

# 高雄醫學大學教職員工待遇支給要點

## Directives for the Remuneration Payment to Faculty and Staff

91.04.24 (91)高醫校法(一)字第 0 一五號函公布  
2002.04.24 Announced in the (91) GaoYiXiaoFa(I)Zi No. 015 Letter  
92.05.05 高醫校法第 0 九二 0 一 000 一一號函公布修正條文  
2003.05.05 Revised and announced in the GaoYiXiaoFaZi No. 09201000 11 Letter  
93.03.09 高醫校法字第 0930100008 號函公布  
2004.03.09 Announced in the GaoYiXiaoFaZi No. 0930100008 Letter  
94.05.06 董事會第十四屆第十六次董事會議審議通過  
2005.05.06 Reviewed and passed in the 16th Meeting of the 14th Board of Directors  
94.05.26 高醫校法字第 0940100013 號函公布  
2005.05.26 Announced in the GaoYiXiaoFaZi No. 0940100013 Letter  
96.10.25 96 學年度第 1 次校務暨第 3 次行政聯席會議通過  
2007.10.25 Passed in the 1st University Council and 3rd Administrative Joint Meeting of the 96th academic year  
96.11.08 董事會第 15 屆第 14 次董事會議審議通過  
2007.11.08 Reviewed and passed in the 14th Meeting of the 15th Board of Directors  
96.12.05 高醫入字第 0961100435 號函公布  
2007.12.05 Announced in the GaoYiRenZi No. 0961100435 Letter  
98.01.16 97 學年度第 2 次校務暨第 6 次行政聯席會議通過  
2009.01.16 Passed in the 2nd University Council and 6th Administrative Joint Meeting of the 97th academic year  
98.04.10 董事會第 16 屆第 4 次董事會議審議通過  
2009.04.10 Reviewed and passed in the 4th Meeting of the 16th Board of Directors  
98.05.12 高醫入字第 0981102150 號函公布  
2009.05.12 Announced in the GaoYiRenZi No. 0981102150 Letter  
100.10.20 100 學年度第 1 次校務暨第 3 次行政聯席會議通過  
2011.10.20 Passed in the 1st University Council and 3rd Administrative Joint Meeting of the 100th academic year  
100.11.25 董事會第 16 屆第 21 次董事會議審議通過  
2011.11.25 Reviewed and passed in the 21st Meeting of the 16th Board of Directors  
100.12.14 高醫入字第 1001103818 號函公布  
2011.12.14 Announced in the GaoYiRenZi No. 1001103818 Letter  
102.06.06 101 學年第 4 次校務會議暨第 11 次行政會議通過  
2013.06.06 Passed in the 4th University Council and 11th Administrative Joint Meeting of the 101st academic year  
102.06.14 董事會第 17 屆第 6 次董事會議審議通過  
2013.06.14 Reviewed and passed in the 6th Meeting of the 17th Board of Directors  
102.07.04 101 學年度第 5 次校務會議審議通過  
2013.07.04 Reviewed and passed in the 5th University Council of the 101st academic year  
102.07.17 董事會第 17 屆第 7 次董事會議審議通過  
2013.07.17 Passed in the 7th Meeting of the 17th Board of Directors  
102.09.04 高醫入字第 1021102557 號函公布  
2013.09.04 Announced in the GaoYiRenZi No. 1021102557 Letter  
102.10.17 102 學年度第 1 次校務會議審議通過  
2013.10.17 Reviewed and passed in the 1st University Council of the 102nd academic year  
102.10.28 董事會第 17 屆第 8 次董事會議審議通過  
2013.10.28 Reviewed and passed in the 8th Meeting of the 17th Board of Directors  
102.11.07 高醫入字第 1021103501 號函公布  
2013.11.07 Announced in the GaoYiRenZi No. 1021103501 Letter  
103.02.27 102 學年度第 3 次校務會議審議通過  
2014.02.27 Reviewed and passed in the 3rd University Council of the 102nd academic year  
103.05.17 董事會第 17 屆第 11 次董事會議審議通過  
2014.05.17 Reviewed and passed in the 11th Meeting of the 17th Board of Directors  
103.06.12 高醫入字第 1031101901 號函公布  
2014.06.12 Announced in the GaoYiRenZi No. 1031101901 Letter  
105.05.19 104 學年度第 4 次校務會議審議通過  
2016.05.19 Reviewed and passed in the 4th University Council of the 104th academic year  
105.09.23 董事會第 18 屆第 3 次董事會議審議通過  
2016.09.23 Reviewed and passed in the 3rd Meeting of the 18th Board of Directors  
105.11.16 高醫入字第 1051103506 號函公布  
2016.11.16 Announced in the GaoYiRenZi No. 1051103506 Letter  
106.11.17 106 學年度第 3 次校務會議審議通過  
2017.11.17 Reviewed and Passed in the 3rd University Council of the 106th academic year  
106.12.20 董事會第 18 屆第 19 次董事會議審議通過  
2017.12.20 Passed in the 19th Meeting of the 18th Board of Directors  
107.04.26 106 學年度第 6 次校務會議審議通過  
2018.04.26 Reviewed and Passed in the 6th University Council of the 106th academic year  
107.06.07 董事會第 18 屆第 25 次董事會議審議通過  
2018.06.07 Reviewed and passed in the 25th Meeting of the 18th Board of Directors  
111.03.24 110 學年度第 3 次校務會議審議通過，本次修正自 111 年 1 月 1 日起施行  
2022.03.24 Reviewed and passed in the 3rd University Council of the 110th academic year, and took effect on January 1, 2022  
111.04.21 董事會第 19 屆第 26 次董事會議審議通過  
2022.04.21 Reviewed and passed in the 26th Meeting of the 19th Board of Directors  
111.05.11 高醫入字第 1111101801 號函公布，並自 111 年 1 月 1 日起施行  
2022.05.11 Announced in the GaoYiRenZi No. 1111101801 Letter and took effect on January 1, 2022  
113.02.15 112 學年度第 3 次臨時校務會議通過  
2024.02.15 Reviewed and passed in the 3rd Extraordinary University Council of the 112th academic year, and took effect on January 1, 2024  
113.02.29 董事會第 19 屆第 48 次董事會議審議通過  
2024.02.29 Reviewed and passed in the 48th Meeting of the 19th Board of Directors  
113.03.13 高醫入字第 1131100913 號函公布，並自 113 年 1 月 1 日起施行  
2024.03.13 Announced in the GaoYiRenZi No. 1131100913 Letter and took effect on January 1, 2024

