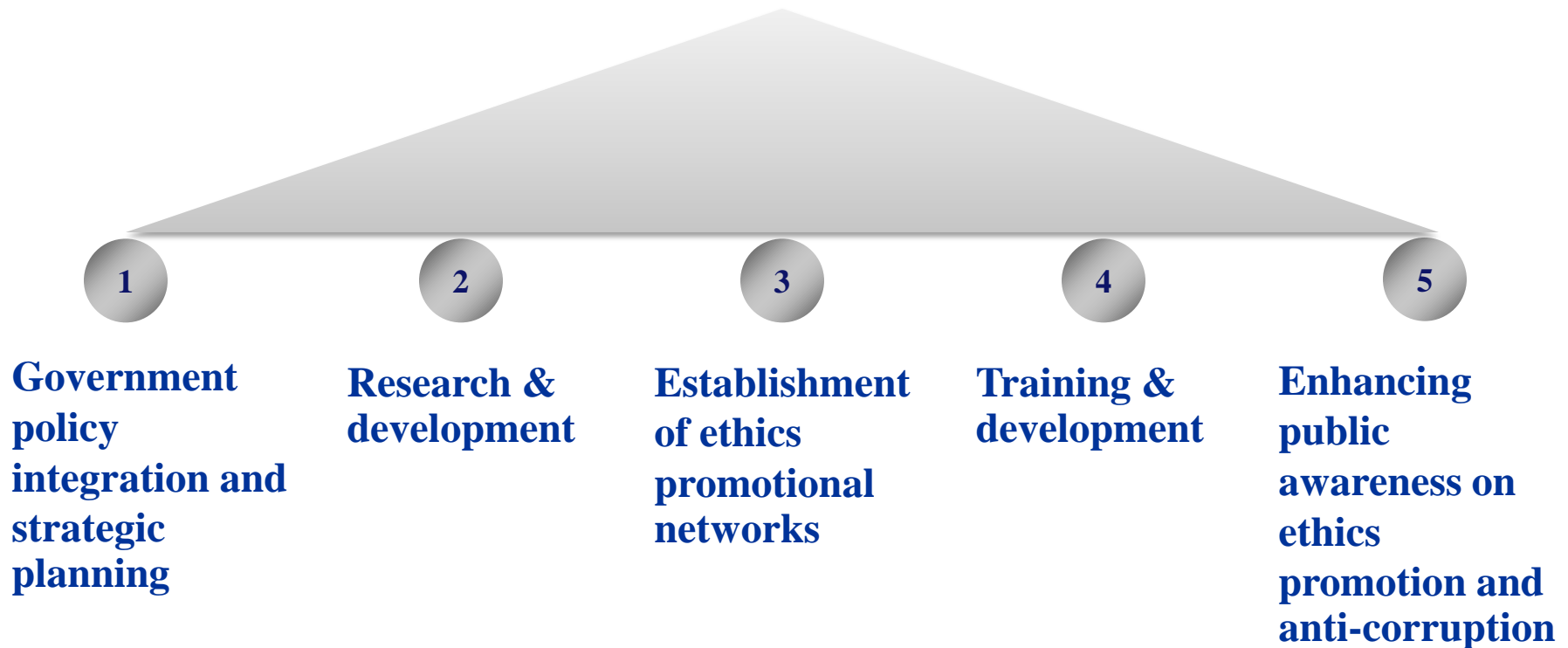
OCSC Roles & Responsibilities





EPIC's Missions

Clean & Transparent Civil Service





The OCSC Implementations

Legal Structure

The Constitution of the Kingdom of Thailand The Public Administration Act The Civil Service Act



The Ethics and Integrity Promotion Strategy

Public Administration system

Transparency system in public agencies.

Human Resources Management System

Human Resources Merit System.

Code of ethics for civil servants

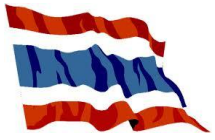
Code of ethics and Code of Conduct.

