



Announcement of Sai Khao Provincial Police Station

Subject: Anti-Bribery Policy and No Gift Policy

for the Performance of Duties, Fiscal Year B.E. ๒๕๖๘

Pursuant to the Organic Act on Anti-Corruption B.E. ๒๕๖๑ (๒๐๑๘), Section ๑๒๘, paragraph one, which stipulates that no state official shall accept any property or other benefits that may be calculated in monetary value from any person, except those legally entitled under laws, rules, or regulations issued by virtue of the law, unless such acceptance is in accordance with ethical standards and within the criteria and limits prescribed by the **National Anti-Corruption Commission (NACC)**;

and in accordance with the **Code of Ethics for Police Officers B.E. ๒๕๖๔ (๒๐๒๑)**, Clause ๒ (๒), which requires **honesty and integrity**, transparency, accountability, respect for human rights, readiness for inspection, and good conscience with due regard to society; and Clause ๒ (๔), which emphasizes **prioritizing public interest over personal interest**, public-mindedness, cooperation, unity, and sacrifice for the benefit of the public and society;

Furthermore, in line with the **National Reform Plan on Prevention and Suppression of Corruption and Misconduct (Revised Edition)**, particularly **Activity ๔: Development of the Thai bureaucratic system to be transparent and free from conflicts of interest**, Target ๑, Item ๑.๑, requiring all government agencies to declare themselves as organizations whose officials **do not accept any gifts or gratuities of any kind (No Gift Policy)**;

Therefore, in order to prevent **Conflict of Interest**, bribery, and the acceptance of gifts, gratuities, or other benefits that may affect the performance of duties, **Sai Khao Provincial Police Station** hereby establishes guidelines for **Anti-Bribery Policy and No Gift Policy** in the performance of duties, as follows:

OBJECTIVES

- ๑. To **prevent or reduce opportunities for bribery and conflicts of interest** in various forms among police officers under Sai Khao Provincial Police Station.
- ๒. To **promote awareness in refusing all forms of gifts and gratuities** arising from the performance of duties.
- ๓. To **strengthen and sustain an organizational culture of integrity and transparency** within the public sector.
- ๔. To establish measures, guidelines, and mechanisms for preventing the giving or receiving of bribes or other benefits.
- ๕. To prescribe guidelines for receiving hospitality expenses or gifts by executives and police officers under Sai Khao Provincial Police Station in compliance with applicable laws and regulations.
- ๖. To support and enhance operations under the National Strategy, the Master Plans under the National Strategy, and the National Reform Plan on Prevention and Suppression of Corruption and Misconduct, as well as to serve as part of the Integrity and Transparency Assessment (ITA) framework for public sector agencies.

****SCOPE OF APPLICATION****

This policy shall apply to all police officers under Sai Khao Provincial Police Station.

****DEFINITIONS****

****“Bribery”**** means any property or other benefit given to a person in order to induce such person to perform or refrain from performing any act in their official capacity, whether such act is lawful or unlawful, as desired by the giver.

****“Gifts, gratuities, or other benefits affecting the performance of duties”**** mean money, property, services, or any other benefits of value, including tips, received by a state official in addition to their normal salary, income, or official benefits, and which may influence decision-making, approval, authorization, or the performance of duties in a manner that favors the giver, whether in the past, present, or future.

“Assets” mean property and intangible objects that may have value and may be possessed, such as money, houses, vehicles, and shares.

“Acceptance of property or other benefits by virtue of customary practices” means the acceptance of property or other benefits from relatives or from persons on various occasions in accordance with traditions, customs, culture, or social etiquette.

“Relatives” mean ascendants, descendants, siblings of the same parents or either parent, uncles, aunts, spouses, ascendants or descendants of spouses, adopted children, or adoptive parents.

“Other benefits” mean anything of value, including discounts, entertainment, services, training, or other similar benefits.

“Performance of duties” means the acts or duties performed by a state official in a position to which they have been appointed or assigned, or in which they are acting in an official capacity, whether generally or specifically, in accordance with the authority prescribed by law.

“Supervisor” means a person who has the authority to direct, supervise, monitor, and inspect police officers under their command.

“Subordinate” means all police officers under Sai Khao Provincial Police Station, Krabi Provincial Police, who are not in a supervisory position.

GUIDELINES FOR PREVENTING BRIBERY

๑. Police officers under Sai Khao Provincial Police Station, Krabi Provincial Police, are strictly prohibited from being involved in any form of bribery, whether directly or indirectly.
๒. Police officers are prohibited from demanding or accepting bribes for personal benefit or for the benefit of others.
๓. All officers shall comply with the Anti-Corruption Policy and shall not engage in any form of corruption, whether directly or indirectly.
๔. In the performance of duties, officers shall strictly comply with police regulations, disciplinary rules, and all applicable laws.
๕. Officers shall not engage in any act that may be considered as giving or receiving bribes.
๖. Supervisors shall ensure that all disbursements and expenditures of the unit are carried out strictly in accordance with applicable laws, rules, and regulations.

