



Prince of Songkla University Announcement

Subject: Criteria for the Recruitment and Appointment of University Employees to Lecturer Positions Where Their Qualifications or Conditions Do Not Yet Meet the Criteria Prescribed by the University or the Relevant Unit

Whereas it is considered appropriate to issue a Prince of Songkla University Announcement on the criteria for the recruitment and appointment of University employees to Lecturer positions where their qualifications or conditions do not yet meet the criteria prescribed by the University or the relevant unit;

By virtue of Clauses 6, 8, 23, 28 and 38 of the Prince of Songkla University Regulations on University Employee Personnel Administration, B.E. 2559 (2016), and pursuant to the resolution of the University Executive Committee at Meeting No. 2/2565 held on 2 February 2022, the University hereby issues the following announcement:

Clause 1: “This announcement shall be called the Prince of Songkla University Announcement on the Criteria for the Recruitment and Appointment of University Employees to Lecturer Positions Where Their Qualifications or Conditions Do Not Yet Meet the Criteria Prescribed by the University or the Relevant Unit”.

Clause 2: This announcement shall be effective from the day following the date of announcement.

Clause 3: A University employee may be recruited and appointed to a Lecturer position where their qualifications or conditions do not yet meet the criteria prescribed by the university or the relevant unit, for a period not exceeding three years at a time, in accordance with the employment contract attached to this announcement.

Clause 4: Upon completion of the period specified in Clause 3, if the employee’s qualifications or conditions still do not meet the criteria prescribed by the university or the relevant unit, the university or the relevant unit may consider renewing the employment contract once only, for a period not exceeding three years.

Clause 5: Where the employee has completed the period of employment under Clause 3, and the employment contract is not renewed or has completed the renewed contract period under Clause 4, and the employee’s qualifications or conditions still do not meet the criteria prescribed by the University or the relevant unit, the employee’s employment shall be terminated in accordance with Clause 38 (12) of the Prince of Songkla University Regulations on University Employee Personnel Administration, B.E. 2559 (2016), due to the expiry of the employment contract.

Clause 6 During the period of employment under Clause 3, or any renewed contract under Clause 4, if the employee afterwards meets all qualifications or conditions prescribed by the university or the relevant unit, the employee may be formally appointed and enter into a university employee employment contract. The contract shall cover the period from the original appointment date under Clause 3 to the last day of the fiscal year in which the employee reaches sixty years of age.

Clause 7 The President shall be responsible for the implementation of this announcement. If any problem or doubt arises concerning the implementation of this announcement, the President shall make the final decision.

Announced on: 18 March B.E. 2565 (2022)

Niwat Kaewpradub
(Assistant Professor Dr Niwat Kaewpradub)
President

Note: The purpose of issuing this announcement is to provide for university employees whose qualifications or conditions do not yet meet the criteria prescribed by the University or the relevant unit for recruitment and appointment to Lecturer positions.

Employment Contract for a University Employee in a Lecturer Position Whose Qualifications or Conditions Do Not Yet Meet the Criteria Prescribed by the University or the Relevant Unit

This Contract is made on (Day) (Month) (Year) at.....between Prince of Songkla University, represented by, holding the position of, duly authorised by the President of Prince of Songkla University under Prince of Songkla University Order No. dated, hereinafter referred to as the “**University**”, of the one part; and Mr/Mrs/Ms, born on(Day)(Month). (Year), aged years, residing at No. Soi Road Subdistrict..... District.....Province..... Spouse’s name, hereinafter referred to as the “**University Employee**”, of the other part.

Both parties agree as follows:

Clause 1 The University agrees to recruit and appoint the University Employee to the position of Lecturer under....., Unit....., from (Day)(Month) (Year) to (Day) (Month) (Year)

The University Employee agrees to perform the duties of the position in accordance with the prescribed position standards, workload standards and other duties assigned by their supervisor.

If the University Employee’s Contract is renewed, this Contract shall remain binding throughout the renewed contract period.

During the term of this Contract, the University may direct or assign the University Employee to perform duties other than those stated above or to work in any unit or office of the University as it deems appropriate. The University Employee agrees to comply with such instructions.

Clause 2 Throughout the term of this Contract, the University Employee agrees to devote their working time and best efforts to performing their duties to the best of their knowledge and ability, with honesty, diligence and commitment. The University Employee shall also observe discipline and comply with all University rules, regulations, orders, resolutions, policies and criteria, whether already in effect on the date of this Contract or introduced thereafter. All such requirements shall form part of this Contract.

Clause 3 The University agrees to pay the University Employee a monthly salary and any remuneration for work performed under this Contract in accordance with the criteria and procedures prescribed by the University.

Clause 4 During the period of employment, if the University Employee performs or fails to perform any duty or takes any action that causes damage to the University, the University Employee agrees to compensate the University in full for such damage within the period specified by the University.

Clause 5 This Contract shall terminate when the University Employee ceases to be a University Employee in accordance with the applicable Prince of Songkla University regulations or rules on university employee personnel administration.

Clause 6 Upon termination of this Contract for any reason, the University Employee shall immediately hand over all work and return all University property under their responsibility, possession or control to the University.

Clause 7 The Workload Agreement attached to this Contract shall form an integral part of this Contract.

This Contract is made in two identical copies. Both parties have read and fully understood all the terms and conditions of the Contract and have signed it in the presence of witnesses. Each party shall retain one copy.

(Signed).....University
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(Signed).....University Employee
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(Signed).....Witness
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(Signed).....Witness
()

Sample

Workload Agreement

Workload assigned to Mr/Mrs/Ms
as an attachment to the Prince of Songkla University Employee Employment Contract dated
.....

- 1.
- 2.
- 3.
- 4.
- 5. Other duties as assigned by the supervisor.