Guide to Employment Law in Thailand

1 Overview
2 Summary of Minimum Statutory Entitlements
4 Form of Contract
5 Termination
6 Labour Disputes
7 Discrimination Issues
7 Data Privacy Legislation
8 Pension Fund
8 Obtaining a Work Permit
Overview

Thailand has constitutional provisions, statutes, and regulations governing employment, industrial relations, social security (SS) and occupational safety and health (OSH). The following Acts govern the laws concerning labour issues in Thailand:

- Labour Protection Act B.E. 2541 (1998)
- Labour Relations Act B.E. 2518 (1975)
- The Act Establishing the Labour Court and Labour Court Procedure B.E. 2522 (1979)
- Provident Fund Act B.E. 2530 (1987)
- Social Security Act B.E. 2533 (1990)
- Workmen’s Compensation Act B.E. 2537 (1994) and
- Thai Civil and Commercial Code.

All relationships of employment are viewed as contracts of hire of services. Labour contracts may be made for a certain period fixed by agreement, and are terminable provided that severance pay is paid in the case of termination without cause as specified under Section 119 of the Labour Protection Act B.E. 2541 (1998) (LPA). All other contracts are terminable at the will of either party.

The LPA is a general enactment governing all employment contracts. These provisions establish working hours, overtime pay, holiday work pay, welfare, severance pay, and related labour standards for all employees.

The employment of foreigners is governed by the Working of Foreigners Act B.E. 2521 (1978). This legislation provides criteria designed to protect the domestic labour market. Generally, when considering whether to allow foreign nationals into the country to work, the Department of Employment will look at things such as:

- whether the work could be done by a Thai
- whether the foreigner is appropriately qualified and
- whether the job fits the needs of Thailand.

Companies that are entitled to investment promotion under the Investment Promotion Act will be able to obtain work permits for foreign nationals more easily, and there may be more flexibility on employment requirements.

There is currently a general statutory requirement that a ratio of 4:1 must be met when employing a foreigner; four employees must be local nationals in order to employ one foreigner (Order of Immigration Office No. 110/2546 (2003)). All non-locals are subject
to immigration controls and require employment visas before entering into employment in Thailand. The general rule is that a visa must be obtained from the Thai Embassy in the country of residence of the applicant before departure for Thailand. A local sponsor is required (normally the employing company) to support the application. In considering an application, the Immigration Department must be satisfied that there is no suitable local candidate for the position. Where the post involves a special skill or is of a senior nature, this is not normally a problem.

**Summary of Minimum Statutory Entitlements**

**Working hours and wages**

Working hours and holidays vary depending on the nature of the work, however, the maximum working hours should not exceed eight hours per day or 48 hours per week. Currently, the minimum daily wage ranges from Baht 143 to Baht 191 and varies from province to province. For example, the minimum daily wage for Bangkok Metropolis and the adjacent provinces is currently Baht 191, whilst the minimum daily wage for Phuket province is Baht 186.

**Working rules and regulations**

An employer with 10 or more employees is required to establish written work rules covering work performance and such things as working days, holidays and disciplinary action. These work rules must be in Thai and displayed in the work place for all employees to see. Furthermore, the employer is required to submit a copy of the rules to the Director-General of the Department of Labour Protection and Welfare or a designated district office.

The working rules and regulations are set out in the LPA and include the following descriptions:

- working hours, rest periods and working days
- rules on overtime work and holiday work
- sick leave
- maternity leave
- employee welfare
- termination and dismissal of employees
- discipline and disciplinary action etc
- grievances and
- severance pay or special severance pay.
The Minister of Labour and Social Welfare is in charge of labour welfare and has the power to appoint labour inspectors and issue Ministerial Regulations and notifications.

Benefits

Holidays
Employees are entitled a minimum of 13 public holidays per year, including National Labour Day (1 May).

Bonuses
Some employers in Thailand pay an automatic annual bonus of one month's salary at the end of each year, although the trend is to replace this with a performance related bonus.

Employee welfare fund
Under the LPA, employers with 10 or more employees, and their employees, must contribute to an employee welfare fund. This fund provides a lump sum payment to workers whose employment is ceased or to the designated person, or children, or husband, wife or parent in case of their death.

However, the LPA prescribes that the employee welfare fund should be implemented by a Ministerial Regulation and so far no Ministerial Regulation has been issued.

If a company has set up a Provident Fund for its employees, it shall be exempt from setting up an employee welfare fund. State enterprise and governmental employees have a separate pension fund and civil servants enjoy a defined contribution and benefit pension system.

