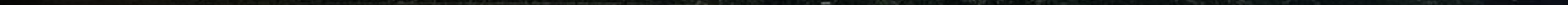




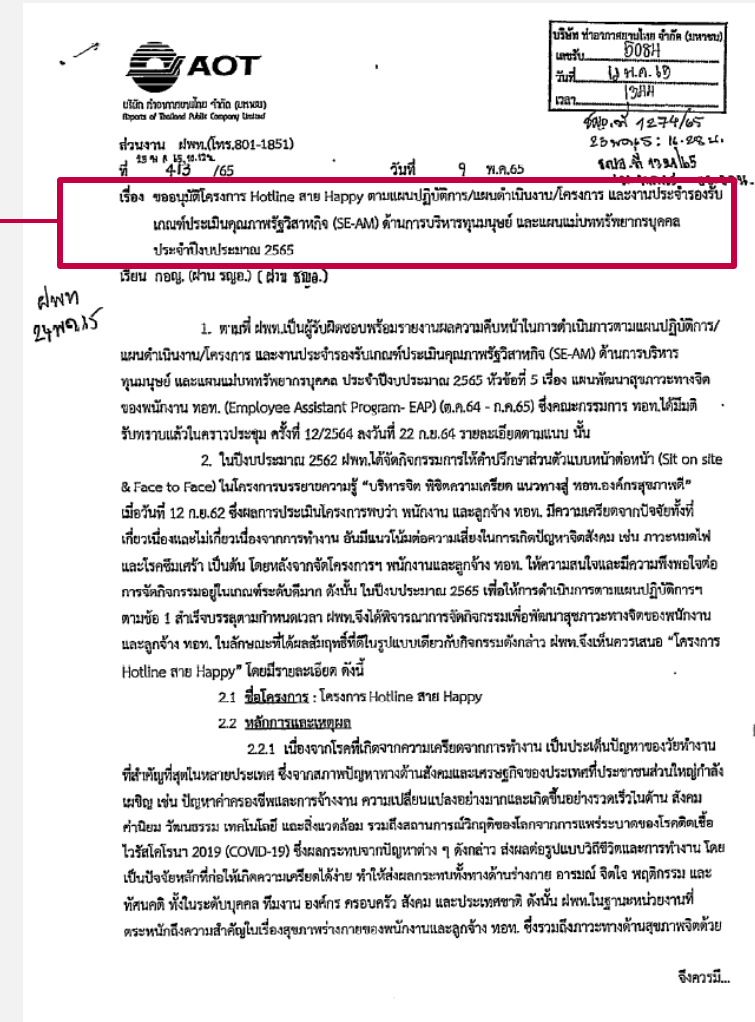
AOT Employee Support Programs 2023



Workplace stress management

AOT established the program to serve all employees for mental health program, counseling psychology, stress evaluation, and knowledge sharing for stress management.

Happy hotline program approval



No. Program

ลำดับ	รายการ
1	<p>คำจ้างจัดดำเนินการโครงการฯ</p> <p>-กิจกรรมเปิดตัวโครงการ (ของที่ระลึก, อาหารว่าง 50 ชุด, อุปกรณ์ตกแต่งสถานที่)</p>
2	<p>คำบริการให้คำปรึกษาโดยนักจิตวิทยาสำหรับพนักงานและลูกจ้าง ทอท. จำนวน 7,000 คน ในระยะเวลา 3 เดือน ใช้บริการได้ 300 ครั้ง (30 นาที/ครั้ง) ผ่านช่องทาง</p> <p>-สายด่วน (Hotline) 24 ชม.</p> <p>-แบบหน้าต่อหน้าในห้องให้คำปรึกษา</p> <p>-แอปพลิเคชัน</p> <p>-จัดนิทรรศการให้ความรู้ด้านสุขภาพจิต แนะนำโครงการฯ และวิธีใช้บริการรับคำปรึกษา</p> <p>-จัดกิจกรรมสนทนาและบรรยายด้านสุขภาพจิต โดยวิทยากรด้านจิตวิทยา</p> <p>-จัดห้องให้คำปรึกษาสุขภาพจิต โดยนักจิตวิทยา จำนวน 2 ท่าน</p> <p>-จัดทำสื่อประชาสัมพันธ์โครงการฯ ก่อนเปิดโครงการฯ</p> <p>-จัดทำสื่อความรู้ออนไลน์ในรูปแบบ Infographic Online จำนวน 9 ครั้ง</p> <p>-จัดทำสื่อประชาสัมพันธ์อื่น เช่น โปสเตอร์ จำนวน 9 ครั้ง ชุดละ 10 แผ่น เพื่อประชาสัมพันธ์ทุกหน่วยงาน</p> <p>-จัดทำแบบประเมินจิตวิทยาในภาวะวิกฤต (Crisis Survey)</p> <p>-จัดทำแบบทดสอบระดับความเครียดภายในองค์กรแบบออนไลน์ (Stress Level)</p> <p>-รายงานการวิเคราะห์ข้อมูล (Online Dashboard)</p>

