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Teach in English

Comprehensive Labor Protection Law for Expatriate Manager

Live teaching via ZOOM Online

Class 2
Issue a certificate
For participants who keep their cameras on throughout the training

Rationale

One of the most challenges for the expatriate managers who work in Thailand is managing people to work properly under the company rules and regulations. However, the company rules must be in line with the Thailand Labor Protection law and other related laws. Understanding clearly the concerned law would be an advantage for managers so that they can utilize this knowledge and bring it to daily operations confidently. It is not only a compliance obligation but also a management competency.



Expatriate managers often arrive with labor management practices formed by their home countries, which may differ from Thai law. This knowledge gap can create the significant organization risks such as wrongful dismissal process, improper disciplinary action, and costly pay for lawsuit in the Labor Court that waste both time and money. Even a performed manager who unintentionally violate the law can be mismanage of employee's right if the existing procedure is incorrect.

This one-day training will provide the comprehensive knowledge of Thai Labor Protection Law and understand the difference with the international management practice. Participants will gain the practical and actionable knowledge of law, employer's and employee's right on leaves and approval, disciplinary action process, Termination process etc. Determination of the proper action by combining the knowledge, practical skills and techniques will empower the expatriate managers to lead the team lawfully, constructively and building the confidence in Thai business environment.

Instructor

Mr.Krivut Tanverachaisakul

Previous experience

- Senior Vice President – Human Resources : Aurora Design Co., Ltd.
- Business Owner (Snack food and trading business)
- Managing Director : KTR Business Group Co. Ltd. – Thailand
- Managing Director : BB Global Co., Ltd. – Vietnam
- Personnel & Organization Director : Mars Petcare (Thailand) Co., Ltd.
- Human Resources Director – Asia & Pacific : DeSter Co., Ltd.

Current experience

- Human Resources Consultant
- Professional Trainer
- Expert Coach

Date, Time, and Venue

Friday, 12 February 2027

Time: 9:00 a.m. - 4:30 p.m. (Login 8:00 a.m.)



Training fee per person:

Member 5,000 Baht + VAT 350 Net 5,350 Baht / General public 6,000 Baht + VAT 420 Net 6,420 Baht

Please pay the training fee by 5 February 2027 to receive the materials before the training.

HR center HR Center Co., Ltd.

Comprehensive Labor Protection Law for Expatriate Manager

Learning methodology

- **Lecture:** Explanation of key sections of the Labor Protection Law and related laws, including differences in legal applications.
- **Group Discussion:** Learning how to apply organizational rules and discipline appropriately compared to labor law.
- **Role Play:** Learning the steps for correct and constructive disciplinary action.
- **Gap Analysis:** Highlighting common mistakes made by supervisors in managing regulations and discipline.
- **Workshop:** Considering the real case in practice that maybe the current risk and way to protect it.
- **Case Studies:** Studying labor disputes based on Supreme Court judgments.

Objectives and expected outcome after the class finished.

- **Legal Foundation**
  - Understand the Thai Labor Protection Law structure, amendments and scope of application
  - Interpret the law intention correctly and approach proactively
- **Entitlement Management**
  - Know all compulsory entitlements of the employee and treat it as employee rights, not management discretion
  - Can calculate wages, overtime and leave entitlements correctly
- **Disciplinary Action**
  - Know Lawful grounds and process for punishment clearly
  - Conduct investigation and proceed a warning letter correctly
  - Apply disciplinary action fairly and consistently
- **Termination**
  - Understand the cause of termination fair and unfair and rule of severance pay including other cash
  - Execute the termination process correctly and safely based on evidences and causes
- **Risk Management**
  - Identify common mistakes and way to protect it
  - Self audit the non-compliance proactively
- **Creating the action plan to improve the existing issues**

Training Topic

9:00 a.m. – 12:00 p.m.

