

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

Employment Contract for University Proactive Strategy

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 a university academic staff member in the category
of “Proactive Strategic Employees.” who is employed in the position of.....
at 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 lump-sum payment of the SalaryBaht (.....)

Clause 2. Other documents which constitute a part of the contract

The following documents are to be treated as a part of the contract.

2.1 Terms of Reference (TOR) of an academic staff member in the category of
“Proactive Strategic Employees.”

2.2 Other documents (if any)

Clause 3. The University Personnel agrees to work and receive the payment contained in
Clause 1 and gives consent to the University regarding a deduction of income tax, social security
fund, accumulated money, compensation described in Clause 7 and/or any payment applicable by
the law requiring the payment of University Personnel based upon the payments received in Clause
1.

Clause 4. The University Personnel shall strictly maintain discipline and abide by 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 issued. In addition, it shall be deemed that such laws, rules, regulations, notifications, and orders are part of this contract.

Clause 5. The employment of University Personnel for the probationary period shall be annually assessed by the University board under the TOR in connection with work. It is also deemed that such criteria and regulations are part of this contract.

5.1 In the event that the University Personnel does not pass the job performance assessment, he/she may appeal to the CMU Human Resource Management Board.

5.2 In the event that the University Personnel believe that he/she is unfairly discharged from work, is unfairly, unlawfully, or abusively treated (with an exception of the disciplinary punishment or being subjected to disciplinary investigation), he/she may appeal to the CMU Complaint and Appellation Committee.

Clause 6. 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 from any other hired job or occupation which affects the work performance of the assigned position throughout the period of this employment contract.

Clause 7. 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 from the date on which the University makes a request for the damage. 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 8. Rights and welfare

8.1 Rights to take leaves of absence

- The University Personnel is entitled to 15 days of sick leaves.
- The University Personnel is entitled to 15 personal leaves.
- The University Personnel is entitled to 10 holiday leaves.
- Other leaves entitled by the University.

- Other kinds of leaves as designated by the Selection Committee of the academic staff members in the category of "Proactive Strategic Employees."

In case the University Personnel takes more than the allowed leaves, an amount of money will be deducted from his/her salary.

8.2 The University Personnel will receive social security benefits as specified in the Social Security Law.

8.3 The University Personnel will not receive other welfare as he/she will receive his/her lump-sum salary inclusive of other benefits.

Clause 9. If the University Personnel fails to pass the annual assessment criteria for the annual work performance or to fail to abide by 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 10. This contract shall be terminated upon the following cases.

10.1 Maturity of the employment period under this contract

10.2 Death of the University Personnel

10.3 Resignation of the University Personnel as approved

10.4 Employment termination against the University Personnel

10.5 Layoff or dismissal against the University Personnel

10.6 Dissatisfaction of probation assessment for “Proactive Strategic Employees.”

Clause 11. 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.

Clause 12. In the event that there is any problem of work regarding to this contract, the University Personnel agrees to accept the decision of the “University.”

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 each party shall retain copy.

The original contract is in Thai language. This contract is governed by Thai laws.

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

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

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

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