

National Wage Committee's Notification  
Re: Wage Rate According to Skill Standards (No. 4)

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As the National Wage Committee meeting had studied and reviewed the facts pertaining to the employee wage rate according to skill standards, a resolution was passed on December 20, 2013 approving that the wage rate shall be established according to skill standards of 13 occupations by using the National Skill Standards under the Skill Development Promotion Act as skill, knowledge and ability measurement criteria.

By virtue of Section 79 (4) and Section 88 of the Labor Protection Act B.E. 2541 (1998) amended by the Labor Protection Act (No. 3) B.E. 2551 (2008), the National Wage Committee hereby issues the Notification as follows:

Clause 1 This Notification shall come into force after ninety days of its publication in the Government Gazette.

Clause 2 In this Notification,

“Skill standards” mean the National Skill Standards under the Skill Development Promotion Act.

Clause 3 The wage rate according to skill standards for certain level of each occupation shall be as follows:

(1) High-Density Polyethylene Pipe Welder - Level 1 shall be paid no less than four hundred and sixty baht a day.

(2) Pipe Fitter - Level 1 shall be paid no less than four hundred baht a day.

(3) Metal Injection Mould Maker - Level 1 shall be paid no less than four hundred and eighty baht a day.

(4) Furniture Painter - Level 1 shall be paid no less than three hundred and fifty baht a day, and Level 2 shall be paid no less than four hundred and fifty baht a day.

(5) Polished Stone Maker - Level 1 shall be paid no less than four hundred baht a day.

(6) Gypsum Plasterer - Level 1 shall be paid no less than four hundred baht a day.

(7) Concrete Tile Roofer - Level 1 shall be paid no less than four hundred baht a day, Level 2 shall be paid no less than five hundred and ten baht a day, and Level 3 shall be paid no less than six hundred and twenty baht a day.

(8) Automotive Maintenance Technician - Level 1 shall be paid no less than three hundred and forty baht a day, and Level 2 shall be paid no less than four hundred baht a day.

(9) Diesel Engine Mechanic - Level 1 shall be paid no less than three hundred and sixty baht a day, Level 2 shall be paid no less than four hundred and forty-five baht a day, and Level 3 shall be paid no less than five hundred and thirty baht a day.

(10) Small Car Air Conditioning Technician Level 1 shall be paid no less than three hundred and sixty baht a day, Level 2 shall be paid no less than four hundred and forty-five baht a day, and Level 3 shall be paid no less than five hundred and thirty baht a day.

(11) Holistic Health Promotion Therapist: Western Spa (Aromatherapy) - Level 1 shall be paid no less than five hundred and forty baht a day, and Level 2 shall be paid no less than seven hundred and fifteen baht a day.

(12) Holistic Health Promotion Therapist: Western Spa (Hydrotherapy) - Level 1 shall be paid no less than five hundred and sixty-five baht a day, and Level 2 shall be paid no less than seven hundred and fifty baht a day.

(13) Holistic Health Promotion Therapist: Western Spa (Nutrition Therapy) - Level 1 shall be paid no less than six hundred and fifteen baht a day, and Level 2 shall be paid no less than eight hundred and fifteen baht a day.

Clause 4 For the benefits as in Clauses 3 (1) to (13), "Day" shall mean the employee's normal working hours.

Clause 5 An employer who put an employee in the position or job that requires skill, knowledge and ability according to the whole or partial skill standard for any level of any occupation shall pay the employee no less than the wage rate according to the skill standard for the corresponding level and occupation

Clause 6 Subject to Clause 5, an employee who passed the skill standard test for any level of any occupation, either before or after the effective date of this Notification, and would like to exercise his/her right shall submit a skill standard test pass certificate of corresponding level and occupation to his/her employer immediately.

After receiving the certificate in paragraph one, the employer shall pay the employee according to the wage rate prescribed herein as from the receiving date of such certificate.

Issued on February 13, 2014.

