



Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies

2018 Fiscal Year



(Key Performance Indicators: KPI 3) : Percentage of Achievement for Promoting the Implementation of Integrity and Transparency Standards in the Parliamentary Agencies

Working Group on Preparation of Transparency Policies and Standards in the Parliamentary Agencies

Executive Summary

The Parliamentary Officials Commission (POC) approved the Performance Assessment in the Parliamentary agencies for the 2018 Fiscal Year and the Sub-Committee of the Parliamentary Officials Commission (SPOC) on Assessing the Efficiency and Effectiveness of Parliament Work also approved indicator framework and Person in Charge (PCI) of the Performance Assessment Project of the 2018 Fiscal Year. The Key Performance Indicator 3 or KPI3 (percentage of achievement for promoting the integrity and transparency standards in the Parliamentary agencies). This KPI, which has been an ongoing framework of the Secretariat since the 2017 Fiscal Year, requires the organization to develop/improve the plan for promoting and supporting the integrity and transparency standards in the Parliamentary agencies.

From the work of the 2017 Fiscal Year, the Commission on Assessing the Compliance of Transparency Standards in the Parliamentary Agencies, the SPOC and the POC provided the following recommendations on the 2018 Fiscal Year plan:

1. Carefully select activities that are less in effort but more in result by focusing on lever point or Centre of Gravity point with the main objective to improve personnel's behavior;

2. Integrate the project/activity of 5 work plans which are 1) Implementing the promotion of integrity and transparency standards in the parliamentary agencies; 2) Implementing the strategies in compliance with the Code of Ethics of Parliamentary Officials (No.2), B.E.2558-2562 (2015–2018); 3) Implementing the Master Plan on Integrity of Parliamentary officials; 4) Implementing the Integrity and Transparency Assessment standards (ITA) for the 2017 Fiscal Year in organizational development; 5) Implementing work according to the Agreement on Cooperation on Prevention and Suppression of Corruption between Office of The National Anti-Corruption Commission (ONACC), the Secretariat of the Senate and the Secretariat of the House of Representatives; and 6) Strengthening and strictly enforcing parliamentary officials disciplinary actions;

3. Seeking potential solutions to deal with issues from previous year by taking into account the implementation of Integrity and Transparency Assessment (ITA) for the 2017 Fiscal Year; Index 4: (Integrity Culture) and Index 5: (Organizational Integrity) that are being low scored.

In order to promote and support Integrity and Transparency in the Parliamentary agencies plan for the 2018 Fiscal Year, the Working Group on Preparation of Transparency Policies and Standards in the Parliamentary Agencies has taken these recommendations as framework to provide measures and projects by combining repetitive or similar projects. However, some projects which are routine work, not being provided in the Plan for the 2018 Fiscal Year have been still implemented by the Parliamentary agencies to provide the plan for main measures

and projects with the main objective of human resources development on integrity and ethical standard towards the “**Organizational Integrity Culture**”.

With regard to the plan to promote and support the organizational integrity and transparency for the 2018 Fiscal Year, the Working Group set up the following 4 measures:

1. Formulating policy and building leadership on integrity, ethics and transparency of the Parliamentary Agencies: It puts an emphasis on the executives (beginning from the Bureau Level) to take the lead for setting up and bringing about into concrete and synchronized implementation the policy relating to the promotion of integrity, ethics and transparency in the Parliamentary agencies and act as role models for their subordinates to uphold and follow towards the organizational culture, and includes the following 2 measures:

1.1 Formulating policy, or initiatives for promoting transparency and honesty within the organization. The executives are required to set up the policies or guidelines for transparency and honesty, as well as ethical standards for government officers, and communicate those to all the staff and the public.

1.2 The executives play a pivotal role to ensure personnel performance of duties in compliance with the integrity and ethical standards, and also following the King’s Footsteps, Royal Guidance and Sufficiency Economy Philosophy. All levels of those executives are required to play promoting role as role model in the Bureau and the Secretariat regarding building integrity, and ethical standards and the prevention and suppression of corruption and misconduct.

