



Walailak University Council Announcement
On Pay Rates, Extra Remuneration, Welfare and Benefit of Non-Thai Staff, B.E. 2564

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It is deemed appropriate to set pay rates, extra remuneration, and welfare and benefits for non-Thai staff in proportion to the workloads assigned and increase motivation.

By virtue of Section 16 (2) of the Walailak University Act, B.E. 2535 and No.27 of the Walailak University Regulation on Personnel management, B.E. 2561 and resolution by the Personnel Management Committee in the meeting no. 7/2020 dated November 13, 2020 and resolution by the Finance and Asset Committee in the meeting no. 1/2021 dated January 25, 2021 and resolution by the Walailak University Council in the meeting no. 1/2021 dated February 13, 2021, the announcement shall set forth as follows:

1. That this announcement shall be called "Walailak University Council Announcement on Pay Rates, Extra Remuneration, Welfare and Benefit of Non-Thai Staff, B.E. 2564"
2. This announcement shall take effect on the day following the announcement day onwards.

Other announcements, regulations, or orders conflicting or negating with this announcement shall be replaced by this announcement.

3. In this announcement,

"University"	meaning	"Walailak University"
"Personnel Management Committee"	meaning	"A committee on personnel management of Walailak University"
"President"	meaning	"The president of Walailak University"

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“Staff”	meaning	“Individuals hired by the university or sections to work in academic positions”
“Extra remuneration”	meaning	“extra allowance made payable to staff besides the basis monthly pay”

4. The president shall take charge of this announcement and have authority to issue announcements or orders to carry out as stated in this announcement.

In case any disruptions or issues arise as a result of following this regulation, final decisions shall be at the discretion of the president

In case of inability to act in compliance with this announcement, the president shall propose the Personnel Management Committee for consideration on a case-by-case basis.

5. Staff are entitled to starting pay rates in line with their degrees and maximum pay rates as determined in the Walailak University Council Announcement on Account of Monthly Pay Rates and Remuneration for University Employees and Contract Staff, B.E. 2557 or the amended version and experience allowance (if applicable) in accordance with the criteria set by the university.
6. Staff are entitled to extra remuneration besides their basic salary as described below:
- 1) For staff holding a Master’s degree, if entitled to the monthly pay rate in No,5 of the amount less than 40,000 THB, the staff shall be paid extra remuneration which together with the monthly pay shall total 40,000 THB/ month
 - 2) For staff holding a doctoral degree, if entitled to the monthly pay rate in No,5 of the amount less than 60,000 THB, the staff shall be paid extra remuneration which together with the monthly pay shall total 60,000 THB/ month
7. Staff receiving pay in No.6 shall have to achieve the following workloads:
- 1) In case of setting Term of Reference (TOR) for the teaching workload only, the staff need to achieve 100 percent teaching workload.
 - 2) In case of not setting TOR as in No.1, the workloads shall be as conditioned or agreed in the employment contract. However, the following minimum requirement of workload percentages must be met.
 - (2.1) No less than 70 percent in teaching
 - (2.2) No less than 30 percent in research and academic work development

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Amendment to the statements on workloads in Paragraph one shall be made through a university announcement under the approval of the Personnel Management Committee.

8. Staff are entitled to welfare and benefits provided by the university, with the exception of their spouses and offspring.
9. Staff receiving monthly pay and extra remuneration as stated in the relevant university announcements and being under the contract signed before this announcement is effective shall comply with the conditions stated in that contract until reaching the end of employment term.

Announced on February 25, 2021

(sign)

(Professor Dr. Wichit Srisa-an)
Chairman of Walailak University Council