(Mr. Jeerasak Sukonthachart)  
Permanent Secretary of Ministry of Labour  
Chairperson of National Wage Committee

Explanation  
National Wage Committee's Notification  
Re: Wage Rate According to Skill Standards (No. 4)

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The National Wage Committee issued the Notification on Wage Rate According to Skill Standards (No. 4) dated February 13, 2014 to establish the wage rate according to skill standards of the following occupational groups: industrial mechanic group, industrial artist group, builder group, mechanic group and service sector group, totaling 13 occupations which shall come into force after 90 days of its publication in the Government Gazette or on July 28, 2014. Thus, for related party's understanding of wage rate determination according to skill standards, the National Wage Committee hereby provides an explanation as follows:

1. The wage rate determination according to skill standards falls under the authority of the National Wage Committee, a tripartite organization pursuant to the Labor Protection Act B.E. 2541 (1998) with an equal number (5) of employer, employee and government representatives.

2. To establish the wage rate according to skill standards, the National Wage Committee had studied and reviewed the facts according to the rules prescribed in Section 87 of the Labor Protection Act B.E. 2541 (1998) amended by the Labor Protection Act (No. 3) B.E. 2551 (2008) regarding the wage rate of employees in each occupation according to the established skill standards by measuring skills, knowledge and abilities. To establish the wage rate according to skill standards, the National Wage Committee appointed the Subcommittee on Wage Rate According to Skill Standards to study and establish the wage rate for 13 occupations by the National Wage Committee's approval on December 20, 2013.

3. Wage rate according to skill standards means the wage rate that the National Wage Committee established for each occupation according to skill standards under Section 5 of the Labor Protection Act B.E. 2541 (1998) amended by the Labor Protection Act (No. 3) B.E. 2551 (2008).

4. The National Skill Standards for the following occupational groups: industrial mechanic, industrial artist, builder, mechanic and service sector, totaling 13 occupations is summarized below.

4.1 Definitions pursuant to the provision of the Skill Development Promotion Act B.E. 2545 (2002):

Skill standards mean the technical requirements used to determine skills, knowledge, abilities and working attitudes of workers in certain occupations under this Act.

Skill standard test means a test used to determine skills, knowledge, abilities and working attitudes of workers in certain occupations under this Act.

Skill standard testing provider means an authorized person who arranges the skill standard test under this Act.

Skill standard examiner means a person who tests the skill standard examinees.

Business operator means a person who engages in industrial, commercial or other businesses regardless of whether he is the trainee's employer.

Employer means an employer under the Labour Protection Law.

Employee means an employee under the Labour Protection Law.

Registrar means the Director-General or his delegate.

Director-General means the Director-General of the Department of Skill Development.

4.2 The skill standard examinee's qualifications pursuant to the Skill Development Promotion Committee's Notification on each occupation are summarized below.

(1) National Skill Standard Level 1: The examinee shall be at least 18 years old on the date of application and have work/occupational experiences in the field as prescribed in the National Skill Standard of each occupation, or complete the skill training or occupational training in the field as prescribed in the National Skill Standard of each occupation and obtain hands-on experiences from training or practicing in the business in the related field as prescribed in the National Skill Standard of each occupation, or obtain the vocational certificate in the related field at the minimum.

(2) National Skill Standard Level 2: The examinee shall have at least 1 year of related work/occupational experiences or 2 years for particular fields after receiving the National Skill Standard Certificate Level 1, except a person whose Level 1 test overall score is not less than 80% may take the test immediately without completing a 1-year period.

(3) National Skill Standard Level 3: The examinee shall have at least 1 year of related work/occupational experiences or 2 years for particular fields after receiving the National Skill Standard Certificate Level 2, except a person whose Level 2 test overall score is not less than 80% may take the test immediately without completing a 1-year period.