- 24 hours hotline
- Face to Face consulting
- Mental health sharing session
- Counseling Psychology
- Psychology Crisis Survey
- Stress level evaluation

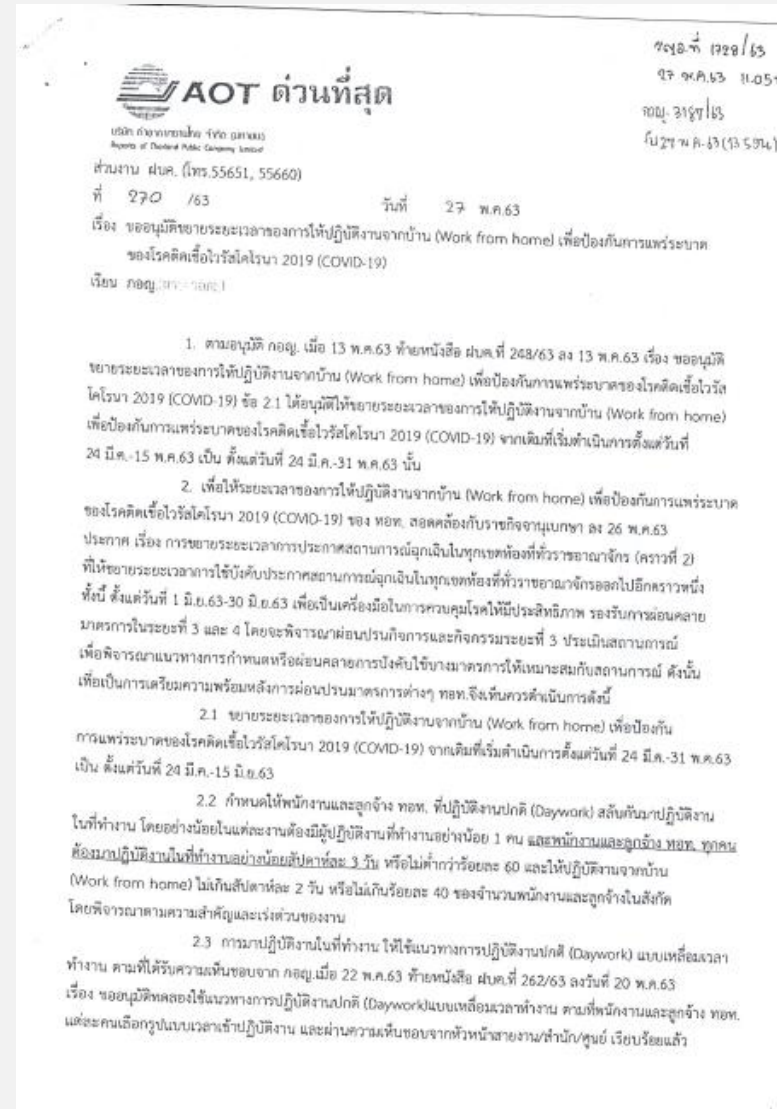
Sport & health initiatives

AOT has the annual sport event where employees are grouped together and labelled with color. The sport event includes various kinds of sports, from team sport like soccer to individual sport like badminton.