- ๗. The acceptance of donations or financial support, whether in the form of money, objects, or assets, for any activity or project must strictly comply with relevant rules, regulations, and official announcements, and must be supported by receipts or evidence of payment in all cases.
- ๘. The acceptance of property or other benefits by virtue of customary practices shall be carried out in strict compliance with the regulations of the National Anti-Corruption Commission (NACC) on such matters.

DISCIPLINARY MEASURES / VIOLATIONS OF PRACTICE GUIDELINES

- ๑. Any violation or failure to comply with this policy may result in disciplinary action, criminal prosecution, or other legal consequences. This includes direct supervisors who neglect or fail to take appropriate action upon becoming aware of such violations. Disciplinary penalties may extend to dismissal from government service.
- ๒. Lack of awareness of this policy and/or related laws shall not be accepted as an excuse for non-compliance.
- ๓. Supervisors, in accordance with Royal Thai Police Order No. ๑๒๑๒/๒๕๓๗ dated ๑ October ๑๙๙๔, shall have the authority and duty to supervise and ensure that subordinates strictly comply with this policy.

MONITORING AND EVALUATION MEASURES

- ๑. The Superintendent of Sai Khao Provincial Police Station shall declare and demonstrate commitment to transparent, accountable, and ethical administration in accordance with good governance principles, and shall publicize such commitment to all officers and external stakeholders.
- ๒. Supervisors, in accordance with Royal Thai Police Order No. ๑๒๑๒/๒๕๓๗ dated ๑ October ๑๙๙๔, shall have the authority and duty to supervise, monitor, and inspect police officers under their command to ensure compliance with this announcement. In case any violation is found, it shall be reported to the Superintendent of Sai Khao Provincial Police Station without delay.
- ๓. Sai Khao Provincial Police Station shall conduct inspections and evaluations of compliance with these guidelines on an annual basis, and shall review and improve such guidelines as appropriate at least once a year, or when there are significant changes in relevant factors.
- ๔. The Administration Division of Sai Khao Provincial Police Station shall prepare statistical data on the acceptance of gifts or other benefits, including problems, obstacles, and solutions, and report to the Superintendent on a quarterly basis.

COMPLAINT AND WHISTLEBLOWING CHANNELS

๑. Complaint and Corruption Reporting Center, Sai Khao Provincial Police Station
๒. By mail: Submit a written complaint to Sai Khao Provincial Police Station, ๑๔๐ Moo ๒, Sai Khao Subdistrict, Khlong Thom District, Krabi Province ๘๑๑๗๐, Thailand
๓. By telephone: ๐๗๕-๖๙๙-๒๑๑
๔. By fax: ๐๗๕-๖๙๙-๒๑๑
๕. By email: pabsaikaw@gmail.com
๖. Website: <https://saikhao.krabi.police.go.th>
๗. Facebook Page: <https://facebook.com/SaikhaoPolice>

MEASURES FOR PROTECTION OF COMPLAINANTS / WHISTLEBLOWERS AND CONFIDENTIALITY

Protection Measures for Complainants and Witnesses

๑. Complaints shall be considered with appropriate confidentiality levels in accordance with the Official Information Act B.E. ๒๕๔๔ (๒๐๐๑) and related regulations. Disclosure of information may cause harm to complainants; therefore, all complaints shall initially be treated as confidential. Anonymous complaints shall be considered only when sufficient evidence, circumstances, or identifiable witnesses are clearly provided.

In cases involving influential persons, the name and address of the complainant must be kept confidential. If confidentiality cannot be maintained, the relevant agency shall be informed and protection shall be provided as follows:

“Supervisors shall exercise discretion to ensure protection of complainants, witnesses, and informants involved in investigations so that they are not subjected to harm or unfair treatment as a result of their complaint or cooperation.”

Where a respondent is identified, both the complainant and the accused shall be protected, as the matter has not yet undergone fact-finding procedures and may involve false or malicious allegations. If the complainant requests confidentiality, the agency must not disclose the complainant’s identity to any party.

๒. Upon submission of a complaint, complainants and witnesses shall not be subject to any action affecting their employment or livelihood. If necessary, measures such as separation of workplace shall be implemented only with their consent.

- ๓. Requests from complainants, injured persons, or witnesses, such as relocation or protective measures, shall be considered appropriately by responsible authorities.
- ๔. Complainants shall be protected from retaliation or harassment.

PROTECTION MEASURES FOR THE ACCUSED

- ๕. During the consideration process, the accused shall be presumed innocent and shall be treated fairly and equally as other persons.
- ๖. The accused shall be given full opportunity to respond to allegations and to present evidence and witnesses in their defense.

Announced on ๗ March B.E. ๒๕๖๔ (๒๐๒๑)

Colonel



(Anupap Witsramwan)

Superintendent of Sai Khao Provincial Police Station