4.3 The test is as specified in the Skill Development Promotion Committee's Notification on each occupation.

5. The National Wage Committee's decision is made on the basis of equality and open-mindedness. The decision will lead to the conclusion mutually accepted by all parties so that the employer can carry on the business and the employee can live happily. The study and review of facts according to the rules show that each occupation has different skill standards. Thus, it is appropriate to establish different wage rates according to skill standards of certain occupations.

6. The wage rate according to skill standards under this Notification shall not apply to the central government agencies, provincial government agencies, local government agencies, state enterprises under the State Enterprise Labour Relations Act, employer who hires an employee to do house chores not involving business operation, employer who hires an employee to do non-profit job, employer who hires an employee for sea fisheries job, employer who hires an employee for ocean freight loading or discharging job, employer who hires an employee to work from home, employer who hires an employee for agricultural job which is not required to do all year round or which does not involve any industrial job continued therefrom<sup>1</sup>.

Agricultural jobs include:

Cultivation jobs such as farming, planting, seeding, cultivating products, and nourishing soil for cultivation;

Livestock jobs such as raising animals, breeding animals, capturing animals and collecting natural products derived from animals;

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<sup>1</sup> Ministry of Labour's Explanation Re: Ministerial Regulation on Labour Protection in Agricultural Sector B.E. 2547 (2004); Ministry of Labour, April 2005

Forestry jobs such as cutting, hacking, pruning, cutting down, clipping, sawing, chopping, hewing, slashing, digging, hauling logs, forest plantation and non-timber forest products collection;

Sea salt farming jobs referring to the act of obtaining salt by drawing seawater into the field or plain divided into plots by ridges where the seawater will evaporate and leave salt behind;

Fisheries jobs (excluding sea fisheries) such as breeding, propagating, farming, catching, capturing, luring, harming, killing or keeping aquatic animals including the preparation and maintenance of fishery equipment.

7. The purposes of wage rate according to skill standards are to protect and ensure that employees who passed the national skill standard test of certain levels and occupations receive the proper and fair wages.

8. The employer who hires an employee according to the National Skill Standard Level shall pay no less than the specified wage rate according to skill standards regardless of the employee's ethnicity, nationality, age or sex. Any employer who pays the employee equal to or higher than the wage rate according to skill standards shall be deemed to duly comply with the law on wage rate according to skill standards. Any employer who pays the employee less than the wage rate according to skill standards shall adjust the wage to be no less than the wage rate according to skill standard.

**Summary of National Skill Standards (Essential Knowledge, Skills and Abilities)  
and Wage Rate According to Skill Standards of 13 Occupations**

|   |   | <b>Unit: Baht/Day</b>        |
|---|---|------------------------------|
| <b>National Skill Standards<br/>(Knowledge, Skills and Abilities)</b> |   | <b>Minimum<br/>Wage Rate</b> |
| <b>1. Industrial Mechanic Group:</b>                                  |   |                              |
| <b>1.1 High-Density Polyethylene Pipe Welder</b>                      |   |                              |
| <b>Level 1</b>  | means a worker who can select welding parameters, prepare welding job according to specifications of HDPE pipe butt joining by using hot plate plastic welding process, perform welding job according to the parameters and specifications with manual control and perform welding job according to the parameters and specifications with data logger unit, and who has knowledge, understanding and attitudes pertaining to workplace safety; industrial habits; application of general measuring equipment, welding materials and HDPE pipe welding machines; parameter calculation according to the welding specifications; welding standards; and HDPE pipe welding inspection.  | <b>460</b>                   |
| <b>1.2 Pipe Fitter</b>  |   |                              |
| <b>Level 1</b>  | means a worker who has knowledge, understanding, abilities, basic skills and attitudes pertaining to workplace safety, basic mathematics: calculation (size, geometric shape dimension); type, application and maintenance of fitting materials (mild steel pipes, low alloy steel pipes, stainless steel pipes), measuring equipment, basic tools, mechanic tools and special mechanic tools; pipe fitting principles, technical terms, assembly and installation drawings reading, work inspection methods, area preparation, work procedures, quality control system, material storage, labour-saving and product inspection methods, and who shall work under the supervisor's advice or decision on important matters. | <b>400</b>                   |