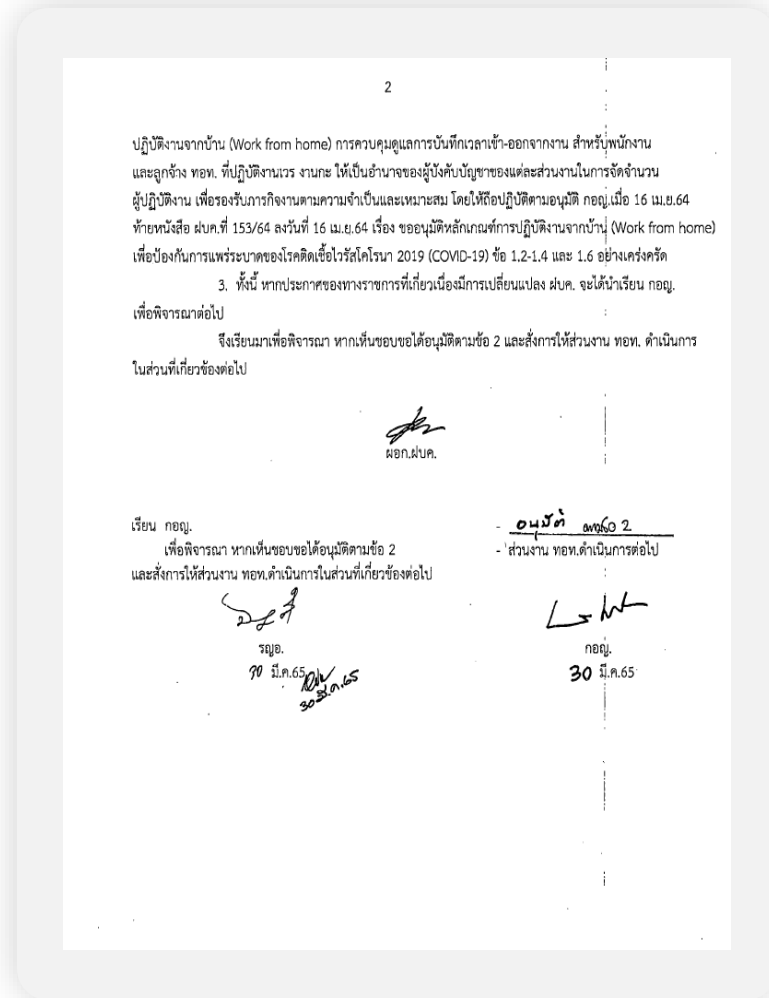
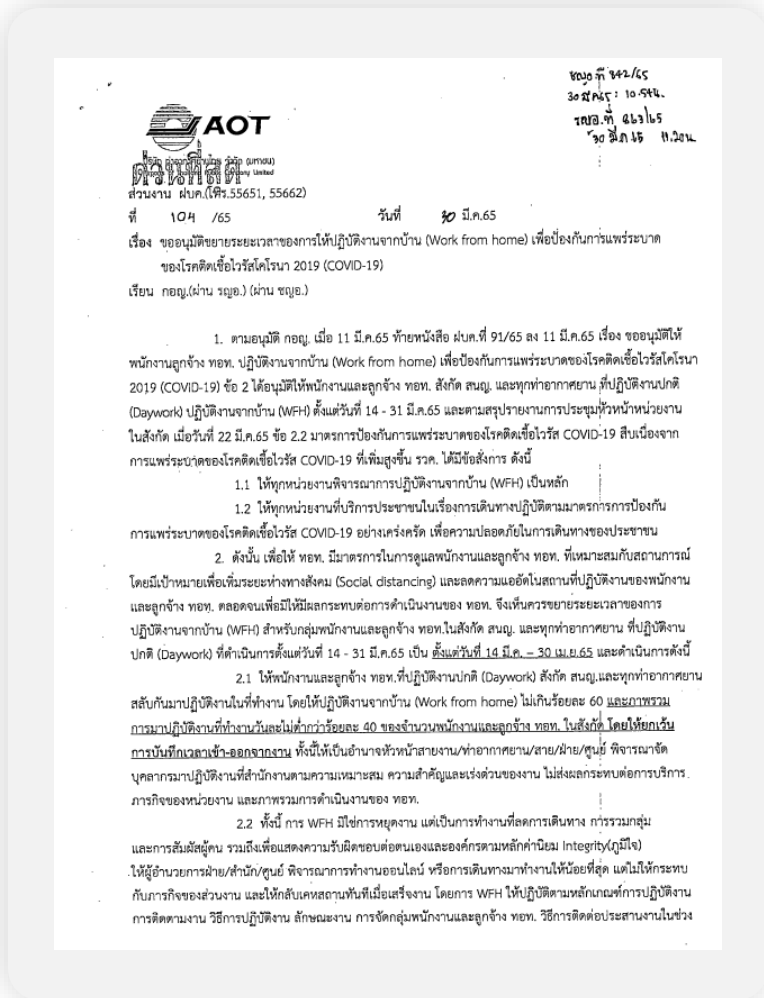
Flexible Working Hours

AOT offers employees flexible working hour upon agreement with line managers. This picture is the official document of flexible working hours.



