



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

Fiscal Year 2019



(Key Performance Indicators: KPI 2) : 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 Fiscal Year 2019, 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 for the Fiscal Year 2019. The Key Performance Indicator 2 or KPI 2 Percentage of Achievement for Promoting the Integrity and Transparency Standards in the Parliamentary Agencies is an ongoing framework of the Secretariat since the Fiscal Year 2018 and 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 Fiscal Year 2018, the Commission on Assessing the Compliance of Transparency Standards in the Parliamentary Agencies, the SPOC and the POC have provided the following recommendations on the Fiscal Year 2019 plan:

1. In the Fiscal Year 2019, each important project/activity should be integrated and practical for the clear image-building;
2. Projects/activities related to integrity and transparency should aim for encouraging parliamentary officers to be ethical, firmly stand for the righteousness, have a leadership with integrity and transparency and working closely with the Members of Parliament for supporting the efficient work under ethic system or the good governance;
3. Taking into account the outputs and impacts assessment of the previous year activities in designing new projects/activities which will be carried out by Parliamentary agencies in the following year;
4. For the activities of Fiscal Year 2019, taking into account the outcome report of Integrity and Transparency Assessment (ITA) for the Fiscal Year 2018 as a guideline for the coming projects/activities to address the challenges and difficulties from the previous year.

In order to promote and support Integrity and Transparency in the Parliamentary Agencies plan for the Fiscal Year 2019, 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 Fiscal Year 2018 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 Fiscal Year 2019, the Working Group has pointed out the following 3 issues:

**1. Formulating policies that promote integrity and transparency of the parliamentary agencies** by putting an emphasis on fostering and promoting the implementation of integrity and transparency policies, and continuing activities that started in 2018 Fiscal Year. This includes one measure, which is

- Putting into action the policy relating to the promotion of integrity and transparency in the parliamentary agencies in order to build up understanding of transparency and honesty policies of parliamentary agencies and promoting ethics and morality in every bureau and division.

**2. Promoting parliamentary personnel to work under moral principles, ethical standards, civil servant code of disciplines and courage to stand for the righteousness:** This puts an emphasis on the personnel to have the proper behavior according to moral principles, ethical standard in both working and personal life, this comprises 3 measures as follows:

2.1 Promote and encourage the systems and mechanisms to enhance agency’s ethics and moralities by providing activities for executives and personnel to create moral role models and officers with knowledge and skill in training and development;

2.2 Develop ethical and moral promotion systems through studies and researches in moral and ethical management guidelines, monitoring, following up and assessment systems;

2.3 Build up cooperation in moral and ethical management with networks to empower a society with zero tolerance against corruption through more engagements and activities.

**3 Promoting Integrity and Transparency Assessment: ITA**, which aims to ensure that the works of parliamentary agencies are standardized, transparent, corruption intolerant and well-recognized. This comprises 2 measures as follows:



3.1 Set up measures and mechanisms to support agencies to disclose their information through IT system with proper guidelines which is accessible to parliamentary staff and the general public;

3.2 Promote measures, mechanisms or systems to prevent corruption inside the agencies by setting guidelines for risk analysis and risk management, including to produce and publish the reports for parliamentary staff and the general public.

The working group wishes that, upon implementing the Plan of Promoting the Integrity and Transparency Standards in the Parliamentary Agencies for the Fiscal Year 2019, it will improve the human resource development and organizational culture towards becoming a trustworthy and well-recognized “Organization of Integrity.”

\*\*\*\*\*



## Table of Contents

	Page
EXECUTIVE SUMMARY	2
Table of Contents	5
Introduction and Background	6
<b>Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies for the Fiscal Year 2019</b>	
Details of the Plan :	
1. Formulating policies that promote integrity and transparency of the parliamentary agencies	10
2. Supporting and developing parliamentary personnel to work under moral and ethical standards and Civil Servant Disciplines, and stand for the righteousness	15
3. Promotion of Integrity and Transparency Assessment : ITA	23
Report	27
Evaluation	28
APPENDIX	
- Implementation Plan Report Form	30
- Details of plans/activities of the Secretariat of the House of Representatives	31
- Details of plans/activities of the Secretariat of the Senate	38
- Projects/Activities Organized by Secretariat of the House of Representatives (Quarterly)	47
- Projects/Activities Organized by Secretariat of the House of Senate (Quarterly)	54



## *Introduction and Background*

---

Parliamentary Officials Commission (POC) approved the performance assessment in the parliamentary agencies for the Fiscal Year 2019, and appointed a Committee to consider Indicators, Weighted Score, Objectives and Criteria in the parliamentary agencies. The Committee has powers and duties to prepare such Indicators, Weighted Score, Goals and Measurement Criteria for the Fiscal Year 2019, and reports to the Sub-Committee of the POC on Assessing the Efficiency and Effectiveness of Parliament Work. At the meeting No. 11/2018 on Tuesday 13 November 2018, the Sub-Committee approved the Indicators, Person in Charge of the Parliamentary performance assessment in the Fiscal Year 2019 and the KPI 2 or Percentage of Achievement for Promoting the Integrity and Transparency Standards in the Parliamentary Agencies (ongoing since the Fiscal Year 2018). This KPI requires each working group assigned by the involved Sub-Committees of the POC to develop/improve an implementation and submit it to the involved sub-committees and the POC for approval. Upon approval, the plan will then be implemented among the parliamentary agencies.

The Indicators, Person in Charge, projects on assessing works performance of the parliamentary agencies in the Fiscal Year 2019, Percentage of Achievement for Promoting the Implementation of Integrity and Transparency Standards in the Parliamentary Agencies are detailed as follows:

Scores	Criteria
1	<ul style="list-style-type: none"><li>Develop or improve the implementation of integrity plan towards evidently positive image of organization and personnel, which will be approved by the concerned Sub-Committees, and submit to the POC;</li><li>Hold a meeting to promote knowledge and understanding about the implementation plan among parliamentary officials in order to enhance participation process.</li></ul>
2	<ul style="list-style-type: none"><li>Percentage of knowledge and understanding on the implementation plan<ul style="list-style-type: none"><li>- 75% response rate: 1 score</li><li>- 70% response rate: 0.85 score</li><li>- 65% response rate: 0.7 score</li><li>- 60% response rate: 0.55 score</li></ul></li></ul>
3	<ul style="list-style-type: none"><li>not less than 80% of the plan implementation</li></ul>



Scores	Criteria
4	<ul style="list-style-type: none"> <li>not less than 100% of the plan implementation</li> </ul>
5	<ul style="list-style-type: none"> <li>Conduct survey from staff, clients and stakeholders regarding the Integrity and Transparency in the parliamentary agencies and get any of the following results: <ul style="list-style-type: none"> <li>- 80% response rate: 1 score</li> <li>- 75% response rate: 0.85 score</li> <li>- 70% response rate: 0.7 score</li> <li>- 65% response rate: 0.55 score</li> <li>- 60% response rate: 0.4 score</li> </ul> </li> <li>Submit reports on achievement in promoting the integrity and transparency standards in the parliamentary agencies for the Fiscal Year 2019 and the survey result on awareness and understanding of the implementation plan to the relevant Sub-Committees of the POC.</li> </ul>

**Condition**

1. The implementation plan shall, at least, integrate the implementations of transparency standards in the parliamentary agencies, Parliamentary Code of Ethics and/or the Integrity and Transparency Assessment (the assessment criteria of the Office of the National Anti-Corruption Council - ONACC), and any actions aiming to promote positive image of the organization and personnel;

2. Submit 6, 9 and 12-month assessment reports, each of which includes problems, obstacles and recommendations, to the Committee on Assessing the Promotion of Integrity and Transparency in the Parliamentary Agencies appointed by the POC;

3. Submit the 12-month implementation report, consideration by the Committee on Assessing the Promotion of Integrity and Transparency in the Parliamentary Agencies, as well as problems/obstacles and recommendations thereof to the relevant Sub-Committees of the POC and the POC;

4. To meet the requirement for score 5, internal agencies must systematically and academically conduct the survey about the implementation plan to promote the image of “Organization of integrity.” For the clients and other stakeholders, the survey



must place the emphasis mainly on their satisfactions taken under the Integrity and Transparency of Parliamentary Agencies and must be completed by 31 October 2019.

