



Walailak University Council Announcement
on Account of Starting and Maximum Salary Rates in Accordance with Degrees of
Walailak University Employees and Contract Staff,
(2) B.E. 2561

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Whereas it is expedient to revise the starting and maximum salary rates in accordance with degrees of University Employees and contract staff,

By virtue of Section 16 (2) of the Walailak University Act, B.E. 2535, No.10, and No. 11 of the Walailak University Regulation on Personnel Management, B.E. 2535 and resolution by the Personnel Management Committee in the meeting no. 7/2018 dated 13 December 2018 and resolution by the Walailak University Council in the meeting no. 10/2018 dated 23 December 2018, the Walailak University Council shall issue this Announcement as follows.

1. This Announcement shall be called “Walailak University Council Announcement on Account of Starting and Maximum Salary Rates in Accordance with Walailak University Employees and Contract Staff, (2) B.E. 2561”.
2. This Announcement shall take effect from 24 December 2018 onwards.
3. Third parties appointed to academic administration positions before this Announcement is effective shall be entitled to the starting and maximum salary rates as provided in the attachment to the Walailak University Council Announcement on Account of Starting and Maximum Salary Rates in Accordance with Degrees of Walailak University Employees and Contract Staff, B.E. 2557, dated 20 January 2014.
4. The account of salary rates for holders of academic administration positions as provided in the attachment to the Walailak University Council Announcement on Account of

Starting and Maximum Salary Rates in Accordance with Degrees of Walailak University Employees and Contract Staff, B.E. 2557, dated 20 January 2014 shall be repealed and replaced by the account of salary rates for holders of academic administration positions as provided in the attachment to this announcement.

5. The statement in No.6 of the Walailak University Council Announcement on Account of Starting and Maximum Salary Rates in Accordance with Degrees of Walailak University Employees and Contract Staff, B.E. 2557 shall be repealed and replaced by the following statements:

“No.6 the account of starting and maximum salary rates for holders of academic administration positions with exception of a president as provided in the attachment to this Announcement shall apply in the following cases

6.1 Third parties appointed to academic administration positions or appointed an acting agent for any academic administration positions”

6.2 In case of Walailak University employees appointed to academic administration positions who choose to comply with the starting and maximum salary rates under this announcement, with exception of Walailak University employees appointed an acting agent of academic administration positions,

The guidelines for determining starting and maximum salary rates shall be as follows:

- (1) The starting and maximum salary rates are the salary rates of lump sum payment including managerial position allowance and academic title allowance.
- (2) The starting salary rates do not include experiences in administration.
- (3) In case where it is for the benefit of the university, the president may determine the starting salary rate on a case-by-case basis. Knowledge, ability, skill and experience deemed an asset to administrative affairs of the managerial position and past achievements shall be taken into consideration.
- (4) In case where it is for the benefit of the university, the Personnel Management Committee may set the salary rates higher than the maximum salary rates as deemed appropriate on a case-by-case basis.

- (5) Third parties appointed to academic administration positions who have retired from the position but reappointed to the same academic administration position shall be entitled to the same starting salary rates under the which the person is paid before the retirement. However, the rates must not be higher than the position's maximum salary rates. Except for the circumstance in No.4.

Walailak University employees appointed to academic administration positions who choose to comply with the starting and maximum salary rates provided in this announcement shall proceed as follows:

- (1) In case that a lump sum salary (current salary combined with academic title allowance (If applicable) and managerial position allowance) paid being appointed to academic administration positions is lower than the starting salary rate, a Walailak University employee shall be entitled to the starting salary. However, if the lump sum salary is higher than the starting salary, a Walailak University employee shall be entitled to the same rate as the lump sum salary but not higher than the maximum salary rate.
- (2) In case a Walailak university employee retires from the position and get reappointed to the same academic administration position and wishes to receive the starting and maximum salary rates as provided in this announcement, the employee shall receive the starting salary in the same rate before retiring from the position. However, it cannot be higher than the position's maximum salary rate except for the circumstance in No.6 (4).
- (3) In case a Walailak university employee retires from the position and get reappointed to the same academic administration position and wishes to receive the starting and maximum salary rates as provided in this announcement, the employee shall receive the same salary rate before being appointed to academic administration positions with an addition of an annual 5% pay raise based on the employee's base salary from the fiscal year in which this option is selected.

- (4) In case a Walailak university employee retires from the position and is not reappointed to academic administration positions, the employee shall receive the same salary rate before being appointed to academic administration positions with an addition of an annual 5% pay raise based on the employee's base salary from the fiscal year in which this option is selected.
6. The Personnel Management Committee shall have power to investigate any disruptions or issues arising due to this Announcement, final decisions shall be at the discretion of the Personnel Management Committee.

Announced on January 16th, 2019

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(Prof. Dr. Wichit Srisa-an)

Chairperson of Walailak University Council

**Attachment of
Walailak University Council Announcement**

On Account of Starting and Maximum Salary Rates in Accordance with Degrees of Walailak
University Employees and Contract Staff,

(2) B.E. 2561

Dated 16 January, 2019

Account of Salary Rates for Holders of Academic Administration Positions

Category of positions	Types of Units	Starting Salary Rate	Maximum Salary Rate
President			As determined by the University Council
Vice-president		120,000	150,000
Dean, President of institute, President of center or the head of units differently called	With 41 personnel or higher	100,000	120,000
Dean, President of institute, President of center or the head of units differently called	With 21-40 personnel or higher	80,000	100,000
Dean, President of institute, President of center or the head of units differently called	With no more than 20 personnel	70,000	90,000
Assistant to the president, Deputy dean, Deputy director of institute, Deputy director of center or other positions differently called		60,000	80,000

Note: The number of personnel shall include only full-time employees with exception of contract staff and only the number of personnel shown on the date of academic administration position appointment shall be applicable.