LABOR COSTS*
Median Monthly Salaries for Selected Positions (Survey Date – Q2 2014)

Position	Q2 2013	Q2 2014	
	Baht	Baht	US$
MD/GM	100,000	100,000	3,125.00
Financial Controller/ CFO	65,000	90,000	2,812.50
Personnel Manager/ HR Director	50,000	43,800	1,368.75
Office Manager	50,000	50,000	1,562.50
Plant Manager	60,000	61,840	1,932.50
Purchasing Manager	50,000	43,800	1,368.75
Marketing Manager	50,000	50,000	1,562.50
Executive Secretary (Bilingual)	28,250	30,000	937.50
Typist	11,500	12,250	382.81
Office Clerk	13,500	12,964	405.13
Receptionist	12,000	15,000	468.75
Programmer	20,000	22,000	687.50
Webmaster	22,500	25,000	781.25
Accountant	17,500	18,000	562.50
Researcher	20,000	27,000	843.75
Translator	21,400	16,480	515.00
Sales/Marketing Staff	17,250	25,000	781.25
Public Relation Staff	15,000	15,000	468.75
Engineer	20,000	30,000	937.50
Technician	13,000	16,332	510.38
Skilled Labor	12,000	13,000	406.25
Semi-Skilled Labor	9,500	11,165	348.91
Unskilled Labor	9,000	9,000	281.25
Driver	10,000	12,000	375.00
Housekeeper	9,000	9,600	300.00

Notes: Bonus conditions vary from business to business, although one to two months extra salary a year is closest to the average. These figures are based on the results of a survey of BOI-promoted companies, conducted in June 2014.

IT Positions*
ISM Technology Recruitment Ltd. (Q3 2013) as of April 2014: www.ismtech.net

Job Description	Years of IT Experience	Baht	US$
Application Developer/Software Engineer/Programmer (NET, XML, Java, J2EE, C++, MySQL, PHP, OO tools, etc.)	2-3	28,000 - 45,000	875 - 1,406.25
	3-5	45,000 - 60,000	1,406.25 - 1,875
	5-7+	55,000 - 80,000	1,718.75 - 2,500
Programmer/Analyst (Mainframe, AS/400)	3-5	40,000 - 60,000	1,250 - 1,875
	5-7+	55,000 - 75,000+	1,718.75 - 2,343.75+
Mobile Developer (iPhone, Android, Blackberry)	2-3	30,000 - 45,000	937.50 - 1,406.25
	3-5	50,000 - 70,000+	1,562.50 - 2,187.50+
Web Designer/Graphic Designer	3-5	35,000 - 50,000	1,093.75 - 1,562.50
Online Marketing/Search Specialist (SEM, SEO, PPC, etc.)	2-5	35,000 - 50,000	1,093.75 - 1,562.50
	5-10+	50,000 - 80,000+	1,562.50 - 2,500+
Business Intelligence Developer/Modeler (Cognos, SAS, Business Objects, Hyperion, Crystal Report, etc.)	5-7	50,000 - 70,000	1,562.50 - 2,187.50
System Analyst (salary varies with technical or application-specific skills and industry knowledge)	5-7	55,000 - 65,000	1,718.75 - 2,031.25

Job Description	Years of IT Experience	Baht	US$
Business Analyst (liaise between users and IT; not technology-specific)	5-7+	45,000 - 60,000+	1,406.25 - 1,875+
Implementation Consultant – Enterprise Applications/ Data Warehouse (SAP, Oracle, SharePoint, Teradata, Banking Software, etc.)	5-7	55,000 - 70,000	1,718.75 - 2,187.50
	7-12	70,000 - 150,000	2,187.50 - 4,687.50
DBA (Oracle, SQL-Server)	5-7+	55,000 - 80,000	1,718.75 - 2,500
Software Developer Manager	10-12+	90,000 - 140,000+	2,812.50 - 4,375+
Solutions Architect/System Architect	12-15	120,000 - 150,000	3,750 - 4,687.50
Help Desk/Technical Support	3-5	30,000 - 45,000	937.50 - 1,406.25
Software Tester/QA Engineer	3-5	30,000 - 40,000	937.50 - 1,250
	5-7	40,000 - 60,000+	1,250 - 1,875+
Software Quality Assurance Manager	10+	110,000 - 150,000+	3,437.50 - 4,687.50+
IT Auditor, with certifications (CISA, CPA, COBIT, etc.)	10-12+	100,000 - 150,000	3,125 - 4,687.50
Presale Technical Consultant (Network/ System Engineer or Software Engineer, for an IT vendor)	7-12+	70,000 - 100,000+	2,187.50 - 3,125+
Network Engineer/Network Operations Center, with vendor certifications (CCNA, etc.)	3-5	35,000 - 50,000+	1,093.75 - 1,562.50+
Network Administrator/Telecom Engineer, with vendor certifications	5-7+	50,000 - 70,000	1,562.50 - 2,187.50
System Engineer/System Administrator with vendor certifications (MCSE, MCSA, SCCM, SCOM, etc.)	3-5	50,000 - 55,000	1,562.50 - 1,718.75
	5-7	55,000 - 65,000	1,718.75 - 2,031.25
Network Security Administrator with vendor certifications (Cisco, Checkpoint, etc.)	5-7	50,000 - 70,000	1,562.50 - 2,187.50
Infrastructure Manager with vendor certifications (CCNP, MCSE, etc.)	7-10+	70,000 - 90,000+	2,187.50 - 2,812.50+
Senior Infrastructure Manager/Data Center Manager	10-15	120,000 - 150,000	3,750 - 4,687.50
Project Manager/Service Delivery Manager with certifications (PMP, ITIL, etc.)	10-12+	110,000 - 160,000+	3,437.50 - 5,000+
Project Director/Program Director	15-20	200,000 - 300,000	6,250 - 9,375
IT Manager (salary varies significantly by industry and by the size of IT department and IT infrastructure)	10-12	90,000 - 150,000	2,812.50 - 4,687.50
IT Director	15+	170,000 - 250,000	5,312.50 - 7,812.50
Chief Information Officer/Chief Technology Officer (often includes some regional responsibility)	15-20+	250,000 - 400,000+	7,812.50 - 12,500+