2. Promoting and Developing personnel on integrity, ethics and transparency: This puts an emphasis on promoting, supporting, and developing the personnel on integrity, ethics and transparency within the organization in order to promote knowledge and understanding, an awareness on the importance and the compliance of integrity, ethics and transparency, and also following His Majesty King Bhumibol Adulayadej’s initiative approach as working guideline for the utmost advantage for the Organization and the Nation. This working guideline is comprised of 5 measures as follows:

2.1. Building systematic leadership to prepare and build role model leaders; providing the project for enhancing effective leaders (TEAM Ethics Leadership) aiming at the Parliamentary officials to become leaders at all levels;

2.2. Raising an awareness on values, integrity, and ethical standards as well as enhancing discipline among the Parliamentary officials through involved activities/projects relating to the personnel ethical standards and disciplinary enhancement; aiming at promoting the knowledge and awareness on integrity, ethical standards and discipline for the officials at greater level;

2.3. Encouraging personnel of all levels to raise the awareness of virtuous personnel and to follow the King's footsteps by arranging activities and projects for Parliamentary officials development that incorporate substances of the Ten Royal Virtues of His Majesty the King as well as his teaching and Royal Guidance;

2.4. Recognizing the Parliamentary agencies with good governance and outstanding personnel upholding ethics and integrity aiming at promoting role model agencies and personnel morale in the 2018 Fiscal Year; the criteria for awarding process shall be in compliance with the principle of good governance and the Parliamentary Code of Ethics;

2.5. Promoting the cooperation on integrity and ethics with external networks; aiming to provide activities and academic works together to disseminate an academic achievement on integrity and ethics of the Parliamentary agencies, as well as to learn from experiences of those external agencies.

3. Preventing and suppressing corruption in the Parliamentary agencies: This puts emphasis on the implementation in compliance with the Agreement on Anti-Corruption for the 2018 Fiscal Year among government agencies, i.e., the Office of The National Anti-Corruption Commission (ONACC), the Secretariat of the Senate and the Secretariat of the House of Representatives for the 2018 Fiscal Year as well as the guidance for promoting the integrity and ethics of the Parliamentary agencies. This working is comprised of 2 measures as follows:

3.1 Establishing and developing database on Parliamentary officials; providing lessons learnt from those outstanding and recognized moral officials aiming at building a role model of integrity standards in the Parliamentary agencies;

3.2 Promoting the knowledge and understanding of transparency, honesty and prevention of corruption; conducting a study visit to other organizations, for example, Anti-corruption Museum or arranging activities related to the prevention of corruption and creating a society which does not tolerate corruption, also on related ongoing legislations, i.e. the law on anti-corruption, the offences on individual and public conflict of interests

4. Supporting the Integrity and Transparency Assessment (ITA) of the public sectors: This aims to provide activities/approaches to reduce a gap or weakness of the ITA, especially the Index 4 and Index 5 in the 2018 Fiscal Year, being in less score by the Parliamentary agencies. Therefore, related activities have been arranged in compliance with ITA's standards for solving problems within the agencies which brought about a better result for the ITA in this Fiscal Year; providing 2 measures as follows:

4.1 Establishing measures, mechanisms or systems for preventing the conflict of interests in the organization; which requires risks analysis and management approaches related to the prevention of corruption and conflict of interests in the agencies, and making

reports and disseminating guidelines on the prevention of corruption and conflict of interests to be recognized by the internal and other agencies in order to promote understanding and positive attitudes towards the organization;

4.2 Promoting the understanding on human resources management by encouraging activities for better understanding to bring about positive attitudes towards the organization.

In summary, the success of organization requires engagement from all Parliamentary agencies in implementing the Plan for Promoting the implementation of integrity and transparency in the Parliamentary agencies for the 2018 Fiscal Year in order to achieve the objective of the organization and personnel development. Ultimately, the achievement of integrated collaboration will result in the Parliamentary agencies to become the “**Organization of Integrity**” to promote positive image of the organization and personnel.

