

	Institution «Ekibastuz Engineering and Technical Institute named after Academician K.Satpayev»	Quality management system	
		Anti-corruption standard	Changes № _____ Date _____ Inst. _____



APPROVING  
 \_\_\_\_\_ of EITI named  
 \_\_\_\_\_ and Academician K.Satpayeva  
 \_\_\_\_\_ Sivaraksha D. M.  
 28 May 2025

## QUALITY MANAGEMENT SYSTEM

### ANTI-CORRUPTION STANDARD

I «Ekibastuz engineering and technical institute named after academician K.Satpayev»	
«Anti-corruption standard»	

## **Introduction**

**1 DEVELOPED** by the Quality Management System, Standardization and Norm Control Management Service

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I «Ekibastuz engineering and technical institute named after academician K.Satpayev»	
«Anti-corruption standard»	

## **1. General provisions**

1.1. Anti-Corruption Standard (hereinafter referred to as the Standard) Ekibastuz Engineering and Technical Institute named after Academician K. Satpayev is designed to eliminate corruption in the system of higher and postgraduate education.

1.2. This Standard defines a system of recommendations aimed at preventing corruption in the Institution «Ekibastuz Engineering and Technical Institute named after Academician K. Satpayev».

1.3. The Anti-Corruption Standard sets the standard of anti-corruption behavior and actions of the Institute's management, employees, students and interested parties, business partners and external organizations, defines the rules and prohibitions aimed at preventing corruption offenses.

## **2. Regulatory documents**

- The Law of the Republic of Kazakhstan «On Combating Corruption» dated November 18, 2015;
- Law of the Republic of Kazakhstan dated December 4, 2015 No. 434-V SAM "On public Procurement";
- ISO 37001: 2016 " Anti-corruption management systems. Requirements and guidelines for use";
- Methodological recommendations on the development of anti-corruption standards" of the Anti-Corruption Agency of the Republic of Kazakhstan (Anti-Corruption Service);
- Anti-Corruption Standard for ensuring openness and Transparency in organizations of higher and (or) Postgraduate education - Order No. 174 of the Minister of Education and Science of the Republic of Kazakhstan dated May 04, 2020 "On approval of the anti-corruption standard for ensuring Openness and Transparency in organizations of higher and (or) Postgraduate education";

## **3. Goals and objectives**

1. This Anti-Corruption Standard for Ensuring Openness and Transparency (hereinafter referred to as the Standard) is issued at theEkibastuz Engineering and Technical Institute named after Academician K. Kropotkin. Satpayev" is designed to eliminate corruption in the system of higher and postgraduate education.

2. This Standard is introduced in the University «Ekibastuz Engineering and Technical Institute named after Academician K. Satpayev» (hereinafter referred to as OVPO).

3. The basic principles of openness and transparency are:

1) conscientiousness is the honest, decent performance by students of evaluated and unappreciated types of educational work;

2) protection of the rights of the author and his legal successors recognition of authorship and protection of works that are subject to copyright, through the correct

transmission of other people's speech, thoughts and indication of sources of information in the evaluated works;

3) openness transparency, mutual trust, open exchange of information and ideas between students and teachers;

4) respect for the rights and freedoms of students, the right to free expression of opinions and ideas;

5) equality each student ensures compliance with the rules of academic integrity and equal responsibility for their violation.

The following definitions are used in this International Standard:

1) **Plagiarism**-deliberate or careless, full or partial illegal use, misappropriation or disposal of protected results of someone else's work, results of academic, scientific, research, journalistic and analytical activities, which is accompanied by bringing false information about yourself as a real author to other persons;

2) **Cheating** unfair behavior of a student or employee that implies copying someone else's intellectual product;

3) **Duplication** of the presentation of the same work within the framework of different assessment of requirements, including an attempt to provide as their own, partially or completely, any work that was previously evaluated in another course without the prior permission of the teaching staff, even if the student is its author;

4) **Falsification** forgery of academic records or other documents; data (observations in a scientific experiment, falsification of records, survey results); signatures in academic work; intentional forgery or damage to academic work;

5) **Сокрытие**Concealment and concealment of information about the unfair presentation of fictitious information in an academic product; substitution of data and results of research and experiments; presentation of false information obtained in the course of research;

6) **Collusion** is a mutual agreement between the subjects of the educational process to perform any academic work that is subject to verification and evaluation for another student.

