

Directives for the Remuneration Payment to Faculty and Staff

2002.04.24 Announced in (91) GaoYiXiaoFa(I)Zi No. 015 Letter
2003.05.05 Revised and announced in the GaoYiXiaoFaZi No. 09201000 11 Letter
2004.03.09 Announced in the GaoYiXiaoFaZi No. 0930100008 Letter
2005.05.06 Reviewed and passed in the 16th Meeting of the 14th Board of Directors
2005.05.26 Announced in the GaoYiXiaoFaZi No. 0940100013 Letter
2007.10.25 Passed in the 1st University Council and 3rd Administrative Joint Meeting of the 96th academic year
2007.11.08 Reviewed and passed in the 14th Meeting of the 15th Board of Directors
2007.12.05 Announced in the GaoYiRenZi No. 0961100435 Letter
2009.01.16 Passed in the 2nd University Council and 6th Administrative Joint Meeting of the 97th academic year
2009.04.10 Reviewed and passed in the 4th Meeting of the 16th Board of Directors
2009.05.12 Announced in the GaoYiRenZi No. 0981102150 Letter
2011.10.20 Passed in the 1st University Council and 3rd Administrative Joint Meeting of the 100th academic year
2011.11.25 Reviewed and passed in the 21st Meeting of the 16th Board of Directors
2011.12.14 Announced in the GaoYiRenZi No. 1001103818 Letter
2013.06.06 Passed in the 4th University Council and 11th Administrative Joint Meeting of the 101st academic year
2013.06.14 Reviewed and passed in the 6th Meeting of the 17th Board of Directors
2013.07.04 Reviewed and passed in the 5th University Council of the 101st academic year
2013.07.17 Passed in the 7th Meeting of the 17th Board of Directors
2013.09.04 Announced in the GaoYiRenZi No. 1021102557 Letter
2013.10.17 Reviewed and passed in the 1st University Council of the 102nd academic year
2013.10.28 Reviewed and passed in the 8th Meeting of the 17th Board of Directors
2013.11.07 Announced in the GaoYiRenZi No. 1021103501 Letter
2014.02.27 Reviewed and passed in the 3rd University Council of the 102nd academic year
2014.05.17 Reviewed and passed in the 11th Meeting of the 17th Board of Directors
2014.06.12 Announced in the GaoYiRenZi No. 1031101901 Letter
2016.05.19 Reviewed and passed in the 4th University Council of the 104th academic year
2016.09.23 Reviewed and passed in the 3rd Meeting of the 18th Board of Directors
2016.11.16 Announced in the GaoYiRenZi No. 1051103506 Letter
2017.11.17 Reviewed and Passed in the 3rd University Council of the 106th academic year
2017.12.20 Passed in the 19th Meeting of the 18th Board of Directors
2018.04.26 Reviewed and Passed in the 6th University Council of the 106th academic year
2018.06.07 Reviewed and passed in the 25th Meeting of the 18th Board of Directors
2022.03.24 Reviewed and passed in the 3rd University Council of the 110th academic year, and took effect on January 1, 2022
2022.04.21 Reviewed and passed in the 26th Meeting of the 19th Board of Directors
2022.05.11 Announced in the GaoYiRenZi No. 1111101801 Letter and took effect on January 1, 2022
2024.02.15 Reviewed and passed in the 3rd Extraordinary University Council of the 112th academic year, and took effect on January 1, 2024
2024.02.29 Reviewed and passed in the 48th Meeting of the 19th Board of Directors
2024.03.13 Announced in the GaoYiRenZi No. 1131100913 Letter and took effect on January 1, 2024
2025.06.25 Reviewed and passed in the 4th University Council of the 113rd academic year
2025.07.17 Reviewed and passed in the 10th Meeting of the 20th Board of Directors
2025.08.01 Announced in the GaoYiRenZi No. 1141102646 Letter, and took effect on January 1, 2025

1. Pursuant to the provisions of Article 3 of the Regulations on Faculty and Staff's Salaries and Allowances, the Directives for the Payment of Remuneration to Faculty and Staff (hereinafter referred to as "the Directives") have been formulated.
2. The base salaries of faculty members, teaching assistants, and staff members of KMU shall be paid according to the salary grades and numerical unit standards stipulated in the Regulations on the Remuneration Criteria for Faculty and Staff of KMU, as shown in Annex 1. The wages of technical workers, janitors, and drivers shall be paid according to the salary point standards stipulated in the Regulations on the Remuneration Criteria for Faculty and Staff of KMU, as shown in Annex 2.
3. The academic research allowances for faculty members at all ranks and teaching assistants of KMU are determined based on their job titles, as shown in Annex 3.
4. The work allowances for staff member are determined based on their job titles and salary grades.

There are new and old systems of work allowances for staff members. Those who were hired after the implementation of the Directives (April 24, 2002) are subject to the new system, while those hired before the implementation of the Directives (April 24, 2002) are subject to

the old system. The standards of the new system are shown in Annex 4; The standards of the old system are shown in Annex 5.