5. Clients mean Members of the National Legislative Assembly/ Senators/ Members of the House of Representatives, Committees of the Houses, parliamentary staff and the general public.

6. Stakeholders mean Independent Organizations, Public Prosecutor Offices, public and private agencies, press and the general public.

In order to ensure an effective and continuous implementation for parliamentary agencies, the Working Group on Development of Policies and Transparency Standards which is appointed by the Sub-Committee of the POC, has made the plan for the Fiscal Year 2019 to promote and support the organizational integrity and transparency. This plan is based on the studies of the outcome of Fiscal Year 2018 and the recommendations provided by the Committee on Assessing the Compliance of Transparency Standards in the Parliamentary Agencies, the SPOC and the POC of the previous Fiscal Years.





## Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies for the Fiscal Year 2019

The Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies for the Fiscal Year 2019 has been ongoing since 2018 and to be integrated in compliance with the following issues:

1. Implement the National Strategic Plan on Prevention and Suppression of Corruption Phase 3 (2017-2021);
2. Implement the MOU 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;
3. Mobilize strategy for the compliance of Parliamentary Officials Code of Ethics No. 2, (2015 – 2019);
4. Implement the Master Plan for Promoting National Merit No. 1 (2016-2021)
5. Implement the Integrity and Transparency Assessment (ITA), under the Assessment Criteria of ONACC;
6. Implement recommendations from the Fiscal Year 2018 outcome.

The Fiscal Year 2019 Plan for Promoting the Implementation of Integrity and Transparency Standards in the Parliamentary Agencies covers the implementation of 6 measures/guidelines, aiming at the 3 operational issues:

1. Formulating policies that promote integrity and transparency of the parliamentary agencies
2. Supporting and developing parliamentary personnel to work under moral and ethical standards and Civil Servant Disciplines, and stand for the righteousness
3. Promotion of Integrity and Transparency Assessment : ITA

Each measure consists of guidelines, activities/projects and target groups to be completed by the parliamentary agencies in the Fiscal Year 2019 indicators, including outputs, outcomes and person in charge. The details are shown below:



## ***Details of the Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies for the Fiscal Year 2019***

### *1. Formulating policies that promote integrity and transparency of the parliamentary agencies (1 measure)*

Goal : To foster and promote the implementation of integrity and transparency policies

No.	Measures	Guidelines	Projects/ Activities	Target Groups	Outputs	Outcomes	Person In Charge (PIC)
-	Putting into action the policy relating to the promotion of integrity and transparency in the parliamentary agencies	<p>Building awareness and understanding of integrity and transparency policies in the organization.</p> <p><b>Objectives</b></p> <p>1. Building awareness and understanding of integrity and transparency policies and guidelines in the parliamentary agencies;</p> <p>2. Building understanding and participation in the implementation of Integrity and Transparency Assessment of state agencies;</p> <p>3. Building participation among networks inside parliamentary agencies in order to harness toward Transparency Organization.</p>	<p><b>The Secretariat of the House of Representatives</b></p> <p>1. Organizing activities to promote knowledge and understanding of transparency development policies of the Secretariat of the House of Representatives; (under the seminar project on The Building of Knowledge and Understanding of the Working Operation in Compliance with the Secretariat of the House of Representatives Key Performance Indicator : KPI for the Fiscal Year 2019)</p> <p>2. Disseminate the Truthful Will Policies of the administration of the Secretariat of the House of Representatives</p>	<p>- Total of 300 relating personnel and executives included</p> <p>- Executives and personnel of the agencies</p>	The personnel of parliamentary agencies are acknowledge and understand the agencies' policies of formulating transparency and honesty in performing of duties and are able to implement those policies to actual works.	Become the agencies of ethic and transparency in performing duties	Bureau of Policy and Planning (The Secretariat of the House of Representatives),



No.	Measures	Guidelines	Projects/ Activities	Target Groups	Outputs	Outcomes	Person In Charge (PIC)
			3. The project of empowerment towards the Strong Secretariat: the organization of sufficiency and anti-corruption	- Total of 120 relating personnel and executives			
			<p><b>The Secretariat of the Senate</b></p> <p>1. Project of developing and improving of mechanism for mobilizing of the Code of Ethics and Transparency</p> <p><u>Activity 1</u> : Seminar on the Explanation of the Operation Plan of the Integrity and Transparency Assessment of the Secretariat of the Senate for the Fiscal Year 2019</p> <p><u>Activity 2</u>: Seminar on the Explanation of Code of Ethics of the Parliamentary Officials</p> <p>2. Project Strong &gt; Stronger &gt; Strongest : the Commitment to Mobilizes Transparent Organization Culture</p>	<p><u>Activity 1</u>: Total of 60 persons including Directors of the Bureaus and representatives from the working group of ITA in the Bureau level</p> <p><u>Activity 2</u> : Total of 500 persons from the Secretariat of the Senate</p> <p>- Total of 27 executives of the Secretariat of the Senate</p>			<p>Bureau of Human Resources Development (The Secretariat of the Senate)</p> <p>Bureau of Policy and Planning (The Secretariat of the Senate)</p>



No.	Measures	Guidelines	Projects/ Activities	Target Groups	Outputs	Outcomes	Person In Charge (PIC)
			3. Activity to disseminate the truthful will of the Secretary General of the Senate and the policies on anti-bribery for preventing corruption and malpractice through diverse channels such as Internet, Intranet, Youtube, etc.	- the executives and the officials of the Secretariat of the Senate			
		2. Promoting morality and ethic in every Bureau/ Division <b>Objectives</b> 1. To develop knowledge and conscience of religious believes for the work efficiency 2. To develop knowledge and conscience of the role of ethical driven in the organization and exchange in practices to create mutual value in the Parliamentary agencies 3. To develop networks that promote the implementation of the	<b>The Secretariat of the House of Representatives</b> 1. Religious sermons for the personnel of the Secretariat of the House of Representatives for the Fiscal Year 2019, 5 times 2. Study on religion for the personnel of the Secretariat of the House of Representatives for the Fiscal Year 2019 3. Religious practices for the personnel of the Secretariat of the House of Representatives for the Fiscal Year 2019 4. Developing Ethical Teamworking for the Fiscal Year 2019	- Total of 280 the Secretariat of the House of Representatives officials - Total of 80 the Secretariat of the House of Representatives officials - Total of 80 the Secretariat of the House of Representatives officials - 80 of the Secretariat of the House of	Reports on the outcome of projects and activities		Bureau of Human Resources Development (The Secretariat of the House of Representatives)



No.	Measures	Guidelines	Projects/ Activities	Target Groups	Outputs	Outcomes	Person In Charge (PIC)
		Code of Ethics of Parliamentary Officials	<p>(Workshop for practitioner level officials)</p> <p>5. Mobilizing and implementing the Code of Ethics for Parliamentary Officials and promoting morality and ethic of every Bureaus of the Secretariat of the House of Representatives</p> <p><b>The Secretariat of the Senate</b></p> <p>1. Project on Network Development and Mobilizing the Code of Ethics of 4.0 Generation Parliamentary Officials Project Strong &gt; Stronger &gt; Strongest : the Commitment to Mobilize Transparent Organization Culture</p> <p>2. Strong Model Project: Sufficiency Mind Against Corruption</p>	<p>Representatives officials</p> <p>All Bureaus and Divisions</p> <p>Officials from Bureaus and Divisions of the Secretariat of the Senate</p> <p>- 60 Officials including Directors of Relevant Bureaus and Working Groups on Promoting the Implementation of Integrity and</p>			<p>All Bureaus and Divisions</p> <p>Bureau of Human Resources Development (the Secretariat of the Senate)</p> <p>All Bureaus and Divisions</p>



No.	Measures	Guidelines	Projects/ Activities	Target Groups	Outputs	Outcomes	Person In Charge (PIC)
				Transparency in Bureau Level			



