



Pai Police Station Announcement

Subject: Anti-Bribery Policy for Fiscal Year B.E. 2569 (2026)

In accordance with the Organic Act on Anti-Corruption B.E. 2561 (2018), Section 128, Paragraph One, state officials are prohibited from accepting property or any other benefits calculable as income from any person, apart from property or benefits rightfully obtained under the laws, rules, or regulations issued by virtue of legal provisions. Exceptions are made solely for the acceptance of property or other benefits on an ethical basis, in accordance with the criteria and limits prescribed by the National Anti-Corruption Commission (NACC). Furthermore, according to the Code of Ethics for Police Officers B.E. 2564 (2021), Clause 2(2), officers must act with honesty and perform their duties in compliance with the laws, regulations, and standardized practices of the Royal Thai Police with full transparency. They must not exhibit any behavior implying the pursuit of wrongful benefits, must uphold human rights responsibilities, remain open to scrutiny and accountability, and maintain a strong social conscience. Additionally, Clause 2(4) mandates that officers prioritize the public interest over personal gain, possess a public-minded spirit, and cooperate and sacrifice for the common good to create societal well-being. In alignment with the National Reform Plan on the Prevention and Suppression of Corruption and Misconduct (Revised Edition), Key Reform Activity 4 focuses on developing the Thai bureaucracy to be transparent and free from conflicts of interest. Goal 1, Clause 1.1 requires all government agencies to declare themselves as organizations where state officials do not accept gifts or presents of any kind resulting from the performance of their duties (**No Gift Policy**).

Therefore, to prevent conflicts of interest and the acceptance of bribes, gifts, presents, or any other benefits that may influence the performance of official duties, the pai Police Station hereby establishes the **Anti-Bribery Policy** and the **No Gift Policy**, detailed as follows:

Objective

1. To prevent and reduce the opportunity for police officers under the pai Police Station to accept bribes or engage in any form of conflict of interest.
2. To cultivate a conscientious mindset among police officers under the pai Police Station to refuse all types of gifts and presents resulting from the performance of their duties.
3. To build a strong and sustainable corporate culture of integrity and transparency (Organization of Integrity) within the government sector.
4. To establish measures, guidelines, and mechanisms to prevent the giving and receiving of bribes or other benefits.
5. To define guidelines for accepting endorsements or gifts for executives and police officers under the Pai Police Station, ensuring compliance with relevant laws and regulations.
6. To support and elevate operations in accordance with the National Strategy, the Master Plan under the National Strategy, and the National Reform Plan on the Prevention and Suppression of Corruption and Misconduct, and to fulfill the requirements of the Integrity and Transparency Assessment (ITA) for government agencies.

Scope of Enforcement

This policy applies to all police officers under the jurisdiction of the Pai Police Station.

Definition

Bribe: Property or other benefits given to a person to induce them to act, or refrain from acting, in their official capacity—regardless of whether such action is lawful or unlawful—as desired by the bribe payer. This includes gifts, facilitation payments, tokens of

goodwill, donations, entertainment, and similar benefits when the offer, giving, or receiving can be reasonably construed as a bribe, including subsequent transactions. (Note: Accepting a gift resulting from official duties differs from accepting a gift on an ethical/customary basis—such as items given during festivals or important holidays. Thus, accepting gifts, presents, or tokens of appreciation from performing duties may constitute bribery.)

Performance of Duties: Any action or duty performed by a state official in their appointed or assigned position, whether acting in a general or specific capacity as a police officer, whose authority and duties are prescribed by laws granting police authority.

Superior/Commander: A person with the authority and duty to command, direct, monitor, and inspect the police officers under their command.

Subordinate: All police officers under the Pai Police Station, excluding the superiors/commanders.

Measures for Policy Violation and Penalties

1. **Disciplinary and Criminal Action:** Any violation of or failure to comply with this policy may result in disciplinary action, criminal prosecution, or penalties under other relevant laws. This extends to direct superiors who ignore offenses or fail to take proper corrective action upon becoming aware of them. Disciplinary penalties may be as severe as dismissal from government service.

2. **Ignorance of the Law:** Claiming unawareness of this policy announcement and/or relevant laws cannot be used as an excuse for non-compliance.

3. **Supervisory Responsibility:** Superiors, as defined by the Police Department Order No. 1212/2537 dated October 1, 1997, possess the authority and duty to ensure that subordinates strictly adhere to and comply with this policy.

Monitoring and Inspection Measures

1. **Declaration of Intent:** The Superintendent of the Pai Police Station declares the intention to administer the agency with honesty, integrity, transparency, and in accordance with good governance principles. This intention shall be actively communicated to all subordinate police officers and external stakeholders.

2. **Oversight:** Superiors (per Police Department Order No. 1212/2537 dated October 2, 1997) have the authority and duty to supervise, monitor, and inspect their subordinates to ensure strict compliance with this announcement. Any identified violations must be reported promptly to the Superintendent of the Pai Police Station.
3. **Continuous Review:** The Pai Police Station shall review and improve operational guidelines as deemed appropriate or in response to significant changing factors.
4. **Reporting:** The Administration Division of the Pai Police Station shall compile statistical data on bribery, along with identified problems and obstacles, and submit a quarterly report to the Superintendent.

Complaint and Whistleblowing Channels

1. **In-Person:** Office of the Pai Police Station
2. **By Mail:** Pai Police Station, No. 72 Moo 4, Wiang Tai Subdistrict,
Pai District, Mae Hong Son Province, Postal Code 58130
3. **By Telephone:** 053-699217
4. **By Fax:** 053-699219
5. **By Email:** paipolice01@gmail.com
6. **Website:** <https://pai.maehongson.police.go.th/>

Complainant and Whistleblower Protection and Confidentiality Measures

1. **Confidentiality:** The consideration of complaints shall be classified as confidential and protective of those involved, in accordance with the Regulation on the Safeguarding of Official Secrets B.E. 2544 (2001). **Anonymous Complaints:** Anonymous letters will only be considered if they provide specific evidence, clear circumstantial details, and verifiable witnesses. **Influential Figures:** When whistleblowing involves influential figures, the complainant's name and address must be strictly concealed. **Supervisory Discretion:** Superiors shall use their discretion to issue appropriate orders to protect complainants, witnesses, and informants from any harm or injustice resulting from the investigation.

Mutual Protection: If the accused is specifically named, protection must be extended to both the complainant and the accused until the fact-finding process is complete, to prevent malicious accusations that cause undue distress. Furthermore, if a complainant requests anonymity, the agency must absolutely not disclose their identity to the accused or the accused's unit to prevent potential retaliation.

2. **Protection of Livelihood:** Upon the filing of a complaint, the complainant and witnesses shall not face any retaliatory actions affecting their employment or livelihood. If administrative actions are necessary (e.g., relocating a workspace to prevent the complainant, witness, and accused from interacting), explicit consent must be obtained from the complainant and witness.

3. **Remedial Requests:** Requests made by victims, complainants, or witnesses—such as a transfer of workspace or specific protective measures—shall be carefully considered by the responsible person or agency as appropriate.

4. **Anti-Harassment:** The agency guarantees absolute protection for complainants against any form of bullying, harassment, or retaliation.

Announced on May 1, B.E. 2569 (2026)

Police Colonel



(passawin kaewtai)

Superintendent of Pai Police Station