



Legal Alert

January 2025

Where legal meets business

New minimum wage rates to be effective on 1 January 2025

On 23 December 2024, the Wage Committee issued the Notification of the Wage Committee Re: Minimum Wage Rate (No. 13) ("**Notification**") and the new wage rates will be effective as from 1 January 2025 onwards. This also results in cancellation of the Notification of the Wage Committee Re: Minimum Wage Rate (No. 12).

The new minimum wages range from 337 to 400 Baht per day and the rates per day for each province are as follows: -

- (1) 400 Baht Chachoengsao, Chonburi, Phuket, Rayong, and Surat Thani (Koh Samui District only).
- (2) 380 Baht Chiang Mai (Mueang District only) and Hat Yai District, Songkhla.

- | | | |
|------|----------|--|
| (3) | 372 Baht | Bangkok, Nakhon Pathom, Nonthaburi, Pathum Thani, Samut Prakan, and Samut Sakhon. |
| (4) | 359 Baht | Nakhon Ratchasima. |
| (5) | 358 Baht | Samut Songkhram. |
| (6) | 357 Baht | Khon Kaen, Chiang Mai (excluding Mueang District), Prachinburi, Ayutthaya, and Saraburi. |
| (7) | 356 Baht | Lopburi. |
| (8) | 355 Baht | Nakhon Nayok, Suphanburi, and Nong Khai. |
| (9) | 354 Baht | Krabi and Trat. |
| (10) | 352 Baht | Kanchanaburi, Chanthaburi, Chiang Rai, Tak, Nakhon Phanom, Buriram, Prachuap Khiri Khan, Phang Nga, Phitsanulok, Mukdahan, Sakon Nakhon, Songkhla (excluding Hat Yai), Sa Kaeo, Surat Thani (excluding Koh Samui), and Ubon Ratchathani. |
| (11) | 351 Baht | Chumphon, Phetchaburi, and Surin. |
| (12) | 350 Baht | Nakhon Sawan, Yasothorn, and Lamphun. |
| (13) | 349 Baht | Kalasin, Nakhon Si Thammarat, Bueng Kan, Phetchabun, and Roi Et. |
| (14) | 348 Baht | Chai Nat, Chaiyaphum, Phatthalung, Sing Buri, and Ang Thong |
| (15) | 347 Baht | Kamphaeng Phet, Phichit, Maha Sarakham, Mae Hong Son, Ranong, Ratchaburi, Lampang, Loei, Sisaket, Satun, Sukhothai, Nong Bua Lamphu, Amnat Charoen, Udon Thani, Uttaradit, and Uthai Thani. |
| (16) | 345 Baht | Trang, Nan, Phayao, and Phrae |
| (17) | 337 Baht | Narathiwat, Pattani, and Yala. |

In addition, this Notification defines that a “day” means the normal working hours of an employee which must not exceed eight hours for all types of work, and seven hours for the work that is hazardous to the health and safety of employees according to the Ministerial Regulation No. 2 (B.E. 2541). Nonetheless, the employees may be assigned to work less than the stipulated hours as mentioned above.

Contacts

For more information and how Deloitte can help you, please contact:

Michael Fiore

Partner - Tax & Legal

Tel: +66 (0) 2034 0126

Email: mfiore@deloitte.com

Sutthika Ruchupan

Counsel - Legal Service

Tel: + 66 (0) 2034 0000 Ext. 11473

Email: sruchupan@deloitte.com

Prapasri Srisuma

Senior Managing Associate - Legal Service

Tel: +66 (0) 2034 0000 Ext. 13287

Email: psrisuma@deloitte.com



Dbriefs

A series of live, on-demand and interactive webcasts focusing on topical tax issues for business executives.



Power of With

Focus on the power humans have with machines.



Tax@hand

Latest global and regional tax news, information, and resources.

Get in touch



[Deloitte Thailand](#) | [Add as safe sender](#)

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms, and their related entities (collectively, the "Deloitte organization"). DTTL (also referred to as "Deloitte Global") and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients. Please see www.deloitte.com/about to learn more.

Deloitte Asia Pacific Limited is a company limited by guarantee and a member firm of DTTL. Members of Deloitte Asia Pacific Limited and their related entities, each of which are separate and independent legal entities, provide services from more than 100 cities across the region, including Auckland, Bangkok, Beijing, Hanoi, Hong Kong, Jakarta, Kuala Lumpur, Manila, Melbourne, Osaka, Seoul, Shanghai, Singapore, Sydney, Taipei and Tokyo.

About Deloitte Thailand

In Thailand, services are provided by Deloitte Touche Tohmatsu Jaiyos Co., Ltd. and its subsidiaries and affiliates.

This communication contains general information only, and none of Deloitte Touche Tohmatsu Limited (“DTTL”), its global network of member firms or their related entities (collectively, the “Deloitte organisation”) is, by means of this communication, rendering professional advice or services. Before making any decision or taking any action that may affect your finances or your business, you should consult a qualified professional adviser.

No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection with any person relying on this communication. DTTL and each of its member firms, and their related entities, are legally separate and independent entities.

© 2025 Deloitte Touche Tohmatsu Jaiyos Advisory Co., Ltd.