5. If faculty and staff hold or concurrently hold supervisory positions at all levels of KMU, they shall be granted supervisory allowances during their term of office, as shown in Annex 6.
6. Each full-time faculty and staff member of KMU is granted a monthly meal allowance of NT\$500.
7. Graduates from the School of Medicine and School of Dentistry who hold a physician's certificate and are employed as teachers in basic disciplines or other departments of the School of Medicine, and who do not engage in clinical medical work both on and off-campus, are granted teaching allowances for basic science. However, under special circumstances that require additional appointments to affiliated institutions of KMU without an extra allowance for the additional appointment, it will not apply if the dedicated proposal is approved. The teaching allowance for basic science is calculated at 50% of the base salary and academic research allowance. Those who hold specialized physician certificates issued by the Ministry of Health and Welfare shall be calculated at 100% of their base salaries and academic research allowances.
8. If the professional certificates of the faculty and staff are registered and used by KMU, the faculty and staff member will be granted certificate allowances after approval by the President.
The types of certificates and issuance standards mentioned in the preceding paragraph shall be determined separately.
9. The occupational allowances for technical workers, security guards, and drivers shall be paid in accordance with Annex 7.
10. When a unit of KMU employs a person with special expertise according to its business needs, the supervisor of the unit may propose to approve the special professional allowance after the person passes the assessment during the probation period. Under special circumstances, those with special approvals may apply during the probation period.
The first assessment period for the special professional allowance mentioned in the preceding paragraph is half a year. Before the expiration of the period, a decision shall be made to increase, decrease, or cancel this allowance, based on the opinions of the unit supervisor, personal or overall performance, future development, etc. The same applies to the increase in the amount.
Afterward, before the end of each year, it shall be handled in accordance with the provisions of the preceding paragraph.

11. When new employees are hired by various units of KMU, the unit supervisors may propose an increase in work allowance based on new employees' qualifications after they pass the probationary assessments. Under special circumstances, those with special approvals may apply during the probation period.
The increase in the work allowance mentioned in the preceding paragraph shall be limited to a maximum of 20% of the work allowance. The first assessment period shall be six months. After the expiration of the assessment period, the person shall be evaluated once a year as the basis for the increase, decrease, or cancellation of the work allowance in the next year. The same shall apply to any increase in the amount.
12. To review the special professional allowance and additional work allowance stipulated in the preceding two articles, a Special Professional Allowance and Additional Work Allowance Review Team (hereinafter referred to as the Review Team) shall be established.
The President appoints several faculty and staff members as members of the Review Team. The resolutions of the Review Team shall be implemented with the consent and approval of the President.
13. The remuneration of employees in affiliated institutions of KMU shall be determined separately.
14. After being reviewed and approved by the University Council and meeting of the Board of Directors, the Directives shall be implemented from the date of announcement, and the same applies to amendments.

***The English version is for reference only. If there is any inconsistency or ambiguity between the English and Traditional Chinese versions, the Traditional Chinese version shall prevail.**

Annex 1: Base salaries of faculty and staff

Salary grades		Numerical units (Unit: NT\$)	Payment amount (Unit: NT\$)
Seniority pay		770	<u>63,570</u>
		740	<u>60,290</u>
		710	<u>59,520</u>
1	Selected Appointment	1	<u>57,220</u>
2		2	<u>55,690</u>
3		3	<u>54,160</u>
4		4	<u>52,630</u>
5		5	<u>51,100</u>
6		6	<u>49,560</u>
7		7	<u>48,030</u>
8		8	<u>46,500</u>
9		9	<u>44,970</u>
10	Recommended Appointment	1	<u>41,900</u>
11		2	<u>40,760</u>
12		3	<u>39,610</u>
13		4	<u>38,460</u>
14		5	<u>37,310</u>
15		6	<u>36,160</u>
16		7	<u>35,010</u>
17		8	<u>33,860</u>
18		9	<u>32,710</u>
19		10	<u>31,560</u>
20		11	<u>30,410</u>
21		12	<u>29,270</u>
22	Ordinary Appointment	1	<u>28,120</u>
23		2	<u>27,350</u>
24		3	<u>26,580</u>
25		4	<u>25,820</u>
26		5	<u>25,050</u>
27		6	<u>24,290</u>
28		7	<u>23,520</u>
29		8	<u>22,750</u>
30		9	<u>21,990</u>
31		10	<u>21,220</u>
32		11	<u>20,460</u>
33		12	<u>19,690</u>
34		13	<u>18,920</u>
35		14	<u>18,160</u>
36		15	<u>17,390</u>

Annex 2: Base salaries of technical workers, drivers, and janitors

Salary points (Unit: NT\$)	Payment amount (Unit: NT\$)			
170	<u>20,660</u>	Seniority 2	Seniority 2	
165	<u>20,050</u>	Seniority 1	Seniority 1	
160	<u>19,440</u>	Drivers	Technical workers	Seniority 2
155	<u>18,840</u>			
150	<u>18,230</u>			
145	<u>17,620</u>			
140	<u>17,010</u>			
135	<u>16,410</u>			
130	<u>15,800</u>			
125	<u>15,190</u>			Janitors
120	<u>14,580</u>			
115	<u>13,980</u>			
110	<u>13,370</u>			
105	<u>12,760</u>			
100	<u>12,150</u>			
95	<u>11,550</u>			
90	<u>10,940</u>			

Annex 3: Academic research allowances for faculty

Job title	Payment amount (Unit: NT\$)
Professor	<u>73,800</u>
Associate Professor	<u>56,960</u>
Assistant Professor	<u>49,860</u>
Lecturer	<u>35,580</u>

Note: The monthly allowance for teaching assistants is TW\$25,820.