*2. Supporting and developing parliamentary personnel to work under moral and ethical standards and Civil Servant Disciplines, and stand for the righteousness (3 Measures)*

*Goal: Parliamentary personnel have the correct behavior, work and live under moral and ethical principles.*

No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
1	Promote and encourage the systems and mechanisms to enhance agency's ethics and moralities	<p>1. Promoting ethic and morality among parliamentary executives and personnel to create moral role models</p> <p><u>Objectives</u></p> <p>1. Raise knowledge and awareness of the roles of harnessing organization's morality, exchange of ideas in order to create mutual values among parliamentary agencies</p> <p>2. Cooperatively establish action plans</p> <p>3. Support and promote the firmly compliance with the Code of Ethics of Civil Servants</p>	<p><b>The Secretariat of the House of Representatives</b></p> <p>1. Project on Ethical Teamworking for the Fiscal Year 2019</p> <p><u>Activity 1:</u> Workshop for executives on exchanging of ideas about organization's ethical practices and values</p> <p><u>Activity 2:</u> Workshop for Chiefs of Divisions on building up understanding about fostering ethics and values of the organization with PDCA (Deming Cycle)</p> <p><u>Activity 3:</u> Workshop for parliamentary agencies executives for the setting up of parliamentary agencies core values</p>	<p>- Total of 41 executives of the Secretariat of the House of Representatives</p> <p>- Total of 147 the Chiefs of Divisions of the Secretariat of the House of Representatives</p> <p>- the Executives of the Secretariat of both Houses</p>	Produce reports on opinions and participation of executives in promoting moralities and ethics, and submit to the relevant commissions	The executives of parliamentary agencies have attitude and notion of having moralities and ethics in performing of duties	Bureau of Human Resources Development (The Secretariat of the House of Representatives)



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
			<p>2. Project on the compliance of moral and ethical standards and good governance</p> <p><u>Activity 1:</u> the selection and recognition of prominent virtuous personnel</p> <p><u>Activity 2:</u> the selection of prominent virtuous bureaus</p> <p><b>The Secretariat of the Senate</b></p> <p>1. Project on setting up of Declaration of Virtue of Parliamentary Agencies</p> <p><u>Activity 1:</u> Meeting on drafting of Declaration of Virtue for Parliamentary Agencies</p> <p><u>Activity 2:</u> Seminar on Declaration of Virtue of Parliamentary Agencies</p> <p>2. Project on selection and</p>	<p>Personnel of the Secretariat of the House of Representatives</p> <p>All bureaus and divisions</p> <p>- Total of 40 executives and representatives from the bureaus of the Secretariat of the Senate</p> <p>- Total of 1000 staff of the Secretariat of the Senate</p>			<p>Bureau of Human Resources Development (The Secretariat of the Senate)</p>





No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
			<p>recognition the compliance of the Code of Ethics of the Parliamentary Officials</p> <p><u>Activity 1:</u> the selection of officials who uphold and comply to the Code of Ethics of the Parliamentary Officials</p> <p><u>Activity 2:</u> the selection of outstanding Bureaus on moral and ethical promotion</p> <p><u>Activity 3:</u> Activity of the Morality Day, to recognize the officials and bureaus who uphold and comply to the Code of Ethics of Parliamentary Officials</p> <p>3. Project on Knowledge about the Process of the</p>	<p><u>Activity 1:</u> At least 38 officials of the Secretariat of the Senate who are nominated for the selection</p> <p><u>Activity 2:</u> 19 bureaus or divisions that are nominated for the selection</p> <p><u>Activity 3:</u> Total of 300 participating officials</p>			



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
			<p>Prevention and Suppression of Corruption and Malpractices</p> <p><u>Activity 1:</u> Study visit at Anticorruption Museum</p> <p><u>Activity 2:</u> Seminar on “Examination of Asset and Liability”</p> <p>4. Project on Personnel Development in accordance with the Code of Ethics of the Parliamentary Officials</p> <p>5. Project on Digital Thinking: the conflict between public and personal interest</p>	<p><u>Activity 1:</u> the Chiefs of all Divisions</p> <p><u>Activity 2:</u> All the Executives of the Secretariat of the Senate</p> <p>- Total 40 of officials holding knowledge worker position with practitioner level who are scheduled to be promoted in Fiscal Year 2021-2023</p> <p>- Total of 70 officials in each batch / 5 batches</p>			



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
				holding knowledge worker position with practitioner level – expert level			
		<p>2. Personnel development for officials who are in charge of integrity and moral promotion to enhance their training and ethical improvement knowledge and skill.</p> <p><b>Objectives</b></p> <p>1. Building up knowledge and understanding for the participants in roles and duties in mobilizing organizational ethics and skill training and participating in the exchange of ideas in organizing ethical promotion activities</p>	<p><b>The Secretariat of the House of Representatives</b></p> <p>Project of Ethical Promotion Leaders Training (Enhancing knowledge for internal networks for supporting ethical promotion in the organization)</p> <p><b>The Secretariat of the Senate</b></p> <p>Project “Strong Model: Sufficient Mind – Anti Corruption”</p>	<p>- Total of 50 Personnel who are in charge of mobilizing organizational integrity and ethics of Bureaus and divisions</p> <p>- Total of 60 Directors of Bureaus and the relevant working groups which are working on the integrity and transparency promotion</p>	<p>1. Personnel who are in charge of integrity and ethics promotion have adequate knowledge and skill in the training and ethical development</p> <p>2. Report of opinion of training attendants</p>	<p>Personnel who are in charge of moral and ethical promotion are able to distribute their knowledge and apply to their routine operation</p>	<p>Bureau of Human Resources Development (The Secretariat of the House of Representatives)</p> <p>Bureau of Human Resources Development (The Secretariat of the Senate)</p>



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
2	Develop ethical and moral promotion systems	<p>- Study and research on Management Guidelines including the monitoring , following-up and evaluating Moral and Ethical Management</p> <p>Objectives</p> <p>1. To study how to manage, monitor and evaluate the moral and ethical management of the Parliamentary Agencies</p> <p>2. To make the recommendation on the following-up and evaluation assessment system of the moral and ethical management of the Parliamentary Agencies</p>	<p><b>The Secretariat of the House of Representatives</b></p> <p>Study and research on Management Guidelines including the monitoring , following-up and evaluating Moral and Ethical Management.</p> <p>Case study: Propelling Organizational Value</p> <p><b>The Secretariat of the Senate</b></p> <p>Publishing Study Report and Analysis on the development of the follow up and evaluation assessment system of the moral and ethical management</p>	<p>- Executives and officials of the Secretariat of the House of Representatives</p> <p>- Officials of the Secretariat of the Senate</p>	<p><b><u>The Secretariat of the House of Representatives</u></b></p> <p>Report of the studies and researches with recommendation on Management Guidelines including the monitoring, following-up and evaluating Moral and Ethical Management.</p> <p><b><u>The Secretariat of the Senate</u></b></p> <p>Report of studies and researches with analysis and recommendation on the development of the following-up and evaluation assessment system of the moral and ethical management.</p>	<p>Parliamentary Agencies are able to apply Management Guidelines including the monitoring, following-up and evaluating Moral and Ethical Management to their routine operation.</p>	<p>Bureau of Academic Services, Bureau of Human Resources Development (The Secretariat of the House of Representatives)</p> <p>Bureau of Human Resources Development (The Secretariat of the Senate)</p>