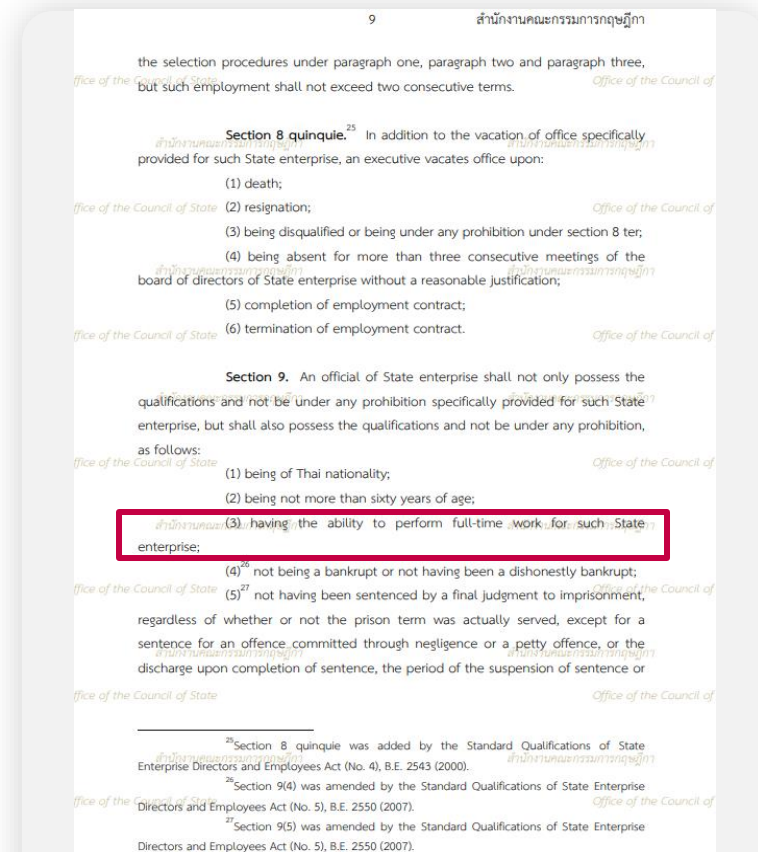
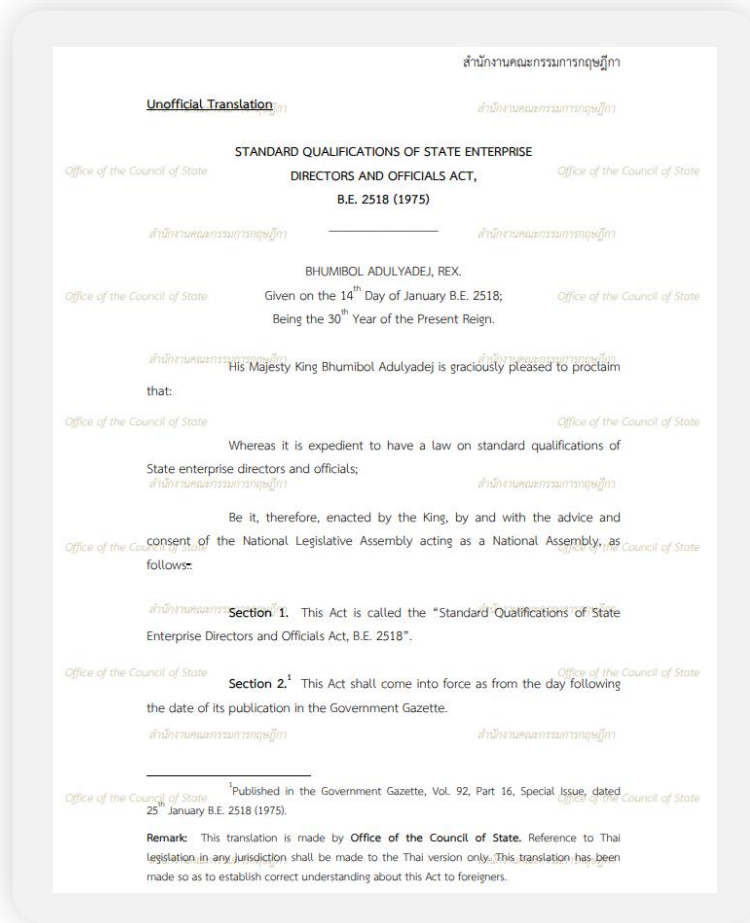
Working-from-home Arrangement

AOT offers employees options to work-from-home. The picture is the official work-from-home arrangement document. This program has been cancelled because Thailand is now back to the normal circumstance.