Workmen’s compensation
Thailand has a workers' compensation scheme (Workers’ Compensation Act B.E. 2537 (1994)). The statute requires employers to ‘immediately’ pay designated medical expenses upon injury or disability. The employer must also pay for rehabilitation, funeral expenses, and a monthly ‘indemnity’ i.e., a percentage of wages. Maximum compensation for total disability is 60% of salary for up to 15 years. Compensation for death is limited to 60% of salary for eight years, plus funeral expenses at 100 times the highest minimum wage.

Social security
Pursuant to the Social Security Act B.E. 2533 (1990), every employer is obliged to register with the Social Security Fund. Under the Social Security Act, the government, the employer and the employee jointly contribute to the Social Security Fund every time wages are paid. The rate of contribution is currently 5% of an employee's income. An employee who is a member of the Social Security Fund is entitled to receive compensation benefits in non work-related cases such as illness, disablement, death, child welfare, childbirth, and unemployment as well as old-age benefits.
Other conditions

Maternity leave
Female employees are entitled to maternity leave for a maximum period of 90 days and are entitled to ordinary wages for 45 days during such leave.

Sickness leave
Every employee is entitled to sick leave for as long as the sickness lasts. If sick leave is taken for three or more working days, the employer may require that the employee acquires a medical certificate from a first class medical practitioner or from a government clinic. If the employee fails to acquire a medical certificate from a first class medical practitioner or from a government clinic, the employee shall provide the employer with an explanation. The employer must pay the fixed wage to the employee for the first 30 working days of his/her illness in any one year.

Severance pay
Employees who have worked for 120 days or more, but fewer than one year, are entitled to 30 days severance pay. For personnel employed between one to three years, the severance pay is not fewer than 90 days pay. Employees with three to six years service will receive six months salary, those with six to 10 years service will receive eight months salary, and employees with 10 years or more service will receive 10 months salary.

Labour union
Labour unions can be established and registered with the Ministry of Labour and Social Welfare in order to deal with the employer regarding disputes in relation to employment on behalf of the employees.

Labour court
Specialised labour courts have the authority to rule on any dispute concerning all labour disputes relating to employment contracts or terms of employment or benefits the employees are entitled to by Thai labour law.

Form of Contract
All relationships of employment are viewed as contracts of hire of services. There is no requirement in Thailand for a contract of employment to be in writing. Where the contract of employment is in writing, the employer normally provides a copy of it to the employee immediately after it is signed. The basic conditions that are required to be stated are the wages and wage period, annual leave, confidentiality, and the length of notice required to terminate the employment.
## Termination

### Termination by notice

Under the LPA, if an employer wishes to dismiss an employee whose employment term is not specified, such employer is required to give advance notice of the dismissal or make a payment in lieu of advance notice. If the grounds for termination do not fall under those set out in the LPA, the employee is entitled to a severance pay at a rate ranging from 30-300 working days wages depending on the period of employment.

An employee normally must be given notice of termination of at least one pay period or one month in advance of termination, whichever is shorter. This notice period does not apply to employees being dismissed for cause.

“Cause” includes:

- dishonest performance of duties or an intentional criminal offence against the employer
- intentionally causing harm to the employer
- gross negligence causing serious harm to the employer
- violating work rules or orders of the employer for which a written warning has previously been issued to the employee (serious violations might not require a warning)
- neglecting the employee’s duties for three consecutive working days without justifiable cause and
- being sentenced to imprisonment, except for the offences arising out of negligent acts or for petty offences.

Except in cases in which the termination is “for cause” as described immediately above, a full-time employee who is dismissed by an employer must be paid severance pay as follows:

<table>
<thead>
<tr>
<th>Period of Employment</th>
<th>Amount of Severance Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>At least 120 days but fewer than 1 year</td>
<td>30 days wages or salary</td>
</tr>
<tr>
<td>At least 1 year but fewer than 3 years</td>
<td>90 days wages or salary</td>
</tr>
<tr>
<td>At least 3 years but fewer than 6 years</td>
<td>180 days wages or salary</td>
</tr>
<tr>
<td>At least 6 years but fewer than 10 years</td>
<td>240 days wages or salary</td>
</tr>
<tr>
<td>At least 10 years or more</td>
<td>300 days wages or salary</td>
</tr>
</tbody>
</table>
Those employed for a fixed period of not more than two years, particularly for a particular project which is not regular work; or for occasional work with a definite end of project or achievement of the work; or seasonable work do not qualify for severance pay.

