

(Unofficial Translation)

A Declaration of Good Faith and Virtue and Ethics Promotion
in the Administration of the Office of the Civil Service Commission

The Office of the Civil Service Commission (OCSC) has committed to the competency enhancement of civil servants and organizational reform to be an innovative human resource management agency driven by advanced information and communication technology. OCSC has established four main objectives to drive those commitments: 1) Resizing and optimizing personnel costs, 2) Decentralizing power and initiating flexible and modern human resource management mechanisms suitable for government agencies' requirements while maintaining ethical standards, 3) Promoting an adjustable and personalized support program in government agencies to ensure the well-being of civil servants, quality of work, and healthy work-life balance and to meet the civil servants' expectation and satisfaction at the individual and the organizational levels, 4) Reforming roles and functions of the central human resource management agency and personnel division at all government agencies to be a center for lifelong learning and innovation, driven by new information and communication technology. To achieve those objectives, OCSC executives and personnel shall conduct oneself as follows:

1. **Work Commitment:** To carry out duties in compliance with standards, transparency, procedures, time limits, and equality principle concisely to the best of one's ability.
2. **Budget Management:** To utilize budgets efficiently for the greatest benefit of the organization, not for the benefit of oneself or others.
3. **Scope of Power and Authority:** To exercise power and authority based on the principles of equality and non-discrimination, for supervisory-level officials.
4. **Official Properties Utilization:** To establish guidelines for appropriate usage of official properties.
5. **Combating Corruption:** To stand against all forms of corruption and devote oneself to concretely address the problems, for executive-level officials.
6. **Work Quality:** To enhance work quality by rigorously performing works based on standards, procedures, time limits, principles of equality and non-discrimination, as well as transparency of information.
7. **Communication Efficiency:** To disseminate complete, accurate, and undistorted information of OCSC through various channels, to provide accessible contact channels for service recipients and stakeholders, and to elucidate doubts or questions from the public.

8. **Work Systems Reform:** To strengthen work systems by enhancing individual and organizational performance and to promote work efficiency and transparency by incorporating new digital technology.
9. **Information Disclosure:** To disclose OCSC's general information on the official website (www.ocsc.go.th) to the public ensuring the integrity and transparency of the organization.
10. **Ethics Promotion and Corruption Prevention:** To mutually cultivate virtuous organization fostering ethics of officials and committing to the Civil Service Code of Ethics, the Disciplinary Standards, and the Professional Code of Conduct of the OCSC.

Announced on the 2nd Day of June 2020

M.L. Patcharapakorn Devakula

Secretary-General of the Office of the Civil Service Commission