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
3	Build up cooperation in moral and ethical management with networks to empower a society with zero tolerance against corruption through more engagements and activities.	<p>- Enhance cooperation in moral and ethical management with networks.</p> <p><b>Objectives</b></p> <p>- To foster knowledge and awareness and build up networks for corruption prevention and suppression.</p>	<p><b>The Secretariat of the House of Representatives</b></p> <p>1. Project for Strong Organization : Anti-Corruption and Sufficient Organization</p> <p>2. Project on learning of the Anti-Corruption process for the Fiscal Year 2019 (activities to foster knowledge and awareness and build up networks for corruption prevention and suppression)</p> <p><b>The Secretariat of the Senate</b></p> <p>1. Project on learning of the prevention and suppression process of Corruption and malpractices.</p> <p><u>Activity 1</u> : Lecture and study visit at Anti-Corruption Museum</p> <p><u>Activity 2</u> : Seminar on “Inspection of Asset and Liability”</p>	<p>- Total of 120 relevant executives and officials of the Secretariat of the House of Representatives</p> <p>- Total of 200 officials</p> <p><u>Activity 1:</u> All Chiefs of Divisions</p> <p><u>Activity 2:</u> Executives of the Secretariat of the Senate</p>	Publish reports and activities of cooperation with moral networks	Exchange of ideas and working guidelines among moral networks to be applied to the works of Parliamentary Agencies	<p>Bureau of Human Resources Development, Bureau of Policy and Planning (The Secretariat of the House of Representatives)</p> <p>Bureau of Human Resources Development (The Secretariat of the Senate)</p>



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
			<p>2. Human Resource Development Projects in accordance with Parliamentary Official's Code of Ethics</p> <p>3. Project on Digital Thinking : The Conflict between Personal and Public Interest</p>	<p>- Total of 40 officials holding knowledge worker position with practitioner level who are scheduled to be promoted in the Fiscal Year 2021-2023</p> <p>- Total 70 of officials in each batch / 5 batches holding knowledge worker position with practitioner level – expert level</p>			



### 3. Promotion of Integrity and Transparency Assessment : ITA (2 Measures)

Goal: to ensure that the works of parliamentary agencies are standardized, transparent, corruption intolerant and well-recognized.

No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
1	Set up measures and mechanisms to support agencies to disclose their information through IT system	<p>1. Set up measures and mechanisms to support agencies to disclose their information through IT system with proper guidelines and valid IT systems</p> <p><u>Objectives</u> To disseminate information and report the results of compliance with the Official Information Act, B.E. 2540 (1997) and to establish mechanisms and supports for the Parliamentary Agencies to increase disclosure of information through information systems.</p>	<p><b>The Secretariat of the House of Representatives and the Secretariat of the Senate</b></p> <p>Disclosure of information via the information system of the agency through various channels in order to be in accordance with the Standard Operational Manual on Information Service of the Parliamentary Agencies</p>	<ul style="list-style-type: none"> <li>- Members of the National Legislative Assembly</li> <li>- Members of the House of Representatives</li> <li>- Members of the Senate</li> <li>- Former Members of Parliament</li> <li>- Members of committees/ Sub-committees</li> <li>- Parliamentary Personnel</li> <li>- Court officials</li> <li>- External government agencies / state enterprises</li> <li>- Internal government agencies</li> <li>- Parliamentary Officials</li> <li>- Student</li> <li>- People / Media</li> </ul>	The information of the agencies is disseminated through various channels.	Agencies can increasingly disseminate information via information systems throughout internal and external the agency	Bureau of General Affairs Administration (The Secretariat of the House of Representatives and the Secretariat of the Senate)
		2 Development of Information Technology	<b>Secretariat of the House of Representatives</b>	Officials of the agencies, external agencies and	The use of information	Information dissemination by	Bureau of Information



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
		<p>systems for the dissemination of information to both internal staff and external parties.</p> <p><b>Objectives</b> - To develop information technology systems to support the dissemination of information to both internal staff and outsiders</p>	<p>Activity : Information technology system development for the dissemination of information of the agencies to internal staff and outsiders</p> <p><b>Secretariat of the Senate</b> Bills Drafting Application development project</p>	<p>the public</p> <p>Members of the National Legislative Assembly, civil servants, Parliamentary personnel and the general public</p>	<p>technology system which allows easy and versatile accessibility</p>	<p>using the easy-to-access information technology system</p>	<p>Technology (Secretariat of the House of Representatives)</p> <p>Bureau of Information Technology and Communication (Secretariat of the Senate)</p>
2	Strengthen measures and mechanisms to prevent corruption in the organization	<p>1. Formulating guidelines for risk analyzing and risk management regarding preventing corruption in the organization and preparing the analysis and risk management report about corruption in the organization</p> <p><b>Objectives</b> 1. To formulate and execute risk management plan of the</p>	<p><b>Secretariat of the House of Representatives</b> Activities on plan and risk management of the Secretariat of the House of Representatives on the prevention of bribery, conflicts of interest and corruption</p> <p><b>Secretariat of the Senate</b> Implementation of the risk management plan for</p>	<p>Officials of the Secretariat of the House of Representatives</p> <p>Officials of the Secretariat of the Senate</p>	<p>The agency has guidelines in preventing corruption that may occur within the organization</p>	<p>No complaints about transparency and integrity on agencies' operations</p>	<p>Bureau of Policy and Planning (The Secretariat of the House of Representatives)</p> <p>Bureau of Policy and Planning (The Secretariat</p>





No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
		<p>Parliamentary Agencies, according to the COSO standard.</p> <p>2. To use such data to formulate measures and mechanisms to prevent corruption of the Parliamentary Agencies.</p>	<p>conflict of interest management and management of meeting allowance</p>				of the Senate)
		<p>2. The dissemination of guidelines on the prevention of corruption for both internal personnel and outsiders.</p> <p><u>Objectives</u></p> <p>1. To disseminate the guidelines on Prevention of Corruption of The Parliamentary Agencies</p> <p>2. For the transparent, anti-corruption and publicly accepted standard of performance of official duties of the Parliamentary Agencies</p>	<p><b>Secretariat of the House of Representatives</b></p> <p>Activities to disseminate guidelines on the Prevention of Corruption to both internal personnel and outsiders</p> <p><b>Secretariat of the Senate</b></p> <p>Dissemination of the risk management plan of the Secretariat of the Senate for the Fiscal Year 2018-2019</p> <p>Intent on Integrity of the Secretary-General of the Senate and anti-corruption policy on preventing corruption and misconduct,</p>	<p>Officials of the Secretariat of the House of Representatives, external authorities and the general public</p> <p>Secretariat of the Senate</p>	<p>Disseminate frameworks or guidelines for preventing corruption in the organization in all channels available.</p>	<p>Internal personnel and outsiders are acknowledged and understand the prevention of corruption of government service</p>	<p>Bureau of Policy and Planning (The Secretariat of the House of Representatives)</p> <p>Bureau of Policy and Planning (The Secretariat of the Senate)</p>



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
			<p>through various channels</p> <p><u>Activity 1</u> : Publish the risk management plan of the Secretariat of the Senate for the Fiscal Year 2018 - 2019</p> <p><u>Activity 2</u> : Disseminate the Intent on Integrity of the Secretary General of the Senate and anti - corruption policy on preventing corruption and misconduct through various channels such as internet, Intranet, YouTube, etc.</p>				



# The preparation of Report on the Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies

---

During the implementation of the Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies for the Fiscal Year 2019, the parliamentary agencies must prepare a report on the results of the plan implementation according to the report form attached to the appendix explaining report progress in 6 months, 9 months and 12 months round respectively. Along with reporting problems and obstacles in the implementation of proposals to the working group on Establishing Policies and Transparency Standards of Parliamentary Agencies for reviewing and scrutinizing the results before presenting to the Committee on Evaluation of Compliance of Transparency Standards of the Parliamentary Agencies, which is responsible for following up and evaluate the implementation of the Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies for the Fiscal Year 2019.



## Evaluation

---

After the parliamentary agencies have reported the results of the Plan for Promoting the Implementation of Integrity and Transparency in the Parliamentary Agencies for the Fiscal Year 2019, according to the period specified by the Working Group on Establishing Policies and Transparency Standards of Parliamentary Agencies and the Working Group have already reviewed. The Secretary of the Working Group will present a report of the operation results to the Evaluation Committee on the Implementation of Integrity and Transparency in the Parliamentary Agencies to consider and evaluate the performance. The Committee then considers the results or may have further suggestions and later on, it will inform those concerned agencies. This report includes the results of the 12-month operation. The committee will present a report of the results to the Parliamentary Officials Sub-Commission on Parliamentary Efficiency and Effectiveness Evaluation and the Parliamentary Officials Commission for further consideration.