Notes: IT salaries assume staff with at least reasonable command of English (or better, for the more senior jobs). If the English proficiency is not strong, salaries may be slightly lower.

Source: © 2013-2014 ISM Technology Recruitment Ltd. (Q3 2013), as of April 2014: www.ismtech.net

* Salaries are subject to 4% social security fund contribution and 1% workman's compensation contribution (for first 15,000 baht per month of salary)

Translation Costs

	An A4 page of non-technical text typewritten in Times New Roman size 12 or Cordia New size 14 as applicable		An A4 page of technical text typewritten in Times New Roman size 12 or Cordia New size 14 as applicable		An official form, e.g. an identification card, a driving license, etc.	
	Baht	US$	Baht	US$	Baht	US$
English-Thai	500 - 1,250	15.63 - 39.06	800 - 1,500	25 - 46.88	650 - 1,250	20.31 -39.06
Thai-English	500 - 1,250	15.63 - 39.06	800 - 1,500	25 - 46.88	650 - 1,250	20.31 - 39.06

Other foreign languages-Thai	800 - 1,200	25 - 37.50	800 - 1,500	25 - 46.88	800 - 1,250	25 - 39.06
Thai-other foreign languages	800 - 1,500	25 - 46.88	800 - 1,500	25 - 46.88	800 - 1,500	25 - 46.88
English-other foreign languages	800 - 1,500	25 - 46.88	1,000 - 2,000	31.25 - 62.50	800 - 1,500	25 - 46.88
Other foreign languages-English	800 - 1,500	25 - 46.88	1,000 - 2,000	31.25 - 62.50	800 - 1,500	25 - 46.88

Note:

1. Professional translation services are provided from and into Thai, English, Mandarin, Japanese, Korean, Arabic, Khmer, Lao, French, German, Spanish, Italian, Portuguese, and Latin.

2. The amount indicates a maximum quote in Thai Baht.

3. Open: Monday-Friday Time: 8.00 a.m. – 4.00 p.m.

4. Translation rates were specified in Chulalongkorn University Announcement on Translation Rates and Payments for the Master of Arts in Translation and Interpretation Program B.E. 2543.

Source: Chalermprakiet Translation and Interpretation Center, Chulalongkorn University, as of May 2014: www.arts.chula.ac.th/~tran/translation.php

Overtime Regulations

Overtime on regular working days	Not less than 1.5 times of hourly wage rate
Regular work on holidays, weekly holiday, traditional holiday, and annual holidays	
A. Monthly salary employees	Not less than 1 time of hourly wage rate
B. Daily employees	Not less than 2 times of hourly wage rate
Overtime performed on weekly holiday, traditional holiday, and annual holidays	Not less than 3 times of hourly wage rate

Source: Department of Labour Protection and Welfare, as of May 2014: www.labour.go.th

Severance Payment Entitlements

Employees have worked for:	
An uninterrupted period of 120 days but less than 1 year	30 days
An uninterrupted period of 1 year but less than 3 years	90 days
An uninterrupted period of 3 years but less than 6 years	180 days
An uninterrupted period of 6 years but less than 10 years	240 days
An uninterrupted period of 10 years or more	300 days

Source: Department of Labour Protection and Welfare, as of May 2014: www.labour.go.th

Minimum Wages

Minimum wage	Area
300 baht	Bangkok, Phuket, Samutprakan, Nakhonpathom, Nonthaburi, Pathumthani, Samutsakhon, Chonburi, Chachoengsao, Saraburi, Ayutthaya, Rayong, Phangnga, Ranong, Krabi, Nakhonratchasima, Prachinburi, Lopburi, Kanchanaburi, Chiangmai, Ratchaburi, Chantaburi, Petchaburi, Songkhla, Sing Buri, Trang, Nakhonsrithammarat, Angthong, Loei, Chumporn, Phatthalung, Satun, Sakaeo, Samutsongkhram, Prachuapkhirikhan, Yala, Suratthani, Narathiwat, Ubonratchathani, Udonthani, Nakhonnayok, Pattani, Nongkhai, Lampoon, Buengkan, Trat, Kamphaengphet, Uthaithani, Kalasin, Khon Kaen, Chainat, Suphan Buri, Chiang Rai, Nakhonsawan, Buriram, Phetchabun, Yasothon, Roiet, Sakonnakhon, Chaiyaphum, Mukdahan, Lampang, Sukhothai, Nongbualamphu, Nakhonphanom, Phichit, Phitsanulok, Phrae, Mahasarakham, Mae Hong Son, Amnatcharoen, Uttaradit, Surin, Tak, Nan, Sisaket and Phayao

Source: Ministry of Labor, as of May 2014: www.mol.go.th