



For Record by Officer

**EMPLOYMENT CONTRACT FOR TEMPORARY EMPLOYEE**Temporary Employee No. **JE1638**

This Employment Contract is entered into on 6 June 2024 at Chulalongkorn University by and between Chulalongkorn University by Assistant Professor Sarayut Supsook holding the position of Dean of Faculty of Architecture, Chulalongkorn University, an authorized representative pursuant to the Order of Chulalongkorn University No. 3633/2567 dated 1 June 2024 (B.E. 2567), hereinafter referred to as “University” of one part and Mr. Joris Putteneers, age 29 residing at 14 Kokerstraat, Ghent, Belgium, hereinafter referred to as “Temporary Employee” of another part. Temporary Employee agrees to the following terms.

1. University agrees to employ the Temporary Employee in the position of Instructor reporting to International Program in Design and Architecture (INDA), Faculty of Architecture. Hiring period starting from 1 August 2024 until 31 July 2025, the last day of his/her performance of duty, unless revised by University as it deems fit for Temporary Employee to perform the duty in another position or to change the function he/she reports to while remaining in the same project.

2. Temporary Employee will receive the monthly salary at the amount of THB 78,900 (Seventy-eight thousand nine hundred baht) from the commencement date of employment.

3. The salary as indicated in Section 2 shall be payable to Temporary Employee on monthly basis on the last working day of each month. It is subject to withholding tax and other monies due by Temporary Employee.

4. Employee is entitled to full paid leave of absence for each year of service as prescribed in Chulalongkorn University Regulations in relation to Temporary Employee B.E. 2553 as follows:

- (1) Sick leave is permissible when Temporary Employee gets sick but shall not exceed 30 working days;
- (2) Vacation leave;
- (3) Maternity leave

5. Temporary Employee is entitled to welfare and benefits as stipulated in the Social Security Act but may not be a member of the University’s provident fund.

6. Temporary Employee shall strictly comply with Chulalongkorn University Regulations in relation to Temporary Employee B.E. 2553 and other rules, regulations, announcements or orders of the University and of the function where Temporary Employee reports to whether in effect when this Employment Contract is signed or to become effective in future. Temporary Employee agrees that they are part of this Employment Contract.

7. This Employment Contract ends when

- (1) Employment term as stated in the Employment Contract ends,
- (2) Death of Employee,
- (3) Terminated by Employee upon advance notice to University no less than 1 month
- (4) Terminated by University due to any of the following causes:
  - (a) performing his or her duty dishonestly or intentionally committing a criminal offence against the University;
  - (b) intentionally causing damage to the University;
  - (c) causing serious damage to the University or the function as a result of negligence;
  - (d) violating laws, rules or regulations or orders of the University or the function and after written warning has been given by the University or the function, except in a serious case where the University or the function is not required to give warning. Such written warning shall be valid for not more than one year from the date of commission of the offence by the Temporary Employee;
  - (e) neglecting his or her duty without justifiable reason for three consecutive working days regardless of whether there is a holiday in between or not;
  - (f) being imprisoned by a final judgment of imprisonment with the exception for offenses arising out of negligence or for petty offenses;
  - (g) not complying with this Employment Contract or not performing the assigned duty;
  - (h) his or her performance failing to meet this Employment Contract or the requirement;

(5) Terminated by any party prior to the expiry of its term or completion of the project upon a written advance notice to the other party no less than 30 days,

(6) Terminated by University upon a medical certificate issued by a licensed physician that Temporary Employee is incapacitated for the performance of duties,

(7) Terminated by University due to Temporary Employee's serious behavior or neglecting his or her duty without justifiable reason or committing disciplinary action and being dismissed as a result.

8. When the Employment Contract ends as stated in Section 7 (2), (3), (4), (5), (6) and (7), Temporary Employee shall be paid up to the expiry of this Contract.

9. Temporary Employee terminating this Employment Contract is obligated to finalize all the pending works as soon as possible.

10. Should there be any problems concerning fulfilling this Employment Contract, Employee agrees to follow the decision of the Human Resources Management Committee.

11. The parties agree that all attachments signed by the parties to this Employment Contract are part of this Employment Contract with which Temporary Employee agrees to comply in all aspects.

This Employment Contract is made in duplicate with identical wordings. The parties have read and understood and affixed their signature.

..... Chulalongkorn University  
(Assistant Professor Sarayut Supsook)

..... Employee  
(Mr. Joris Putteneers)

..... Witness  
(Mrs. Nittaya Phonprasert)

..... Witness  
(Mrs. Namfon Chantapiriyapoon)

**Remark** A person to sign on behalf of the Rector must be authorized by the Order or the Power of Attorney signed by the Rector. Such Order or Power of Attorney must be indicated in the Employment Contract, e.g., between Chulalongkorn University by Assistant Professor Sarayut Supsook holding the position of Dean of Faculty of Architecture, Chulalongkorn University, the attorney in fact granted by the Order of Chulalongkorn University No. 3633/2567 dated 1 June 2024 (B.E. 2567) hereinafter referred to as “University” of one part.