

**Chulalongkorn University Regulations  
On Personnel Management (No. 10)  
B.E. 2565 (2022)**

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As it is deemed appropriate to revise the Chulalongkorn University Regulations on Personnel Management,

By virtue of Article 21 (3) of Chulalongkorn University Act B.E. 2551 (2008), the University Council at its 864<sup>th</sup> meeting on 30<sup>th</sup> June, B.E. 2565 (2022) has approved the regulations as follows:

**Article 1:** These regulations shall be called the “Chulalongkorn University Regulations on Personnel Management (No. 10) B.E. 2565 (2022)”.

**Article 2:** These regulations shall come into effect on the day of their announcement.

**Article 3:** The content of Article 11 of the Chulalongkorn University Regulations on Personnel Management B.E. 2557 (2014) shall be repealed and replaced with the following:

“**Article 11:** The University Council, as recommended by the President, shall appoint the “Administrative Committee for Personnel Management,” comprising the President as chairperson and six to eight members, with the Director of the Office of Human Resources Management as secretary and no more than two employees of the Office of Human Resources Management appointed by the Director as assistant(s) to the secretary.

The committee members in the first clause shall include, at a minimum, a representative of the Dean or Director of the Institute, a representative of the Director of the Office, a representative of the Faculty Senate, and an external member who is an expert in personnel management.

The chairperson and members of the committee shall hold office for a term of two years.”

**Article 4:** The following shall be added as Article 95/1 to the Chulalongkorn University Regulations on Personnel Management B.E. 2557 (2014):

“**Article 95/1:** The University can consider granting a merit bonus to an individual whose termination of university employee status is due to resignation.

The individual(s) eligible for the merit bonus shall have the following characteristics:

(1) Having resigned from the job of a university employee before the last day of the fiscal year when he or she turns 60 years of age;

(2) Having worked as a university employee for at least 25 years, including the period when he or she was a civil servant or a university staff member before changing his or her status to that of a university employee;

(3) Having never faced any disciplinary action by the university;

(4) Having performed good deeds for the university and having been recognized nationally or internationally;

(5) Going to take a high-level executive position at a government agency or an international organization, hence enhancing the university’s reputation.

The former work unit of the individual(s), whose university employee status has been terminated and was deserving of the merit bonus stipulated in the first clause, shall nominate them with support information and valid reasons for the Administrative Committee's consideration. After the Administrative Committee's approval, the case shall be forwarded to the Policy Committee for their consideration and approval.

The Policy Committee shall consider and approve the merit bonus on a case-by-case basis, taking into account the total period of employment at the university, good deeds performed while working at the university, and the other work positions that will contribute to and enhance the university's reputation.

The rate for the merit bonus shall be determined by the Policy Committee and published in a university announcement."

**Article 5:** Within 60 days of the university's announcement on the fifth clause of Article 95/1, a work unit, as approved by its Administrative Committee, shall nominate the individual(s) with the qualifications stipulated in the second clause of Article 95/1 whose termination of university employee status has occurred no more than two years before the enforcement date of these regulations to the Policy Committee for their consideration and approval of the merit bonus on a case-by-case basis.

Announced on 30<sup>th</sup> June B.E. 2565 (2022)

(Signed)

(Professor Emeritus Pirom Kamolratanakul, M.D.)

Chairperson of the University Council