Unit: Baht/Day

| National Skill Standards<br>(Knowledge, Skills and Abilities)  | Minimum<br>Wage Rate |
|--|----------------------|
| <b>1.3 Metal Injection Mould Maker</b>   |                      |
| <p><b>Level 1</b> means a worker who has knowledge, understanding, abilities, basic skills and attitudes pertaining to workplace safety, drawings reading, drawing, mechanical mathematics, application and maintenance of hand tools and basic measuring equipment used in the mould part production and knowledge of basic materials (type, physical properties and symbols of steel for mould manufacturing), and who shall make decisions on problem-solving under the supervisor's advice or inspection.</p>  | 480                  |
| <b>2. Industrial Artist Group:</b>   |                      |
| <b>2.1 Furniture Painter</b>   |                      |
| <p><b>Level 1</b> means a worker who has at least 1 year work experiences in furniture painting and job-related basic knowledge, works under the supervisor's advice, and can perform surface preparation, dyeing, gloss/satin lacquer finishing, pattern creating and painting tasks as specified.</p>  | 350                  |
| <p><b>Level 2</b> means a worker who has work experiences in furniture painting no less than 1 year from receiving the National Skill Standard Certificate Level 1 (Intermediate), good knowledge, abilities and skills pertaining to equipment application, and who can give advice to the subordinates by asking for supervisor's advice or decision on important matters and perform surface preparation task, priming, top coating, pattern creating and lacquer finishing tasks.</p>  | 450                  |
| <b>3. Builder</b>  |                      |
| <b>3.1 Polished Stone Maker</b>  |                      |
| <p><b>Level 1</b> means a worker who can perform works according to basic pattern or as ordered, select composite materials suitable for application or specifications, prepare and use equipment and tools suitable for the job, use protective equipment, prepare the work area for polished/washed stone making, find the line and level for easy transition strip installation, mix composite materials in suitable proportion, make polished/washed stones according to basic pattern, level the polished/washed stone's surface by polishing/washing, keep equipment and tools in good working condition and complete the tasks in time.</p> | 400                  |

| <b>National Skill Standards<br/>(Knowledge, Skills and Abilities)</b>   |  | <b>Unit: Baht/Day</b> |
|---|--|-----------------------|
| <b>3.2 Gypsum Plasterer</b>   |  |                       |
| <b>Level 1</b> means a worker who can choose and use personal protective equipment; choose, use, maintain and repair the basic gypsum plastering tools; safely and properly assemble or remove scaffolds and braces; prepare the work area and surface for plastering; plaster butt joints, internal angles and external angles according to the gypsum butt joint plastering standards; and repair and plaster the damaged parts; safely and properly pile and handle materials.   |  | <b>400</b>            |
| <b>3.3 Concrete Tile Roofer</b>   |  |                       |
| <b>Level 1</b> means a worker who can properly use and maintain the measuring, cutting, drilling and personal protective equipment; properly use equipment and tools for roofing and handling materials; properly move the roofing materials up and down by maintaining the safety of the products and himself; measure, cut and install roof tiles; install basic equipment, mix cement and sand for proper cover installation; and finely paint the sand cement mix under the cover, tile cut, nailhead and flashing.   |  | <b>400</b>            |
| <b>Level 2</b> means a worker who passed the skill standard test level 1; who can perform construction plan reading, drafting and auditing tasks, e.g. verifying the gradient, space, level and orthogonality of roof frame; and who can install purlins, thermal insulation materials and roof tiles; cut tiles, hips and valley rafters; install covers and flashings; and give advice on equipment and tool application. The roofer at this level shall capable of intermediate decision-making and problem-solving, but still have to be under the supervisor's supervision in case of important matters. |  | <b>510</b>            |
| <b>Level 3</b> means a worker who passed the skill standard test level 2; who can perform construction plan reading, drafting and roof plan correction according to actual site, quantity takeoff, and estimation of materials, equipment and wages; and who can give advice and help prepare the work plan, supervise the project, analyze the roof problems and determine the solutions, coordinate, prepare and submit reports to the customers, and inspect the roofing quality according to the installation standard before delivery.   |  | <b>620</b>            |
| <b>4. Mechanic Group:</b>   |  |                       |
| <b>4.1 Automotive Maintenance Technician</b>  |  |                       |
| <b>Level 1</b> means a worker who can use basic automotive maintenance equipment properly and suitably for the job, make an arrangement before automotive maintenance and inspection, perform basic maintenance and basic replacement   |  | <b>340</b>            |