Leadership and Role Model Development on ethics

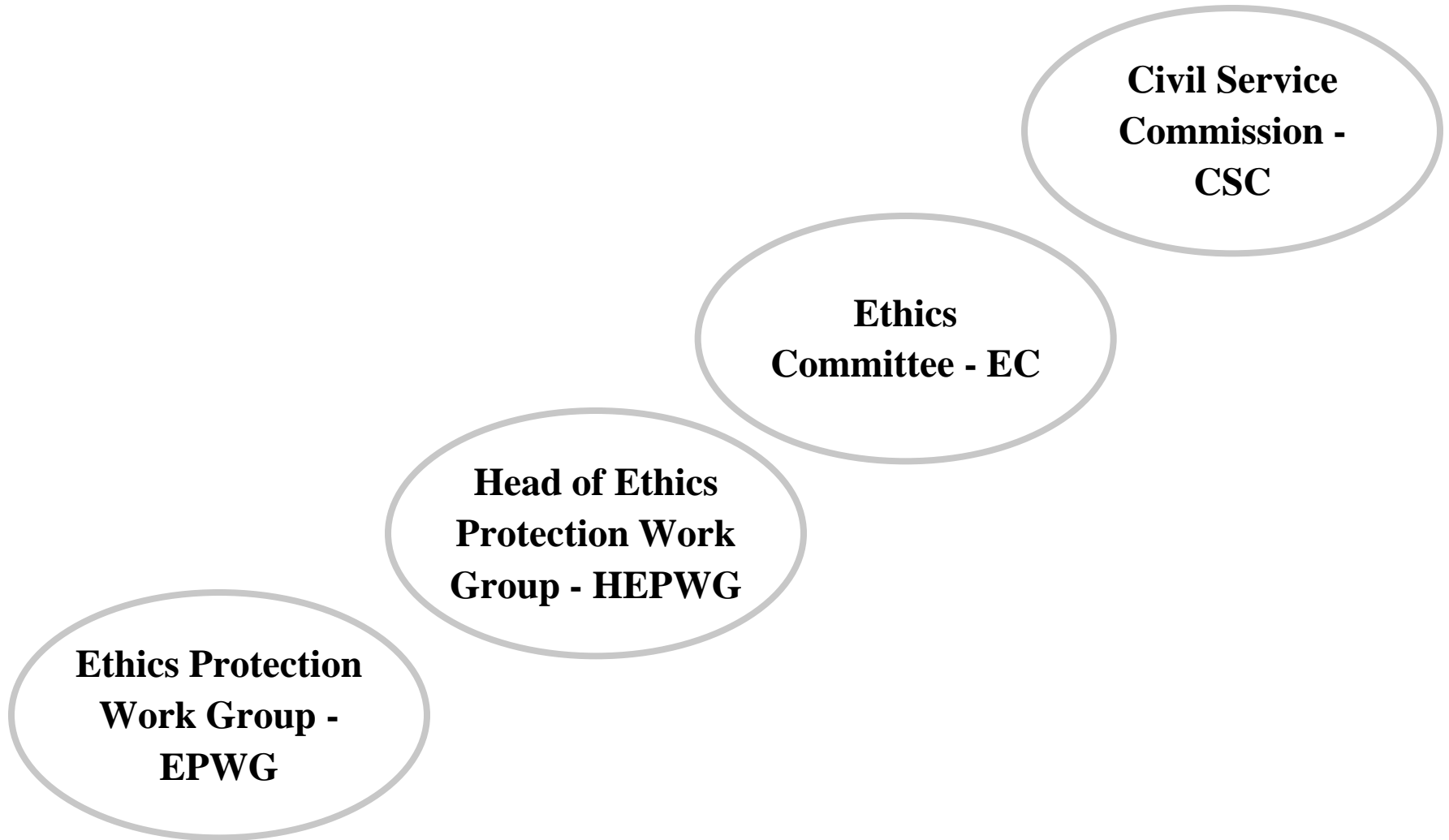
Develop ethics leadership through individuals and organization.

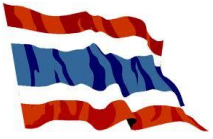
People Participation

People participation through the external.



Mechanisms of promoting ethics

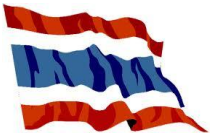




Mechanism of promoting ethics

⑩ Civil Service Commission

- Formulate regulations for all necessary actions to enforce the Code
- Protect and ensure liberty and fairness of Ethics Committees and Ethics Protection Work Group
- Protect the officials who abide by the Code
- Acknowledge citizens and embed ethics in officials
- Support and honor officials and agencies who follow the Code
- Cooperate with the ombudsmen
- Report the enforcement of the Code to the cabinet and the ombudsmen
- Interpret the Code and make decision concerning any problem arising from the Code



Mechanism of promoting ethics

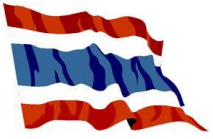
- **Ethics Committee**

- Chairman (external expert nominated from head of the department)
- 2 committees selected from executives or managerial positions
- 2 committees selected from officials or employees of the department
- 2 qualified committees nominated by head and deputy of the department

- **Head of Ethics Protection Work Group**

- Senior executives appointed by head of the department
- Act as a secretary of the Ethics Committee

- **Ethics protection Work Group**



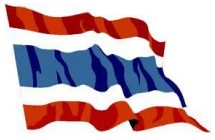
Mechanism of promoting ethics

- **Ethics Committee**

- Monitor compliance with the Code.
- Protect officials who follow the Code.
- Protect and ensure freedom and fairness of the Ethics Protection Work Group

- **Ethics protection Work Group**

- Embeds ethics in officials and honors those who comply with the Code
- Investigates the complaints
- Protects officials who comply with the Code