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Introduction and Background

Parliamentary Officials Commission (POC) approved the performance assessment in the Parliamentary agencies for the 2018 Fiscal Year, also appointed a Committee to consider Indicators, Weighted Score, Object and Criteria in the Parliamentary agencies, having powers and duties to prepare such Indicators, Weighted Score, Object and Measurement Criteria for the 2018 Fiscal Year, and submitted to the Sub-Committee of the POC on Assessing the Efficiency and Effectiveness of Parliament Work. At No. 11/2017 meeting on 27 November 2017, the Sub-Committee approved the Indicators, Person in Charge of the Parliamentary performance assessment in the 2018 Fiscal Year: The KPI3, percentage of achievement for promoting the integrity and transparency standards in the Parliamentary agencies (ongoing since the 2017 Fiscal Year). This KPI requires the working groups assigned by the involved Sub-Committees of the POC to develop/improve the implementation plan for being approved by the involved Sub-Committees of the POC and submitted to the POC for the Parliamentary agencies to carry on.

For the Indicators, Person in Charge, projects on assessing duties performance of the Parliamentary agencies in the 2018 Fiscal Year, percentage of achievement for promoting the implementation of integrity and transparency standards in the Parliamentary agencies shall have the following details:

Scores	Criteria
1	<ul style="list-style-type: none"> - The Implementation of integrity plan to be developed or improved by working groups towards evidently positive image of organization and personnel, also to be approved by the involved Sub-Committees, and submitted to the POC within January for further implementation; - Hold a meeting to give facts in order to promote knowledge and understanding on the implementation plan to be realized by all the Parliamentary officials in order to enhance participation process within February 2018.
2	Implement the Plan, not less than 60%
3	Implement the Plan, not less than 80%
4	<ul style="list-style-type: none"> -Implement the Plan, not less than 100% -Provide the implementation report according to the Plan
5	Collect opinions from clients and stakeholders regarding the integrity and transparency in the Parliamentary agencies as follows: <ul style="list-style-type: none"> - 80% satisfaction rate per 1 score - 75% satisfaction rate per 0.85 score - 70% satisfaction rate per 0.7 score - 65% satisfaction rate per 0.55 score - 60% satisfaction rate per 0.4 score

Condition

1. Integrate the plan in compliance with the transparency standards in the Parliamentary agencies, Parliamentary Code of Ethics, Integrity and Transparency Assessment: (the assessment criteria of the Office of the National Anti-Corruption Council - ONACC), at least, including issues aiming to promote positive image of the organization and personnel;

2. Provide a 6, 9 and 12-month planning assessment report as well as problems, obstacles or recommendations submitted to the Committee on Assessing Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies appointed by the POC;

3. Provide the Implementation report within 12 months as well as a consideration by the Committee on Assessing the Promotion of Integrity and Transparency in the Parliamentary Agencies, also problems/obstacles and recommendations thereof to be submitted to the involved Sub-Committees of the POC and the POC;

4. Conduct opinions survey based on 5-Score levels: the internal agencies must conduct systemically and academically such opinions survey according to the plan to bring about the image or organization of integrity. For the external, it puts mainly emphasis on survey towards satisfaction with the integrity and transparency of Parliamentary agencies towards planning output, and to be absolutely completed within 31 October 2018.

Rationale

The Parliamentary agencies have prescribed the Indicators for promoting the integrity, ethics and transparency (ongoing since the 2017 Fiscal Year), which include the following 3 Indicators:

1. Key Performance Indicator (KPI) of transparency criteria: aiming at the principle of Good Governance regarding openness/transparency of the Parliamentary agencies performance; clear policies and concrete executive role to promote such issues;

2. Key Performance Indicator (KPI) for the compliance of the Civil Service Code of Ethics: aiming at upholding individual behavior in ways of law, integrity and vocational Code of Conduct, and also the Parliamentary Officials Code of Ethics, righteous encouragement to maintain dignity of official professionalism, also to uphold righteousness and legitimacy in the performance of duties for the Nation;

3. Key Performance Indicator (KPI) for the integrity and transparency of Parliamentary agencies: aiming at the public ITA towards critical and crucial assessment components. The main components will be divided into sub-components, assessment-issue, and changed into questions for inquiry of opinions or report from evidence-based information of the agencies. The following 5 components on the public ITA are as follows:

1) **Transparency:** to be evaluated from customers or stakeholders opinions according to experiences in receiving service from government agencies and evidence-based document based on the facts basis of internal duties performance;

2) **Accountability:** to be evaluated from customers or stakeholders opinions according to experiences in receiving service from government agencies;

3).**Corruption:** to be evaluated from customers or stakeholders opinions according to direct experiences in receiving service from government agencies;

4) **Integrity Culture:** to be evaluated from the internal personnel opinions and evidence-based document based on the facts basis of internal duties performance;

5) **Work Integrity:** to be evaluated from internal personnel opinions on the performance of internal duties;

In the 2016 Fiscal Year, the Parliamentary agencies integrated the indicators concerning the promotion of integrity, ethics and transparency ongoing since the 2015 Fiscal Year aiming to require harmonized operational guidelines towards concrete and synchronized implementation of issues related to the promotion of integrity and transparency; providing the plan for promoting integrity and transparency in the Parliamentary agencies for the 2016 Fiscal Year, and the Parliamentary agencies implemented in compliance with the plan. The Working Group on Preparation of Transparency Policies and Standards in the Parliamentary Agencies reported the implementation, followed-up and monitored the result thereof before submitting to the Commission Assessing the Compliance of Transparency Standards in the Parliamentary Agencies for consideration and evaluation, and also conducting opinions survey of the customers and stakeholders related to that implementation.

In the 2017 Fiscal Year, the ITA Plan was carried out according to the Indicators; providing 2017 Fiscal Year ITA Implementation Plan, which includes the following 3 fields:

1) Formulating policies and guidelines for internal integrity and ethics; aiming at executive level to formulate policies on integrity and ethics standards, to be leading in operational model, and also providing system/mechanism to bring about transparency, openness and righteousness;

2) Developing personnel integrity and ethics; encouraging the internal awareness with knowledge and understanding on integrity, ethics and following footsteps of the King;

3) Recognizing personnel with integrity and ethics standards; aiming at honoring personnel strictly upholding the Code of Ethics to honor to encourage morale and raise awareness among the Parliamentary officials, as well as selecting the agencies of good governance to promote the Parliamentary Officials Code of Ethics of all levels;

Moreover, in the 2017 Fiscal Year the Assessment Committee requires reports on such involved integrity implementation:

1) the compliance of mobilizing strategy on the Parliamentary Officials Code of Ethics No. 2 , B.E. 2558 - B.E. 2562 (2015-2019) in the 2017 Fiscal Year;

2) the compliance of Integrity Master Plan on Parliamentary Agencies in the 2017 Fiscal Year;

3) the compliance of Integrity and Transparency Assessment – ITA evaluation criteria in the 2017 Fiscal Year, relating to organization development;

4) the compliance of cooperation agreement on anti-corruption among The Office of the National Counter Corruption - ONACC, the Secretariat of the Senate, and the Secretariat of the House of Representatives.

The purpose was to integrate operational integrity, ethics and transparency in the Parliamentary agencies and to report its performance to the internal ITA Committee, the involved Sub-Committees of the POC, and the POC for their acknowledgement and recommendations.

In pursuit of consecutive and effective implementation, and being in consistent with government policy to promote State administration of good governance, public anti-corruption, and also fostering of values, integrity, ethics and raising awareness to maintain dignity of officials and integrity, in the 2018 Fiscal Year, the Working Group on Preparation of Transparency Policies and Standards in the Parliamentary Agencies, being appointed by the Sub-Committee of the POC on Assessing the Efficiency and Effectiveness of Parliament Work prepared such plan to promote the internal integrity and transparency standards in the 2018 Fiscal Year. The Working Group has learnt from previous implementation according to the Plan for the 2017 Fiscal Year and the above-mentioned involved implementation, including recommendations of the Assessment Committee, the Sub-Committees, and the POC for the 2018 Fiscal Year to be integrated for further key recommendations:

1. The implemented programs/activities should be focusing more on each activities efficiency based on the principle 20:80 of Pareto or “less is more”; aiming at more important activities for 20% efficiency to achieve more 80%, and developing mainly at personnel behavior changes;

