

Regulations for Remuneration for Faculty and Staff of Taipei Medical University

Ratified by the Ministry of Education per order Tai (83) Ren No. 035675 on Jul. 16, 1994

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Amended and passed by the Administration Committee Meeting on Aug. 24, 2001

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Passed by the Board of Directors on Mar. 1, 2002

Ratified by the Ministry of Education per order Tai-Ren (1) No. 0920023379 on Feb. 26, 2003

Amended and passed by the Academic Affairs Meeting on Oct. 20, 2010

Passed by the Board of Directors on Jan. 11, 2011

Ratified by the Management Committee Managing Retirement, Compensation, Resignation and Severance Matters for Private School

Teachers and Staff of R.O.C. per order (100) Chu-Ji No. 0078 on Feb. 16, 2011

Amended and passed by the Academic Affairs Meeting on Mar. 28, 2018

Amended and passed by the Academic Affairs Meeting on May 23, 2018

Passed by the Board of Directors on Jun. 27, 2018

Ratified by the Management Committee Managing Retirement, Compensation, Resignation and Severance Matters for Private School

Teachers and Staff of R.O.C. per order (100) Chu-Jin-Yeh No. 1070002359 on Jul. 20, 2018

Amended per order Bei-Yi-Xiao-Ren-Zi No. 1070002737 on Aug. 9, 2018; 11 articles in full text

Article I To provide a standard for the remuneration of faculty and staff, the University has formulated the "Regulations for Remuneration for Faculty and Staff of Taipei Medical University" (hereinafter referred to as the "**Regulation**").

Article II There are 36 ranks of remuneration (including 39 classifications of annual salary). Please refer to Appendix I: Salary Scale for President and Faculty/Teaching Assistants; Appendix II: Salary Scale for Staff.

Article III Principles of remuneration for faculty members are as follow:

1. The salary of a newly employed faculty member will start from the base of the salary scale of his/her position. If he/she has previously served as a full-time teacher in domestic public or private universities, and the level is equivalent to that of their current position and has achieved outstanding performance, then their salary will be increased by one rank per year while complying with the highest salary range of their position.
2. The calculation of seniority of private institutions at home and abroad shall be carried out in accordance with the provisions of the "Teacher Remuneration Act" and the "Regulations on the Calculation and Classification of the Seniority Earned before Current Appointment".

The calculation of the seniority and its remuneration is subject to the maximum salary for the position. However, those whose years of service in the school are equivalent to the current position level and have achieved outstanding performance may be accrued annually up to the highest annual

salary for their position

- Article IV The remuneration criteria for staff of TMU shall be classified according to their educational background, and the remuneration criteria is as shown in Appendix III; those who have served in administrative agencies, public schools or accredited private schools and have worked at positions equivalent to their current position and have achieved outstanding performance, their salary will be increased by one rank per year, and is subject to the maximum salary for the position. However, the years of service in TMU may be accrued annually up to the highest annual salary for the position.
- Article V For faculty members of TMU who have worked in public or private schools or government agencies, and have received retirement pensions or severance payments, their previous years of service will not be taken into calculation of their remuneration.
- Article VI Before reporting to work, newly-employed faculty members are required to fill out a personal information form, provide all academic diplomas and certificates, and submit them to the school-level faculty evaluation committee for review in order to calculate the seniority from previous employment.
- Article VII After reporting to work, newly-employed staff are required to fill out a personal information form, provide all academic diplomas and certificates, and submit them to the office of human resource within one month for salary assessment.
- Article VIII Overseas academic diplomas and certificates that are to be used as a reference for remuneration should be original copies or official certification documents that are verified and notarized.
- Article IX The basic salary and its adjustment for faculty and staff shall be handled in accordance with the following regulations:
1. Base salary: The calculation of the salary for faculty and staff starts from the date they report to work.
 2. Adjustments: Those who apply for salary adjustment due to re-submission of academic diploma or certificate or the acquisition of new qualifications will have their salary adjusted from the date of approval of the application.

