

National Wage Committee's Notification
Re: Wage Rate According to Skill Standards (No. 6)

As the 19th 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 November 9, 2016 approving that the wage rate shall be established according to skill standards of 12 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) Mechanical Drafting Technician - Level 1 shall be paid no less than four hundred and sixty baht a day, and Level 2 shall be paid no less than five hundred and fifty baht a day.

(2) TIG Welder in Machinery and Metal Industry - Level 1 shall be paid no less than five hundred baht a day, and Level 2 shall be paid no less than six hundred baht a day.

(3) Powertrain Technician - Level 1 shall be paid no less than four hundred and fifty baht a day, and Level 2 shall be paid no less than five hundred and forty baht a day.

(4) Hydraulic Technician - Level 1 shall be paid no less than four hundred and sixty baht a day, and Level 2 shall be paid no less than five hundred and fifty baht a day.

(5) Pipe Welder in Air Conditioning and Refrigeration Industry - Level 1 shall be paid no less than four hundred baht a day, and Level 2 shall be paid no less than four hundred and eighty-five baht a day.

(6) Large Air Conditioning Technician - Level 1 shall be paid no less than three hundred and eighty-five baht a day, and Level 2 shall be paid no less than four hundred and seventy baht a day.

(7) Small Cold Storage Technician - Level 1 shall be paid no less than three hundred and eighty-five baht a day, and Level 2 shall be paid no less than four hundred and seventy baht a day.

(8) Air Conditioner Assembly Technician - Level 1 shall be paid no less than three hundred and seventy baht a day, and Level 2 shall be paid no less than four hundred and fifty-five baht a day.

(9) CNC Milling Machine Technician - Level 1 shall be paid no less than four hundred and fifty baht a day, and Level 2 shall be paid no less than five hundred and forty baht a day.

(10) EDM Technician - Level 1 shall be paid no less than four hundred and thirty baht a day, and Level 2 shall be paid no less than five hundred and fifteen baht a day.

(11) Wire-Cut EDM Technician - Level 1 shall be paid no less than four hundred and thirty baht a day, and Level 2 shall be paid no less than five hundred and fifteen baht a day.

(12) Mould Polisher - Level 1 shall be paid no less than three hundred and eighty baht a day, and Level 2 shall be paid no less than four hundred and fifty-five baht a day.

Clause 4 For the benefits as in Clauses 3 (1) to (12), "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 November 17, 2016.

(M.L. Puntrik Smiti)

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. 6)

The National Wage Committee issued the Notification on Wage Rate According to Skill Standards (No. 6) dated November 17, 2016 to establish the wage rate according to skill standards of the following occupational groups: machinery and metal industry group, air conditioning and refrigeration industry group and mould industry group, totaling 12 occupations which shall come into force after 90 days of its publication in the Government Gazette or on April 24, 2017. 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 12 occupations by the National Wage Committee's approval on November 9, 2016.

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 of the following occupational groups: machinery and metal industry group, air conditioning and refrigeration industry group and mould industry group, totaling 12 occupations can be summarized as follows:

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.

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 therefrom¹.

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;

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.

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

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 12 Occupations**

Unit: Baht/Day

National Skill Standards (Knowledge, Skills and Abilities)		Minimum Wage Rate
1. Machinery and Metal Industry Group:		
1.1 Mechanical Drafting Technician		
Level 1	means a person who has knowledge, skills and abilities to read and draft 2D drawings, drawing projection according to European standards and drawing projection according to American standards with computer aided design (CAD) software and drafting tools.	460
Level 2	means a person who has knowledge, skills and abilities to read and draft the assembly drawings and detail drawings in 2D and 3D formats by using the computer aided design (CAD) software to determine the geometrical tolerance and draft the basic geometric patterns.	550
1.2 TIG Welder in Machinery and Metal Industry		
Level 1	means a person who has knowledge, skills and abilities to use TIG welding machine to weld metals including plates, structural shapes, machine parts and pipes made of carbon/stainless steel, or curved parts with T-joints and butt joints in flat and horizontal positions provided that the welded pieces must be at least 1.5 mm thick, and perform visual inspection thereafter.	500
Level 2	means a person who has knowledge, skills and abilities to use TIG welding machine to weld metals including plates, structural shapes, machine parts and pipes made of carbon/stainless steel, or curved parts with T-joints in vertical/overhead positions, perform tube-to-plate welding with butt joints in vertical position provided that the welded pieces must be at least 0.8 mm thick, comply with the welding procedure specification, and take a penetrant test.	600

Unit: Baht/Day

National Skill Standards (Knowledge, Skills and Abilities)		Minimum Wage Rate
1.3 Powertrain Technician		
Level 1	means a person who has knowledge, skills and abilities to perform basic maintenance and inspection of power train according to the user guide/maintenance manual, change the lubricant as scheduled and use hand tools, machine tools and basic measuring equipment for power train maintenance under the supervisor's advice.	450
Level 2	means a person who has knowledge, skills and abilities to read drawings, assemble and install the power train, inspect the parts' defects, and test the power train after installation according to the assembly and installation drawings.	540
1.4 Hydraulic Technician		
Level 1	means a person who has knowledge, skills and abilities to use basic hydraulic system, perform inspection to find defects from normal application, remove/replace and reinstall parts, properly use and maintain tools, safely take a basic system test and prepare the maintenance record.	460
Level 2	means a person who has knowledge, skills and abilities to install hydraulic system, read the symbols according to the DIN ISO 1219 standard and hydraulic circuit symbols, choose equipment for assembly, plan the installation order, properly install and connect the hydraulic system so that it is safe to use, safely perform the commissioning after installation according to the assembly and prepare the assembly and installation record.	550
2. Air Conditioning and Refrigeration Industry Group:		
2.1 Pipe Welder in Air Conditioning and Refrigeration Industry		
Level 1	means a person who has knowledge, skills and abilities to work in compliance with the workplace safety rules and regulations, inspect welding tools, equipment and workpieces, and weld workpiece without flux.	400
Level 2	means a person who has knowledge, skills and abilities to well different materials with flux, perform complicated welding tasks and disassemble/reassemble welded pieces to correct them.	485
2.2 Large Air Conditioning Technician		
Level 1	means a person who has knowledge, skills and abilities to work in compliance with the workplace safety rules and regulations, prepare equipment and tools before installing the air conditioner, and conduct minor and major air conditioner cleaning.	385
Level 2	means a person who has knowledge, skills and abilities to repair and install the air conditioner according to the service manual, and conduct inspection and test after minor and major cleaning.	470