**Employees’ entitlements on termination**

**Accrued wages and unused annual leave**

In addition to severance pay (if any), all outstanding wages and payments in respect of accrued but unused annual leave (only statutory leave, unless contract specifies otherwise) up to the time of termination are payable.

**An annual bonus**

Under Thai labour law, an annual bonus is not compulsory. Therefore, it depends upon the policy of each company. In Thailand some companies grant guaranteed bonus at the end of each year, or in some companies there may be a discretion that the bonus is subject to the outcome of the performance evaluation of each individual person in each year.

**Redundancy**

Redundancy occurs where the employer has ceased, or intends to cease, to carry out the business for the purpose of which the employee was employed by him/her or in the place where the employee was so employed, where the requirements of that business for employees to carry out a particular kind of work or to carry out such work in the place where the employee was so employed have ceased or diminished, or are expected to cease or diminish.

**Labour Disputes**

The Labour Relations Act has established the procedures for labour negotiations, mediation by the Department of Labour Protection and Welfare officials, or arbitration by the Labour Relations Committee.

**Procedures**

If the negotiations do not take place between the duly authorised representatives of the employer and employee concerning the conditions of employment, it will be deemed that it is a labour dispute, which will be referred to the Conciliation Officer who will mediate the dispute. If the mediation fails, both the employer and employee may agree to appoint an arbitrator to decide on the labour dispute relating to the conditions of employment. During such a period, if the settlement fails, the employer may affect a lockout or the employees may go on strike, but this is subject to restrictions on some businesses, as mentioned in the Labour Relations Act, for essential services affecting the general public such as railways, telephone, etc.
Where the negotiations and mediation by the conciliation officers fail, the matter will be referred to the Labour Relations Committee. The Committee's decision can be appealed to the Minister of Interior within seven days from the date of receipt of the decision. The Minister will issue a decision on the appeal and notify both parties within 10 days of receipt of the appeal. A Labour Relations Committee decision is final if not appealed within seven days, as is the Minister's decision regarding the appeal.

**Discrimination Issues**

The Constitution forbids gender, race, ethnicity, age, disability, and any other type of discrimination. The labour law requires equal treatment of men and women in employment, equal pay for equal work, and forbids termination on the grounds of pregnancy. It forbids sexual harassment by management and inspectors. The Constitution affords citizens complaining of discrimination direct access to the courts. This law remains ornamental.

**Data Privacy Legislation**

Under the 1997 Constitution, there remain various sections which offer general data and privacy protection.

Section 34 of the Constitution states, "A person's family rights, dignity, reputation or the right of privacy shall be protected. The assertion or circulation of a statement or picture in any manner whatsoever to the public, which violates or affects a person's family rights, dignity, reputation or the right of privacy, shall not be made except for if it is beneficial to the public."

Section 37 states, "Persons have the freedom to communicate with one another by lawful means. Search, detention or exposure of lawful communication materials between and among persons, as well as actions by other means so as to snoop into the contents of the communications materials between and among persons, is prohibited unless it is done by virtue of the power vested in a provision of the law specifically for the purpose of maintaining national security or for the purpose of maintaining peace and order or good public morality."

Section 58 states, "A person shall have the right to have access to public information in possession of a State agency, State enterprise or local government organisation, unless the disclosure of such information shall affect the security of the State, public safety or interests of other persons which shall be protected as provided by law."
Proposed Data Protection Law

The Electronic Transaction Committee has empowered the Ministry of Information and Communication Technology to draft Data Protection legislation which will aim to protect the rights of privacy. The Data Protection Law intends to strike a balance between the privacy rights of individuals with the development of information technology.

Pension Fund

Thailand currently has a system covering different sectors of employment. The Thai pension system can be categorised into two sectors; public and private. Within both sectors there are some groups of workers that are not covered by any mandatory pension scheme.

Government employees and government-related organisation employees are provided with a mandatory retirement saving programme called the Government Pension Fund according to government policy.

State enterprises used to have a defined benefits pension, however, due to the government policy of privatisation, some state enterprises have replaced the original pension system with a voluntary retirement saving programme called the Employer Sponsored Provident Fund.

Obtaining a Work Permit

A foreigner wishing to work in Thailand must obtain a work permit by submitting an application to the Department of Employment (DOE) of the Ministry of Labour and Public Welfare. A foreigner applying for a work permit must already either be permitted to stay temporarily in Thailand (non-immigrant business visa) or have residence in Thailand according to the Immigration Law B.E. 2522 (1979).