- Article X Matters not covered in these regulations shall be handled in accordance with relevant laws and regulations on remuneration for public schools.
- Article XI The regulation shall be passed by the academic affairs meeting, ratified by the Board of Directors, reported to the Management Committee Managing Retirement, Compensation, Resignation and Severance Matters for Private School Teachers and Staff of R.O.C. for review and publish for implementation. Any amendments should be processed accordingly.

Appendix 1

TMU Salary Scale for President and Faculty/Teaching Assistants						
Note	Title of Position			Salary Rank	Rank	
Dotted boxes indicate annual salary rank				770	770	
					740	
				710	710	
					680	1 st
					650	2 nd
					625	3 rd
					600	4 th
					575	5 th
					550	6 th
					525	7 th
					500	8 th
					475	9 th
					450	10 th
					430	11 th
					410	12 th
					390	13 th
					370	14 th
					350	15 th
					330	16 th
					310	17 th
					290	18 th
					275	19 th
					260	20 th
					245	21 st
					230	22 nd
					220	23 rd
					210	24 th
					200	25 th
					190	26 th
					180	27 th
					170	28 th
					160	29 th
					150	30 th
					140	31 st
					130	32 nd
					120	33 rd
				110	34 th	
				100	35 th	
				90	36 th	

*English version is for reference only. If there is any inconsistency or ambiguity between these two versions, the Traditional Chinese version shall prevail.
 法規中英文版本文義，如有歧異、任何抵觸或不相符之處，概以中文版本為準

Appendix 2

TMU Salary Scale for Staff						
	Rank	Salary Rank	Job Category			
Senior B32		770				
		740				
		710	710			
	1 st	680				
	2 nd	650				
	3 rd	625		625	625	
	4 th	600				
	5 th	575				
	6 th	550				
	7 th	525			525	
Associate B22	8 th	500				
	9 th	475			475	475
	10 th	450				
	11 th	430				
	12 th	410				410
	13 th	390				
	14 th	370				
	15 th	350	575	450		
	16 th	330	}	}		
	17 th	310	370	370		310
Junior B12	18 th	290		450		
	19 th	275		}		
	20 th	260		310	390	
	21 st	245			}	
	22 nd	230			275	
	23 rd	220				
	24 th	210				
	25 th	200				
	26 th	190				
	27 th	180			350	
Junior B12	28 th	170			}	
	29 th	160			190	
	30 th	150				350
	31 st	140				}
	32 nd	130				160
	33 rd	120				230
	34 th	110				}
	35 th	100				140
	36 th	90				140

Note:

- For staff who have been employed before the "Salary Scale for Staff of Private Junior Colleges and Above" is promulgated and implemented, if their original salary rank exceeds the maximum set in the salary scale, the original salary will still be paid.
- Dotted boxes indicate annual salary rank.

Taipei Medical University Remuneration Criteria for Staff

Rank	Salary Rank	Remuneration Criteria
	770	
	740	
	710	
1	680	
2	650	
3	625	
4	600	
5	575	
6	550	
7	525	
8	500	
9	475	
10	450	
11	430	
12	410	
13	390	
14	370	
15	350	
16	330	Those who have obtained a doctorate degree from domestic or overseas graduate schools.
17	310	
18	290	
19	275	
20	260	
21	245	
22	230	
23	220	
24	210	
25	200	Those who have obtained a master's degree or above from domestic or overseas graduate schools.
26	190	
27	180	
28	170	Graduates from universities or independent institutes from domestic or overseas.
29	160	Graduates from a high school and have studied in a junior college for three years.
30	150	Graduates from a high school and have studied in a junior college for two years, or graduates from a junior high school and have studied in a junior college for five years.
31	140	
32	130	
33	120	Graduates of senior high school or vocational high school.
34	110	
35	100	
36	90	Graduates of (national) junior high school.