Unit: Baht/Day

National Skill Standards (Knowledge, Skills and Abilities)		Minimum Wage Rate
2.3 Small Cold Storage Technician		
Level 1	means a person who has knowledge, skills and abilities to comply with the workplace safety rules and regulations, prepare and store tools and equipment, and perform periodical maintenance for small refrigerators.	385
Level 2	means a person who has knowledge, skills and abilities to install and repair small refrigerators (with the refrigerant system turned off), and set the small refrigerator's functions.	470
2.4 Air Conditioner Assembly Technician		
Level 1	means a person who has knowledge, skills and abilities to comply with the workplace safety rules and regulations, inspect tools/machines before operating, and perform at least 5 steps of assembly of the air conditioner in the assembly line, i.e. coil assembly, fan motor assembly, e-box assembly, recovery, flare nut installation, front plate assembly, name plate installation, coupler removal, preparation of manual and other components, foam assembly, box assembly, labeling, compressor assembly, coil bending (L-Bend), stop valve assembly, vacuumizing, copper tube assembly, strainer installation, putty application, soundproofing installation, motor foot mount assembly, fan blade assembly, top plate installation, PP band clamping, piping, leakage testing, high voltage testing and commissioning.	370
Level 2	means a person who has knowledge, skills and abilities to perform basic inspection and correction after air conditioner assembly, perform inspection of finished air conditioner, and perform at least 10 steps of assembly of the air conditioner in the assembly line, i.e. coil assembly, fan motor assembly, e-box assembly, recovery, flare nut installation, front plate assembly, name plate installation, coupler removal, preparation of manual and other components, foam assembly, box assembly, labeling, compressor assembly, coil bending (L-Bend), stop valve assembly, vacuumizing, copper tube assembly, strainer installation, putty application, soundproofing installation, motor foot mount assembly, fan blade assembly, top plate installation, PP band clamping, piping, leakage testing, high voltage testing and commissioning.	455

Unit: Baht/Day

National Skill Standards (Knowledge, Skills and Abilities)	Minimum Wage Rate
3. Mould Industry Group:	
3.1 CNC Milling Machine Technician	
<p>Level 1 means a person who has knowledge and understanding of CNC milling machine's functions; who complies with the workplace safety rules; and who can fix and align workpieces on the CNC milling machine, supervise the milling operation, check for abnormality during operation, cross check the workpiece size against the drawings, maintain and keep the CNC milling machine and measuring equipment in good working condition.</p>	450
<p>Level 2 means a person who has knowledge and abilities to create the NC program for milling with the CNC milling machine control system, specify the production process, cutting tools and milling conditions, specify and verify the maintenance of CNC milling machine and measuring equipment, and collect data regarding problems during the production.</p>	540
3.2 EDM Technician	
<p>Level 1 means a person who has knowledge and understanding of EDM machine's functions; who complies with the workplace safety rules; and who can supervise the operation, check for abnormality during operation, check the EDM workpiece size and surface, maintain and keep the EDM machine and measuring equipment in good working condition, and perform tasks with clear descriptions under close supervision of the immediate supervisor.</p>	430
<p>Level 2 means a person who has knowledge and abilities to establish the material use plan and electrode plan, determine the proper number of electrode, determine the conditions and set the proper parameter to ensure good performance of the EDM machine, and specify and verify the maintenance of EDM machine and measuring equipment.</p>	515
3.3 Wire-Cut EDM Technician	
<p>Level 1 means a person who has knowledge and understanding of wire-cut EDM machine's functions; who complies with the workplace safety rules; and who can properly fix, position and align workpieces and wires, supervise the operation, check for abnormality during operation, cross check the workpiece size against the drawings, maintain and keep the wire-cut EDM machine and measuring equipment in good working condition.</p>	430
<p>Level 2 means a person who has knowledge and abilities to create the NC program for cutting with the wire-cut EDM machine control system, specify the production process, wires and cutting conditions, specify and verify the maintenance of wire-cut EDM machine and measuring equipment, and collect data regarding problems during the production.</p>	515

Unit: Baht/Day

National Skill Standards (Knowledge, Skills and Abilities)		Minimum Wage Rate
3.4 Mould Polisher		
Level 1	means a person has knowledge and skills to perform rough mould polishing (average surface roughness: 2.15 - 0.90 $\mu\text{m Ra}$) in compliance with the workplace safety rules, prepare tools and equipment for polishing, polish the surface to remove scratch from the shearing process with the machine and smoothen the surface, perform visual inspection on the surface roughness with the surface roughness comparator, maintain and keep the polishing tools and equipment in good working condition.	380
Level 2	means a person has knowledge and skills to perform fine mould polishing (average surface roughness: 0.50 - 0.30 $\mu\text{m Ra}$), prepare tools and equipment for polishing, polish the surface, and use the power tools (electric file), rotary tools (grinding head) and high frequency electric wave for polishing.	455

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://www.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 (No. 6).

Ministry of Labour
November 17, 2016