**Regulations on the Remuneration Criteria for Faculty and Staff**

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| 1994.08.18 Approved for revision and recordation in accordance with the Tai(83)RenZi No. 4553 Letter released by the Ministry of Education  1994.09.06 Promulgated in the (83)GaoYiFaZi No. 0085 Letter  2001.11.12 Revised in accordance with Tai(90)Ren(I)Zi No. 90152878 Letter released by the Ministry of Education  2002.07.22 Revised in accordance with Tai(91)Ren(III)Zi No. 91036054 Letter released by the Ministry of Education  2002.09.19 Revised in accordance with Tai (91) Ren (III) Zi No. 91123172 Letter released by the Ministry of Education  2003.01.24 Approved for recordation in TaiRen (III) Zi. No. 0910174316 Letter released by the Ministry of Education  2003.06.30 Approved for recordation in the TaiRen (I) Zi No. 0920095394 Letter released by the Ministry of Education  2003.07.08 Revised and promulgated in the GaoYiXiaoFaZi No. 0920100029 Letter  2005.06.06 Approved for recordation by the Private School Staff Retirement Pension Fund Management Committee (94)JiZi No. 1282 Letter  2005.06.13 Announced in the GaoYiXiaoFaZi No. 0940100014 Letter  2009.01.26 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  2009.05.22 Approved for recordation by the Private School Staff Retirement Pension Fund Management Committee (98) JiZi No. 0040 Letter  2009.06.03 Announced in the GaoYiRenZi No. 0981102435 Letter  2010.03.11 Passed in the 2nd University Council and 8th Administrative Joint Meeting of the 98th academic year  2010.09.06 Reviewed and approved in the 11th Meeting of the 16th Board of Directors  2010.10.18 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee (99)ChuJiZi No. 0355 Letter  2010.10.28 Announced in the GaoYiRenZi No. 0991105600 Letter  2011.06.17 Passed in the 3rd University Council and 11th Administrative Joint Meeting of the 99th academic year  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  2011.12.29 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee ChuJiYeZi No.1000000321 Letter  2012.01.05 Announced in the GaoYiRenZi No. 1000011003 Letter  2012.11.08 Reviewed and passed in the 1st University Council of the 101st academic year  2012.11.24 Reviewed and passed in the 3rd Meeting of the 17th Board of Directors  2012.12.22 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee ChuJinYeZi No.1010000524 Letter  2013.01.02 Announced in the GaoYiRenZi No. 1010010947 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  2014.06.18 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee (103)ChuJinZi No. 0416 Letter  2014.07.04 Announced in the GaoYiRenZi No. 1031102148 Letter  2022.03.24 Reviewed and passed in the 3rd University Council of the 110th academic year  2022.04.21 Reviewed and passed in the 26th Meeting of the 19th Board of Directors  2022.05.20 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee ChuJinYeZi No.1111000857 Letter  2022.05.26 Announced in the GaoYiRenZi No. 1111102030 Letter | | |
| Article 1 | The salary scale of faculty and staff, as well as security guards at Kaohsiung Medical University (hereinafter referred to as "KMU"), shall be handled in accordance with the provisions of the Regulations on the Remuneration Criteria of School Faculty (hereinafter referred to as "the Regulations"). |
| Article 2 | The salary scale of KMU's school faculty has thirty-six grades (totals thirty-nine grades including seniority salary). The salary scale is shown in Annex 1: "Salary Scale of the President, Teachers, and Teaching Assistants" and Annex 2: "Salary Scale of Staff Members". |
| Article 3 | The remuneration criteria for teachers and teaching assistants of KMU are as follows:  1. In principle, newly appointed teachers and teaching assistants shall start from the lowest salary grade of the position for which they are hired (assistant professors and lecturers with a doctorate may start from NT$330), and the salary will be effective from the actual date of employment.  2. Those who have served as full-time teachers on the establishment staff in domestic public and private colleges and universities or as project teachers of KMU (excluding contract personnel for project-based teaching), with the equivalent levels as their current positions and have performed excellent services, and have their qualifications been recorded by the Ministry of Education, are allowed to increase their salary by one grade for each full academic year.  3. The remuneration criteria of those who have been employed in domestic or foreign private institutions are subject to the "Regulations for Calculating the Pre-service Seniority of Teachers" formulated by the Ministry of Education. The seniority is subject to the limitation of the highest seniority salary for the position. | |
| Article 4 | The salaries of staff members are based on their academic qualifications and start from the actual date of employment in accordance with Annex 3: "Remuneration Criteria for Staff Members of Kaohsiung Medical University". The salaries of technicians, janitors, and drivers start from the lowest level in accordance with their academic qualifications and are based on Annex 4: "Salary Scale of Janitors". Those who have served as full-time staff on the establishment staff in public offices, public or private colleges or above, or contracted staff members of KMU, with the equivalent levels as their current positions and have performed excellent services, are allowed to increase their salary by one grade for each full academic year. The salary shall be subject to the maximum seniority salary limit for the position.  The seniority of the staff employed by KMU in the preceding paragraph shall be counted and adjusted starting from the 110th academic year. | |
| Article 5 | The principle of salary adjustment for teachers and staff members is as follows:  1. Teachers  (1) The salaries of those who have obtained higher academic qualifications or applied for salary adjustment by submitting their academic certificates shall be adjusted from the date of approval of the salary adjustment.  (2) For those who are reappointed due to promotion or obtaining higher academic qualifications, if their original salary grade does not reach the lowest grade of the new position, they may start from the lowest grade of the new position after the reappointment.  2. Staff members  (1) The salaries of those who have obtained higher academic qualifications or applied for salary adjustment by submitting their academic certificates shall be adjusted from the date of approval of the salary adjustment.  (2) The salary adjustment of those who have obtained higher academic qualifications shall be determined by the unit supervisor and reviewed by the Employee Development Committee. The salary adjustment shall be based on the new academic qualifications and subject to the maximum salary range of the position. | |
| Article 6 | The salary scale of the security guards shall conform to the "Regulations Governing the Establishment of Security Guards in Agencies, Schools and Organizations" and Annex 5: "Salary Scale for Security Guards". In principle, their salary shall start from the lowest grade and the actual date of employment. | |
| Article 7 | Newly employed faculty and staff members shall fill out their resumes and submit their academic certificates and required documents within one week after the on-board date for salary assessment. | |
| Article 8  Article 9 | Any matters not covered by the Regulations shall be handled in accordance with the "Remuneration Criteria for Faculty and Staff of Private Colleges and Above" promulgated by the Ministry of Education.  After being reviewed and approved by the University Council and Board of Directors, the Regulations shall be submitted to the ROC Private School Staff Retirement and Bereavement Compensation Fund Management Committee for review and approval. They 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: Salary Scale of the President, Teachers and Teaching Assistants

