

### 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

Published per order Ren-Zi No. 0996 on Aug. 2, 1994

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

Amended and passed by the Academic Affairs Meeting on Dec. 5, 2001

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").
- There are 36 ranks of remuneration (including 39 classifications of annual Article II 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 fulltime 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:

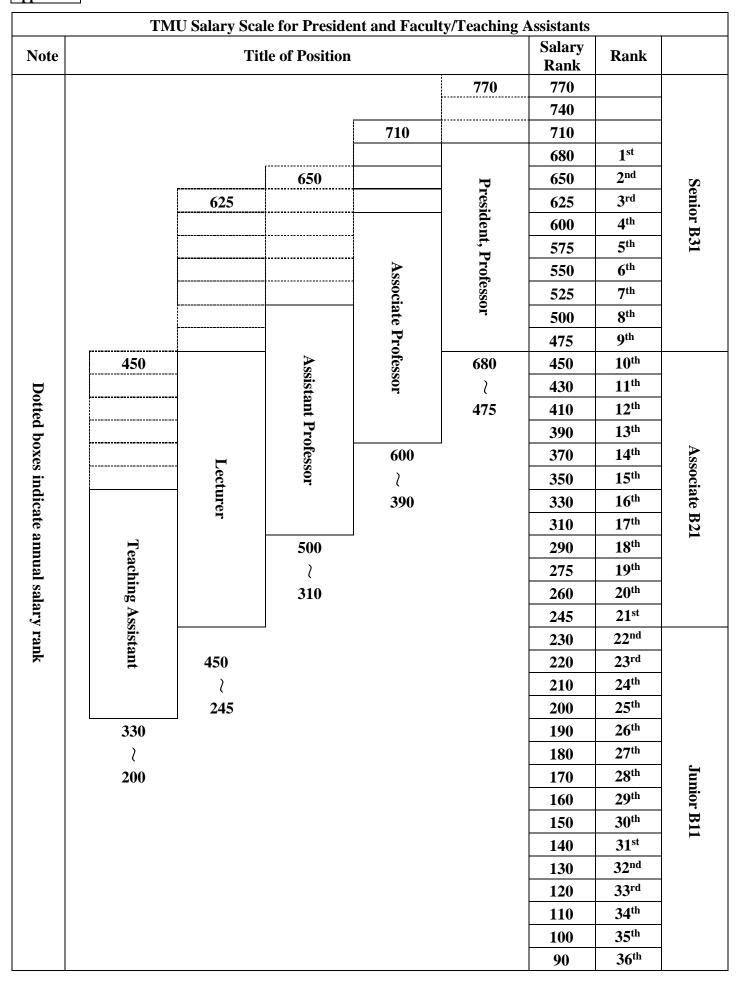
- 1. Base salary: The calculation of the salary for faculty and staff starts from the date they report to work.
- 2. Adjustments: Those who apply for salary adjustment due to re-submission of academic diploma or certificate or the acquisition of new qualifications will have their salary adjusted from 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.

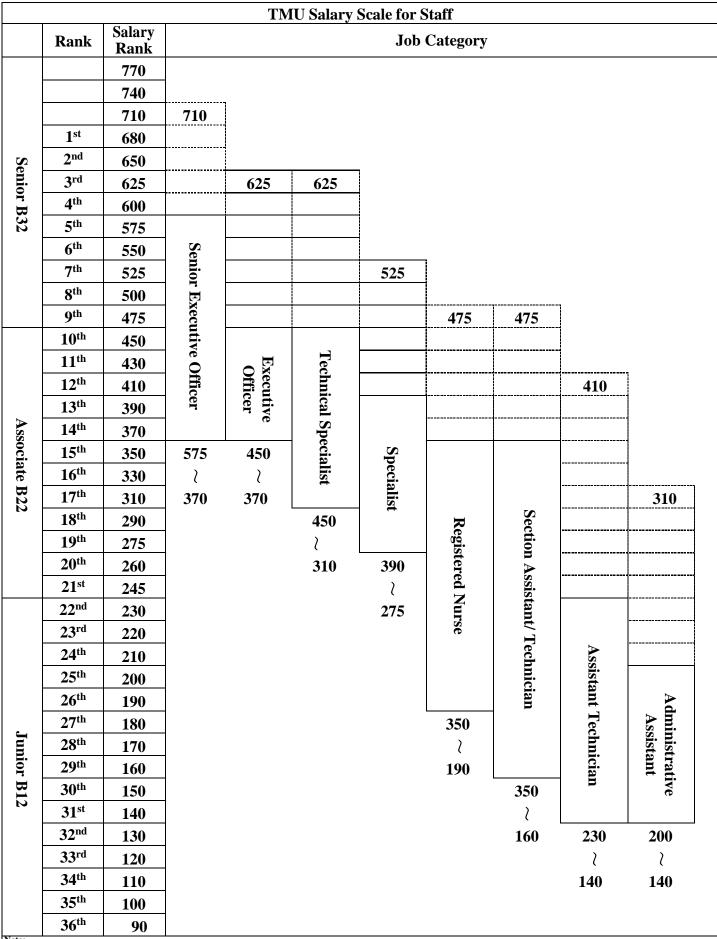


#### Appendix 1





#### Appendix 2



1. 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.

2. Dotted boxes indicate annual salary rank.



## Appendix 3

# Taipei Medical University Remuneration Criteria for Staff

770	Rank	Salary Rank	Remuneration Criteria
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5	3	625	
6	4	600	
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8	6	550	
9	7	525	
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