Immigration and Employment Law requirements

In order to obtain a work permit for a foreign national (the “Applicant”), the company intending to employ the Applicant (the “Company”) needs to satisfy conditions established by the DOE. In addition, the Applicant also needs to comply with applicable immigration law procedures.

This section outlines the general procedures for obtaining a work permit for an Applicant from the DOE. However, if the Company meets one of the following
conditions, the application for a work permit can be submitted to the One-Stop Service Centre for Visa and Work Permits (the “OSSC”), which has a simpler processing procedure:

- the Company is registered and obtains some privileges under some special laws (e.g., the Board of Investment Act, the Industrial Estates Authority of Thailand Act or the Petroleum Act)
- the paid-up share capital or the total assets of the Company as evidenced in its balance sheet are at least Baht 30 million or
- the Company is a representative office, regional office or a branch office of a foreign company or a foreign bank.

At the OSSC, the procedure is simpler because the OSSC deals with both labour and immigration law requirements. The officers of the OSSC are less demanding and the work permit process proceeds in a more predictable manner.

Company requirements

Under Thai law, for a company to employ a foreign national it needs to meet certain requirements and there are limits on the number of foreign nationals that a company can employ. For a company to employ foreign nationals, it needs to meet the following conditions:

- has paid-up capital of at least Baht two million. In general one foreigner can be employed for every Baht two million contributed as paid-up capital, but not more than 10 foreigners can be employed by relying on this condition alone. However, the number of foreigners can be more than 10 persons if:
  - the company pays not less than Baht three million for income tax to the government in the previous accounting year
  - the company operates an export business and brought foreign currency of not less than Baht 30 million into the Kingdom in the previous year
  - the company operates a tourist business and took not fewer than five thousand foreign tourists into the Kingdom in the previous year or
  - the company has not fewer than 100 Thai employees.
- if the company is a foreign juristic entity, registered in a foreign country and operating its business in Thailand that brings in not less than Baht three million for its business operations in Thailand, it is permitted to employ one foreigner for every Baht three million
pay the Applicant a salary of at least the following rates:

<table>
<thead>
<tr>
<th>Nationality of the applicants</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Japanese, US citizens, and Canadians</td>
<td>60,000 Baht</td>
</tr>
<tr>
<td>Europeans and Australians</td>
<td>50,000 Baht</td>
</tr>
<tr>
<td>South Koreans, Taiwanese, Singaporeans, and Hong Kong citizens</td>
<td>45,000 Baht</td>
</tr>
<tr>
<td>Malaysians</td>
<td>45,000 Baht</td>
</tr>
<tr>
<td>Indian and people from the Middle East</td>
<td>35,000 Baht</td>
</tr>
<tr>
<td>Mainland Chinese, Indonesians, and Filipinos</td>
<td>35,000 Baht</td>
</tr>
<tr>
<td>Burmese, Laotians, Vietnamese, Cambodians, and Africans</td>
<td>25,000 Baht</td>
</tr>
<tr>
<td>Journalists working for newspapers (wages of journalists working for magazines and other media are also categorised by nationality)</td>
<td>20,000 Baht</td>
</tr>
</tbody>
</table>

Procedures for obtaining and maintaining a work permit

The procedures are as follows:

- the Applicant and his or her family members enter Thailand under specific entry visas (non immigrant)
- the Applicant applies to the DOE to obtain a work permit within 90 days of entry into Thailand
- once the work permit is granted, the Applicant and his or her family members can apply for one-year visa extensions and re-entry permits and
- the work permit, visas and re-entry permits are renewed annually.

Entering Thailand

Specific entry visas

An Applicant who intends to work in Thailand and apply for a work permit needs to enter Thailand on a Non-Immigrant Visa category “Business” (Non-B) entry visa. Family members accompanying the Applicant need to enter Thailand on Non-Immigrant Visa category “Others” (Non-O) entry visas.

If the Applicant transfers the equivalent of Baht three million into Thailand in order to invest in securities or real estate in Thailand, the Applicant may be able to obtain a one-year visa.
Visa applications
Non-B and Non-O visas must be obtained outside Thailand from a Thai embassy or consulate. When applying for the Non-B and Non-O visas, the Applicant and his or her family members will require letters from the Company in support of their entry visa applications.

