

# 高雄醫學大學教職員工待遇及加給支給辦法

## Regulations on Salaries and Allowances for Faculty and Staff

90.12.25 90 學年度第 5 次法規委員會通過  
2001.12.25 Passed in the 5th Meeting of the Legal Affairs Committee of the 90th academic year  
90.01.30 90 學年度第 2 次校務會議通過  
2001.01.30 Passed in the 2nd University Council of the 90th academic year  
91.02.02 董事會第十三屆第十四次常通過  
2002.02.02 Passed in the 14th Regular Session of the 13th Board of Directors  
91.03.14 (91)高醫校法(一)字第 006 號函頒布  
2002.03.14 Promulgated in (91)GaoYiXiaoFa(I)Zi No. 006 Letter  
105.05.19 104 學年度第 4 次校務會議通過  
2016.05.19 Passed in the 4th University Council of the 104th academic year  
105.09.09 第 18 屆第 2 次董事會議通過  
2016.09.09 Passed in the 2nd 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 第 18 屆第 25 次董事會議通過  
2018.06.07 Passed in the 25th Meeting of the 18th Board of Directors

第 1 條 本校教職員工待遇、加給及其他給與，依本辦法辦理。

Article 1 The salaries, allowances, and other benefits of KMU's faculty and staff shall be handled in accordance with the Regulations on Faculty and Staff's Salaries and Allowances (hereinafter referred to as "the Regulations").

第 2 條 本校教職員工待遇、加給及其他給與依下列規定支給：

Article 2 The salaries, allowances, and other benefits of KMU's faculty and staff shall be dealt with in accordance with the following provisions:

一、待遇：

1. Salaries:

(一)教師：本俸（含年功俸）、學術研究費。

(1) Faculty: base pay (including seniority pay) and academic research allowance.

(二)職員：本俸（含年功俸）、工作津貼。

(2) Staff: base pay (including seniority pay) and work allowances.

(三)技工、工友、司機：工餉（含年功餉）、工作津貼。

(3) Technical workers, janitors, and drivers: wages (including seniority pay) and work allowances.

(四)駐衛警察：本俸（含年功俸）、工作津貼。

(4) Security Guards: base pay (including seniority pay) and work allowances.

二、加給：

2. Allowances:

(一)年終工作獎金。

(1) Year-end bonuses.

(二)職員工考核獎金。

(2) Employee performance bonuses.

(三)主管職務加給。

(3) Supervisory allowances.

(四)高階行政主管特別加給。

- (4) Special allowances for top executives.
- (五)醫師臨床津貼。
- (5) Clinical allowances for physicians.
- (六)基礎科學教學津貼。
- (6) Allowances for basic science teaching.
- (七)證照加給。
- (7) Certificate allowances.
- (八)特殊專業津貼。
- (8) Special professional allowances.
- (九)技工、司機、駐衛警察職務加給。
- (9) Occupational allowances for technical workers, drivers, and security guards.
- (十)加班費（含夜點費）。
- (10) Overtime pay (including overnight meal allowance).
- (十一)伙食費。
- (11) Meal Allowances.

三、其他給與：

3. Other benefits:

- (一)校長之加給、補助或津貼。
- (1) Supplemental pay, subsidies, or allowances for the President
- (二)新聘（改聘）編制內專任教師薪級差額。
- (2) The differences in salary grades for newly hired (re-appointed) full-time faculty members on the establishment staff.

第 3 條 前條高階行政主管特別加給及校長之加給、補助或津貼經董事會議審議。

Article 3 The special allowances for the top executives and the supplemental pay, subsidies, or allowances for the President of the preceding paragraph shall be reviewed by the Board of Directors.

其他教職員工待遇、加給、其他給與之規定及支給標準另訂。

The regulations and payment criteria for the salaries, allowances, and other benefits of other faculty and staff shall be determined separately.

第 4 條 本辦法經校務會議通過，呈董事會審議通過後實施。

Article 4 The Regulations shall be implemented after being approved by the University Council and submitted to the Board of Directors for review and approval.