Annex 4: Work allowances for staff (new system)

Job title	Payment amount (Unit: NT\$)		
	For substantive positions at or above the highest pay scale of Grade 15	For substantive positions at or above the highest pay scale of Grade 21	For substantive positions at or above the highest pay scale of Grade 15
<u>Director of the Auditing Office</u> (substantive position) <u>Director of the Human Resources</u> Office (substantive position) <u>Director of the Accounting Office</u> (substantive position) Senior Executive Officer Secretary of the Board of Directors (substantive position) Executive Officer Counselor Senior Officer Technical Specialist Senior Technician <u>Occupational Safety Management</u> <u>Specialist</u> <u>Occupational Health Management</u> <u>Specialist</u> Clinical Psychologist Counseling Psychologist Registered Nurse	<u>19,410</u>	<u>17,335</u>	<u>15,560</u>
Junior Officer Technician <u>Occupational Safety and Health</u> <u>Management Personnel</u>	<u>16,365</u>	<u>14,840</u>	<u>13,055</u>
Senior Clerk	<u>11,080</u>	<u>10,610</u>	<u>9,955</u>
Junior Technician			<u>9,310</u>
Clerk			<u>9,310</u>
Security Guard			<u>9,035</u>
Driver and Technical Worker			<u>7,855</u>
Janitor			<u>7,710</u>

Note: 1. This table applies to employees hired after April 24, 2002.

2. Work allowances are provided according to one's substantive position.

Annex 4: Work allowances for staff (old system)

Job title	Payment amount (Unit: NT\$)		
	For substantive positions at or above the highest pay scale of Grade 15	For substantive positions at or above the highest pay scale of Grade 21	For substantive positions at or above the highest pay scale of Grade 15
Director of the Auditing Office (substantive position) Director of the Human Resources Office (substantive position) Director of the Accounting Office (substantive position) Senior Executive Officer Secretary of the Board of Directors (substantive position) Executive Officer Senior Officer Technical Specialist Senior Technician	<u>29,600</u>	<u>24,940</u>	<u>22,800</u>
Junior Officer Technician	<u>28,360</u>	<u>24,940</u>	<u>22,800</u>
Senior Clerk Junior Technician	<u>24,940</u>	<u>23,880</u>	<u>21,720</u>
Clerk			<u>20,750</u>
Security Guard			<u>20,340</u>
Driver and Technical Worker			<u>18,610</u>
Janitor			<u>18,280</u>

Note: 1. This table applies to employees hired before April 24, 2002.

2. Work allowances are provided according to one's substantive position.

Annex 6: Supervisory allowances

Position title	Payment amount (Unit: NTS)	
President	38,850	
Senior Vice President	31,480	
Vice President for Research and Development/Vice President for Academic Affairs/Vice President for Student Affairs/Vice President for General Affairs/Vice President for Library and Information/Vice President for Global Affairs/Vice President for Industry-Academic Collaboration/ <u>Chief Sustainability Officer</u>	27,030	
Dean of College Director of the General Education Center Secretary General Director	27,030	
Vice Dean of College Deputy Director of First-level Administrative Unit	26,065	
Chair of Faculty/Department Director of Graduate Institute Director of Degree Program <u>Director of College/ Master's Program</u> Director of the Affiliated Center to the General Education Center	25,745	
Associate Chair of Faculty Director of Discipline Director of Program of Graduate Institute Director of Military Training Office	18,190	
Head of Office, Director of Office, Director	Held concurrently by faculty members	18,190
	Held concurrently by staff members	12,320
Section Director of College/General Education Center Director of Affiliated Preschool	12,320	
Squad Leader of Security Guards Director of Affiliated After-School Child Care Center	8,755	
Remarks: 1. The supervisory allowances for secretaries of the board of directors/offices/colleges shall refer to the allowances for the section head of offices concurrently held by faculty members. 2. supervisory allowances for supervisors of the research centers shall refer to the allowance for section directors of colleges/the General Education Center and shall be funded by research centers (in accordance with KMU's Regulations for Establishment of Research Centers).		

Annex 7: Occupational allowances

Position title	Payment amount (Unit: NT\$)
Technical Worker	<u>2,970</u>
Squad Leader of the Security Guard	<u>6,865</u>
Security Guard and Driver	<u>3,320</u>