

-Emblem-

Regulations of King Mongkut's Institute of Technology Ladkrabang
Re: Personnel Management (No. 3), B.E. 2566 (A.D. 2023)

Whereas it is deemed expedient to revise the rules for management of the personnel of King Mongkut's Institute of Technology Ladkrabang in accordance with the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019), to be more appropriate;

By virtue of Section 14 and Section 22 (9) of the King Mongkut's Institute of Technology Ladkrabang Act, B.E. 2551 (A.D. 2008), in conjunction with Resolution of the Personnel Management Committee of King Mongkut's Institute of Technology Ladkrabang at its 11/2565 Meeting on 1 November 2022 and Resolution of the Council of King Mongkut's Institute of Technology Ladkrabang at its 2/2566 Meeting on 14 February 2023, this set of regulations is issued as follows:

Article 1. These regulations shall be called "the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management (No. 3), B.E. 2566 (A.D. 2023)."

Article 2. These regulations shall come into force from the day following its publication date.

Article 3. The Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management (No. 2), B.E. 2564 (A.D. 2021), shall be repealed.

Article 4. The provision of (12) of Article 10.2 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019), shall be repealed and replaced by the following:

"(12) Being a full-time employee of an organization outside the Institute."

Article 5. The following text shall be added as (3) of Article 10.2 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019):

"(13) Others as set forth by PMC-KMITL."

Article 6. The following text shall be added as paragraphs 13/1 and 13/2 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019):

"13/1 The Special Institute Staff selected from those who have successfully passed the General Knowledge and Competency Test (Part A) and have worked for the Institute in whatsoever position for a consecutive period of three years or more under an employment contract shall be made the Institute Staff Employed by Income under the second employment contract for a term of three years immediately without having to be placed on probation and executing the first employment contract.

13/2 In the case where the Institute wishes to hire staff in the academic positions, it can do so by hiring the Institute Staff Employed by Income in accordance with Article 13 and the Institute's Notification Re: Rules and Procedures for Recruiting the Institute's Personnel, B.E. 2563 (A.D. 2020)."

Article 7...



Certified Correct Translation

รับรองคำแปลถูกต้อง

(Handwritten signature)

(Kanyaret Lerdnunthawat)

Master Piece Translation Ltd., Part

Tel. (66) 2907-5533-36 Fax. (66) 2907-5532

<http://www.masterpiecetranslation.com>

10 JUL 2023

Article 7. The provision of (3) of Article 17.2 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019), shall be repealed and replaced by the following:

“(3) Full-time employees are:

(A) The Institute Staff who have completed two employment contracts and passed the performance appraisal in accordance with established criteria; and

(B) Institute Staff in academic positions who are appointed to hold the academic positions during the term of employment contract. They shall get approval for being appointed as full-time employees from the date the Institute Council passes a resolution to approve the appointment to hold the academic positions, except in case of Institute Staff in academic positions approved to compare the academic positions who must complete the probationary period before being considered for appointment as full-time employees.”

Article 8. The provision of Article 18.1 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019), shall be repealed and replaced by the following:

“18.1 In case of holding the position before 28 August 2018:

(1) Institute Staff in the position a lecturer or researcher of the Institute who does not pass an evaluation to hold the position of Assistant Professor or higher within a period of seven years from 29 August 2018 shall be entitled to not over 2% annual wage increase until he/she holds the position of Assistant Professor or higher.

(2) Institute Staff in the position of Assistant Professor who cannot pass the evaluation to hold the position of Associate Professor or higher within a period of nine years from 29 August 2018 shall be entitled to not over 2% annual wage increase until he/she holds the position of Associate Professor or higher.

Article 9. The provision of Article 18.2 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019), shall be repealed and replaced by the following:

“18.2 In case of holding the position from 28 August 2018 to 1 May 2022:

(1) Institute Staff in the position a lecturer or researcher of the Institute who does not pass an evaluation to hold the position of Assistant Professor or higher within a period of seven years from the first day of being the Institute Staff shall be entitled to not over 2% annual wage increase until he/she holds the position of Assistant Professor or higher.

(2) Institute Staff in the position an Assistant Professor who cannot pass the evaluation to hold the position of Associate Professor or higher within a period of nine years from the first day of being an Assistant Professor shall be entitled to not over 2% annual wage increase until he/she holds the position of Associate Professor or higher.”

Article 10. The provision of Article 18.3 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019), shall be repealed and replaced by the following:



Certified Correct Translation

รับรองคำแปลถูกต้อง

(Kanyaret Lerdnuntawat)

Master Piece Translation Ltd., Part.

Tel. (66) 2907-5533-36 Fax. (66) 2907-5532

<http://www.masterpiecetranslation.com>

10 JUL 2023

“18.3 In case of holding the position from 2 May 2022:

(1) Institute Staff in the position a lecturer or researcher of the Institute who does not pass an evaluation to hold the position of Assistant Professor or higher within a period of five years from the first day of being the Institute Staff shall be entitled to not over 2% annual wage increase until he/she holds the position of Assistant Professor or higher.

(2) Institute Staff in the position an Assistant Professor who cannot pass the evaluation to hold the position of Associate Professor or higher within a period of seven years from the first day of being an Assistant Professor shall be entitled to not over 2% annual wage increase until he/she holds the position of Associate Professor or higher.”

Article 11. The following text shall be added as Article 18.4 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019):

“18.4 Regarding calculation of time to apply for the position of Assistant Professor or Associate Professor under 18.1, 18.2 and 18.3, it shall not include the period of any kind of leave that is 180 days or longer and the period the person holds an executive position of Head of the Department or beyond.”

Article 12. The provision of Article 34.12 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019), shall be repealed and replaced by the following:

“34.12 Not receiving annual wage increase in accordance with Notification of King Mongkut's Institute of Technology Ladkrabang Re: Rules, Procedures, Conditions and Percentage of Wage Increase of Personnel of the Institute, B.E. 2564 (A.D. 2021) for two consecutive years, except in the following cases:

- (1) Leave for full-time study;
- (2) Work duration of less than seven months;
- (3) Disciplinary punishment resulting in failure to receive a pay raise;
- (4) Sick leave with the accumulated leave period of more than 60 business days.”

Article 13. The provision of Article 34.13 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019), shall be repealed and replaced by the following:

“34.13 Getting the grade of “Need improvement”, which is less than 60 points for three consecutive years, from the performance appraisal for wage increase. The percentage of wage increase shall be in compliance with rules established by the Institute.”

Article 14. The provision of Article 34.17 of the Regulations of King Mongkut's Institute of Technology Ladkrabang Re: Personnel Management, B.E. 2562 (A.D. 2019), shall be repealed.

Given on this 15th day of February 2022

-Signature-

(Adjunct Professor Kittipong Kittayarak)

Chancellor of the Council of King Mongkut's Institute of Technology Ladkrabang



Certified Correct Translation

รับรองคำแปลถูกต้อง

(Kanyaret Lerdnonthawat)

Master Piece Translation Ltd., Part.

Tel. (66) 2907-5533-36 Fax. (66) 2907-5532

<http://www.masterpiecetranslation.com>

10 JUL 2023