

# National Cheng Kung University Pay Rates and Remuneration Standards

## for Project Staff

Amended and approved at the third university meeting of the 2007–2008 school year on Mar. 26, 2008  
 Amended as per amendments to the Regulations for Pay of Public Servants and Educational Employees on Jul. 01, 2011  
 Amended and approved in the seventh university meeting of the 2013–2014 school year on Jun. 25, 2014  
 Amended as per amendments to the Regulations for Pay of Public Servants and Educational Employees on Jan. 01, 2018  
 Amended and approved in the fourth university meeting of the 2017–2018 school year on Jun. 13, 2018  
 Amended and approved in the 194th administrative meeting on Jan. 09, 2019  
 Amended and approved in the 199th administrative meeting on Dec. 04, 2019

Seniority level	Salary points	Pay	Pay standard by education level		Notes
43	395	49256	Master's degree	395   300	1. This table serves as the basis of the initial pay and subsequent pay raises for project staff. 2. For all newly recruited project staff, the pay starts from the lowest seniority level corresponding to their education level. For those who acquire a degree of a higher education level during employment, the pay will restart from the lowest seniority level corresponding to the newly attained education level, starting from the month following the degree acquisition. If the staff member has reached a seniority level higher than the lowest seniority level corresponding to the new education level, they may choose to apply their old seniority level in pay calculation. 3. Appropriate reductions may be made in the pay if the unit of employment or project principal investigator has difficulties in providing the specified pay. 4. This table serves as the basis for determining the seniority level of project staff members whose contract are to be renewed according to their performance appraisal results and who have completed their first year of service. 5. For project staff members whose job duties have been confirmed by the unit of employment or project principal investigator to involve specialized expertise, a job allowance may be provided with signed approval as per the NCKU Recruitment Regulations for Permanent Staff and the appendix tables. 6. Project staff who have been
42	390	48633			
41	385	48009			
40	380	47386			
39	375	46762			
38	370	46139			
37	365	45515			
36	360	44892			
35	355	44268			
34	350	43645			
33	345	43021			
32	340	42398			
31	335	41774			
30	330	41151			
29	325	40527	Undergraduate degree	355   265	
28	320	39904			
27	315	39280			
26	310	38657			
25	305	38033			
24	300	37410			
23	295	36786			
22	290	36163			
21	285	35539			
20	280	34916			
19	275	34292	5-year junior college degree	280   205	
18	270	33669			
17	265	33045	3-year junior college degree	285   220	
16	260	32422			
15	255	31798	High school diploma	260   195	
14	250	31175			
13	245	30551			
12	240	29928			
11	235	29304			
10	230	28681			
9	225	28057			
8	220	27434			
7	215	26810			
6	210	26187			
5	205	25563			
4	200	24940			

3	195	24316
2	190	23693
1	185	23069

confirmed by the unit of employment or project principal investigator to be working under hazardous conditions and whose job position is included in the Labor Insurance Table of Job Codes for Preventive Health Checks will be provided with hazard pay. The hazard pay shall be provided in accordance with the available finances of the particular project, determined according to the level of hazards involved, and applied for with a completed Health Check Form for Prospective/Newly-Recruited Staff. After approval, the amount of hazard pay is determined according to the standards below.

Level Category	1	2	3
Hazard pay	500	1000	1500

7. Retired public servants and educational employees who hold a job position shall forfeit their right to receive their monthly pension payment. This matter shall be handled in accordance with relevant regulations.
8. As of January 1, 2018, each salary point in this table has been adjusted to be equivalent to NT\$124.7. In the event that the government adjusts the pay of public servants and educational employees, the table shall be adjusted accordingly, and the pay shall be no less than the basic wage stipulated by the Executive Yuan.

Appendix 1 NCKU Table of Salary Points and Pay for Project Staff (continued)

Seniority level	Salary points	Pay	Pay standard by education level
55	510	63597	Doctoral degree 510   380
54	500	62350	
53	490	61103	
52	480	59856	
51	470	58609	
50	460	57362	
49	450	56115	
48	440	54868	
47	430	53621	
46	420	52374	
45	410	51127	
44	400	49880	
42	390	48633	
40	380	47386	

※The English translation thereof is for reference only and the Chinese version shall always prevail in case of any inconsistency between the Chinese version and the English translation thereof.