| <b>National Skill Standards<br/>(Knowledge, Skills and Abilities)</b>  |   | <b>Unit: Baht/Day</b>        |
|--|---|------------------------------|
|  |   | <b>Minimum<br/>Wage Rate</b> |
| <p>of internal/external auto parts; inspect the engine room, electrical systems, steering system, facilities, power train system and suspension system; perform final inspection and testing before delivery, verify documents, and check the cars, site and tools under the supervisor's advice, help in decision-making or inspection.</p> |   |                              |
| <p><b>Level 2</b></p>  | <p>means a worker who passed the skill standard test level 1, and who can supervise, advise and help co-workers, analyze and solve the problems regarding automotive maintenance, quote a price for automotive maintenance, test the car performance before delivery, use special tools for nut and bolt tightening, use special measuring equipment, perform paper-based work inspection, summarize works, submit documents to the delivery department and, if necessary, delivering cars to customers, prepare daily reports and maintenance statistic, perform analytical planning and establish a customer tracking system.</p> | <b>400</b>                   |
| <b>4.2 Diesel Engine Mechanic</b>  |   |                              |
| <p><b>Level 1</b></p>  | <p>means a worker who can perform basic diesel engine repair, i.e. adjusting the valve clearance, disassembling and inspecting engine parts, removing and reinstalling the engine, and repairing the fuel injection system, cooling system, lubrication system, intake and exhaust systems, electrical system and gauges on the console.</p>  | <b>360</b>                   |
| <p><b>Level 2</b></p>  | <p>means a worker who passed the skill standard test level 1; and who can disassemble and replace diesel engine cylinder head, cylinder, valve stem, belt or timing gear; check the bending or twisting of connecting rod, crankshaft and camshaft; inspect and fix the fuel injection system, cooling system, lubrication system, intake and exhaust systems, and electrical system; use the repair manual and test the engine with dynamometer; and supervise, advise and help co-workers.</p>  | <b>445</b>                   |
| <p><b>Level 3</b></p>  | <p>means a worker who passed the skill standard test level 2; and who can inspect, analyze and fix the fuel injection system, cooling system, lubrication system, intake and exhaust systems, and electrical system; inspect the general conditions of diesel engine for repair report preparation, quotation issuance and repair period determination; advise customers on engine maintenance and advise co-workers on problem-solving and good practices.</p>   | <b>530</b>                   |