一、依據本校教職員工待遇及加給支給辦法第三條規定，訂定本要點。

1. Pursuant to the provisions of Article 3 of the Regulations on Faculty and Staff's Salaries and Allowances, the Directives for the Payment of Remuneration to Faculty and Staff (hereinafter

referred to as "the Directives") have been formulated.

- 二、 本校教師、助教與職員本俸，依本校教職員工敘薪辦法規定之薪級與薪額定其支給標準，如附表一。技工、工友及司機之工餉依本校教職員工敘薪辦法規定之薪點定其支給標準，如附表二。

The base salaries of faculty members, teaching assistants, and staff members of KMU shall be paid according to the salary grades and numerical unit standards stipulated in the Regulations on the Remuneration Criteria for Faculty and Staff of KMU, as shown in Annex 1. The wages of technical workers, janitors, and drivers shall be paid according to the salary point standards stipulated in the Regulations on the Remuneration Criteria for Faculty and Staff of KMU, as shown in Annex 2.

- 三、 本校各級教師與助教之學術研究費，依其職稱定其支給標準，如附表三。
3. The academic research allowances for faculty members at all ranks and teaching assistants of KMU are determined based on their job titles, as shown in Annex 3.

- 四、 本校職員工之工作津貼，依其職稱與薪級定其支給標準。

4. The work allowances for staff member are determined based on their job titles and salary grades.

前項工作津貼分為新制及舊制，於本要點公布實施(91.04.24)後聘用之職員工適用新制，本要點公布實施(91.04.24)前聘用之職員工適用舊制。新制工作津貼標準，如附表四；舊制工作津貼標準，如附表五。

There are new and old systems of work allowances for staff members. Those who were hired after the implementation of the Directives (April 24, 2002) are subject to the new system, while those hired before the implementation of the Directives (April 24, 2002) are subject to the old system. The standards of the new system are shown in Annex 4; The standards of the old system are shown in Annex 5.

- 五、 本校教職員工擔任或兼任本校各級行政主管職務者，於其任期內核發主管職務加給，
5. 如附表六。

If faculty and staff hold or concurrently hold supervisory positions at all levels of KMU, they shall be granted supervisory allowances during their term of office, as shown in Annex 6.