#### **4. Principles of the Standard. The principle of information openness (*reliability of information, timeliness of publication*)**

4-1. The principle of information openness means the mode of operation of PSBs and the availability of information at their disposal.

The main mechanisms of openness include:

1) disclosure of information on the official website;

2) using the open data mode (publishing data in a machine-readable form suitable for further automatic processing);

3) processing appeals from citizens and public organizations, as well as responding to these appeals;

4) the work of public councils;

5) interaction with the media;

6) independent anti-corruption expertise and public monitoring right of application;

7) adoption of the activity plan and annual public declaration of goals and objectives, their public discussion and expert support;

8) public performance report;

9) ensuring clarity of plans, decisions, programs, policies, and regulations (explaining their necessity and planned results).

10) informing all members (teachers, employees, students): publishing news, socially relevant information, photos and videos;

11) involvement of all members (teachers, employees, students): organizing discussions, collecting suggestions, opinions, and comments on the agency's documents and initiatives, published reports, anti-corruption measures, and so on.

12) ensuring the protection of personnel who have reported violations of integrity;

4-2. In order to ensure the safety of official, commercial and other legally protected information, the Company undertakes not to disclose confidential information, as well as to use methods and means of information protection permitted by law.

4-3. OVPO ensures transparency of information about the educational institution, teachers and employees in accordance with the requirements of the current legislation, regulatory acts of the Republic of Kazakhstan, internal documents of OVPO;

4-4. The information openness of OVPO is focused on the following tasks:

1) providing implementation of the rights of interested parties in providing corporate information required for decision-making regarding OVPO;

2) improving the quality of corporate governance;

3) formation of conditions for the growth of communication activity;

4) compliance with the requirements of the legislation of the Republic of Kazakhstan on mandatory disclosure of information;

5) guaranteed security of data (information) about the PSA, the disclosure and / or use of which can cause damage to the interests of the state, PSA or lead to unjustified advantages of some interested parties over others (under equal conditions).

4-5. In exercising the rights of stakeholders to information, and providing prompt and accessible information, the PSA applies appropriate notification methods:

1) disclosure of information through information agencies and mass media;

2) communication of information through publications on the official Internet resource of OVPO;

3) informing during press conferences, public speeches and personal meetings with interested parties;

4) by other methods provided for by the legislation of the Republic of Kazakhstan.

## **5. The principle of accessibility and comprehensibility (*plans, decisions, programs, policies*)**

5-1. Presentation of the goals, objectives, plans and results of OVPO activities in a simple and understandable form.

To implement this mechanism (tool), it is recommended to develop explanations in various formats in relation to these types of documents and decisions in order to provide stakeholders with information about the need for a particular document/decision/action, proposed changes, their impact on the activities of the PSA, as well as the achieved social and economic effects.

5-2. The key areas for developing explanations are identified as:

- 1) preparation and discussion of plans, decisions, programs, policies;
- 2) wide coverage of adopted plans, decisions, programs, policies and information on their implementation;
- 3) provision of services, including in electronic form.

5-3. Work to promote accessibility and comprehensibility in the preparation of plans, decisions, programs, and policies includes:

- 1) determining the target audience whose interests are affected in a particular plan, decision, program, or policy;
- 2) dividing the target audience into a finite number of abstract groups;
- 3) location at the beginning of the material addressed to the widest possible abstract groups, at the end to narrower groups;
- 4) thinking through possible questions from the abstract groups and preparing preliminary answers for them. An important feature of the presented text explanation is its clear and understandable structuring.

5-4. It is recommended to use infographics, presentation materials, video and audio recordings, animation materials, smart maps, etc. to highlight and explain practically important provisions (initiatives, documents) as much as possible. Regardless of the form of explanations, it is necessary to clearly define the target audience of their users,

5-5. To achieve: the effect of implementing the "accessibility" mechanism, it is recommended to use various communication channels:

- 1) mass unaddressed communications: television, radio, press, outdoor advertising, social networks;
- 2) targeted communications that involve influencing individual reference groups. It is important to organize public discussions of projects, plans, decisions, programs, policies, etc.