|   |   | Unit: Baht/Day       |
|---|---|----------------------|
| National Skill Standards<br>(Knowledge, Skills and Abilities) |   | Minimum<br>Wage Rate |
| <b>4.3</b>  | <b>Small Car Air Conditioning Technician</b>  |                      |
| <b>Level 1</b>  | means a worker who can provide air conditioning system maintenance and installation service and change refrigerant in the small car air conditioner with the supervisor's advice or help in decision-making on important matters if necessary.  | <b>360</b>           |
| <b>Level 2</b>  | means a worker who passed the skill standard test level 1; and who can provide component and air conditioning system removal, replacement and installation services for the small car air conditioner, prepare the performance report and train the subordinates.   | <b>445</b>           |
| <b>Level 3</b>  | means a worker who passed the skill standard test level 2; and who can provide diagnosis/inspection/repair services, make appropriate selection, fix small car air conditioning problems, quote a price, determine the work period, train and teach others.   | <b>530</b>           |
| <b>5.</b>   | <b>Service Sector Group:</b>  |                      |
| <b>5.1</b>  | <b>Holistic Health Promotion Therapist: Western Spa (Aromatherapy)</b>  |                      |
| <b>Level 1</b>  | means a worker who has general knowledge of anatomy and physiology; knowledge of spa, service provider's attitude and ethic, applicable laws, meditation and English conversation at work; specific knowledge and abilities to perform aromatherapeutic works including knowledge about history of exotic scents and scented plants, how to mix 10 kinds of exotic base oil, how to mix and use scents to relieve basic symptoms of certain body systems, how to use aroma for health, scent system, and restrictions and cautions regarding the use of aroma for health; and who can use aromatherapy massage techniques, use exotic essential oils as ordered, use the aroma for health and explain the benefits, restrictions and cautions thereof, and give customers advice after massage. | <b>540</b>           |
| <b>Level 2</b>  | means a worker who passed the skill standard test level 1 with specific knowledge of exotic essential oil; and who knows how and can prepare and mix 20 kinds of exotic essential oil, products for facial/body massage and facial/body mask, exotic oil to relieve basic symptoms of certain body systems, knows the complications and solutions to allergy symptoms which can be applied to the facility; and can mix different recipes of exotic essential oil to relieve basic symptoms of certain body systems, notice the complications and relieve the allergy symptoms.   | <b>715</b>           |

| <b>National Skill Standards<br/>(Knowledge, Skills and Abilities)</b>           |  | <b>Unit: Baht/Day<br/>Minimum<br/>Wage Rate</b> |
|---|--|---|
| <b>5.2 Holistic Health Promotion Therapist: Western Spa (Hydrotherapy)</b>      |  |   |
| <b>Level 1</b>  | means a worker who has general knowledge of anatomy and physiology; knowledge of spa, service provider's attitude and ethic, applicable laws, meditation and English conversation at work; specific knowledge and abilities to perform hydrotherapeutic works including basic knowledge of hydrotherapy, preparation and provision of steam bath service, preparation and provision of sauna, the use of jacuzzi and the result thereof. | <b>565</b>                                      |
| <b>Level 2</b>  | means a worker who passed the skill standard test level 1 with specific knowledge and abilities to prepare the therapy and provide the hydrotherapy bath service including the use of and provision of service using shower treatment.   | <b>750</b>                                      |
| <b>5.3 Holistic Health Promotion Therapist: Western Spa (Nutrition Therapy)</b> |  |   |
| <b>Level 1</b>  | means a worker who has general knowledge of anatomy and physiology; knowledge of spa, service provider's attitude and ethic, applicable laws, meditation and English conversation at work; specific knowledge of nutrition therapy and certain diet theories such as macrobiotic diet, vegetarian diet, Thai healthy diet, vegan, etc.; and abilities to assess the nutritional status and advise the customers on a healthy diet.       | <b>615</b>                                      |
| <b>Level 2</b>  | means a worker who passed the skill standard test level 1 with specific knowledge of healthy nutrients, therapy with vitamins and supplements, eating behavior change for health promotion, detox by consuming and fasting; and abilities to perform self-detox by fasting, recommend a diet suitable for the customer's health, and prepare healthy food and drinks.  | <b>815</b>                                      |

**Note:** For more information, see the National Skill Standards of each occupation pursuant to the Skill Development Promotion Committee's Notification at <http://www.dsd.go.th> or at <http://home.dsd.go.th/standard>, or contact the Skill Standard Determination Unit, Office of Skill Standard and Test Development at Tel./Fax: 0 2643 4987.

This Explanation is hereby issued for information and business owner's compliance with the National Wage Committee's Notification on Wage Rate According to Skill Standards.