CHIANG MAI UNIVERSITY ANNOUNCEMENT

Policy on Fair and Equitable Employment and Remuneration

To ensure that the employment and remuneration of all categories of personnel under Chiang Mai University are conducted equitably and fairly, in alignment with the University's vision, mission, and strategic direction, and to foster motivation and a strong sense of engagement among personnel throughout the University,

By virtue of Section 38 of the Chiang Mai University Act, B.E. 2551 (2008), Chiang Mai University hereby establishes the following policy on fair and equitable employment and remuneration:

1. **Equity and Fairness.** The University shall establish employment and remuneration systems that are equitable, transparent, and appropriate, taking into account the nature of work, level of responsibility, knowledge, competence, expertise, and the overall contribution of personnel, while maintaining consistency with the University's personnel administration principles and remuneration structure.
2. **Performance-based Incentives.** Remuneration shall reflect the outcomes and achievements of individual performance in order to motivate and recognise personnel with outstanding performance, and to promote a performance-oriented organisational culture.
3. **Competency-based Pay.** Remuneration shall be commensurate with the level of knowledge, competence, expertise, and responsibility required for each position. Personnel possessing higher levels of competence or specialised expertise, consistent with the University's requirements, shall be appropriately recognised and encouraged to continuously develop their capabilities in support of the University's sustainable advancement.
4. **Financial Sustainability.** The administration of remuneration shall take into account the University's financial stability, revenue, budgetary plans, and obligations arising from its mission in education, research, innovation, academic services, and the preservation of arts, culture, and Lanna heritage.
5. **Equity, Diversity, and Inclusion.** The University is committed to ensuring equity in employment and remuneration without discrimination on the grounds of gender, gender identity, age, disability, ethnicity, nationality, religion, political opinion, socio-economic status, or health status.
6. **Transparency and Fairness.** Performance appraisal shall be transparent, fair, and subject to an impartial appeal process. The University is committed to equal pay for work of equal value, irrespective of sex or gender, and shall measure and monitor gender pay equity to prevent and eliminate unjustified gender pay gaps.

Announced on 30 September B.E. 2569 (2026)

(Professor Pongruk Sribanditmongkol, M.D., Ph.D.)
President of Chiang Mai University