## **6. The principle of civil society engagement**

6-1 In world practice, one of the leading resources of state development is human and social capital, which is based on people, as well as their potential and development.

6-2 The vision of the civil society sphere is that civil society:

- 1) encourages the development of the state in ensuring the interests of citizens (employees and students);
- 2) provides a feedback mechanism for improving the efficiency of management and public control;

3) creates favorable conditions for citizens (employees and students) to participate in decision-making in an environment of accountability and transparency.

6-3. It is necessary to create favorable conditions for the development of civic activity (student activity) in society through various forms, including through such activities as volunteerism and charity.

It is necessary to organize large-scale and systematic work to stimulate the development of many civic initiatives (student initiatives) that will affect all spheres of public life and become the foundation for the development of student self-government.

This requires:

1) formation of legal consciousness through the work of civil society institutions;

2) real functioning of the student self-government system ensuring full-fledged participation of students in making managerial decisions at the level of vocational education and training;

3) improving the practice of teaching the basics of law in OVPO;

4) increasing the role of student and youth organizations in ensuring human rights and freedoms in Kazakhstan society;

5) further liberalization of administrative work in the PSA;

6) involvement of non-governmental organizations in the development of projects aimed at establishing the institute of public defender;

7) systematic implementation of socially oriented projects to ensure the rights of socially vulnerable segments of the population, active involvement of non-governmental organizations in the development of socially significant projects;

8) implementation of joint information and educational campaigns to achieve a high level of awareness and education of young people;

9) active implementation of conflict resolution mechanisms, practice of pre-trial dispute resolution through negotiations and mediation centers;

10) development and strengthening of gender equality, assistance in overcoming negative stereotypes in the public consciousness regarding the rights of women and men.

## **7. The principle of accountability (*development of public control mechanisms*)**

7-1. Civil society organizations focus their efforts on solving social problems, relieving social tension, and communicating with target groups.

7-2. The task of strengthening the role of civil society institutions (student and youth organizations) and their influence on decision-making and management of current issues in the life of the Department of Internal Affairs should be faced by the community.

This requires the development and implementation of the following measures:

1) ensuring the participation of the student community in the composition of Collegial management bodies (Academic Council, etc.) to increase transparency in the decision-making process on the management of HIA



2) strengthening the mechanisms of civil control through various institutions of the student community, including the institute of student self-government;

3) annual hearing of the report of the first manager on the activities of OVPO to the team/public;

4) conducting anti-corruption expertise of projects, regulatory legal acts with the involvement of the teaching staff and the student community.

**8. The system of openness and transparency in organizations of higher and (or) postgraduate education. Responsibility/Corporate governance (*collective decision-making, public participation, etc.*)  
*learners in decision making*)**

8-1. In this Standard, corporate governance is considered as a means of improving the effectiveness of the PSA, ensuring transparency and accountability, strengthening its reputation and creating a transparent management system for all processes.

Corporate governance in HIA must necessarily be based on fairness, honesty, responsibility, transparency, and professional competence. The corporate governance structure is based on respect for the rights and interests of all persons interested in the activities of HIA and should contribute to the successful operation of HIA, including increasing its value, supporting financial stability and instilling a clear civic position for students and employees to develop zero tolerance for dishonesty and corruption.

8-2. It is advisable to develop Corporate Governance Codes in the OVPO, taking into account the following principles:

*Principle 1.* Clear division of powers between structural divisions, ensuring consistency and consistency of corporate governance processes, and division of powers of collegial bodies in decision-making.

*Principle 2.* Protection of the rights and interests of all participants in the educational process.

*Principle 3.* Effective management of OVPO.

*Principle 4.* Risk management, internal and external control involving third parties, audit.

*Principle 5.* Regulation and resolution of possible corporate conflicts and conflicts of interest;

*Principle 6.* Transparency and objectivity of disclosure of information about the activities of the PSA to third parties.

8-3. PSBs should establish collegial bodies to address issues related to the allocation and proper use of budget funds, recruitment of teaching staff and administrative and managerial personnel. In order to ensure the openness and transparency of decisions taken by collegial bodies, it is necessary to ensure the mandatory presence/participation of representatives of non-governmental organizations and the public using video recording tools.

