



Legal Update Week 49-50 (3 – 16 December 2018)

Dear All,

Thailand legal news



- **3 December 2018:**

- Thaifoods Group Pub Co., Ltd. (frozen products) cut 50% of its employees (approx. 1,282 people) to reorganize the business. The company notified employees only one week before dismissal and ordered them to sign resignation letter to receive only 3 months of severance payment regardless of working period which violated the labour law. (No further information about labour case filing)

- **4 December 2018:**

- (Min. Reg.) Tax deduction up to THB 15,000 for shopping during National Shopping period from 15 December 2018 to 16 January 2019 on the following items:
 - (1) Tire (made in Thailand or from Thai rubber);
 - (2) Book and e-book (excluding magazine and newspaper); and
 - (3) OTOP products registered with the Community Development Department.

* with VAT registered businesses with full tax receipts only

- **10 December 2018:**

- Within 13 April 2019, all private hospitals must display price of major medical service and medicine on central website, and on their own website for the patients. The list of major medical services and medicines will be proposed and concluded on 15 January 2019.

- **12 December 2018:**

- Toll fees for the Bangkok - Chon Buri motorway (No.7) and the Bang Na - Bang Pa-in motorway (No.9) are exempted from 27 December 2018 to 3 January 2019. This measure is given every year for the people who travel during the long New Year holiday.

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- **16 December 2018:**

- Department of Land Transport (DTL) announced that *DLT Smart License* will be ready within the middle of January 2019, through *DLT QR License* application. Examples of the functions are:
 - Showing virtual driving license on both sides;
 - Showing personal information e.g. blood type, drug allergies, chronic disease, emergency contact, etc.;
 - Location sharing;
 - SOS system: sending notification for help in case of accident; and
 - Getting news and updated information from the DTL.

New Cabinet resolutions

- **13 December 2018:**

- **Approved Draft:** Draft Labour Protection Act (No. 7) B.E. 2561, major principles are as prescribed below;
 - employment transfer requires employee's consent;
 - at least 3 days paid personal leave per year;
 - 98 days of maternity leave and pre-natal care checkup;
 - severance pay of 400 days of wage for the employee who works over 20 years;
 - Establishment relocation includes relocating to new office or other existing office;
 - Etc.
- *Please find more details on Labour Digest: week 49-52, 2018 by K. Rapeesak.
- **Approved Principle:** Draft announcement of the Prime Minister's Office and the Ministry of Interior on the limitation of the number of foreigners permanently residing in Thailand on the year B.E. The limitation of the year B.E. 2562 is as follow:
 - 100 foreigners for each nationality per year; and
 - 50 non-nationalized foreigners per year.

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- **Approved Draft:** Draft Land and Building Tax Act (No. ..) B.E. and draft Min. Reg. on the lands with local tax exemption.
 - Properties and lands of the foreign Economic and Trade Office established under the commitment between Thai and foreign government are exempted from land and building tax and local maintenance tax.

Royal Gazette Update:

Date	Part	Subject
4 December 18	Ngor Piset	Official announcement: cease the use of copies of ID card, house registration, and other documents issued by government. <ul style="list-style-type: none">- Department of Lands.- Excise Department.
7 December 18	Ngor Piset	<ul style="list-style-type: none">● Announcement of the Ministry of Public Health setting the standard of noise pollution derived from health-harming business (e.g. businesses related to pet, livestock, food and beverage, drug, cosmetic, agriculture, mineral, vehicle and machine, service, textile, chemical etc.): maximum 10 dB(A).
7 December 18	Ngor Piset	<ul style="list-style-type: none">● Announcement of the Revenue Department regarding e-Donation.<ul style="list-style-type: none">- e-Donation is a system developed by the Revenue Department to record donating information of taxpayers for tax benefits.- Donation record will be kept online to be used for tax deduction.

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11 December 18	Ngor Piset	<ul style="list-style-type: none">Announcement of the Committee of the Industrial Estate Authority of Thailand regarding <u>name changes</u>:<table border="1" data-bbox="580 349 1350 573"><thead><tr><th data-bbox="580 349 970 405">Previous name</th><th data-bbox="970 349 1350 405">Current name</th></tr></thead><tbody><tr><td data-bbox="580 405 970 495">Hemaraj Eastern Seaboard Industrial Estate</td><td data-bbox="970 405 1350 495">WHA Eastern Seaboard Industrial Estate 1</td></tr><tr><td data-bbox="580 495 970 573">Hemaraj Eastern Industrial Estate (Map Ta Phut)</td><td data-bbox="970 495 1350 573">WHA Eastern Industrial Estate (Map Ta Phut)</td></tr></tbody></table>	Previous name	Current name	Hemaraj Eastern Seaboard Industrial Estate	WHA Eastern Seaboard Industrial Estate 1	Hemaraj Eastern Industrial Estate (Map Ta Phut)	WHA Eastern Industrial Estate (Map Ta Phut)
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Merry Christmas & Happy New Year