

PEOPLE SOLUTIONS • THAILAND

Build your Thailand team.

We run the people side.

Employer of Record, recruitment, payroll, talent management and HR advisory — delivered by one multilingual team in Bangkok, so you can hire, pay and manage staff in Thailand with confidence.

5

people services

119day replacement
guarantee on hires**8+**

years in Thailand

7

supported languages



01 EOR & Cross-Border Payroll

HIRE WITHOUT A THAI COMPANY

Employ Thai nationals and eligible foreign professionals without setting up your own Thai entity. You direct the work; we administer the employment contract, payroll and statutory employer obligations.

What's included

Employment contracts and records
Monthly payroll, payslips and salary payment
Social Security and statutory contributions
Leave administration and employee support
Onboarding and offboarding
One contact for your HR and finance teams

How it works

- 1 Share your hiring plan
- 2 We review structure and costs
- 3 We prepare employment documents
- 4 Employee starts — you manage the work
- 5 We run payroll every month

Cross-border funding

Where a suitable structure is available, fund Thailand payroll through a UnionSPACE network office closer to your HQ.

Shenzhen · Hong Kong · Jakarta · Kuala Lumpur · Manila · Dubai · Bangkok

Fees: tailored cost estimate per hire

02 Recruitment & Head Hunting

LOCAL & FOREIGN TALENT

End-to-end head hunting for Thai and foreign professionals — from sourcing to signed offer, aligned with Thai labour law.

Scope of service

Targeted head hunting and outreach
Pre-screening and shortlisting
Interview coordination, online or in person
Offer letter drafting
Employment contract drafting (+THB 10,000)

Fee · % of annual salary

MONTHLY SALARY	FEE
Below THB 80K	20%
THB 80K–120K	23%
Above THB 120K	25%

THB 50,000 deposit to start; balance on successful placement. Negotiable by role.

119-day replacement guarantee

One free replacement if the hire doesn't meet expectations.

Visa & work permit

Sponsored visa from THB 185,000, or under your own company THB 80,000.

03 Payroll Management

ON TIME & COMPLIANT

Outsourced payroll with cloud software included — employees get payslips, leave and GPS time-in on mobile; you meet SSO, Revenue Department and Ministry of Labour deadlines without an in-house team.

SETUP & MONTHLY

One-time setup **THB 3,500**

Company and employee SSO registration, schedule setup

Monthly processing **THB 2,500 / month**

First 3 employees, then +THB 750 / month each.
Payroll, SSO filing and withholding tax.

ANNUAL FILINGS

PND 1 Kor · salary reconciliation **THB 600 first, THB 400 each after**

PND 91 · year-end PIT **THB 7,500 first, THB 6,500 each after**

KT 20 · workmen's compensation **THB 3,000 per company**

OPTIONAL ADD-ONS

Time attendance	THB 450 / employee / month (1–6), THB 350 after
Leave management	THB 350 / employee / month (1–6), THB 250 after
Claim disbursement	THB 7,000 first employee, +THB 100 each after, billed annually

Save 10% when bundled with bookkeeping

04 Talent & People Management

PERFORM · ENGAGE · RETAIN

From THB 85,000

STARTER

SMEs up to 30 staff

GROWTH

30–150 staff, quarterly review

ENTERPRISE

150+ staff, dedicated HR consultant

Talent strategy and workforce planning

Engagement, culture and retention planning

Performance frameworks, KPIs and appraisals

Succession planning

Learning and leadership development

Add-ons: engagement survey THB 45,000 · leadership workshop THB 35,000 · KPI redesign THB 60,000 · HR handbook THB 75,000

05 HR Advisory & Mediation

REDUCE HR RISK

From THB 45,000

ADVISORY ESSENTIALS

Up to 5 hrs advice, basic templates

Thai labour law compliance and contract review

Employee handbook and workplace policies

CASE SUPPORT

Up to 10 hrs, case and investigation support

Disciplinary process, complaints and investigations

Neutral mediation and conflict resolution

MEDIATION

Up to 8 hrs plus a 2-hr mediation session

Add-ons: policy pack THB 75,000 · disciplinary pack THB 35,000 · investigation THB 60,000 · manager workshop THB 45,000 · extra mediation THB 35,000

FREE CONSULTATION

Book a free consultation.

Send us your hiring plan — we reply within 12 hours.

Support in English, Thai, Chinese, Russian, Burmese, Indonesian and Kazakh

MESSAGE US IN YOUR LANGUAGE



English · WhatsApp



ไทย · LINE



Русский · WhatsApp



中文 · WhatsApp

ALSO FROM UNIONSPACE

Company setup, corporate services, accounting and tax, import and export, registered addresses and serviced offices — ask for our other rate cards and the UnionSPACE Client Guide.

Fees in THB, subject to 7% VAT and to change. EOR, cross-border and visa arrangements are reviewed case by case.

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