Members of collegial bodies should be responsible for:

1) conscientious performance of the duties assigned to them, which best reflect the interests of OVPO;

- 2) use of the property of the OVPO for personal purposes;
- 3) maintaining the confidentiality of information about the activities of the OVPO, including for three years from the date of termination of work in the OVPO;
- 4) unbiased judgments on corporate matters;
- 5) actions exceeding the authority and using the authority only for the purposes for which it was granted;
- 6) actions that may cause a conflict of interest with employees of OVPO, as well as other interested parties;
- 7) improper performance of their powers and functions;
- 8) actions that do not comply with the norms of the legislation of the Republic of Kazakhstan, the Charter and internal documents of the OVPO.

## **9. Demonstration of compliance with the Standard**

9-1. The activities of collegial bodies should be regulated by regulations, with a clear delineation of the list of issues considered by this body.

Members of collegial bodies are required to know their functional responsibilities, rights and responsibility for decisions taken.

9-2. The documents developed in the OVPO regulating the transparency of business processes should indicate the readiness to comply with the standard.

## **10. Academic integrity**

10-1. Integrity is the constant commitment of participants in the educational process and educational institutions to act in accordance with values and principles that exclude corruption risks and manifestations, form and strengthen the professional environment that allows them to adhere to such behavior. Fundamental. The criteria for promoting academic integrity in OVPO are:

- 1) academic integrity is a key value of the educational and research process;
- 2) compliance with clear, fair and objective standards of academic integrity, citation rules and conduct;
- 3) all types of written works of students are checked for plagiarism. The rules and procedure for conducting a plagiarism check are determined by the university.
- 4) the student's responsibility for violating the principles and standards of academic integrity;
- 5) making increased demands on students within the framework of their system of fair and objective assessment of learning outcomes;
- 6) providing only the best with the opportunity to complete their training;
- 7) responsibility for the quality of training confirmed by the diploma;
- 8) ensuring high responsibility of the teacher as a mentor, instilling principles and standards of academic integrity, mutual respect and fairness;

9) recognizing that the promotion and protection of academic integrity is the result of mutual efforts of all students and employees in the Department of General Education,

10) conscientious fulfillment of the assigned obligations by each student and employee of OVPO to comply with the principles of academic integrity.

This Standard defines the following as non-integrity (dishonesty):: misdemeanors are considered academic

Plagiarism, copying, duplication, falsification, concealment, collusion.

## **11. Anti-corruption complex (*anti-corruption culture, corporate ethics*)**

11-1. The promotion of integrity is based on the following principles:

1) continuous work on the development, implementation, support, analysis and improvement of the anti-corruption policy and management system;

2) determination by the organization of external and internal factors that are essential for the overall purpose of its activities and that affect the ability to achieve the goals of its anti-corruption management system;

3) identification of stakeholders that are important for the anti-corruption management system and relevant requirements for them;

4) defining the boundaries and applicability of the anti-corruption management system in order to establish its scope;

5) conducting corruption risk assessment on a systematic basis;

6) setting criteria for assessing the level of corruption risks;

7) demonstration by the top management (managing body) of leadership of obligations in relation to the anti-corruption management system;

8) responsibility of the top management (managing body) for the development, implementation, support, analysis and improvement of the anti-corruption policy and management system;

9) the existence of internal anti-corruption compliance services with appropriate responsibilities and necessary powers;

10) development and support of a decision-making process or a set of tools for managing anti-corruption risks when top management delegates decision-making to employees of organizations;

11) identification of internal and external communications essential for the functioning of the anti-corruption management system;

12) planning, implementation, analysis and management of processes necessary to ensure compliance with the requirements of the anti-corruption management system;

13) implementation of financial and non-financial control mechanisms to manage corruption risks;

14) implementation of anti-corruption mechanisms controlled by organizations and business partners;

15) implementation of procedures to prevent the offering, transfer or acceptance of gifts, payment of expenses, payment of donations and other benefits;

16) implementation of procedures that encourage and enable personnel to inform the anti-corruption enforcement service or relevant officials (either directly or through the relevant third party) of alleged or past cases of bribery or any corruption violations, as well as weaknesses in the anti-corruption management system, out of good faith or reasonable assumption;

17) implementation of procedures for investigating and taking measures in relation to any case of corruption, violation of the anti-corruption policy or requirements of the anti-corruption management system, which are identified or reasonably assumed or about which information has been received;

18) evaluation of the results of anti-corruption activities.

