



**Phranakhon Rajabhat University Announcement
on Declaration of Honesty Intent,
Moral Building and Transparency in Operations**

PNRU declares its intent on honesty, moral building and transparency in its operations. The university is managed with honesty in accordance with the good governance, transparency, and accountability based on the good administration to build confidence within communities and societies by focusing on driving Phranakhon Rajabhat University to be an organization with 6 morals and good governance as follows:

1. Transparency: all units must perform their duties with honesty, transparency, and accountability.

Guidelines for Implementation and Adherence:

1.1 The university must reveal information succinctly and timely, so that the client has convenient and fast access to it.

1.2 The university must operate the purchasing process based on the legal rules and process.

1.3 The university provides opportunities to stakeholders to participate in opinion sharing, co-planning, co-operating, and operation monitoring.

1.4 The university provides a complaint procedure, which is unbiased.

1.5 The university has obvious operational guidelines that prevent conflict.

2. Responsibility: all university personnel must perform their duties based on their mission with responsibility, and commitment with full ability of implementation and administration by considering the task success for the client and stakeholders.

Guidelines for Implementation and Adherence:

2.1 The administrators and personnel must perform their duties with willingness and full efficiency.

2.2 The administrators and personnel must perform their duties at all steps according with the law, rules, regulations, requirements, announcements including university policy and objectives.

2.3 The administrators and personnel must operate their duties with full ability, sacrifice, and braveness, to be responsible for the task result.

2.4 The administrators must declare their intent to manage their task with honesty, being a good example for personnel, and be responsible for any mistakes.

3. Non-Corruption in Operation: the administrators must implement, promote and support the personnel to perform their duties in accordance with all requirements and be disciplined and ethical, without using their authority to seek any non-supposed benefit. They must not do anything that is detrimental to the client.

Guidelines for Implementation and Adherence:

3.1 The administrators and the personnel must not use their own position of authority to benefit themselves or any other people.

3.2 The administrators and personnel must not do any fraud, nor ask for properties, money, gifts nor any other benefits from stakeholders.

3.3 The administrators at all levels must not act in a fraudulent manner.

3.4 The university must strengthen the strong and effective internal counter balance verification process.

4. Organizational Culture and Morality: The administrators must perform their management honestly; create and promote value and working culture of the personnel on anti-corruption.

Guidelines for Implementation and Adherence:

4.1 The university provides development and support to each acting unit based on morality and ethics, and cultivate honest behavior for personnel within the unit so it becomes its culture.

4.2 The university provides cultivation of honest behavior for personnel, public and personal benefit separation, so it becomes a routine practice or organizational culture.

4.3 The university creates internal control systems to make a balance between the internal university sectors.

4.4 The university must provide personnel budget management that is fair, equal, non-discriminatory, transparency and accountability. Budget expenses must be of market value and accountable and organized to maximum benefit.

4.5 The university specifies the protection and anti-corruption plan.

5. Working Morality within the Unit: the management focuses on collective interests, based on good governance, transparency, and equality in the administration.

Guidelines for Implementation and Adherence:

5.1 The university provides a manual or obvious standard of work.

5.2 The personnel behave accordingly with the implementation manual strictly, and non-discrimination to the client.

5.3 The university provides a system of transparency implementation process, and fairness in its implementation.

6. Communication within the Unit: the organization encourages transferring good faith to be acknowledged to personnel within the unit, and inspires them to perform to the best of their ability throughout the organization.

Guidelines for Implementation and Adherence:

6.1 The university provides various channels, process, models, ways in communication, implementation information transferring, prevention, morality promotion, and anti-corruption to every personnel in the unit to be acknowledged thoroughly and fast.

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