Visa expiry
The Applicant and his or her family members are allowed a maximum stay of 90 days when entering Thailand under Non-B and Non-O entry visas. The application for a work permit needs to be submitted to the DOE prior to the expiry of this 90-day period. Non-B and Non-O visas can only be extended to a One-Year Visa if the application to obtain a work permit has been submitted. If the Applicant and his or her family members fail to do this within the 90-day period, they will have to leave Thailand and apply for the Non-B and Non-O visas at the relevant Thai embassy or consulate again.

Work permit application
The application to obtain a work permit needs to be submitted to the DOE within the 90-day period of entry of the Applicant into Thailand under a Non-B visa. The following documents from the Company and the Applicant must be submitted to the DOE:

Company documents
• organisational chart of the Company, certified true and correct by the authorised directors of the Company
• a map showing the location of the registered office of the Company
• copies of the Company's Affidavit (company certificate) and the list of shareholders of the Company (Bor. Or. Jor.5), certified true and correct by the authorised directors of the Company
• copies of the balance sheet with profit and loss account statements, corporate income tax return form (Phor. Ngor. Dor. 50) and corporate income tax return receipts of the Company for the previous three years, certified true and correct by the authorised directors of the Company
• copies of the VAT registration form (Phor. Por 01) or VAT certificate form (Phor. Por. 20) of the Company and amendments to the VAT registration form (Phor. Por. 09) (if any), certified true and correct by the authorised directors of the Company
• copies of the financial statements of the Company for the previous year and the VAT return form (Phor. Por. 30) for the previous six months with its respective receipts, certified true and correct by the authorised directors of the Company

• evidence that the Company has a balance of at least Baht two million in its bank account

• evidence of payment of contributions to the social security fund for Thai employees of the Company during the previous month

• a list of names of the foreign employees of the Company

• if the Company is in the export business, a copy of the export clearance form endorsed by the customs officials evidencing that goods with a minimum aggregate value of Baht three million were exported from Thailand by the Company during the previous year

• if the Company operates a hotel and accommodation business, a hotel and accommodation business licence is required

• if the Company operates a plant business, a plant operation licence is required

• if the Company operates a tourism business, evidence showing the number of tourists by any relevant government authorities is required and

• copies of the identification cards (if Thai nationals) or passports and work permits (if foreigners) of the authorised directors of the Company certified true and correct by the respective authorised directors.

Applicant documents

• three photographs of the Applicant (4 x 6 cm in size and taken within six months of the submission of the application)

• a copy of each page of the passport of the Applicant, certified true and correct by the Applicant

• copies of the Applicant’s degree and other educational certificates, certified true and correct by the Applicant (if the certificates are not in English, Thai translations must also be submitted)

• evidence of previous employment in the form of a letter of engagement, an employment agreement or a letter issued by the previous employer certified true and correct by the Applicant

• a medical certificate certifying that the Applicant does not suffer from certain diseases (e.g., leprosy or tuberculosis) dated within six months of the submission of the application. As this medical certificate must be issued by a qualified doctor in Thailand, the Applicant will need to have a medical check-up after entering Thailand and
if the Applicant has previously been working in Thailand, copies of the tax return form (Phor. Ngor. Dor. 90) and its respective receipts issued by the Revenue Department evidencing that income tax payments of the Applicant for the previous tax year were at least Baht 18,000.

Other documents
Other documents which we prepare for submission to the DOE are:
- an application form
- a power of attorney authorising Mayer Brown JSM lawyers to process the work permit application on behalf of the Applicant and
- an explanatory letter addressed to the DOE.

Timing
Normally, the DOE takes approximately 14 days to consider an application for a work permit.

Work permit approval
If the DOE decides to give the Applicant a work permit, it will issue a work permit receipt specifying the date for the Applicant to appear at the DOE in person to receive the work permit. When the Applicant collects the work permit at the DOE, the Applicant must show his or her passport and sign the work permit in the presence of an officer.

Validity
The validity of the initial work permit will correspond with the validity of the Applicant’s Non-B visa. Upon extension of the Non-B visa, the work permit can be extended for up to one year.

Depending on the nature of the work undertaken by the Applicant and on the type of Company, the DOE may issue the work permit for a lesser period (e.g., six months) and require the Applicant to submit additional documents in order to receive the work permit.

Extension of a work permit
To extend the work permit annually (or more frequently depending on the validity term), the Applicant must submit an application for the extension to the DOE, together with the same documents listed above seven days before the work permit expires.

