



Legal Alert

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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, Yasothon, 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.

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