2. The implementation of integrity and transparency should not only be aiming at the Parliamentary internal agencies, but also all in legislative process;

3. The promoting of integrity and ethics should be paralleled with anti-corruption, accessibility, accountability for not avoiding or neglecting corrupt acts;

4. The ITA in the 2017 Fiscal Year, in particular the Indicator 4: Integrity Culture and the Indicator 5: Work Integrity, being measured in less score should be applied as guidelines for solution of the previous Fiscal Years;

5. The projects/activities which will be carried out by the Parliamentary agencies should be harmonized among the 5 reported plans, and all recommendations from opinions collecting of customers and stakeholders and also the Assessment Committee, the Sub-Committee, and the POC should be also applied for improving the Indicators of the 2018 Fiscal Year.

Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies, 2018 Fiscal Year

The Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies in the 2018 Fiscal Year has been ongoing since 2017 and to be integrated in compliance with the following issues:

1. Transparency standards in the Parliamentary agencies;
2. Mobilizing strategy towards the compliance of Parliamentary Officials Code of Ethics No. 2, B.E.2558 - 2562 (2015 - 2019), 2018 Fiscal Year;
3. Integrity and Transparency Assessment (ITA), 2018 Fiscal Year under the Assessment Criteria of The Office of the National Counter Corruption Commission (ONACC);
4. Integrity Master Plan of the Parliamentary agencies, 2018 Fiscal Year;
5. Implement the Cooperation Agreement on Anti-Corruption among the Office of the National Counter Corruption Commission (ONACC), the Secretariat of the Senate and the Secretariat of the House of Representatives;
6. Promoting the knowledge and understanding on internal laws such as Anti - Corruption laws, Conflict of Interests laws between public and personal interests;

The 2018 Fiscal Year Plan for Promoting the Implementation of Integrity and Transparency Standards in the Parliamentary Agencies requires the implementation of 11 measures/guidelines, aiming at the 4 operational issues:

1. Formulating policy and building leadership on integrity, ethics and transparency of the Parliamentary agencies;
2. Supporting and developing Parliamentary personnel on integrity, ethics and transparency;
3. Preventing and suppressing corruption in the Parliamentary agencies;
4. Supporting the Integrity and Transparency Assessment (ITA) of the public sector.

Each of measures/guidelines consists of the Activities/Projects to be completed by the Parliamentary agencies for the 2018 Fiscal Year, Indicators, Outputs, Outcomes, Person in Charge and Success Factors are in details as below:

**Details of the Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies,
2018 Fiscal Year**

1. Formulating Policy and Building Leadership on Integrity, Ethics and Transparency in the Parliamentary Agencies (2 measures)

No.	Measures/ Guidelines	Projects/ Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
1.	Formulating policy /Executive's attempt/initiative of the Secretariat for promoting transparency & integrity	1. Formulating an Executive policies and guidelines for promoting transparency & integrity	1) Formulating the Executive policies; 2) Formulating implementation guidelines in compliance with the Executive policies	1) Policies to promote the integrity & transparency of the Parliamentary agencies 2) Implementation framework in compliance with the Executive policies	Become the agencies of cultural integrity, ethical standards and with zero corruption and misconduct & transparency in performing duties	Bureau of Policy and Planning (The Secretariat of the House of Representatives), Bureau of Human Resources Development (The Secretariat of the House of Representatives), Bureau of General Affairs Administration (The Secretariat of the Senate)	Executive support and cooperation at all levels
		2. Drafting ethical standards of government officers	- Providing government officer ethical standards	- Government officers' ethical standards framework		-Office of the Secretary to the Parliamentary Officials Commission, -Bureau of Human Resources Development (The Secretariat of the House of Representatives), -Bureau of Human Resources Development (The Secretariat of the Senate)	
		3. Disseminating policies & guidelines for promoting the integrity & transparency and ethical standards of government officers	Having complete dissemination channels (at least 3 channels)	Disseminating the policies & guidelines for promoting integrity & transparency and government officers' ethical standards through all channels		-Bureau of Policy and Planning (The Secretariat of the House of Representatives), -Bureau of Human Resources Development (The Secretariat of the House of Representatives), -Bureau of General Affairs Administration (The Secretariat of the Senate)	

