



Announcement of Walailak University

Re: The Regulations on Paternity Leave, B.E. 2567 (2024)

Whereas it is deemed necessary to amend the Walailak University Announcement on the Regulations on Paternity Leave, B.E. 2565 (2022), to ensure consistency with evolving labor standards, promote gender equality in family responsibilities, and better accommodate the diverse needs of the staff members of Walailak University.

By virtue of the provisions of Section 24, (1) and (2), of the Walailak University Act, B.E. 2535 (1992), Walailak University hereby issues the Announcement on the Regulations on Paternity Leave, B.E. 2567 (2024), as follows:

1. These regulations shall be called the “Walailak University Regulations on Paternity Leave, B.E. 2567 (2024).
2. These Regulations shall take effect on the next day following the announcement date.
3. Staff and temporary employees who wish to take leave to assist their legal wife following childbirth shall submit a leave application to their superior for approval.
4. The application must be submitted before or on the day of the leave, and it must be within 90 days from the date of childbirth.
5. Eligible employees are entitled to a maximum of 15 consecutive working days of leave to assist their wife during this period, with full salary maintained throughout the leave.
6. The authority to grant leave shall rest with the President or an individual designated by the President.
7. The individual authorized to grant leave may also request supporting documentation to aid in the decision-making process regarding the approval of leave.
8. The President shall be in charge of the policy implementation in line with this Announcement. In the event of any misunderstanding of interpretation or operations, the decision of the President shall be final.

Announced on 4 October 2024

A handwritten signature in blue ink that reads "S. Thamrong". The signature is written in a cursive style with a large, stylized 'S' and a long, sweeping underline.

(Prof.Dr.Sombat Thamrongthanyawong)

President of Walailak University