# Appendix



## Implementation Plan Report Form for the Fiscal Year 2019

①. ....

No.	Projects/Activities	Outputs	Outcomes	Operation Results and Operation	Document/Evidence	Note
<b>Measure.....</b>						
1	.....	.....  (Whether or not, it is complying to the outputs specified in the plan. If it is not, please specify the reason in the note.)	.....  (Whether or not, it is complying to the outcomes specified in the plan. If it is not, please specify the reason in the note.)	<u><b>Result</b></u>  Percentage.....  <u><b>Operation</b></u> Agency has done ..... ..... (Explain clearly how to proceed in each criteria)	1. 2. 3.	
2						
<b>Measure.....</b>						
1						
2						
Percentage of overall result				Done.....Projects/Activities Under process.....Projects/Activities		



## *Details of plans/activities of the Secretariat of the House of Representatives*

สพ.

### *1. Formulating policies that promote integrity and transparency of the parliamentary agencies (1 measure)*

*Goal : To foster and promote the implementation of integrity and transparency policies*

No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person In Charge (PIC)
-	Putting into action the policy relating to the promotion of integrity and transparency in the parliamentary agencies	1. Building awareness and understanding of integrity and transparency policies in the organization.	<p>1. Organizing activities to promote knowledge and understanding of transparency development policies of the Secretariat of the House of Representatives; (under the seminar project on The Building of Knowledge and Understanding of the Working Operation in Compliance with the Secretariat of the House of Representatives Key Performance Indicator : KPI for the Fiscal Year 2019)</p> <p>2. Disseminate the Truthful Will Policies of the administration of the Secretariat of the House of Representatives</p>	<p>- Total of 300 relating personnel and executives included</p> <p>- Executive and personnel of the agencies</p>	The personnel of Parliamentary agencies acknowledged and understand the agencies' policies of formulating transparency and honesty in performing of duties and able to implement those policies to actual works.	Become the agencies of ethic and transparency in performing duties	Bureau of Policy and Planning (The Secretariat of the House of Representatives)



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person In Charge (PIC)
			3. The project of empowerment towards the Strong Secretariat: the organization of sufficiency and anti-corruption	- Total of 120 relating personnel and executives included			
		2. Promoting morality and ethic in every Bureau	<p>1. Religious sermons for the personnel of the Secretariat of the House of Representatives 2019 Fiscal Year, 5 times</p> <p>2. Study on religion for the personnel of the Secretariat of the House of Representatives for the Fiscal Year 2019</p> <p>3. Religious practices for the personnel of the Secretariat of the House of Representatives for the Fiscal Year 2019</p> <p>4. Developing Ethical Teamworking for the Fiscal Year 2019 (Workshop for practitioner level officials)</p> <p>5. Mobilizing and implementing the Code of Ethics for Parliamentary Officials and promoting morality and ethic of every Bureaus of the Secretariat of the House of Representatives</p>	<p>-280 of The Secretariat of the House of Representatives officials</p> <p>-80 of The Secretariat of the House of Representatives officials</p> <p>-80 of the Secretariat of the House of Representatives officials</p> <p>-80 of the Secretariat of the House of Representatives officials</p> <p>-80 of the Secretariat of the House of Representatives officials</p> <p>All Bureau and Division</p>	Reports on the outcome of projects and activities		Bureau of Human Resources Development (The Secretariat of the House of Representatives)





*2. Supporting and developing Parliamentary personnel to work under moral and ethical standards and Civil Servant Disciplines, and stand for the righteousness (3 Measures)*

*Goal: Parliamentary personnel have the correct behavior, work and live under moral and ethical principles.*

No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person In Charge (POC)
1	Promote and encourage the systems and mechanisms to enhance agency's ethics and moralities	1 Promoting ethic and morality among parliamentary executives and personnel to create moral role models	<p>1. Project on Ethical Teamworking for the Fiscal Year 2019</p> <p><u>Activity 1:</u> Workshop for executives on exchanging of ideas about organization's ethical practices and values</p> <p><u>Activity 2:</u> Workshop for Chiefs of Divisions on building up understanding about fostering ethics and values of the organization with PDCA (Deming Cycle)</p> <p><u>Activity 3:</u> Workshop for parliamentary agencies executives for the setting up of parliamentary agencies core values</p>	<p>- Total of 41 executives of the Secretariat of the House of Representatives</p> <p>- Total of 147 Chiefs of Divisions of the Secretariat of the House of Representatives</p> <p>- the Executives of the Secretariat of both Houses</p>	Produce reports on opinion and participation of executives in promoting moralities and ethics, and submit to the relevant commissions	The executives of parliamentary agencies have attitude and notion of having moralities and ethics in performing of duties	Bureau of Human Resources Development (The Secretariat of the House of Representatives)



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person In Charge (POC)
			<p>2. Project on the compliance of moral and ethical standards and good governance</p> <p><u>Activity 1:</u> the selection and recognition of prominent virtuous personnel</p> <p><u>Activity 2:</u> the selection of prominent virtuous bureaus</p>	<p>Personnel of the Secretariat of the House of Representatives</p> <p>All bureaus and divisions</p>			
		2. Personnel development for officials who are in charge of integrity and moral promotion to enhance their training and ethical improvement knowledge and skill.	Project of Ethical Promotion Leaders Training (Enhancing knowledge for internal networks for supporting ethical promotion in the organization)	- Total of 50 Personnel who are in charge of mobilizing organizational integrity and ethics of Bureaus and divisions	<p>1. Personnel who are in charge of integrity and ethics promotion have adequate knowledge and skill in the training and ethical development</p> <p>2. Report of opinion of training attendants</p>	Personnel who are in charge of moral and ethical promotion are able to distribute their knowledge and apply to their routine operation	Bureau of Human Resources Development (The Secretariat of the House of Representatives)



No.	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person In Charge (POC)
2	Develop ethical and moral promotion systems	Study and research on Management Guidelines including the monitoring , following-up and evaluating Moral and Ethical Management	Study and research on Management Guidelines including the monitoring, following-up and evaluating Moral and Ethical Management. Case study: Propelling Organizational Value	- Executives and officials of the Secretariat of the House of Representatives	Report of the studies and researches with recommendation on Management Guidelines including the monitoring, following-up and evaluating Moral and Ethical Management.	Parliamentary Agencies are able to apply Management Guidelines including the monitoring, following-up and evaluating Moral and Ethical Management to their routine operation.	Bureau of Academic Services, Bureau of Human Resources Development (The Secretariat of the House of Representatives)
3	Build up cooperation in moral and ethical management with networks to empower a society with zero tolerance against corruption through more engagements and activities.	Enhance cooperation in moral and ethical management with networks.	1. Project for Strong Organization : Anti-Corruption and Sufficient Organization 2. Project on learning of the Anti-Corruption process for the Fiscal Year 2019 (activities to foster knowledge and awareness and build up networks for corruption prevention and suppression)	- Total of 120 relevant executives and officials of the Secretariat of the House of Representatives - Total of 200 officials	Publish reports and activities of cooperation with moral networks.	Exchange of ideas and working guidelines among moral networks to be applied to the works of Parliamentary Agencies	Bureau of Human Resources Development, Bureau of Policy and Planning (The Secretariat of the House of Representatives)



### 3. Promotion of Integrity and Transparency Assessment : ITA (2 Measures)

Goal: to ensure that the works of parliamentary agencies are standardized, transparent, corruption intolerant and well-recognized.

