

National Cheng Kung University Pay Rates and Remuneration Standards for Contract Employees

Level	Pay rate	Remuneration	Remuneration standards for each position																			
54	450	56,674	<div style="border: 1px solid black; padding: 5px;"> <p>450 425</p> </div>																			
53	445	56,045																				
52	440	55,415																				
51	435	54,785																				
50	430	54,155																				
49	425	53,526																				
48	420	52,896																				
47	415	52,266																				
46	410	51,637																				
45	405	51,007																				
44	400	50,377	<div style="border: 1px solid black; padding: 5px;"> <p>415 390</p> </div>																			
43	395	49,747																				
42	390	49,118																				
41	385	48,488																				
40	380	47,858																				
39	375	47,229																				
38	370	46,599																				
37	365	45,969																				
36	360	45,339																				
35	355	44,710																				
34	350	44,080	<div style="border: 1px solid black; padding: 5px;"> <p>380 355</p> </div>																			
33	345	43,450																				
32	340	42,820																				
31	335	42,191																				
30	330	41,561																				
29	325	40,931																				
28	320	40,302																				
27	315	39,672																				
26	310	39,042																				
25	305	38,412																				
24	300	37,783	<div style="border: 1px solid black; padding: 5px;"> <p>425 320</p> </div>																			
23	295	37,153																				
22	290	36,523																				
21	285	35,894																				
20	280	35,264																				
19	275	34,634																				
18	270	34,004																				
17	265	33,375																				
16	260	32,745																				
15	255	32,115																				
14	250	31,486	<div style="border: 1px solid black; padding: 5px;"> <p>390 280</p> </div>																			
13	245	30,856																				
12	240	30,226																				
11	235	29,596																				
10	230	28,967																				
9	225	28,337																				
8	220	27,707																				
7	215	27,077																				
6	210	26,448																				
5	205	25,818																				
4	200	25,188	<div style="border: 1px solid black; padding: 5px;"> <p>355 240</p> </div>																			
3	195	24,559																				
2	190	23,929																				
1	185	23,299																				
													<div style="border: 1px solid black; padding: 5px;"> <p>260 185</p> </div>									

1. This table serves as a reference for subsequent adjustments to the remuneration of the University's full-time employees.
 2. The appointment of employees requires approval on a case-by-case basis, and all employees shall be employed under the title of either "officer" or "technician except recruit and approve by individual case." The starting salary for these employees shall be calculated using the lowest level of pay rate for each position. Those who pass the screening for an internal promotion shall have their remuneration calculated using the lowest level of pay rate for the new position to which they are appointed. In the event that the original pay rate is higher than that of the new position, the employee will be granted a level with the same pay rate.
 3. Based on the National Cheng Kung University Pay Rate and Remuneration Standards for Contracted Employees, the recruiting unit may issue allowances for first-level positions that require special skills according to the employees' expertise and work performance. The issuance of allowances shall conform to the following standards. In the annual performance rating, employees' work performance and contribution shall be evaluated and the results submitted for approval for level-based position allowances. Should any doubt exist about the issuance of such position allowances, the Personnel Office shall report the case to the Contracted Employee Management Committee for review.

職稱 = Job title 級數 = Level 類別 = Category 資訊技術 = Information technology 專業證照 = Professional certificate 語文能力 = Language proficiency	Officer			Assistant executive secretary (officer)			Executive secretary		
	Technician			Technical specialist			Senior technical specialist		
	1	2	3	1	2	3	1	2	3
	1000	2000	3000	3000	4000	5000	5000	6000	7000
	500	1000	1500	1000	1500	2000	1500	2000	2500
	1000	2000	3000	3000	4000	5000	5000	6000	7000

職稱 = Job title 級數 = Level 類別 = Category 校聘律師(三級) = Third-level attorney 校聘律師(二級) = Second-level attorney 校聘律師(一級) = First-level attorney	Attorney					
	1	2	3	4	5	6
	30000	30800	31600	32400	33200	34000
	30800	32000	33200	34400	35600	36800
	32000	33600	35200	36800	38400	40000

※Employees who were approved for a higher pay rate compared with their counterparts of the same level before the amendment to Note 3 in this table on December 19, 2007 may choose to either follow the original or amended standard if the amendment is applicable to them. For employees who wish to follow the amended standard, their raised pay rate shall be lowered to their original one.

※Flexible allowance for information technology: technical personnel of the Computer and Network Center, upon receiving the third-level position allowance for information technology, may be recommended as candidates by their supervisor. The Evaluation Panel shall evaluate the candidates' work performance and contribution annually and forward the results to the president for the approval of such an allowance.
 (1) Range of flexible allowance: NT\$1000-6000
 (2) Composition of the Evaluation Panel: a total of five members comprising the Director of the Computer and Network Center and four Computer and Network Committee members with expertise in information.

4. Retired teachers and school staff members may be reemployed as paid civil servants, and retired military service personnel granted their retirement pension or living allowance may also reassume a paid job. For retirees whose monthly remuneration reaches the total amount of the highest base salary and professional allowance of commissioned civil servants, their monthly pension payments and favorable savings plan shall be suspended.

5. Each pay rate in this table is converted to NT\$125.944. Upon a governmental adjustment to the payment of civil servants, the standards in this table may be adjusted accordingly.