Module 1: Foundation of Thailand Labor Protection law and related law

- Structure and Sources of Thai Labor Protection Law
  - Thai Labor Protection Law B.E. 2541 (1998) and Key amendments
  - Potential New Labor Law (Change of Working hours, Leaves etc.)
- Other Related law that concern to the company management
  - Workmen 's Compensation Act
  - Social Security Act
  - Labor Relations Act
  - Etc.
- Scope of Application and Coverage of Law
  - Type of employment relationship : Daily Wage employee, Project based
  - Employer's representative and their authorities
- Thai Labor Court System and Dispute Resolution
  - Structure of Labor Court (3 Level) and process to fight the case
  - Civil and Criminal Liability for employer

Module 2: Employment Conditions, Salary & Wages, Leaves Entitlements

- Working Hours, Day-Off, Holiday, Overtime and Other benefits
  - Standard Working hours for industrial work, Holiday and Rest period
  - Day-Off and Overtime Calculations etc.
- Wages protection and Payment Rules
  - Difference of Salary VS Wages and Pay method
  - Minimum Wage Obligation etc.
- Leave Entitlements : Type of Leave and Rules
  - Sick Leave, Annual leave, etc.
  - Personal Leave (With Pay or Without Pay?)
- Welfare and Workplace Safety Obligation
  - Provision of Safety Tools, work environment etc.

Training Topic

1:00 a.m. – 4:30 p.m.

Module 3: Disciplinary Action and Termination Management

- Disciplinary action Framework
  - Company Rules VS Labor Law
  - Process of disciplinary action
- Conducting a Lawful Investigation
  - When to investigate
  - Evidence Collection and investigation report
- Conducting Disciplinary action legally
  - The right pattern of warning letter
  - Aging of the warning letter
- Termination: Legal Grounds and Procedure
  - Termination with cause
  - Termination with notice
- Severance Pay: Calculations and Obligation
  - Year of service and entitlement
  - Calculation of service year

Module 4: Compliance, Risk Management & Grievance Process

- Mandatory Company Work Rules Compliance
  - Mandatory contents of working rules
  - Employee Acknowledge channel
- Labor Inspection and Department of Labor Protection and Welfare (DLPW) Compliance
  - Authority of DLPW
  - Report preparation for DLPW audit
- Grievance Management and Labor Relations
  - The importance of an internal grievance mechanism
  - Employee Welfare Committee and legal requirement
- Prohibited Actions and Employee Protections
  - Anti-discrimination provision e.g. sex, pregnancy etc.
  - Sexual harassment and punishment
  - *Workshop: Drafting an action plan for improvement existing issues*
- Question & Answers

**The time may change if necessary.*

Online Training Course "Comprehensive Labor Protection Law for Expatriate Manager - Class 2" (12 February 2027)

1. *Full name.....
   *Position.....
   **E-mail .....Mobile number .....

2. *Full name.....
   *Position.....
   **E-mail .....Mobile number .....

**This information may be shared with the instructor to improve the course for learners.*

***Your e-mail may be used by the company to send you useful product and service information.*

Company name and address for tax invoice

Company Name ..... Tax ID.....Company branch.....

Address .....

Business Sectors..... Phone. ..... ext ..... Fax.....

Training Coordinator..... E-mail ..... Mobile number.....

Please pay the training fee before the training date.

Payment by bank transfer or crossed cheque payable to HR Center Co., Ltd.

- Bangkok Bank, A/C No. 2403005727
- Siam Commercial Bank, A/C No. 0802359647
- Bank of Ayudhya, A/C No. 3071269091

Any bank transfer fee (if any) must be paid by the sender.

- After payment, please email the transfer slip with your organization name and course name to the company before the training date.
- Please send the original withholding tax document by registered mail before the training date.

HR Center Co., Ltd.
52/37 Soi Krungthep Kreetha 15, Krungthep Kreetha Rd., Thap Chang, Saphan Sung, Bangkok 10250
Tax ID: 0105540023934

Note: No refunds will be given once the training is confirmed.

Interested in registering or reserving a seat, please contact public@hrcenter.co.th Phone: (02) 736-2245-7 Fax: (02) 736-0470-1

The training fee includes materials (price per person).