- 六、 本校專任教職員工每人每月核發伙食費新臺幣 500 元。

6. Each full-time faculty and staff member of KMU is granted a monthly meal allowance of NT\$500.

- 七、 凡醫學系、牙醫學系畢業，具有醫師證書，並聘為本校醫學系基礎學科或其他學系教師，且不從事校內外臨床醫療工作者，發給基礎科學教學津貼。惟如因特殊情形需加聘於本校附屬機構且未支領加聘津貼，經專案簽准者，不在此限。基礎科學教學津貼以本俸及學術研究費之百分之五十計算；具有衛生福利部專科醫師證書者，以本俸及學術研究費之百分之一百計算。

Graduates from the School of Medicine and School of Dentistry who hold a physician's certificate and are employed as teachers in basic disciplines or other departments of the School of Medicine, and who do not engage in clinical medical work both on and off-campus, are granted teaching allowances for basic science. However, under special circumstances that

require additional appointments to affiliated institutions of KMU without an extra allowance for the additional appointment, it will not apply if the dedicated proposal is approved. The teaching allowance for basic science is calculated at 50% of the base salary and academic research allowance. Those who hold specialized physician certificates issued by the Ministry of Health and Welfare shall be calculated at 100% of their base salaries and academic research allowances.

- 八、 凡本校教職員工之專業證照，經本校登記使用者，得專案簽請校長核准後支給證照  
8. 加給。

If the professional certificates of the faculty and staff are registered and used by KMU, the faculty and staff member will be granted certificate allowances after approval by the President.

前項證照種類及發放標準另定之。

The types of certificates and issuance standards mentioned in the preceding paragraph shall be determined separately.

- 九、 本校技工、駐衛警察及司機依附表七核發職務加給。

9. The occupational allowances for technical workers, security guards, and drivers shall be paid in accordance with Annex 7.

- 十、 本校各單位依其業務需要聘用具特殊專才人員時，得自其通過試用考核後，由單位主管提出核支特殊專業津貼之建議。如有特殊情形，經專案核准者得於試用期間提出申請。

When a unit of KMU employs a person with special expertise according to its business needs, the supervisor of the unit may propose to approve the special professional allowance after the person passes the assessment during the probation period. Under special circumstances, those with special approvals may apply during the probation period.

前項特殊專業津貼第一次核定期間為半年，期滿前參酌其單位主管之意見、個人或整體績效、未來發展性等，決定增減或取消本項津貼，金額調增者亦同。

The first assessment period for the special professional allowance mentioned in the preceding paragraph is half a year. Before the expiration of the period, a decision shall be made to increase, decrease, or cancel this allowance, based on the opinions of the unit supervisor, personal or overall performance, future development, etc. The same applies to the increase in the amount.

嗣後每一年期滿前依前項規定辦理之。

Afterward, before the end of each year, it shall be handled in accordance with the provisions of the preceding paragraph.

- 十一、 本校各單位新聘職員工時，單位主管得自其通過試用考核後，參酌其資歷提出增支工作津貼之建議。如有特殊情形，經專案核准者得於試用期間提出申請。

When new employees are hired by various units of KMU, the unit supervisors may propose an increase in work allowance based on new employees' qualifications after they pass the probationary assessments. Under special circumstances, those with special approvals may apply during the probation period.

前項工作津貼之增支以工作津貼 20%為上限，第一次核定期間為半年，期滿評估通過後每年評估一次，以作為下一年度增減或取消工作津貼之依據，金額調增者亦同。

The increase in the work allowance mentioned in the preceding paragraph shall be limited to a maximum of 20% of the work allowance. The first assessment period shall be six months. After the expiration of the assessment period, the person shall be evaluated once a year as the basis for the increase, decrease, or cancellation of the work allowance in the next year. The same shall apply to any increase in the amount.

- 十二、 為審查前二點規定之特殊專業津貼及增支工作津貼事宜，設置特殊專業津貼暨工作津貼審查小組（以下簡稱審查小組）。

To review the special professional allowance and additional work allowance stipulated in the preceding two articles, a Special Professional Allowance and Additional Work Allowance Review Team (hereinafter referred to as the Review Team) shall be established.

審查小組成員由校長遴聘本校教職員工若干人擔任之。

The President appoints several faculty and staff members as members of the Review Team.

審查小組之各項決議，經校長同意核定後執行。

The resolutions of the Review Team shall be implemented with the consent and approval of the President.

- 十三、 本校附屬機構職員工待遇另訂定之。

13. The remuneration of employees in affiliated institutions of KMU shall be determined separately.

- 十四、 本要點經校務會議、董事會議審議通過後，自公布日起實施，修正時亦同。

14. After being reviewed and approved by the University Council and meeting of the Board of Directors, the Directives shall be implemented from the date of announcement, and the same applies to amendments.