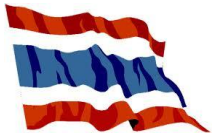
Code of Ethics

- 1. Adhere to ethics and insist in perform righteous and moral actions**
- 2. Have good conscious and responsibilities to their duties, sacrifice and perform their duties in fast and transparent manners.**
- 3. Separate personal matters from their positions and adhere to the national interest more than personal interest.**
- 4. Refrain from seeking unethical benefits by using their authority and acting in conflict of interest.**
- 5. Respect and straightforwardly abide by the Constitution and law.**



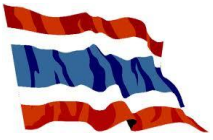
Code of Ethics

- 6. Perform their duties with fairness, non-bias, and non-discriminative actions.**
- 7. Abide by the Official Information Act.**
- 8. Aim for work achievement and maintain the quality and professional standards.**
- 9. Adhere to the democracy system which the king is the Head of State.**
- 10. Be good examples in performing and maintaining government reputation and image.**



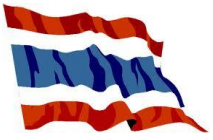
Discipline

- 1. Must in good faith support the democratic form of government with the King as Head of State.**
- 2. Must act in accordance with the following directives:**
 - (1) to perform official duties faithfully, honestly and fairly;**
 - (2) to perform official duties in accordance with laws, regulations, rules of official authorities, Council of Ministers resolutions, government policies and act in accordance with the regulatory framework of official authorities;**



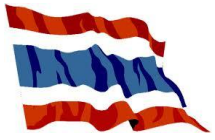
Discipline

- (3) to perform official duties with a view to obtaining desirable results and in advancement of the government service with determination, diligence, attention and an awareness to preserve the interests of official authorities;**
- (4) to act in compliance with orders of supervising officials made in the course of official duties in accordance with the law and regulations of official authorities, and to not disobey or avoid compliance with such orders;**
- (5) to devote one's time to the government service, and not leave or neglect official duties;**
- (6) to preserve official secrets;**



Discipline

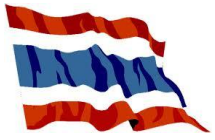
- (7) to be courteous, preserve harmony and cooperate with other officials and colleagues in the performance of official functions;**
- (8) to be hospitable, accommodating, fair and supportive to members of the public who comes into contact with respect to one's duties;**
- (9) to be politically impartial in the performance of official duties and in other undertakings which involve the public, as well as to act in accordance with regulations of official authorities on political conduct of officials;**
- (10) to preserve one's reputation and to preserve the dignity of one's official position from any discredit;**



Discipline

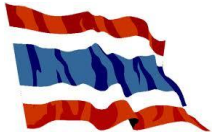
Must not commit any of the following prohibitions:

- (1) to not make false reports to the supervising official; the concealment of facts that should be disclosed shall also be deemed as a false report;**
- (2) to not perform official functions which amounts to bypassing one's superior official, except where one's superior official has ordered the act or special permission has been given on a case-by-case basis;**
- (3) to not use or consent to other's use of one's official position for the exploitation of gains for oneself or others;**



Discipline

- (4) to not act negligently in the discharge of official duties;**
- (5) to not commit acts or consent to other's commission of acts in seeking gains which may prejudice fairness or be detrimental to the honour of one's official position;**
- (6) to not be a managing director or manager or hold any other position entailing a similar nature of work in a partnership or a company;**
- (7) to not commit any act which amounts to an abuse, oppression or intimidation of others in the performance of official functions;**

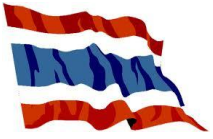


Discipline

- (8) to not commit acts which amount to a sexual violation or harassment as prescribed by CSC Regulation;**
- (9) to not insult, disparage, oppress or intimidate members of the public in contact with officials,**

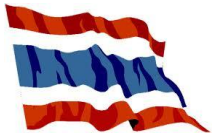


Levels	Target Groups	Objectives
▶ S1 – S2	CEO, CIO, CFO, CHRO, CCO Senior Executives	Visionary Leadership and competencies for driving change in the civil service agencies
▶ M1 – M2	Middle Managers	Team leading for successful strategic implementation
▶ K1- K3	HiPPS (New Wave Leader)	Strategic readiness for new generation leaders
▶ K2, O2-3	First-Line Supervisors	Supervisory Skills and Competencies
▶ K1, O1	New Recruits	Values and philosophy of the public services



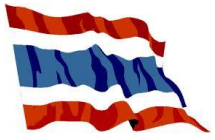
Monitoring and Evaluation

- ⑩ **Launch a survey concerning officials' perceptions and behaviors on the ethics issues**
- ⑩ **On-going process of evaluating enforcement of the Code**



Transparency Standards

- 1. Transparency policy and role of senior executives in promoting transparency in organization**
- 2. Disclosure of official information, monitoring system or internal audit system**
- 3. Reduce officials' self-determination**
- 4. Complaint management system**



Prospects for the Future

- ⑩ **Support supervisors to train and monitor subordinates' behaviors**
- ⑩ **Develop training courses to provide opportunities to learn Code of Ethics**
- ⑩ **Monitor and evaluate the enforcement of the Code of Ethics**