19) involvement of students in the management process of HIA for the formation of a healthy social environment and intolerance to corruption in HIA.

11-2. The culture of integrity in HPS should be based on the following model of ethical behavior of teachers, employees and students:

1) good faith;

2) protection of the rights of the author and his legal successors;

3) openness.

4) respect for the rights and freedoms of students;

5) equality;

6) the teacher or employee must be a model of decency and intelligence, morality and morals, a principled opponent of any manifestations of corruption, indiscipline and irresponsibility;

7) a teacher or employee should define as one of the main directions of their activity the educational work of students, care for their education and culture, and education of true patriots of their homeland;

8) the teacher, employee is obliged to counteract any manifestations of corruption and take measures to prevent it;

9) the teacher, employee shows students the inadmissibility of corruption manifestations by personal example in the performance of their professional duties, promotes a system of moral values, obligations and requirements of conscientious behavior based on generally recognized moral principles and norms of Kazakhstan society and the state;

10) a teacher or employee must be honest and impartial in their professional activities and assessment of their colleagues and students, be independent of their influence in the performance of their official duties, prevent violations of the norms of professional ethics on the part of others, and prevent such violations on their part;

11) a student of OVPO should strive to become a worthy citizen of the Republic of Kazakhstan, a professional in the chosen specialty, and develop the best personal qualities;

12) the student must respect the teacher as a person and a person, while excluding any actions related to the influence of any personal, property, financial or other interests that prevent the teacher from performing his duties in good faith;

13) the student must treat training and all forms of knowledge control in good faith, considering dishonesty, negligence and bad faith in the learning process unacceptable;

14) the student must be a model of decency, culture and morality, intolerant of corruption and, first of all, not allowing their own corrupt behavior;

11-3. The anti-corruption complex implemented in the OVPO provides for the following activities:

1) identification of an employee or structural subdivision of the OVPO responsible for the anti-corruption complex and called upon to coordinate work on the formation of an anti-corruption culture in an educational institution;

2) development and adoption of internal anti-corruption documents of a general nature:

The Code of Academic Ethics or Rules of Ethics of OVPO;

3) adoption of the anti-corruption policy of the OVPO;

4) implementation of anti-corruption monitoring and analysis of corruption risks in the activities of the Department of Internal Affairs in order to make informed decisions on necessary actions and identify measures aimed at eliminating corruption manifestations;

5) development, based on the analysis of corruption risks, of a Comprehensive Plan to combat corruption in the OVPO and regular publication on the official Internet resource of the OVPO of reports on its implementation, progress achieved and existing obstacles. Informing employees and students of the Department of Vocational Education and Training on a regular basis about the measures taken on the facts of committing corruption offenses;

6) The HR policy implemented in the Department of Internal Affairs should be based on the principles of meritocracy and exclude the development of favorable conditions for favoritism in personnel policy;

7) the main indicator of the effectiveness of OVPO activities should be considered its scientific achievements, which will serve as an effective incentive for recruiting individuals with high scientific potential and ensuring objectivity in the selection of personnel;

8) development of a flexible form of remuneration to increase the motivation of scientific and educational activities of employees of OVPO;

9) in order to improve the quality of education, an effective feedback system "Teacher through the eyes of students" should continue to be maintained, as well as the use of mechanisms for notifying students of illegal actions in the academic environment through forums, dialogue platforms, blogs and a helpline;

10) introduction of public reporting of the first head of the Department of Internal Affairs to the public team into the practice of work;

11) inclusion of anti-corruption topics aimed at raising the level of legal awareness in the programs of social disciplines implemented by the OVPO;

12) inclusion in the list of course, diploma, master's and doctoral studies of topical issues of anti-corruption;

13) conducting various awareness-raising events on anti-corruption issues with the participation of the absolute majority of students and teachers (forums, seminars, trainings, promotions, flash mobs, book exhibitions and competitions on anti-corruption topics, etc.);

14) ensuring transparency in the use of public funds of OVPO, as well as financial resources from non-governmental sources such as sponsorship fees, charitable assistance, income from commercial activities of various foundations, etc., by including representatives of the board of directors, supervisory board, teachers' councils, faculty, students and public organizations (political parties trade unions, non-governmental organizations, etc.).