Before extending the work permit, the DOE may require that the Applicant submits additional documents to show that the Company is still validly operating e.g., agreements or letters of engagement from clients of the Company.
Visa extensions and re-entry permits

When the DOE has issued the work permit, the Applicant and his or her family members must extend their Non-B and Non-O entry visas to a one-year visa by submitting the relevant application form and other requisite documents to the Immigration Bureau of the Royal Thai Police Headquarters (Immigration Authorities). The Immigration Authorities will require the following documents from the Company and the Applicant:

Company documents

- a copy of the VAT registration form (Phor. Por 01) or VAT Certificate (Phor. Por. 20) of the Company, and copies of any amendments to the VAT registration form (Phor. Por. 09), all certified true and correct by the authorised directors of the Company
- a copy of the corporate income tax return form (Phor. Ngor. Dor. 50) of the Company for the previous year certified true and correct by the authorised directors of the Company. If the Company has made a loss, a letter of explanation from the Company will be required
- copies of the monthly income tax declaration form (Phor. Ngor. Dor. 1) of the employees of the Company and the respective receipts for the previous three months, certified true and correct by the authorised directors of the Company
- copies of the income tax declaration form (Phor. Ngor. Dor. 91) of any foreign employees and the respective receipts for the previous year, certified true and correct by the authorised directors of the Company
- a copy of the certificate of incorporation of the Company certified true and correct by the authorised directors of the Company
- a map showing the location of the registered office of the Company.

Applicant documents

- three photographs of the Applicant and each family member (4 x 6 cm and taken within six months of the submission of the application) and
- a copy of the marriage certificate (if any) and birth certificates of children (if any) certified true and correct by the Applicant.

Please note that the Immigration Authorities may, on a case-by-case basis, require additional information and documents.

Timing and extension

The application to extend the Non-B and Non-O visas for one year is submitted when the work permit is issued. However, the Immigration Authorities usually take approximately
three to five months to grant a one-year visa extension and extend visas on a monthly basis during this time upon the submission by the Applicant of applications for visa extensions.

Prior to granting a one-year extension, the Immigration Authorities will require evidence of employment of the Applicant by the Company. This evidence can be copies of monthly withholding tax forms (Por. Ngor. Dor. 1) and annual personal income tax form (Por. Ngor. 91 or 90), all certified true and correct by the authorised directors of the Company.

Subsequent extensions of the Non-B and Non-O visas are granted for a period of one year.

**Re-entry permits**

The Non-B and Non-O (“Single” class) visas will automatically expire if the Applicant or his or her family members leave Thailand. Therefore, it is necessary for the Applicant and his or her family members to apply to the Immigration Authorities for re-entry permits prior to leaving Thailand. Photographs of the Applicant and the family members and their original passports will be required. The Immigration Authorities will hold the original passports for approximately two hours while processing the re-entry permit application.

Re-entry permits can be single or multiple entries and are required to be renewed annually.

If the Non-B and Non-O is “Multiple” class, once the Applicant or his or her family members enter Thailand, they can stay in Thailand for a period of 90 days starting from the arrival date. During the said 90-day period, if they leave Thailand, they can return to Thailand without having to apply for a Re-entry permit and can stay for another 90 days starting from the arrival date.

**Notification**

Immigration regulations require that the Applicant and his or her family members notify the Immigration Authorities each time the Applicant or his or her family members stay in Thailand for a consecutive period exceeding 90 days. Each time the Applicant or his or her family members enter Thailand, the term recommences.

**Government fees**

The following fees are charged by the DOE and the Immigration Authorities:
Obtaining a work permit

The work permit fee depends on the term of validity of the work permit:

- Baht 750 for a term of three months or less
- Baht 1,500 for a term of three to six months and
- Baht 3,000 for a term of six months to one year.

Work permit extension

The fee for extending a work permit is the same as above. However, the above fee excludes the Baht 100 application submission fee.

Visa extension

The fee is Baht 1,900 per application per person.

Re-entry permit

The fee is Baht 1,000 per application per person for a single re-entry permit and Baht 3,800 per application per person for a multiple re-entry permit.
About Mayer Brown JSM

On 28th January 2008, Johnson Stokes & Master was renamed as JSM and operates in association with Mayer Brown LLP and Mayer Brown International LLP.

Mayer Brown is a leading global law firm with 1,800 lawyers in offices in key business centres across Asia, Europe and the Americas. The firm’s Asia presence was enhanced by its 2008 combination with JSM, one of the largest and oldest Asia law firms. In Asia, the firm is known as Mayer Brown JSM. This unequalled on-the-ground presence in the world’s leading markets for legal services enables Mayer Brown to offer clients access to local market knowledge on a global basis.

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