Part-time working options

It is an obligation for AOT as a state enterprise to follow the Standard Qualifications of State Enterprise Directors and Officials Act, B.E. 2518. The qualification indicates that “An official of State enterprise shall not only possess the qualifications and not be under any prohibition specifically provided for such State enterprise, but shall also possess the qualifications and not be under any prohibition, having the ability to perform full-time work for such State enterprise.” Therefore, AOT must comply with this act.



Breast-feeding/Lactation & Childcare Facilities

AOT provides lactation & childcare facilities to all employees at all six airports. The picture is an example of lactation room at Suvarnabhumi Airport, where employees can bring their children into this room.



Paid parental leave for the primary caregiver

AOT offers “Maternal Leave” for 90 to 120 working days or 18 to 24 weeks. This maternal leave is considered a paid parental leave for the primary caregiver.

Maternity Leave	Employee	90 Days	90 Days	Eligible if in the position for ≥120 consecutive days
	Full-time Temporary Staff	90 Days	90 Days	
	Long-term Temporary Staff	90 Days	90 Days	Eligible if in the position for ≥120 consecutive days
Personal Leave	Employee	30 Working Days	30 Working Days	15 days maximum on the first year
	Full-time Temporary Staff	30 Working Days	6 Working Days	
	Long-term Temporary Staff	30 Working Days	-	
Personal Leave for Childcare	Employee	150 Working Days	30 Working Days	Must be taken in conjunction after maternity leave apart from personal leave
	Full-time Temporary Staff	150 Working Days	30 Working Days	
	Long-term Temporary Staff	150 Working Days	30 Working Days	
Paternity Leave	Employee	15 Working Days	15 Working Days	-
	Full-time Temporary Staff	15 Working Days	15 Working Days	
	Long-term Temporary Staff	15 Working Days	15 Working Days	

Paid parental leave for the non-primary caregiver.

AOT offers “Paternity Leave” for 15 working days. This parental leave is considered a paid parental leave for the non-primary caregiver.

Type of Leave	Employee Type	Number of Leave Days per Fiscal Year	Number of Days with Paid Leaves	Remark
Maternity Leave	Employee	90 Days	90 Days	Eligible if in the position for ≥120 consecutive days
	Full-time Temporary Staff	90 Days	90 Days	
	Long-term Temporary Staff	90 Days	90 Days	Eligible if in the position for ≥120 consecutive days
Personal Leave	Employee	30 Working Days	30 Working Days	15 days maximum on the first year
	Full-time Temporary Staff	30 Working Days	6 Working Days	
	Long-term Temporary Staff	30 Working Days	-	
Personal Leave for Childcare	Employee	150 Working Days	30 Working Days	Must be taken in conjunction after maternity leave apart from personal leave
	Full-time Temporary Staff	150 Working Days	30 Working Days	
	Long-term Temporary Staff	150 Working Days	30 Working Days	
Paternity Leave	Employee	15 Working Days	15 Working Days	-
	Full-time Temporary Staff	15 Working Days	15 Working Days	
	Long-term Temporary Staff	15 Working Days	15 Working Days	

Paid parental leave for the non-primary caregiver.

AOT offers employee “Personal Leave for Childcare” for 150 working days. This level is considered a Paid family or care leave beyond parental leave.

Type of Leave	Employee Type	Number of Leave Days per Fiscal Year	Number of Days with Paid Leaves	Remark
Maternity Leave	Employee	90 Days	90 Days	Eligible if in the position for ≥120 consecutive days
	Full-time Temporary Staff	90 Days	90 Days	
	Long-term Temporary Staff	90 Days	90 Days	Eligible if in the position for ≥120 consecutive days
Personal Leave	Employee	30 Working Days	30 Working Days	15 days maximum on the first year
	Full-time Temporary Staff	30 Working Days	6 Working Days	
	Long-term Temporary Staff	30 Working Days	-	
Personal Leave for Childcare	Employee	150 Working Days	30 Working Days	Must be taken in conjunction after maternity leave apart from personal leave
	Full-time Temporary Staff	150 Working Days	30 Working Days	
	Long-term Temporary Staff	150 Working Days	30 Working Days	
Paternity Leave	Employee	15 Working Days	15 Working Days	-
	Full-time Temporary Staff	15 Working Days	15 Working Days	
	Long-term Temporary Staff	15 Working Days	15 Working Days	