## **12. Allocation of places in dormitories.**

12-1. The OVPO housing stock is published on its official Internet resource. OVPO provides automation of this service according to the following procedure:

1) the student submits an online application through the OVPO information system (hereinafter referred to as the system); The data of first-year students during the registration of documents at the admissions committee are entered in the system and those in need are lined up in an electronic queue:

2) the referral for providing places in the hostel is sent to your personal account. The system itself determines which room to move into.

3) the system lines up applicants according to the criteria for submitting seats.

12-2. Disabled children, orphans, children left without parents, children with parents with disabilities, students who scored more than 120 points on the Unified National Testing, holders of the "Altyn Belgi" and "Uzdik certificate" signs, children from large families with 4 or more minors or students, children from non-governmental organizations are the first to be settled. single-parent families.

After the system has allocated places in the dormitory, specialists of the structure responsible for student services check the list for errors when filling in data. The final version is approved by a special OVPO commission.

Upon completion of check-in, all violations of the Internal Rules of the Department of Internal Affairs, including residence in the hostel, are entered in the electronic personal file of each student. The system registers all violations of students. Based on their results, the student can be evicted. Even if a student submits an application for accommodation in the next academic year, the system will refuse them.

12-3. Information about the availability of free places in dormitories and persons settled in them is also posted on the official Internet resource of OVPO.

12-4. A special commission consisting of representatives of structural divisions and student activists is created by the decision of the head of the Department of Internal Affairs to objectively consider applications for accommodation in a hostel. The chairman of the commission is an official not lower than the deputy first head of the OVPO.

The Secretary is not a member of the commission. The Commission consists of an odd number of members.

12-5. To ensure transparency and objectivity of the settlement process, lists of students who are placed in dormitories on the basis of an electronic queue following the results of the commission meeting should be posted on the corporate information portals of OVPO.

The decision of the commission is the basis for settling into a hostel or refusing to provide a place in the hostel.

### **13. Proper allocation of funds**

13-1. Financial and budgetary procedures in the PSA should be aimed at improving the efficiency of PSA activities, transparency and accessibility. Development plans, financial statements and reports on the implementation of the development plan should be published annually on the official Internet resource of the OVPO, as well as on the portal of the information and accounting center of the State Property and Privatization Committee of the Ministry of Finance of the Republic of Kazakhstan.

13-2. In order to manage corruption risks, the PSA should implement financial control mechanisms.

Distribution of financial resources should be carried out in accordance with the requirements of the legislation and the adopted standards for staffing and wages, for the purchase of goods, material values, works and services.

The OVPO Financial Service plans expenses in accordance with the regulations.

13-3. In order to avoid corruption risks and plan expenditures for the purchase of goods, material values, works and services, a special budget commission is created in the OVPO from among the representatives of the structural divisions of the OVPO, regardless of their departmental subordination to student activists.

The chairman of the commission is an official not lower than the deputy first head of the OVPO.

The Secretary is not a member of the commission. The Commission consists of an odd number of members.

13-4. At the meeting of the budget commission, applications for the purchase of goods, material values, works and services from the structural divisions of OVPO are considered, a decision is made on their expediency and the need to include them in the public procurement plan.

13-5. A protocol is drawn up based on the results of the meeting. On the basis of the minutes of the meeting of the budget commission, the necessary data are entered into the Development Plan of OVPO, the annual plan of public procurement of OVPO is drawn up and the purchase of goods, works and services is carried out.

13-6. Purchases of goods, material values, works and services must be carried out strictly in accordance with the legislation on public procurement of the Republic of Kazakhstan, with the exception of educational organizations that have exceptions in the legislation on public procurement of the Republic of Kazakhstan.

13-7. All financial transactions made by the PSA are subject to full and accurate accounting and recording in accordance with the international financial reporting standards, accounting and tax policies adopted by the PSA.

13-8. A strict separation of powers is required when performing financial transactions in the PSA. The same official cannot initiate and approve payments.