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Salary grade | Salary amount | Job title | | | | | | Remarks |
|  | 770 | 770 |  |  |  |  |  | 1. The dotted-line area on the top for the highest salary listed in the table indicates the seniority salary.  2. Before the revision of the Salary Scale of the Teachers and Teaching Assistants in public schools, if the original salary level of an associate professor has not reached NT$390, the salary level will be implemented according to the original job level and will be changed and handled according to this table once the salary has been raised to NT$390.  3. After the revision and implementation of the Salary Scale of the Teachers and Teaching Assistants in public schools, in accordance with Article 30-1 of the Act Governing the Appointment of Educators, those who were promoted to associate professors through the original promotion method and whose original salary level did not reach NT$390 will be promoted according to the original job level and will be changed and handled according to this table once the salary has been raised to NT$390.  4. According to Article 17 of the Act Governing the Appointment of Educators before the amendment came into effect on March 21, 1997, the salary adjustment of those who obtain a certificate of associate professor by submitting a doctoral degree for review shall start from NT$350.  5. According to Article 17 of the Act Governing the Appointment of Educators after the amendment came into effect on March 21, 1997, the salary adjustment of those who have 4 years of work experience after obtaining a doctoral degree and a certificate of associate professor shall start from NT$390. |
| 740 |
| 710 | 710 |
| Grade 1 | 680 | President and Professor |
| Grade 2 | 650 | 650 |
| Grade 3 | 625 | 625 |
| Grade 4 | 600 | Associate Professor |
| Grade 5 | 575 |
| Grade 6 | 550 |
| Grade 7 | 525 |
| Grade 8 | 500 | Assistant Professor |
| Grade 9 | 475 |
| Grade 10 | 450 | 680  ︱  475 | Lecturer | 450 |
| Grade 11 | 430 |
| Grade 12 | 410 |
| Grade 13 | 390 |
| Grade 14 | 370 | 600  ︱  390 |
| Grade 15 | 350 |
| Grade 16 | 330 | Teaching Assistant |
| Grade 17 | 310 |
| Grade 18 | 290 | 500  ︱  310 |
| Grade 19 | 275 |
| Grade 20 | 260 |
| Grade 21 | 245 |
| Grade 22 | 230 | 450  ︱  245 |
| Grade 23 | 220 |
| Grade 24 | 210 |
| Grade 25 | 200 |
| Grade 26 | 190 | 330  ︱  200 |
| Grade 27 | 180 |
| Grade 28 | 170 |
| Grade 29 | 160 |
| Grade 30 | 150 |
| Grade 31 | 140 |
| Grade 32 | 130 |
| Grade 33 | 120 |
| Grade 34 | 110 |
| Grade 35 | 100 |
| Grade 36 | 90 |