附表一：教師、職員本俸 Annex 1: Base salaries of faculty and staff

薪級 Salary grades		薪額 Numerical units (Unit: NT\$)	支給金額 Payment amount (Unit: NT\$)	
年功俸 Seniority pay		770	61,660	
		740	58,480	
		710	57,740	
1	簡 任 Selected Appointment	1	680	55,510
2		2	650	54,020
3		3	625	52,540
4		4	600	51,050
5		5	575	49,570
6		6	550	48,080
7		7	525	46,590
8		8	500	45,110
9		9	475	43,620
10	荐 任 Recommended Appointment	1	450	40,650
11		2	430	39,540
12		3	410	38,420
13		4	390	37,310
14		5	370	36,190
15		6	350	35,080
16		7	330	33,960
17		8	310	32,850
18		9	290	31,730
19		10	275	30,620
20		11	260	29,500
21		12	245	28,390
22	委 任 Ordinary Appointment	1	230	27,280
23		2	220	26,530
24		3	210	25,790
25		4	200	25,050
26		5	190	24,300
27		6	180	23,560
28		7	170	22,820
29		8	160	22,070
30		9	150	21,330
31		10	140	20,590
32		11	130	19,850
33		12	120	19,100
34		13	110	18,360
35		14	100	17,620
36		15	90	16,870

附表二：技工、司機、工友本俸

Annex 2: Base salaries of technical workers, drivers, and janitors

薪點 Salary points (Unit: NTS)	支給金額 Payment amount (Unit: NT\$)			
170	<u>20,050</u>	功二 Seniority 2	功二 Seniority 2	
165	<u>19,460</u>	功一 Seniority 1	功一 Seniority 1	
160	<u>18,870</u>	司     機  Drivers	技       工 Technical workers	Seniority 2
155	<u>18,280</u>			Seniority 1
150	<u>17,690</u>			
145	<u>17,100</u>			
140	<u>16,510</u>			
135	<u>15,920</u>			
130	<u>15,330</u>			
125	<u>14,740</u>			
120	<u>14,150</u>			
115	<u>13,560</u>			
110	<u>12,970</u>			
105	<u>12,380</u>			
100	<u>11,790</u>			
95	<u>11,210</u>			
90	<u>10,620</u>			

附表三：教師學術研究費

Annex 3: Academic research allowances for faculty

職 稱 Job title	支給金額 Payment amount (Unit: NT\$)
教 授 Professor	<u>71,650</u>
副教授 Associate Professor	<u>55,300</u>
助理教授 Assistant Professor	<u>48,400</u>
講 師 Lecturer	<u>34,540</u>

附註：助教月支 25,060 元。

Note: The monthly allowance for teaching assistants is TW\$25,060.

附表四：職員工工作津貼（新制）

Annex 4: Work allowances for staff (new system)

職稱 Job title	支給金額 Payment amount (Unit: NT\$)		
	本職最高薪級 15 級 以上（含 15 級） For primary position at or above the highest pay scale of Grade 15	本職最高薪級 21 級 以上（含 21 級） For primary positions at or above the highest pay scale of Grade 21	本職最高薪級 22 級 以下（含 22 級） For primary positions at or above the highest pay scale of Grade 15
人事室主任 Director of the Human Resources Office 會計室主任 Director of the Accounting Office 專門委員 Senior Executive Officer 董事會秘書(本職) Secretary of the Board of Directors (Primary Position) 秘書(本職) Secretary (Primary Position) 組長(本職) Head (Primary Position) 專員 Executive Officer 輔導員 Counselor 高級組員 Senior Officer 技正 Technical Specialist 技士 Senior Technician 勞工安全管理師 Occupational Safety Management Specialist 勞工衛生管理師 Occupational Health Management Specialist 臨床心理師 Clinical Psychologist 諮商心理師 Counseling Psychologist 護理師 Registered Nurse	<u>18,845</u>	<u>16,830</u>	<u>15,105</u>
中級組員 Junior Officer 中級技佐 Technician 勞工安全衛生管理員 Labor Safety and Health Manager	<u>15,885</u>	<u>14,405</u>	<u>12,675</u>
初級組員 Senior Clerk	<u>10,755</u>	<u>10,300</u>	<u>9,665</u>
初級技佐 Junior Technician			<u>9,035</u>
辦事員 Clerk			<u>9,035</u>
駐衛警察 Security Guard			<u>8,770</u>
司機、技工 Driver and Technical Worker			<u>7,625</u>
工友 Janitor			<u>7,485</u>

註：1.本表適用於 91.4.24 後聘用之員工

2.以本職核支工作津貼

Note: 1. This table applies to employees hired after April 24, 2002.