No.	Measures/ Guidelines	Projects/ Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
2.	Promoting executive role to ensure internal personnel compliance of the integrity, and ethical standards, and following the King's Footsteps such as Royal Guidance, Philosophy of the Sufficiency Economy	-Encouraging the executives at all levels to be role models to perform duties in accordance with the principal of integrity, ethical standards and to follow the King's Footsteps such as Royal Guidance, Philosophy of the Sufficiency Economy	1) Percentage of the Executives participated in the promotion of meeting attendance or finding discussion to promote the integrity, and ethical standards/prevention and suppression of corruption & misconduct, and to follow the King's Footsteps such as Royal Guidance, Philosophy of the Sufficiency Economy (75% of Target Groups) 2) Activities Arrangement to promote the integrity, ethical standards/prevention and suppression of corruption & misconduct, and following the King's Footsteps such as Royal Guidance, Philosophy of the Sufficiency Economy at Bureau level or at a Division under	1) 75% of the Executives participate or support the participation in activities for promoting the integrity, ethical standards/prevention and suppression of corruption & misconduct, and following the King's Footsteps such as Royal Guidance, Philosophy of the Sufficiency Economy; 2) The activities report at the Bureau levels; 3) The activities report at the organization level	- Become the agencies of cultural integrity standards, with zero corruption and misconduct, and following the King's Footsteps such as Royal Guidance, Philosophy of the Sufficiency Economy	- Bureau of Human Resources Development (The Secretariat of the House of Representatives), - Bureau of Human Resources Development (The Secretariat of the Senate)	-Executives must be role models and help encouraging the cultural integrity of the bureau and the organization

No.	Measures/ Guidelines	Projects/ Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
			<p>the charge of or directly accountable in the performance of functions to the Bureau</p> <p>3) Activities Arrangement to promote the integrity, ethical standards/ prevention & suppression of corruption & misconduct, and to follow the King's Footsteps such as Royal Guidance, Philosophy of the Sufficiency Economy at the Parliamentary level at least 5 activities</p>				

2. Supporting and developing Parliamentary personnel on integrity, ethics and transparency (5 measures)

No.	Measures/Guidelines	Projects/Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
1	Building role model leadership systematically	Building the efficient team leader to encourage and support the personnel who could be the leader of all levels in the organization (Project for Promoting Integrity in Teamwork)	Project attendance (70% of the target groups)	1) Participation of the target groups in the project not less than 70%; 2) Report of the project performance	Personnel to become leaders of all levels having knowledge on the good leadership with ethics and integrity in management and personnel administration of duties performance, and the Secretariat to be the Organization of Integrity	Bureau of Human Resources Development (the Secretariat of the House of Representatives), and Bureau of Human Resources Development (the Secretariat of the Senate)	Internal personnel cooperation and collaboration of all persons participating in the projects /activities and realization of the compliance of the integrity, ethics and transparency to perform their duties
2	Promoting awareness, values, integrity, ethical standards and disciplines for the Parliamentary officials	Promoting regularly and consistently the knowledge and understanding on the ethical standards and disciplines of the Parliamentary officials	1) Project attendance (70% of the target groups); 2) Personnel participating in the project having more knowledge and understanding (70%); 3) Number of complaints about fraud, duties performance or omission and misconduct with indication of offense (Not over 3 cases per year)	Project attendance not less than 70% of the target groups	70% of the activities/ projects attendance having more knowledge on the integrity, ethics and disciplines of the Parliamentary officials and raising awareness of virtuous personnel to follow the King's footsteps, leading to less discipline violation or violation not being found	All Bureaus / Divisions under the charge of or directly accountable in the performance of functions to the Bureau, Bureau of Human Resources Development (Secretariat of the House of Representatives and Secretariat of the Senate), Bureau of General Affairs Administration (Secretariat of the House of Representatives and Secretariat of the senate)	

