

Contract No...../.....

## Employment Contract for University Personnel

Written at.....

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Date.....Month.....Year.....

This contract is made between Chiang Mai University, represented by.....  
Position....., hereinafter called the “University” of one part,  
and.....  
Date of Birth.....Month.....Year.....Age.....Years.....Months.....Days  
Identification Card No.....Address in House Registration No.....  
Village No.....Road.....Alley.....Sub-district.....  
District/Area.....Province.....Postal Code.....  
Telephone Number.....Present Address No.....Village No.....Road.....  
Alley.....Sub-district.....District/Area.....  
Province.....Postal Code.....Telephone Number.....  
Status  Single/ Divorce/ Death of Spouse  Married Name of Spouse.....,  
hereinafter called the “University Personnel” of the other part. Both parties agree to execute this  
contract with the following statements.

Clause 1. The University agrees to employ as the university personnel  full-time  
 Temporary  Probation in Discipline of  Academics  Academic Administration  
 Operation in the Position.....Division.....  
Chiang Mai University for a period of.....years, starting from Date.....Month.....  
Year.....to Date.....Month.....Year....., whereby he/she is entitled  
to receive the payment below.

- 1.1 Salary.....Baht (.....)
- 1.2 Position Allowance in.....Baht (.....)
- 1.3 Position Allowance in administration.....Baht (.....)
- 1.4 Payment.....Baht (.....)
- 1.5 Payment.....Baht (.....)
- 1.6 Payment.....Baht (.....)

The salary and other payments shall be made within the last date of the month or according to  
the specified criteria of each particular payment.

Clause 2. The University Personnel agrees to work and receive the payment contained in  
Clause 1 and gives the consent to the University regarding a deduction of income tax, social

security fund, accumulated money, compensation described in Clause 6 and/or any payment applicable by the law requiring the payment of University Personnel based upon the payments received in Clause 1.

Clause 3. The University Personnel shall strictly maintain the discipline and observe Chiang Mai University Regulations regarding Personnel Administration, and Laws, Rules, Regulations, Notifications, including University Orders or those performed by the University, which become valid during an execution of this contract, and/or which shall be further enforceable. In addition, it shall be deemed that such laws, rules, regulations, notifications, and orders are part of this contract.

Clause 4. The employment of University Personnel for the probation shall accord with the criteria specified by Chiang Mai University Personnel Administration Board and the employment of full-time university personnel shall be annually assessed in connection with work performance under Chiang Mai University Regulations regarding Assessment of University Personnel. It is also deemed that such criteria and regulations are part of this contract.

Clause 5. The University Personnel shall intend to work according to the date, time, and place specified by the University and shall devote the entire time to work at full capacity with honesty while refraining himself/herself from any other hired job or occupation which affects the work performance of the assigned position throughout the period of this employment contract.

Clause 6. If the University Personnel causes any damage to the University in any case, the University Personnel agrees to compensate for the incurred damage to the University within 30 days as from the University makes a request for it. If the University Personnel fails to pay within the specified period, the University Personnel agrees to pay the interest at the rate of 15 percent per annum to the University as an addition until the full payment is made.

Clause 7. If the University Personnel fails to pass the probation or to satisfy the assessment criteria for annual work performance or to observe any clause contained in this contract, the University has the right to terminate the employment of this contract immediately. The University Personnel agrees to waive all the rights of claims arising from the termination of employment.

Clause 8. This contract shall be terminated upon the following cases.

- 8.1 Maturity of the employment period under this contract
- 8.2 Death of the University Personnel
- 8.3 Resignation of the University Personnel as approved
- 8.4 Employment termination against the University Personnel
- 8.5 Layoff or dismissal against the University Personnel
- 8.6 Probationary failure of the University Personnel
- 8.7 Failure of the University Personnel toward the annual performance assessment

Clause 9. If this employment contract is terminated in any case, the University Personnel shall pay for the debt or any obligation to the University in full amount immediately and agrees to allow the University to deduct the accumulated money or any payments receivable from the University to compensate for such debt or obligation.

This contract is made in duplicate with the corresponding statements. Both parties, having read and understood the statements thoroughly, therefore affix their signatures in the presence of the witnesses as evidence and retain each copy.

Signature.....University Personnel  
(.....)

Signature.....University  
(.....)

Signature.....Witness  
(.....)

Signature.....Witness  
(.....)

I,....., a spouse of University Personnel,  
permits the University Personnel to execute this contract.

Signature....., a spouse who gives a consent  
(.....)

