

**Agreement for Employment of Alien**

This agreement is made on.....at.....  
between.....  
represented by.....position.....  
hereinafter referred to as “employer” on one party, and.....  
Nationality.....age.....years, having domicile at.....  
.....hereinafter referred to as “employee” as the other party.

The employer hereby agrees to employ the employee to perform the duty of  
.....under.....  
for a period of.....years beginning from the date of.....B.E.....  
until the date of.....B.E..... And the employee hereby agrees to perform  
the duty under the agreement for such a term in accordance with the following conditions:

**Employment**

Clause 1. The employee agrees to devote full time for the performance of duty in the university under this agreement so as to achieve the best result according to his knowledge and ability and agrees to refrain from accepting any employment or engaging in any other occupation throughout the term of this agreement.

Clause 2. The employee performing duty of an instructor is required to teach, to provide related recommendations and to be perform other responsibilities assigned by the university.

Clause 3. The employee performing duty of an expert is required to teach, to provide related recommendations and to be perform other responsibilities assigned by the university including managing an activity and/or a project to develop students and staffs' abilities. The employee is also required to do a research or write an academic article that may be presented/published at a national conference/forum at least once a year.

**Remuneration**

Clause 4. The employee shall receive monthly remuneration at the rate  
of.....as from.....B.E..... being the date  
of commencement of the employment.

Clause 5. The remuneration under Clause 4 shall be paid monthly to the employee.

### **Social Security**

Clause 6. The employer shall assist the employee to be an insured person for related benefits under the social security law; the employee is bound to the Employee's Social Security Law.

### **Accommodation**

Clause 7. The employee must reside at the official accommodation provided by the employer.

In the case where official accommodation is not available, the employer shall pay accommodation allowance in a lump sum at the rate of four thousand baht a month and the employee may not claim any other expenses in connection with the accommodation.

### **Leave**

Clause 8. The employee is entitled to ask for a leave with a full payment as deemed necessary during the period of each year of the term of employment according to the following basis:

(1) Vacation leave not more than ten working days but not during the first six months of the term of employment.

The first year employee with less than one year of working is not allowed to take any vacation leave.

(2) Sick leave not exceeding eight working days for the first year employment and fifteen days for a coming year of a consecutive employment. In the case where a sick leave is taken before six working months in the first year of employment, an employee is not paid during the period of sick leave.

(3) Paid maternity leave not excess of 90 days per year shall be fully paid for 45 days by the university; an employee with less than six months performance in the first year is allowed to take a maternity leave not exceeding 90 days per year without pay.

Clause 9. Any leave taking not mentioned in Clause 8 is deemed not to be paid.

### **Renewal of the Contract**

Clause 10. The employment contract of the employee may be renewed for a year to come on condition that the employee's previous performance is not less than 70%, which is evaluated annually; the evaluation criteria and form are arranged by the original affiliation.

**Termination of Agreement**

Clause 11. This agreement is terminated on:

- (1) completion of term of employment
- (2) death of the employee
- (3) rescission of the agreement by either party serving a written notice to the other party at least three months in advance
- (4) rescission of the agreement by the employer in the case where an officially accepted physician has examined the employee and concludes that the employee should not be employed further on account of his health.
- (5) rescission of the agreement by the employer on account of the employee's serious misbehavior or desertion of duty without justification.
- (6) The evaluated performance of the employee is below 70%

**Settlement of Dispute**

Clause 12. In the case where there is a question arising from the performance under this agreement, the employee agrees to abide by the decision of the president of the university.

This agreement is made in duplicate and both parties have read and fully understood the contents therein, and accordingly sign their names as evidence hereof.

.....Employer

(.....)

.....Employee

(.....)

.....Witness

(.....)

.....Witness

(.....)