No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
1	Set up measures and mechanisms to support agencies to disclose their information through IT system	1. Set up measures and mechanisms to support agencies to disclose their information through IT system with proper guidelines and valid IT systems	Disclosure of information via the information system of the agency through various channels, in order to be in accordance with the Standard Operational Manual on Information Service of the Parliamentary Agencies	<ul style="list-style-type: none"> <li>- Members of the National Legislative Assembly</li> <li>- Members of the House of Representatives</li> <li>- Members of the Senate</li> <li>- Former members of Parliament</li> <li>- Members of committees/ Sub-committees</li> <li>- Parliamentary Personnel</li> <li>- Court officials</li> <li>- External government agencies / state enterprises</li> <li>- Internal government agencies</li> <li>- Parliamentary Officials</li> <li>- Student</li> <li>- People / Media</li> </ul>	The information of the agencies is disseminated through various channels.	Agencies can increasingly disseminate information via information systems throughout internal and external the agency	Bureau of General Affairs Administration (The Secretariat of the House of Representatives)



No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
		2 Development of information Technology systems for the dissemination of information to both internal staff and external parties.	Activity : Information technology system development for the dissemination of information of the agencies to internal staff and outsiders	Officials of the agencies, external agencies and the public	The use of information technology system which allows easy and versatile accessibility	Information dissemination by using the easy-to-access information technology system	Bureau of Information Technology (Secretariat of the House of Representatives)
2	Strengthen measures and mechanisms to prevent corruption in the organization	1. Formulating guidelines for risk analyzing and risk management regarding preventing corruption in the organization and preparing the analysis and risk management report about corruption in the organization	Activities on Plan and Risk management of the Secretariat of the House of Representatives on the prevention of bribery, conflicts of interest and corruption	Officials of the Secretariat of the House of Representatives	The agency has guidelines in preventing corruption that may occur within the organization	No complaints about transparency and integrity on agencies' operations	Bureau of Policy and Planning (The Secretariat of the House of Representatives)
		2. The dissemination of guidelines on the Prevention of Corruption for both internal personnel and outsiders.	Activities to disseminate guidelines on the Prevention of Corruption to both internal personnel and outsiders	Officials of the Secretariat of the House of Representatives, External authorities and the general public	Disseminate frameworks or guidelines for preventing corruption in the organization in all channels available	Internal personnel and outsiders are acknowledged and understand about the prevention of corruption of government service	Bureau of Policy and Planning (The Secretariat of the House of Representatives)



***Details of plans/activities of the Secretariat of the Senate***

***1. Formulating policies that promote integrity and transparency of the parliamentary agencies (1 measure)***

***Goal : To foster and promote the implementation of integrity and transparency policies***

No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (POC)
-	Implement of Integrity and Transparency policies promotion in the Parliamentary Agencies.	1. Building awareness and understanding of Integrity and Transparency policies in the organization.	1. Project of developing and improving of mechanism for mobilizing of the Code of Ethics and Transparency <u>Activity 1</u> : Seminar on the Explanation of the Operation Plan of the Integrity and Transparency Assessment of the Secretariat of the Senate for the Fiscal Year 2019  <u>Activity 2</u> : Seminar of the Explanation of Code of Ethics of the Parliamentary Officials	<u>Activity 1</u> : Total of 60 persons including Directors of the Bureaus and representatives from the working group of ITA in the Bureau level  <u>Activity 2</u> : Total of 500 persons from the Secretariat of the Senate - Total of 27 executives of the Secretariat of the Senate	The personnel of Parliamentary agencies acknowledged and understand the agencies' policies of formulating transparency and honesty in performing of duties and able to implement those policies to actual works.	Become the agencies of ethic and transparency in performing duties	Bureau of Human Resources Development (The Secretariat of the Senate) Bureau of Policy and Planning (The Secretariat of the Senate)



No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (POC)
			<p>2. Project Strong &gt; Stronger &gt; Strongest : the Commitment to Mobilizes Organization Culture</p> <p>3. Activity to disseminate the truthful will of the Secretary General of the Senate and the policies on anti-bribery for preventing corruption and malpractice through diverse channels such as Internet, Intranet, Youtube, etc.</p>	- the executives and the officials of the Secretariat of the Senate			
		2. Promoting morality and ethic in every Bureau	<p>1. Project on Network Development and Mobilizing the Code of Ethics of 4.0 Generation Parliamentary Officials</p> <p>Project Strong &gt; Stronger &gt; Strongest : the Commitment to Mobilizes Transparent Organization Culture</p> <p>2. Project Strong Model: Sufficiency Mind Against Corruption</p>	<p>Officials from Bureaus and Divisions of the Secretariat of the Senate</p> <p>- 60 Officials including Directors of Relevant Bureaus and Working Groups on Promoting the Implementation of Integrity and Transparency in Bureau Level</p>	Reports on the outcome of projects and activities		<p>Bureau of Human Resources Development (the Secretariat of the House of the Senate)</p> <p>All Bureaus and Divisions</p>



## 2. Supporting and developing Parliamentary personnel to work under moral and ethical standards and Civil Servant Disciplines, and stand for the righteousness (3 Measures)

Goal: Parliamentary personnel have the correct behavior, work and live under moral and ethical principles.

No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
1	Promote and encourage the systems and mechanisms to enhance agency's ethics and moralities	1. Promoting ethic and morality among parliamentary executives and personnel to create moral role models	<p>1. Project on setting up of Declaration of Virtue of Parliamentary Agencies</p> <p><u>Activity 1:</u> Meeting on drafting of Declaration of Virtue for Parliamentary Agencies</p> <p><u>Activity 2:</u> Seminar on Declaration of Virtue of Parliamentary Agencies</p> <p>2. Project on selecting and recognizing the compliance of the Code of Ethics of the Parliamentary Officials</p> <p><u>Activity 1:</u> the selection of officials who uphold and comply to the Code of Ethics of the Parliamentary Officials</p> <p><u>Activity 2:</u> the selection of outstanding Bureaus on moral and ethical promotion</p> <p><u>Activity 3:</u> Activity of the Morality Day, to recognize the officials and bureaus who uphold and comply to the Code of Ethics of Parliamentary Officials</p>	<p>- Total of 40 Executives and representatives from the bureaus of the Secretariat of the Senate</p> <p>- Total of 1000 staff of the Secretariat of the Senate</p> <p>Activity 1: Total of 38 the officials of the Secretariat of the Senate who are nominated for the selection</p> <p>Activity 2: Total of 19 Bureaus or divisions that are nominated for the selection</p> <p>Activity 3: Total 300 of participating officials</p>	Produce reports on opinion and participation of executives in promoting moralities and ethics, and submit to the relevant commissions	The executives of parliamentary agencies have attitude and notion of having moralities and ethics in performing of duties	Bureau of Human Resources Development (The Secretariat of the Senate)





No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
			<p>3. Project on Knowledge about the process of the prevention and suppression of corruption and malpractices</p> <p><u>Activity 1:</u> Study visit at Anticorruption Museum</p> <p><u>Activity 2:</u> Seminar on “Examination of Asset and Liability”</p> <p>4. Project on Personnel Development in accordance with the Code of Ethics of the Parliamentary Officials</p> <p>5. Project on Digital Thinking: the conflict between public and personal interest</p>	<p><u>Activity 1:</u> the Chiefs of all Divisions</p> <p><u>Activity 2:</u> All the Executives of the Secretariat of the Senate</p> <p>- Total of 40 officials holding knowledge worker position with practitioner level who are scheduled to be promoted in 2021-2023 Fiscal Year</p> <p>- Total of 70 officials in each batch / 5 batches holding knowledge worker position with practitioner level – expert level</p>			
		2. Personnel development for officials who are in charge of integrity and moral	Project “Strong Model: Sufficient Mind – Anti Corruption”	- Total of 60 Directors of Bureaus and the relevant working groups which are working on integrity and transparency promotion	1. Personnel having duty of integrity and ethics promotion have adequate	Personnel who are in charge of Moral and Ethical promotion are able to	Bureau of Human Resources Development (The Secretariat of the Senate)



No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
		promotion to enhance their training and ethical improvement knowledge and skill.			knowledge and skill in the training and ethical development  2. Report of opinion of training attendants	distribute their knowledge and apply to their routine operation	
2	Develop ethical and moral promotion systems	- Study and research on Management Guidelines including the monitoring , following-up and evaluating Moral and Ethical Management	Publishing Study Report and Analysis on the development of the follow up and evaluation assessment system of the moral and ethical management	- Officials of the Secretariat of the Senate	Report of studies and researches with analysis and recommendation on the development of the following-up and evaluation assessment system of the moral and ethical management.	Parliamentary Agencies are able to apply Management Guidelines including the monitoring, following-up and evaluating Moral and Ethical Management to their routine operation.	Bureau of Human Resources Development (The Secretariat of the Senate)