No.	Measures/Guidelines	Projects/Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
3	Encouraging personnel of all levels to behave virtuous personnel and to follow the King's footsteps	-Promoting the knowledge and understanding on the 10 Royal Virtues of the King and Royal Guidance	1) Project attendance (70% of the target groups) 2) Personnel participating in the project having more knowledge and understanding (70%)	Project attendance not less than 70% of the target groups	70 % of the activities /projects attendance having more knowledge and understanding on the 10 Royal Virtues of the King and Royal Guidance and applying that for duties performance	All Bureaus / Divisions under the charge of or directly accountable in the performance of functions to the bureau (the secretariat of (the Secretariat of the House Representatives and the Secretariat of the Senate), Bureau of Human Resources Development (the Secretariat of the House Representatives and the Secretariat of the Senate)	Internal personnel cooperation and collaboration of all persons participating in the projects/activities and realization of the compliance of the integrity, ethics and transparency to perform their duties
4	Recognizing the Parliamentary agencies with good governance and the personnel with integrity and ethics for the 2018 Fiscal Year	1. Selecting the Parliamentary agencies with good governance; 2. Selecting and Recognizing the virtuous persons of each Bureau as representative for each Parliamentary agencies	Announcing and showing recognition for the agencies which comply with good governance Announcing and showing recognition for the virtuous personnel	The selected agencies to become the agencies of good governance The recognized personnel from selection as virtuous persons	The selected personnel of the Parliamentary agencies to be proud and collaborative to uphold the good deeds. Personnel being selected both in the Bureau and the Secretariat levels to be proud with passion, and become good model for their colleagues	All Bureaus / Divisions under the charge of or directly accountable in the performance of functions to the Bureau and Bureau of Human Resources Development (the secretariat of the House Representatives and the Secretariat of the senate) All Bureaus / Divisions under the charge of or directly accountable in the performance of functions to the Bureau and the Bureau of Human Resources Development (the Secretariat of the House Representatives and the Secretariat of the Senate),	

No.	Measures/Guidelines	Projects/Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
5	Promoting the cooperation for integrity and ethics implementation with integrity networks	Project for cooperation with the networks for supporting the implementation of integrity and ethics	Exchanging and learning on the implementation of integrity and ethics among the networks	Participation in the integrity and ethics activities with the networks at least 1 time and reporting the implementation to the Executives	Personnel having more knowledge and understanding on the integrity and ethics from the activities, integrity awareness-raising towards a society of integrity, and also experiences of integrity and ethical case study	Bureau of Human Resources Development (the Secretariat of the House of Representatives and the Secretariat of the Senate),	

3. Prevention and suppression of corruption in the Parliamentary agencies (2 measures)

No.	Measures/Guidelines	Projects/Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
1	Establishing and developing the database of ethical behaviors	- Preparing the database of the behavior lessons of the honored personnel to become the Parliamentary distinguished virtuous official	Database on the ethical behaviors of the honored personnel	Data on the ethical behaviors of the honored personnel to become the Parliamentary distinguished virtuous official	Personnel learning and ethical behavior adaptation based on the data of the honored personnel to become the Parliamentary distinguished virtuous official	Bureaus of Human Resources Development (The Secretariat of the House of Representatives and The Secretariat of the Senate)	Dissemination and promotion of the knowledge and understanding on preventing corruption formally and continuously
2	Promoting the knowledge and understanding on transparency, integrity and preventing corruption	1. Learning /study visit to the model government agencies, i.e., Anti-Corruption Museum or the authorities winning the ONACC Awards; 2. Promoting the knowledge and understanding or perception on the anti-corruption, creating the society with zero tolerance for	The activities attendance (at least 200 persons) 1) Project attendance (70% of the target groups) 2) Project attendance having more knowledge and understanding (80%)	The activities attendance, at least 200 persons, through the Fiscal Year The projects attendance not less than 70% of the target groups	More personnel knowledge and understanding on the prevention of corruption or new relevant laws, applying that knowledge to perform duties for preventing corruption, and encouraging the organizational cultural integrity	Bureau of Human Resources Development (both Secretariats) Bureau of Human Resources Development (both Secretariats) and Bureau of Policy and Planning	

