



HAI Announcement on Human Resource Management Policy B.E. 2562 (2019)

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To ensure that human resource management system of HAI can be carried out with clarity, transparency, continuous development, high level of effectiveness, and favorable for acquiring highly competent personnel who work with good moral, ethics, engagement, and in a constructive and professional manner, under a safe environment, consistent with and supportive to the vision, mission, values and strategic targets of the Institute;

By virtue of Section 27 of The Royal Decree on the Establishment of The Healthcare Accreditation Institute (Public Organization) BE 2552 (2009), HAI Director is issuing the announcement on human resource management policy as follows.

The Institute has adopted human resource management system and process as below.

1. In determining the number of positions, recruiting and filling the positions, an appropriate workforce plan shall be made. The recruitment shall be carried out using efficient and fair selection system by taking into account the experience, knowledge, ability and qualifications required, and based mainly on the benefits and achievement of the organization; so as to acquire high quality persons with good moral and ethics, strong commitment and dedication for the Institute.

2. For human resource development, an annual plan for HR development shall be made appropriately in line with the competency and standards description for the given positions, and in a way leading to capability building of the personnel for being prompt for performing their missions, and consistent with the strategy of the Institute. The development shall focus on the development of knowledge and expertise, the implantation of values, moral, ethics and learning culture regarding the continuity of work improvement underpinned by quality improvement concept, result-based approach, and the establishment of innovation throughout the organization.

3. For the motivation and retention of personnel, a strategic plan for human resource management shall be made in a way that emphasizes the quality of life through work-life balance created by ensuring favorable work environment, work systems and procedures, and work atmosphere, the promotion of well-being and work safety, and a suitable progress in career path. There shall also be a replacement plan preparing personnel to fill the important positions in the future. The IT database of personnel shall be developed; and there shall be a clear performance appraisal system in place, which shall be announced to all workers in the organization. Appreciation and empowering shall also be done to foster the engagement and retention of highly competent personnel.

4. For the utilization of personnel, the supervisors at all levels are accountable for managing human resource within the work units under their supervision in a way consistent with human resource management system, regulations and procedures of the Institute. They shall assign the jobs fairly without discrimination; and shall control, oversee and monitor work performance to ensure efficiency. If subordinates committed a misconduct or corruption, the supervisors shall report the executives immediately. All officers and employees shall have a mandatory duty to comply with rules and regulations concerning ethics and work performance; perform their works with the full scale of knowledge and ability; take good responsibility; and establish commitment and dedication to achieve work results. In this regard, the Institute will promote and maintain good understanding and participation of personnel from all levels.

This is hereby announced to all for acknowledgement.

Announced on 13 May 2019

(Mr. Kittinan Anakamane)

HAI Director