



Announcement of Mueang Nakhon Nayok Police Station

Subject: Anti-Bribery Policy

Fiscal Year 2025

In accordance with Section 128, Paragraph 1 of the Organic Act on Anti-Corruption B.E. 2561 (2018), it is prohibited for any state official to accept property or any other benefits that can be calculated in monetary terms from any person, except for property or benefits rightfully obtained under the law, regulations, or rules issued pursuant to legal provisions. Exceptions are allowed only for the acceptance of property or other benefits in accordance with ethical conduct, as per the criteria and amounts determined by the National Anti-Corruption Commission (NACC). Furthermore, the Police Code of Ethics B.E. 2564 (2021), Clause 2(2), mandates integrity and honesty, requiring police officers to perform their duties in accordance with the law, regulations, and procedures of the Royal Thai Police with transparency, refraining from behaviors suggestive of seeking illicit benefits, upholding accountability for human rights duties, being open to scrutiny and responsibility, maintaining good conscience with consideration for society. Clause 2(4) emphasizes prioritizing the public interest over personal gain, fostering a public service spirit, collaboration, dedication, and sacrifice for the collective good, while promoting societal well-being. Additionally, the Revised National Reform Plan on Prevention and Suppression of Corruption and Misconduct designates key reform activities, particularly Activity 4: Develop a Transparent and Interest-Free Thai Bureaucracy, with Goal 1, Item 1.1 requiring all state agencies to declare themselves as entities where officials do not accept gifts or gratuities of any kind in the course of duty (No Gift Policy).

Therefore, to prevent conflicts between personal and public interests (Conflict of Interest), the acceptance of bribes, gifts, gratuities, or any other benefits that influence duty performance is prohibited. The following guidelines are established for the Anti-Bribery Policy and the No Gift Policy regarding the performance of duties, with details as follows:

Objectives

1. To prevent or reduce opportunities for bribery and various forms of Conflicts of Interest for police officers under the Mueang Nakhon Nayok Police Station.
2. To promote awareness among police officers under the Mueang Nakhon Nayok Police Station to refuse all forms of gifts and gratuities arising from duty performance.

3. To foster a culture of integrity and transparency (Organization of Integrity) within the bureaucracy, ensuring its strength and sustainability.

4. To establish measures, guidelines, and mechanisms to prevent the giving or receiving of bribes or other benefits.

5. To set guidelines for accepting hospitality or gifts by executives and police officers under the Mueang Nakhon Nayok Police Station in compliance with applicable laws and regulations.

6. To support and enhance efforts under the National Strategy Master Plan and the National Reform Plan on Prevention and Suppression of Corruption and Misconduct, while contributing to the Integrity and Transparency Assessment (ITA) of government agencies.

Scope of Application

This policy applies to all police officers under the Mueang Nakhon Nayok Police Station.

Definitions

- **“Bribery”** refers to property or other benefits provided to an individual to induce action or inaction in their official capacity, whether lawful or unlawful, as desired by the briber. This includes accepting gifts, facilitation payments, tokens of goodwill, donations, hospitality, or similar benefits when offered, given, or received in a manner reasonably deemed as bribery. It also encompasses giving or receiving benefits after the fact. (Acceptance of gifts arising from duty performance differs from acceptance under ethical conduct, which refers to receiving property or calculable benefits from individuals during festivals or significant occasions. Thus, accepting gifts, gratuities, or tokens of appreciation from duty performance may constitute bribery.)

- **“Duty Performance”** refers to actions or duties carried out by a state official in an appointed or assigned position, including acting in place of another, whether generally or specifically, as a police officer with powers and duties prescribed by law or actions performed under legal authority.

- **“Commander”** refers to an individual with the authority to direct, supervise, monitor, and inspect police officers under their command.

- **“Subordinate”** refers to all police officers under the Mueang Nakhon Nayok Police Station, excluding commanders.

Measures for Policy Violation / Penalties

1. Violation of or non-compliance with this policy may result in disciplinary action, criminal prosecution, or other legal consequences, including against direct

commanders who ignore or fail to address known violations, with disciplinary penalties up to dismissal from service.

2. Ignorance of this policy announcement and/or related laws cannot be used as an excuse for non-compliance.

3. Commanders, as per Police Order No. 1212/2537 dated October 1, 1994, are responsible for ensuring strict adherence to this policy by their subordinates under their supervision.

Monitoring and Inspection Measures

1. The Superintendent of Mueang Nakhon Nayok Police Station shall declare an intent to manage the agency with honesty, integrity, transparency, and good governance, publicizing this commitment to police officers under the command and external stakeholders.

2. Commanders, as per Police Order No. 1212/2537 dated October 1, 1994, are responsible for supervising, monitoring, and inspecting subordinate police officers under their command to ensure compliance with this announcement. Upon detecting violations, they must promptly report to the Superintendent of Mueang Nakhon Nayok Police Station.

3. Mueang Nakhon Nayok Police Station shall periodically review and update these guidelines as appropriate or in response to significant changes in relevant factors.

4. The Administrative Division of Mueang Nakhon Nayok Police Station shall compile bribery-related statistics, challenges, and obstacles, reporting to the Superintendent every quarter.

Channels for Complaints and Reporting Clues

1. Mueang Nakhon Nayok Police Station Office
2. By mail: Mueang Nakhon Nayok Police Station, Khu 1-392, Tambon Nakhon Nayok, Amphoe Mueang Nakhon Nayok, Nakhon Nayok Province, Postal Code 26000
3. By telephone: 037 311 285
4. By fax: 037 311 285
5. By email: polcikhonyok@gmail.com
6. Station website: <https://mueangnakhonnayok.nakhonnayok.police.go.th/>

Measures to Protect Complainants, Whistleblowers, Witnesses, and Confidentiality

1. Complaints shall be classified as confidential and handled in accordance with the Regulation on Government Confidentiality B.E. 2544 (2001). When referring cases to relevant agencies, care must be taken to prevent harm to informants or complainants. For instance, complaints accusing officials are initially treated as confidential governmental matters. Anonymous complaints will be considered only if accompanied by clear evidence,

circumstances, and identifiable witnesses. Reports regarding influential figures must conceal the complainant's name and address. If not concealed, relevant agencies must be informed and provide protection as follows: "Commanders shall exercise discretion to issue appropriate orders to protect complainants, witnesses, and informants during investigations, ensuring they are not subjected to harm or injustice arising from their complaints, testimony, or information provided." When accused individuals are named, both complainants and the accused must be protected, as allegations remain unverified and could potentially be malicious. If complainants request anonymity or non-disclosure, agencies must not reveal their identity to the accused party, as they may face repercussions stemming from the complaint.

2. Complainants and witnesses shall not face actions affecting their duties or livelihoods. If actions such as workplace separation are necessary to prevent interaction between complainants, witnesses, and the accused, their consent must be obtained.

3. Requests from victims, complainants, or witnesses, such as workplace transfers or problem-solving measures, should be considered appropriately by responsible individuals or agencies.

4. Complainants shall be protected from retaliation or harassment.

This announcement is issued on January 1st, 2025

Police Colonel



(Sa-nga Tangtham)

Superintendent of Mueangnakhonnayok

Provincial Police Station