Annex 2: Salary Scale of Staff Members

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Salary grade | Salary amount |  |  |  | Job |  | title |  |  |  |  | Remarks |
|  | 770 |  |  |  |  |  |  |  |  |  |  | 1. The dotted-line area on the top for the highest salary listed in the table indicates the seniority salary.  2. Before the implementation of this table, if the original salary level exceeds the maximum seniority salary in this table, the original salary level shall prevail. |
| 740 | 740 |
| 710 | 710 | 710 |
| Grade 1 | 680 |
| Grade 2 | 650 |
| Grade 3 | 625 | 625 |
| Grade 4 | 600 | Director of the office, center, department, and library |
| Grade 5 | 575 | Senior Executive Officer | Secretary of the Board of Directors |
| Grade 6 | 550 |
| Grade 7 | 525 | 525 |
| Grade 8 | 500 |
| Grade 9 | 475 | 475 | 475 |
| Grade 10 | 450 | 600  ︱  475 | Technical Specialist, Secretary, Division Leader |
| Grade 11 | 430 | 430 |
| Grade 12 | 410 | 410 |
| Grade 13 | 390 | Counselor and Executive Officer |
| Grade 14 | 370 |
| Grade 15 | 350 | 575  ︱  370 | Clinical Psychologist, Counseling Psychologist, Registered Nurse  Labor Safety Manager and Labor Health Manager | Officer and Senior Technician |
| Grade 16 | 330 |
| Grade 17 | 310 | Occupational Safety and Hygiene Officer | 310 |
| Grade 18 | 290 | 575  ︱  310 | 450  ︱  310 |
| Grade 19 | 275 |
| Grade 20 | 260 | 390  ︱  275 |
| Grade 21 | 245 |
| Grade 22 | 230 | Technician |
| Grade 23 | 220 |
| Grade 24 | 210 |
| Grade 25 | 200 | Clerk |
| Grade 26 | 190 |
| Grade 27 | 180 | 350  ︱  190 |
| Grade 28 | 170 |
| Grade 29 | 160 |
| Grade 30 | 150 | 350  ︱  160 | 310  ︱  160 |
| Grade 31 | 140 |
| Grade 32 | 130 | 230  ︱  140 | 200  ︱  140 |
| Grade 33 | 120 |
| Grade 34 | 110 |
| Grade 35 | 100 |
| Grade 36 | 90 |

Annex 3: Remuneration Criteria for Staff Members

| Salary grade | Salary amount | Starting salary criteria |
| --- | --- | --- |
|  | 770 |  |
|  | 740 |  |
|  | 710 |  |
| 1 | 680 |  |
| 2 | 650 |  |
| 3 | 625 |  |
| 4 | 600 |  |
| 5 | 575 |  |
| 6 | 550 |  |
| 7 | 525 |  |
| 8 | 500 |  |
| 9 | 475 |  |
| 10 | 450 | Those who have passed the Level 11 examination of classified posts. |
| 11 | 430 |  |
| 12 | 410 |  |
| 13 | 390 | Those who have passed the Level 10 examination of classified posts, and those who have passed the Grade A special examination. |
| 14 | 370 |  |
| 15 | 350 |  |
| 16 | 330 | 1. Those who have obtained a doctorate degree from domestic and foreign universities and graduate schools. 2. Those who have passed the Level 9 examination of classified posts. |
| 17 | 310 |  |
| 18 | 290 |  |
| 19 | 275 | Those who have passed the Level 8 examination of classified posts. |
| 20 | 260 |  |
| 21 | 245 | 1. Those who have obtained a master's degree from domestic and foreign universities and graduate schools. 2. Those who have passed the Level 7 examination of classified posts. |
| 22 | 230 | Those who pass the advanced examination, Class B special examination, or the Grade 6 examination of classified posts. |
| 23 | 220 |  |
| 24 | 210 |  |
| 25 | 200 |  |
| 26 | 190 | Graduates from various departments of normal universities or colleges who have completed their internships. |
| 27 | 180 | 1. Graduates from various departments of normal universities or colleges. 2. Graduates from the evening divisions of normal universities. 3. Graduates from the university's Department of Education and School of Education. 4. Those who have been registered or certified as qualified teachers of senior high schools. |
| 28 | 170 | 1. Graduates from domestic and foreign universities or independent colleges. 2. Those who have passed the Grade 5 examination of classified posts. |
| 29 | 160 | 1. Those who have studied in two-year normal universities. 2. Those who have graduated from senior high schools and studied in two-year normal colleges. 3. Those who have graduated from senior high schools and studied in three-year normal colleges. 4. Those who have been registered or certified as qualified teachers of junior high schools. 5. Those who have graduated from junior high schools and studied in five-year normal colleges. |
| 30 | 150 | 1. Those who have graduated from senior high schools and studied in two-year technical colleges or those who have graduated from junior high schools and studied in five-year technical colleges. 2. Those who have passed the ordinary examination, Class-C special examination, or the Grade 3 examination of classified posts. 3. The civil service agencies recognize those who have graduated from various military schools and the Central Police University equivalent to two years of vocational education. Limited to current employees. |
| 31 | 140 | 1. Graduates from normal schools. 2. Graduates from special teacher training programs. 3. Those who have been registered as qualified senior classroom or subject teachers of schools. 4. Those who have been registered as qualified subject or classroom teachers in public elementary schools. |
| 32 | 130 | Graduates from the four-year nursing and childbirth training programs at senior vocational schools. |
| 33 | 120 | 1. Graduates from senior high schools or vocational schools. 2. Those who have been registered as junior classroom teachers of elementary schools or have passed a relevant certification. 3. Those who have passed Class D special examination, or the Grade 2 examination of classified posts. |
| 34 | 110 | Graduates from five-year high schools or vocational schools. |
| 35 | 100 | 1. Graduates from four-year high schools or vocational schools. 2. Graduates from simple normal schools. |
| 36 | 90 | 1. Graduates from junior high schools. 2. Those who have passed the Grade 1 examination of classified posts. |

