UB 3 Form

Contract number ..... /.....

Employment Contract for University Personnel

Executive Track (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 University Employee shall receive a lump-sum monthly salary inclusive of rights and welfare benefits as follows:

1.1 A monthly salary: ..... Baht (.....);

1.2 .....

1.3 .....

The University Employee hereby consents to the deduction of personal income tax from the aforesaid remuneration in accordance with applicable legal provisions.

Clause 2. The University Employee agrees to accept the employment and to perform the assigned duties, as well as to accept the lump-sum remuneration inclusive of welfare benefits as stated in Clause 1. The University Employee further undertakes and covenants as follows:

2.1 To observe discipline and professional ethics and to strictly comply with all applicable laws, rules, regulations, notifications, and announcements of Chiang Mai University that apply to regular university employees, including orders issued by the University or those required to be observed by the University at the time this contract is in force, or any that may be subsequently issued. In the event of any breach or non-compliance, the University Employee consents to being subject to disciplinary and/or ethical proceedings, and agrees that such laws, rules, regulations, announcements, and orders shall be deemed to form an integral part of this contract.

2.2 To devote full time, knowledge, and ability to the performance of assigned duties with honesty and integrity, and to refrain from undertaking any outside employment or engaging in any other occupation throughout the term of this contract.

2.3 Not to have, either directly or indirectly, any conflict of interest in any business or activity that is in competition or conflict with the interests of the University, except for normal investments made by a prudent investor.

2.4 If the University Employee wishes to terminate this contract, written notice must be given to the University no less than 3 months in advance.

Clause 3. During the term of employment under this contract, the Parties agree that the University shall conduct performance evaluations of the University Employee in accordance with applicable rules, regulations, and announcements related to performance assessment. Should the University Employee fail to meet the performance evaluation criteria, or fail to comply with any provision of this contract, the University shall have the right to terminate this employment contract with immediate effect, and the University Employee shall have no right to claim any damages and/or expenses arising from such termination.

Clause 4. In the performance of duties under this contract, should the University Employee cause any damage to the University, regardless of the circumstances, the University Employee agrees to compensate the University for such damages within 30 days from the date the University makes a formal demand. Should the University Employee fail to make payment within the said period, the University Employee agrees to pay interest at the statutory rate, calculated from the day following the expiration of the 30-day period until full payment is made.

Clause 5. This contract shall terminate upon the occurrence of any of the following events:

5.1 Expiration of the employment term as specified in Clause 1;

5.2 Death of the University Employee;

5.3 Termination of the contract by the University pursuant to Clause 2.4;

5.4 Termination of the contract by the University Employee pursuant to Clause 3;

5.5 Disqualification or removal of the University Employee from the position in accordance with applicable laws or University regulations;

5.6 Dismissal or termination of the University Employee due to disciplinary sanctions.

Upon the termination of this contract under any of the above circumstances, the University Employee agrees to waive any claim for damages and/or compensation from the University in all respects.

Clause 6. Upon the termination of this employment contract for any reason whatsoever, the University Employee shall immediately settle all debts and/or obligations owed to the University in full. If the University Employee fails to make such payment within the specified period, the University Employee agrees to pay interest at the statutory rate, calculated from the day following the expiration of the 30-day period from the date the University makes a demand, until full payment is made. Furthermore, the University Employee consents to the University deducting any outstanding debts and/or obligations from remuneration or any other

entitlements payable to the University Employee by the University until full repayment has been made.

Clause 7. The annexes attached to this contract, which shall form an integral part thereof, include:

7.1 A description of duties and responsibilities, administrative policies and plans of the organizational unit, strategic objectives, missions, and other relevant documents as approved by the University Council;

7.2 .....

7.3 .....

7.4 .....

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

(.....)