Significant financial transactions require the approval of a higher-level manager (the first manager, or in some cases an authorized body in the field of education).

13-9. All payments must be confirmed by duly executed documents (contracts, certificates of work performed, invoices, payment orders stamped by the bank, etc.).

It is mandatory to have accompanying documents attached to the supporting documentation.

Limit the number of cash transactions and exercise strict control over cash.

The classification of payments should be accurate and clear, as well as its display on invoices. From time to time, the PSA management should review significant transactions and current financial activities.

13-10. Independent audit organizations should monitor the financial performance of PSBs. At the same time, the choice of the organization providing this service should be made through the public procurement portal, with the exception of educational organizations that have exceptions in the legislation on public procurement of the Republic of Kazakhstan.

## **14. Transparency of grant allocation**

14-1. Ensuring transparency in the distribution of grants within the framework of the current legislation in accordance with the principles of state policy in the field of education:

- 1) equality of rights to quality education;
- 2) priority of development of the education system;
- 3) accessibility of education at all levels for the population, taking into account the intellectual development, psychophysiological and individual characteristics of each person;
- 4) the secular, humanistic and developmental nature of education, the priority of civil and national values, human life and health, and the free development of the individual;
- 5) respect for human rights and freedoms;
- 6) promotion of personal education and development of giftedness;
- 7) continuity of the educational process, ensuring the continuity of its levels,
- 8) unity of education, upbringing and development;
- 9) the democratic nature of education management, transparency of the education system;
- 10) diversity of educational organizations in terms of ownership, forms of training and upbringing, and areas of education.

14-2. Transparency of grant allocation procedures is ensured by:

- 1) openness of information on the number and mechanisms of grant distribution;
- 2) the identification and presence of an official (subdivision) responsible for the distribution of grants and the transparency of this process;



3) increasing the responsibility of the PSA officials for violating the right of access to information and ensuring the application of effective sanctions for violations in the distribution of grants;

4) departmental accounting of information requests, the progress and results of their consideration, as well as the introduction of appropriate centralized statistical accounting with regular publication of data online on the distribution of grants;

5) open online access to the main databases (registers) of OVPO (taking into account the right to personal information, etc.), in particular to the register of grants released during the training process;

6) ensuring the possibility for all members (employees, trainees) of the OVPO expired holders to participate in grant allocation hearings;

7) ensuring the protection of personnel who reported facts of corruption or reasonable assumptions in the distribution of grants from pressure and repressive measures on the part of responsible employees of OVPO or senior management (management bodies).

## **15. Hiring (*competition, information about vacancies*)**

15-1. According to the legislation, in the field of education, labor relations of employees of OVPO are regulated by the labor legislation of the Republic of Kazakhstan. Positions of research and teaching staff (teaching staff, researchers) in OVPO are filled on a competitive basis. Internal procedures and rules for holding competitions to fill vacant positions of teaching staff are regulated by internal regulatory documents.

15-2. In order to convince them that it is necessary to create conditions for preserving and developing the HR potential of the Department of Internal Affairs, in order to prevent corruption and nepotism in their activities, if there is a vacant position, state-owned enterprises and educational organizations, regardless of the form of ownership, place an announcement about the competition on Internet resources, including recruiting portals, at least two weeks before completion dates for accepting documents,

The competition includes the following stages:

- 1) publication of the contest announcement;
- 2) formation of the competition commission;
- 3) acceptance of documents from citizens wishing to participate in the competition;
- 4) consideration by the tender commission of documents of bidders that do not meet the established requirements;
- 5) interview with candidates;
- 6) final meeting of the competition commission.

15-3. In order to ensure transparency of competitive employment procedures, the PSA should develop the following internal regulatory documents:

1. Qualification characteristics of the positions of employees of OVPO in accordance with the legislation of the Republic of Kazakhstan.

4) the safety of employees, which is expressed in the prevention of unjustified punishment, discrimination or the use of disciplinary measures (threats, isolation, demotion, obstruction of promotion, transfer, dismissal, intimidation and harassment).

## Registration sheet for changes, additions, and revisions to the document

[illegible]

I «Ekibastuz engineering and technical institute named after academician K.Satpayev»	
«Anti-corruption standard»	