Annex 4: Salary Scale of Janitors

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Technical worker | Seniority wage | | Base wage | | | | | | | | |  | | | | | |
| Level 2 | Level 1 | Level 9 | Level 8 | Level 7 | Level 6 | Level 5 | Level 4 | Level 3 | Level 2 | Level 1 |
| Ordinary  janitor |  | | | | Seniority wage | | Base wage | | | | | | | | | | |
| Level 2 | Level 1 | Level 11 | Level 10 | Level 9 | Level 8 | Level 7 | Level 6 | Level 5 | Level 4 | Level 3 | Level 2 | Level 1 |
| Remuneration point | 170 | 165 | 160 | 155 | 150 | 145 | 140 | 135 | 130 | 125 | 120 | 115 | 110 | 105 | 100 | 95 | 90 |
| Ordinary janitor |  | | | | Graduates from elementary schools or those with equivalent academic certificates. | | | | | | | | | | | | |
| Graduates from high schools (junior high schools, junior vocational schools) or those with equivalent academic certificates. | | | | | | | | | |  | | |
| Graduates from senior high schools (higher vocational schools) or above or those with equivalent academic certificates. | | | | | | |  | | | | | |
| Technical janitor  (Driver) | Graduates from elementary schools or those with equivalent academic certificates. | | | | | | | | | | |
| Graduates from high schools (junior high schools, junior vocational schools) or those with equivalent academic certificates. | | | | | | | |  | | | | | | | | |
| Graduates from senior high schools (higher vocational schools) or above or those with equivalent academic certificates. | | | | |  | | | | | | | | | | | |
| Remarks | 1. In addition to obtaining the required academic certificates, technical janitors shall have the required technical expertise and pass the test.  2. Janitors who have already been employed before the implementation of the salary scale shall still get the original payment if their original salary level exceeds the maximum level specified in the salary scale. However, the issuance of retirement pensions shall be handled in accordance with Article 10 of KMU's Regulations on Retirement (Resignation) Pensions for Faculty and Staff approved by the Ministry of Education. | | | | | | | | | | | | | | | | |

Annex 5: Salary Scale for Police Officers Stationed at KMU

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Job title | | | | Salary grade | Remuneration point | Seniority pay | | |
| 490 |  |  |
| 475 | 475 |  |
| 460 | 460 | 460 |
| 445 | 445 | 445 |
| 430 | 430 | 430 |
| 415 | 415 | 415 |
| 400 | 400 | 400 |
| 385 | 385 | 385 |
| Captain |  |  |  | Grade 1 | 370 |  | 370 | 370 |
| Grade 2 | 360 | 360 | 360 |
| Grade 3 | 350 | 350 | 350 |
| Deputy Captain | Grade 4 | 340 | - | | 340 |
| Grade 5 | 330 | 330 |
| Grade 6 | 320 | 320 |
|  | Junior Captain | Member | Grade 7 | 310 |  | | |
| Grade 8 | 300 |
| Grade 9 | 290 |
| Grade 10 | 280 |
|  | Grade 11 | 270 |
| Grade 12 | 260 |
|  | Grade 13 | 250 |
| Grade 14 | 240 |
| Grade 15 | 230 |