No.	Measures/Guidelines	Projects/Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
		corruption, and also on the laws related to anti-corruption and offenses on the conflicts between private and public benefits					

4. Supporting the integrity and transparency assessment of the public sector (ITA) (2 measures)

No.	Measures/Guidelines	Projects/Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
1	Establishing the measures, mechanism or setting up the system to prevent conflict of Interests in the organization	1. Providing the guideline for risk analysis and management to prevent conflict of interests and preparing the report thereof;	Report of the risks analysis and management about the conflict of interests in the organization (1 copy)	Report of analysis and risk management about the conflict of interests in the organization	The organization could use the analysis result to provide guidelines for preventing possible conflict of interests in the organization.	Bureau of Policy and Planning (both Secretariats)	Disseminating and encouraging the standards and mechanisms for preventing conflict of interests formally and consistently
		2. Disseminating thoroughly the guidelines thereof for the internal and external personnel	Public disseminating channels (at least 3 channels)	Dissemination of the guidelines for preventing the conflict of interests in the organization covering all communication channels thereto	The internal and external personnel having knowledge and understanding about the prevention of conflict of interests towards organizational good attitude	Bureau of Policy and Planning (both Secretariats)	
2	Promoting knowledge and understanding on the human resources management based on integrity system	Arranging the projects /activities for promoting the knowledge and understanding on the human resources management of the parliamentary agencies	1) Activities attendance (at least 70% of the target groups); 2) Personnel having more knowledge and understanding on human resources management of the Parliamentary agencies, at least 70%	1. Arranging the projects/activities for promoting the knowledge and understanding on human resources management of the Parliamentary agencies;	Personnel having more knowledge and understanding, and good attitudes towards the organizational human resources management	Office of the Secretary to the Parliamentary Officials Commission, Bureau of General Affairs Administration (both Secretariats); Bureau of Human Resources Development (both Secretariats)	

No.	Measures/Guidelines	Projects/Activities	Indicators	Outputs	Outcomes	Person In Charge (PIC)	Success Factors
				2. The Projects attendance of the target groups not less than 70%			

The report of operation result based on the plan

During the compliance of the Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies, 2018 Fiscal Year, the agencies must prepare the implementation report thereof as in the report form attached in the Appendix in order to report the progress of the compliance of the plan in every 6 months, 9 months and 12 months respectively. The agencies shall also report the problems and obstacles of the compliance thereof to the Working Group on Preparation of Transparency Policies and Standards in the Parliamentary Agencies for comprehensive review before submitting to the Committee on Assessing the Transparency Standards Implementation in the Parliamentary Agencies, who has duties to follow up and evaluate the compliance of the Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies for the 2018 Fiscal Year.

Evaluation

After the Parliamentary Agencies reported the compliance of the Plan for Promoting the Implementation of Integrity and Transparency in Parliamentary Agencies, 2018 Fiscal Year in according to the prescribed period to the Working Group on Preparation of Transparency Policies and Standards in the Parliamentary Agencies and when the Working Group had considered and reviewed that result, the Working Group's Secretary shall report the operation thereof to the Committee for consideration. After the Committee's consideration and recommendations, it shall give notice to the agencies for acknowledgement. In reporting the 12-months implementation, the Committee shall present that result to the Sub-Committee of the POC on Assessing the Effectiveness and Efficiency of Parliament Work, and also to the POC for consideration.

Report of the compliance with the Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies, 2018 Fiscal Year

1.

No.	Projects/Activities	Achievement of Indicators	Output	Outcome	Result and Implementation	Documents/Evidence	Remarks
Measure No.							
1 (To achieve the provided indicators or not) (Meet the productivity being provided in the Plan or not. If not, specify the reasons in the remarks.) (Meet the outcomes being provided in the plan or not. If not, specify the reasons in the remarks.)	<u>Operation result</u> percentage <u>Action</u> The Secretariat did the following: (Explain obviously about the action in each criteria.)	1. 2. 3.	
2							
Measure No.							
1							
2							
Operational result in perspectives calculated as ... percentage				Done Projects / Activities Pending Projects / Activities			

APPENDIX