No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
3	Build up cooperation in moral and ethical management with networks to empower a society with zero tolerance against corruption through more engagements and activities.	- Enhance cooperation in moral and ethical management with networks.	<p>1. Project on learning of the prevention and suppression process of Corruption and malpractices.  <u>Activity 1</u> : Lecture and study visit at Anti-Corruption Museum  <u>Activity 2</u> : Seminar on “Inspection of Asset and Liability”</p> <p>2. Human Resource Development Projects in accordance with Parliamentary Official’s Code of Ethics</p> <p>3. Project on Digital Thinking : The Conflict between Personal and Public Interest</p>	<p><u>Activity 1:</u> All Chiefs of Divisions  <u>Activity 2:</u> Executives of the Secretariat of the Senate</p> <p>- Total of 40 officials holding knowledge worker position with practitioner level who are scheduled to be promoted in the Fiscal Year 2021-2023</p> <p>- Total of 70 officials in each batch / 5 batches holding knowledge worker position with practitioner level – expert level</p>	Publish reports and activities of cooperation with moral networks	Exchange of ideas and working guidelines among moral networks to be applied to the works of Parliamentary Agencies	Bureau of Human Resources Development (The Secretariat of the Senate)



### 3. Promotion of Integrity and Transparency Assessment : ITA (2 Measures)

Goal: to ensure that the works of parliamentary agencies are standardized, transparent, corruption intolerant and well-recognized.

No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
1	Set up measures and mechanisms to support agencies to disclose their information through IT system	1. Set up measures and mechanisms to support agencies to disclose their information through IT system with proper guidelines and valid IT systems	Disclosure of information via the information system of the agency through various channels, in order to be in accordance with the Standard Operational Manual on Information Service of the Parliamentary Agencies	<ul style="list-style-type: none"> <li>- Members of the National Legislative Assembly</li> <li>- Members of the House of Representatives</li> <li>- Members of the Senate</li> <li>- Former Members of Parliament</li> <li>- Members of committees/ Sub-committees</li> <li>- Parliamentary Personnel</li> <li>- Court officials</li> <li>- External government agencies / state enterprises</li> <li>- Internal government agencies</li> <li>- Parliamentary Officials</li> </ul>	The information of the agencies is disseminated through various channels.	Agencies can increasingly disseminate information via information systems throughout internal and external the agency	Bureau of General Affairs Administration (Secretariat of the Senate)



No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
				- Student - People / Media			
		2 Development of Information Technology systems for the dissemination of information to both internal staff and external parties.	Bills Drafting Application development project	Members of the National Legislative Assembly, civil servants, Parliamentary personnel and the general public	The use of information technology system which allows easy and versatile accessibility	Information dissemination by using the easy-to-access information technology system	Bureau of Information Technology and Communication (Secretariat of the Senate)
2	Strengthen measures and mechanisms to prevent corruption in the organization	1. Formulating guidelines for risk analyzing and risk management regarding preventing corruption in the organization and preparing the analysis and risk management report about corruption in the organization	Implementation of the risk management plan for conflict of interest management and management of meeting allowance	Officials of the Secretariat of the Senate	The agency has guidelines in preventing corruption that may occur within the organization	No complaints about transparency and integrity on agencies' operations	Bureau of Policy and Planning (The Secretariat of the Senate)
		2. The dissemination of guidelines on the Prevention of Corruption for both internal personnel and outsiders.	Dissemination of the risk management plan of the Secretariat of the Senate for the Fiscal Year 2018-2019 The Intent on Integrity of the Secretary-General of the Senate and anti-corruption policy on preventing corruption and misconduct, through various channels	Officials of the Secretariat of the Senate	Disseminate frameworks or guidelines for preventing corruption in the organization in all channels available.	Internal personnel and outsiders acknowledge and understand the prevention of corruption of government service	Bureau of Policy and Planning (The Secretariat of the Senate)



No	Measures	Guidelines	Projects/Activities	Target Groups	Outputs	Outcomes	Person in Charge (PIC)
			<p><u>Activity 1</u> : Publish the risk management plan of the Secretariat of the Senate for the Fiscal Year 2018 - 2019</p> <p><u>Activity 2</u> : Disseminate the Intention on Integrity of the Secretary-General of the Senate and anti - corruption policy on preventing corruption and misconduct through various channels such as internet, Intranet, and YouTube</p>				



Projects/Activities Organized by Secretariat of the House of Representatives (Quarterly)

၈၈.

1. Formulating policies that promote integrity and transparency of the parliamentary agencies

Goal : To foster and promote the implementation of integrity and transparency policies

Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
1. Organizing activities to promote knowledge and understanding of transparency development policies of the Secretariat of the House of Representatives; (under the seminar project on The Building of Knowledge and Understanding of the Working Operation in Compliance with the Secretariat of the House of Representatives Key Performance Indicator : KPI for the Fiscal Year 2019)	1. Percentage of knowledge and understanding on the implementation plan increase 80% (80% of participants have gained more knowledge) 2. More understanding and participation in the implementation of in Integrity and Transparency Assessment of State Agencies (80% of participants have gained more knowledge)	Percentage			↔										30,000	Bureau of Policy and Planning



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau	
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19			
2. Projects of the Bureau of Human Resource Development - Religious sermons for the personnel of the Secretariat of the House of Representatives for the Fiscal Year 2019 - Study on Religion for the personnel of the Secretariat of the House of Representatives for the Fiscal Year 2019 - Religious practices for the personnel of the Secretariat of the House of Representatives for the Fiscal Year 2019 - Developing Ethical Teamworking for the Fiscal Year 2019 (Workshop for practitioner level officials)	Participants not less than 80% are able to apply knowledge into practice	8 times/ 520 persons												439,200	Bureau of Human Resource Development		
																107,200	
																	100,000
																	150,000
														82,000			
3. Projects for Promoting morality and ethic in every Bureau	Participants not less than 80% are able to apply knowledge into practice														All Bureaus and Divisions		





**2. Supporting and developing parliamentary personnel to work under moral and ethical standards and Civil Servant Disciplines, and stand for the righteousness**

Goal : Parliamentary personnel have the correct behavior, work and live under moral and ethical principles.

Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
1. Project on Promoting ethical teamwork for the Fiscal Year 2019 (Workshop for executives on exchanging of ideas about organization's ethical practices and values)	Participants not less than 80% are able to apply knowledge into practice	5 times/ 238 persons													113,650	Bureau of Human Resource Development
2. Project of Ethical Promotion Leaders Training (Enhancing knowledge for internal networks for supporting ethical promotion in the organization)																
3. Project on the compliance of moral and ethical standards and good governance  <b>Activity 1:</b> the selection and recognition of	1. the selection and recognition of prominent virtuous personnel and announcement of their honor to the public/ 1 time 2. the Secretariat has	2 times													70,000	Bureau of Human Resource Development



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
prominent virtuous personnel  <b>Activity 2:</b> the selection of prominent virtuous bureaus	prominent virtuous personnel that can be the role model in complying the Code of Ethics  1. the selection and recognition of prominent virtuous bureau and announcement of their honor to the public/ 1 time  2. the Secretariat has prominent virtuous bureau that can promote moral and ethical promotion collaboration within the internal offices															
4. Study and research on Management Guidelines including the monitoring following-up and evaluating Moral and Ethical Management.	1. Study and research report (1 paper) and recommendation on management guidelines including monitoring, following-up and evaluating	Papers		←—————→										Budget from the Secretariat of the House of Representatives	Bureau of Academic Services	



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
	moral and ethical management (1 paper)															
5. Project for the Strong Secretariat : Anti-Corruption and Sufficient Organization	1. 100% of organizing the project 2. 80% of participants have accomplished the target	Percentage											←	→	Budget from Integrated projects with the Office of the National Counter Corruption Commission (ONACC)	Bureau of Policy and Planning
6. Project on learning of the anti-corruption process for the Fiscal Year 2019	Participants not less than 80% can apply knowledge into practice	5 times/ 200 persons				←	→								72,000	Bureau of Human Resource Development



### 3. Promotion of Integrity and Transparency Assessment : ITA

Goal: to ensure that the works of parliamentary agencies are standardized, transparent, corruption intolerant and well-recognized.

Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
1. Disclosure of information via the information system of the agency through various channels in order to be in accordance with the Standard Operational Manual on Information Service of the Parliamentary Agencies	disseminate information in accordance with the Official Information Act, B.E. 2540 (1997) 5 issues / month	60 issues	5	5	5	5	5	5	5	5	5	5	5	5	-	Bureau of General Affairs Administration
2. : Information technology system development for the dissemination of information of the agencies to internal staff and outsiders	The Agency has 100% made information reliable and available in accordance with Integrity and Transparency Assessment : ITA	Percentage													Budget from the Secretariat of the House of Representatives	Bureau of Information Technology



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
3. Activities on risk management of the Secretariat of the House of Representatives	Risk management of the Secretariat of the House of Representatives is 100% applied to all activities	Percentage				←—————→									Budget from the Secretariat of the House of Representatives	Bureau of Policy and Planning
4. Disseminate guidelines on the prevention of corruption of the Secretariat	Guidelines on the prevention of corruption of the Secretariat is 80% operated	Percentage				←—————→									Budget from the Secretariat of the House of Representatives	Bureau of Policy and Planning



Projects/Activities Organized by Secretariat of the Senate (Quarterly)

๙๗.

1. Formulating integrity and transparency Policies of the Parliamentary agencies

Goal : To foster and promote the implementation of integrity and transparency policies

Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
1. Project of developing and improving of mechanism for mobilizing of the Code of Ethics and Transparency <b>Activity 1</b> : Seminar on the Explanation of the Operation Plan of the Integrity and Transparency Assessment of the Secretariat of the Senate for the Fiscal Year 2019  <b>Activity 2</b> : Seminar of the Explanation of Code of Ethics of the Parliamentary Officials	1. Participants not less than 80% have known and understand the plan  2. Participants not less than 80% have understood the main idea of Code of Ethics of the Parliamentary Officials	Percentage													70,000	Bureau of Human Resource Development
															60,500	
2. Project Strong > Stronger > Strongest : the Commitment to Mobilizes Organization Culture	Not less than 80% of Bureaus and Divisions of the Secretariat of the Senate have performed														799,000	Bureau of Human Resource Development



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
	duties in accordance with Organization Culture Mobilizing Plan															
3. Activity to disseminate the Intent on Integrity of the Secretary General of the Senate and the policies on anti-bribery for preventing corruption and malpractice through diverse channels	Disseminate the Intent on Integrity of the Secretary-General of the Senate and the policies on anti-bribery for preventing corruption and malpractice through diverse channels such as Internet, Intranet and Youtube, etc	Number of Channels	←—————→												-	Bureau of Policy and Planning
4. Project on Network Development and Mobilizing the Code of Ethics of 4.0 Generation Parliamentary Officials Project Strong > Stronger > Strongest : the Commitment to Mobilizes Organization Culture - Activities on mobilizing the Commitment to Transparent	Participants not less than 80% can apply knowledge into practice	Percentage				←—————→									-	Bureau of Human Resource Development and all relevant Bureaus and Divisions



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
Organization Development within the Bureaus and Divisions																
5. Project Strong Model: Sufficiency Mind Against Corruption	Not less than 80% of Bureaus and Divisions under the Secretariat of the Senate have performed in accordance with the Operation Plan	Percentage													120,000	Bureau of Human Resource Development





**2. Supporting and developing Parliamentary personnel to work under moral and ethical standards and Civil Servant Disciplines, and stand for the righteousness**

**Goal:** Parliamentary personnel have the correct behavior, work and live under moral and ethical principles.

Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
1. Project on setting up of Declaration of Virtue of Parliamentary Agencies <b>Activity 1:</b> Meeting on drafting of Declaration of Virtue for Parliamentary Agencies <b>Activity 2:</b> Seminar on Declaration of Virtue of Parliamentary Agencies	Participants not less than 80% can apply knowledge into practice	Percentage													70,000	Bureau of Human Resource Development
															11,350	
2. Project on selection and recognition the compliance of the Code of Ethics of the Parliamentary Officials <b>Activity 1:</b> the selection of officials who uphold and comply to the Code of Ethics of the Parliamentary Officials	1. Announce and commend personnel with virtue	Number of persons/ Number of Bureaus or Divisions													150,000	Bureau of Human Resource Development
	2. Announce and commend Bureaus and Divisions with virtue														66,800	



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
<p><b>Activity 2:</b> the selection of outstanding Bureaus on moral and ethical promotion</p> <p><b>Activity 3:</b> Activity of the Morality Day, to recognize the officials and bureaus who uphold and comply to the Code of Ethics of Parliamentary Officials</p>														19,400		
														63,800		



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
3. Project on Knowledge about the process of the prevention and suppression of corruption and malpractices <u>Activity 1:</u> Study visit at Anticorruption Museum <u>Activity 2:</u> Seminar on “Examination of Asset and Liability”	Participants not less than 80% can apply knowledge into practice	Percentage		↔					↔					50,000	Bureau of Human Resource Development	
														4,150		
																45,850
4. Project on Personnel Development in accordance with the Code of Ethics of the Parliamentary Officials	Participants not less than 80% can apply knowledge into practice	Percentage					↔							68,000	Bureau of Human Resource Development	
5. Project on Digital Thinking: the conflict between public and personal interest	Participants not less than 80% can apply knowledge into practice	Percentage						↔						36,000	Bureau of Human Resource Development	



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
6. Project “Strong Model: Sufficient Mind – Anti Corruption”	Not less than 80% of Bureaus and Divisions under the Secretariat of the Senate have performed in accordance with the Operation Plan	Percentage					←								120,000	Bureau of Human Resource Development
7. Publishing Study Report and Analysis on the development of the follow up and evaluation assessment system of the moral and ethical management	Submit 1 Study and research report with analysis and recommendation on the development of the following-up and evaluation assessment system of the moral and ethical management to the Secretary-General of the Senate	Papers						←							-	Bureau of Human Resource Development



### 3. Promotion of Integrity and Transparency Assessment : ITA

**Goal:** to ensure that the works of parliamentary agencies are standardized, transparent, corruption intolerant and well-recognized.

Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau	
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19			
1. Disclosure of information via the information system of the agency through various channels, in order to be in accordance with the Standard Operational Manual on Information Service of the Secretariat of the Senate	Submit report on the outcomes of projects and activities to the Secretary General of the Senate	papers	←—————→													-	Bureau of General Affairs Administration
2. Bills Drafting Application development project	Application downloads	times							←—————→							-	Bureau of Information Technology
3. Implementation of the risk management plan for conflict of interest management and management of meeting allowance	Publish 1 report on the follow up of risk management plan for conflict of interest management of the Secretariat of the Senate	papers				←————→			←————→			←————→			-	Bureau of Policy and Planning	



Projects/Activities	Key Performance Indicator : KPI	Unit of Measure	Quarter 1			Quarter 2			Quarter 3			Quarter 4			Budget (Baht)	Bureau
			Oct 18	Nov 18	Dec 18	Jan 19	Feb 19	Mar 19	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19		
<p>4. Dissemination of the risk management plan of the Secretariat of the Senate for the Fiscal Year 2018-2019, The Intent on Integrity of the Secretary-General of the Senate and anti-corruption policy on preventing corruption and misconduct through various channels</p> <p><b>Activity 1</b> : Publish the risk management plan of the Secretariat of the Senate for the Fiscal Year 2018 - 2019</p> <p><b>Activity 2</b> : Disseminate the Intent on Integrity of the Secretary-General of the Senate and anti - corruption policy on preventing corruption and misconduct through various channels</p>	<p>Disseminate the risk management plan of the Secretariat of the Senate for the Fiscal Year 2018 – 2019 through various channels, such as Internet, Intranet, YouTube, etc.</p>	Number of Channels	←—————→												-	Bureau of Policy and Planning