2. Work allowances are provided according to one's primary position.

附表五：職員工工作津貼（舊制）此表職稱請比照上表修正

Annex 4: Work allowances for staff (old system)

職稱 Job title	支給金額 Payment amount (Unit: NT\$)		
	本職最高薪級 15 級 以上（含 15 級） For primary positions at or above the highest pay scale of Grade 15	本職最高薪級 21 級 以上（含 21 級） For primary positions at or above the highest pay scale of Grade 21	本職最高薪級 22 級 以下（含 22 級） For primary positions at or below the highest pay scale of Grade 22
人事室主任 Director of the Human Resources Office 會計主任 Director of the Office of Accounting 專門委員 Specialized Committee Member 董事會秘書(本職) Secretary of the Board of Directors (Full-time) 秘書(本職) Secretary (Full-time) 組長(本職) Team Leader (Full-time) 專員 Commissioner 輔導員 Counselor 高級組員 Senior Member 技正 Senior Technical Specialist 技士 Associate Technical Specialist 勞工安全管理師 Labor Safety Professional 勞工衛生管理師 Labor Health Professional	<u>28,730</u>	<u>24,210</u>	<u>22,130</u>
中級組員 Intermediate Member 中級技佐 Intermediate Assistant Technician 勞工安全衛生管理員 Labor Safety and Health Manager	<u>27,530</u>	<u>24,210</u>	<u>22,130</u>
初級組員 Junior Member 初級技佐 Junior Assistant Technician	<u>24,210</u>	<u>23,180</u>	<u>21,080</u>
辦事員 Office Worker			<u>20,140</u>
駐衛警員 Security Guard			<u>19,740</u>
司機、技工 Driver and Technical Worker			<u>18,060</u>
工友 Janitor			<u>17,740</u>

註：1.本表適用於 91.4.24 前聘用之員工

2.以本職核支工作津貼

Note: 1. This table applies to employees hired before April 24, 2002.

2. Work allowances are provided according to one's primary position.



附表六：主管職務加給  
Annex 6: Supervisory allowances

職 別 Position title	支給金額 Payment amount (Unit: NTS)	
校長 President	38,850	
副校長 Senior Vice President	31,480	
研發長/教務長/學務長/總務長/圖書資訊長/國際長/產學長 Vice President for Research and Development/Vice President for Academic Affairs/Vice President for Student Affairs/Vice President for General Affairs/Vice President for Library and Information/Vice President for Global Affairs/Vice President for Industry-Academic Collaboration	27,030	
學院院長 Dean of College 通識教育中心主任 Director of the General Education Center 主任秘書 Secretary General 校級室主任 Director	27,030	
學院副院長 Vice Dean of College 一級行政單位副主管 Deputy Director of First-level Administrative Unit	26,065	
學系主任 Chair of Faculty/Department 研究所所長 Director of Graduate Institute 學位學程主任 Director of Degree Program 學院/碩士班主任 Director of College/ Master's Program 通識教育中心所屬中心主任 Director of the Affiliated Center to the General Education Center	25,745	
學系副主任 Associate Chair of Faculty 學科主任 Director of Discipline 研究所班主任 Director of Program of Graduate Institute 軍訓室主任 Director of Military Training Office	18,190	
處/室組長、處中心(室)主任、館長 Head of Office, Director of Office, Director	教師兼 Held concurrently by faculty members	18,190
	職員兼 Held concurrently by staff members	12,320
學院/通識教育中心組長 Section Director of College/General Education Center 附設幼兒園園長 Director of Affiliated Preschool	12,320	
駐衛警察隊長 Squad Leader of Security Guards 附設兒童課後照顧服務中心主任 Director of Affiliated After-School Child Care Center	8,755	
附註： Remarks: 1. 董事會/處/室/學院秘書主管職務加給比照教師兼任之處/室組長。 1. The supervisory allowances for secretaries of the board of directors/offices/colleges shall refer to the allowances for the section head of offices concurrently held by faculty members. 2. 研究中心之主管職務加給比照學院/通識教育中心組長，均由各研究中心自籌經費支應(依本校研究中心設置辦法規定)。 The supervisory allowances for supervisors of the research centers shall refer to the allowance for section directors of colleges/the General Education Center and shall be funded by research centers (in accordance with KMU's Regulations for Establishment of Research Centers).		

附表七：職務加給

Annex 7: Occupational allowances

職務名稱 Position title	支給金額 Payment amount (Unit: NT\$)
技工 Technical Worker	<u>2,880</u>
駐衛警察班長 Squad Leader of the Security Guard	<u>6,665</u>
駐衛警察、司機 Security Guard and Driver	<u>3,220</u>