

Contract number /.....

Employment Contract for University Personnel
Probationary Employee (Funded by Government Budget)

Executed at: Chiang Mai University
 239 Huay Kaew Road, Suthep Subdistrict,
 Mueang Chiang Mai District, Chiang Mai
 Province, 50200

Date..... Day of....., B.E.

This Contract is made and entered into by and between Chiang Mai University,
 represented by
 position hereinafter referred to as the “University”, of
 the one part, and Mr./Ms./Mrs.
 Born on the day of, B.E.
 Aged years, months, and days,
 Identification Card Number / Passport Number:
 Date of Issuance: Expiry Date:

Registered Address

House No. Village No. Road Soi
 Sub-district District
 Province Postal Code
 Telephone Number Email Address

Current Address☐ Same as registered address

House No. Village No. Road Soi
 Sub-district District
 Province Postal Code
 Telephone Number Email Address

Marital Status: ☐ Single ☐ Married

Spouse's Name:

Hereinafter referred to as the “University Employee”, of the other part. Both parties hereby
 agree to enter into this Contract under the following terms and conditions:

Clause 1. The University agrees to employ and appoint the aforementioned individual as a University Employee in the position of, position Number:, under the department/office of The term of employment shall be for a period of years, months, and days, commencing on the day of....., B.E..... which shall be deemed the official start date of employment, and ending on the day of....., B.E.....

The employment is funded by the **Government Budget** and the appointee shall be entitled to receive:

1.1 A monthly salary in the amount of Baht (.....);

1.2 A position allowance for the category of Baht (.....);

1.3

The University shall pay salary and other remuneration mentioned above in accordance with the payment criteria and regulations applicable to each category as prescribed.

Clause 2. The University Employee, who receives remuneration pursuant to Clause 1, hereby consents and agrees that the University shall be entitled to deduct, as a first priority, from such remuneration any applicable personal income tax, social security contributions, provident fund contributions, compensation for damages, or any debts or liabilities the Employee owes to the University, as well as any other deductions required by law or regulations prescribed by the University.

Clause 3. The University Employee shall maintain discipline and strictly comply with all rules and regulations relating to personnel administration and disciplinary procedures, as well as with all applicable laws, regulations, rules, notifications, announcements, and directives of the University, or those that the University is required to enforce, whether currently in effect at the time of execution of this Contract or subsequently issued in the future. All such laws, regulations, rules, notifications, announcements, and directives shall be deemed an integral part of this Contract.

Clause 4. The University Employee hereby agrees and consents to undergo performance evaluations and to strictly comply with the rules and regulations pertaining to such evaluations, including all laws, rules, regulations, announcements, and directives of the University and the affiliated unit, whether in effect on the date of execution of this Contract or as may be amended, revised, or newly enacted thereafter. All such provisions shall likewise be deemed an integral part of this Contract.

Clause 5. The University Employee shall diligently perform duties at such dates, times, and locations as designated by the University and shall devote all of their time, effort, and abilities to the performance of such duties with honesty and integrity. The Employee shall refrain from undertaking any external employment or engaging in any profession that may affect the performance of their contractual duties throughout the term of employment, unless otherwise assigned by the University.

During the term of employment, the University Employee also agrees to accept any reassignment, change in duties, job responsibilities, workload agreements, department affiliation, or workplace location as deemed appropriate or necessary by the University or in line with the University's objectives.

Clause 6. Should the University Employee fail to pass the probationary evaluation, or breach any term or condition of this contract, the University shall have the right to terminate this contract with immediate effect, and the University Employee hereby waives all rights to claim any damages or compensation whatsoever arising from such termination.

Alternatively, the University, through the unit or division to which the University Employee is assigned, shall conduct probationary evaluations as follows:

(1) The first probationary evaluation shall be completed within months from the commencement date of employment under this contract.

If the University Employee passes the first evaluation, they shall continue under probation. If the University Employee fails the first evaluation, the University shall terminate the probationary contract.

(2) The second probationary evaluation shall be completed at least months before the expiration of the contract term.

(3) The third probationary evaluation shall be completed at least months before the expiration of the contract term.

If the University Employee successfully passes all required probationary evaluations, the University shall execute a subsequent employment contract with the University Employee in accordance with the Chiang Mai University Regulations on Personnel Administration.

Clause 7. This Contract shall be terminated under any of the following circumstances:

7.1 Upon the expiration of the employment period specified in this Contract;

7.2 Upon the death of the University Employee;

7.3 Upon the University Employee's resignation or termination of their status as a University Employee, with approval;

7.4 Upon termination of employment by the University;

7.5 Upon dismissal or removal from service as a disciplinary measure;

7.6 Upon failure of the University Employee to pass the performance evaluation.

Clause 8. Upon termination of this Contract, for any reason whatsoever, the University Employee shall immediately settle all outstanding debts or obligations owed to the University. The University shall be entitled to deduct such debts or obligations from any provident fund contributions or other entitlements payable to the University Employee.

Clause 9. The rights and benefits of the University Employee shall be governed by the University's applicable regulations, rules, announcements, directives, or other relevant provisions relating to employee rights and benefits.

Clause 10. This Contract shall be governed by and construed in accordance with Thai law. Any dispute arising under or in connection with this Contract shall be subject to the jurisdiction of Thai courts.

Clause 11. The contracting parties agree to enter into a joint agreement, prior to the commencement of work, specifying the duties, responsibilities, and workload in a Statement of Duties and Responsibilities and Workload Agreement as signed by both parties under this Contract or as may be amended in the future. Such joint agreement shall be deemed an integral part of this Contract.

This Contract is made in two identical originals, each party retaining one copy. The parties have thoroughly read and understood the terms and conditions herein in full detail and have signed this Contract in the presence of witnesses as evidence of their mutual agreement and acceptance.

Signed: University Employee

(.....)

Signed: University

(.....)

Signed: witness

(.....)

Signed: witness

(.....)

I, the lawful spouse of the University Employee, hereby give full consent to the execution of this Employment Contract.

Signed: Consenting Spouse

(.....)

