

高雄醫學大學教職員工敘薪辦法

Regulations on the Remuneration Criteria for Faculty and Staff

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98.01.16 九十七學年度第二次校務暨第六次行政聯席會議通過
- 2009.01.26 Passed in the 2nd University Council and 6th Administrative Joint Meeting of the 97th academic year
98.04.10 董事會第十六屆第四次董事會審議通過
- 2009.04.10 Reviewed and passed in the 4th Meeting of the 16th Board of Directors
98.05.22 私立學校教職員工退休撫卹基金管理委員會(98)基字第 0040 號函核備
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99.03.11 九十八學年度第二次校務暨第八次行政聯席會議通過
- 2010.03.11 Passed in the 2nd University Council and 8th Administrative Joint Meeting of the 98th academic year
99.09.06 董事會第十六屆第十一次董事會議審議通過
- 2010.09.06 Reviewed and approved in the 11th Meeting of the 16th Board of Directors
99.10.18 私立學校教職員工退休撫卹離職資遣儲金管理委員會(99)儲基字第 0355 號函核備
- 2010.10.18 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee (99)ChuJiZi No. 0355 Letter
99.10.28 高醫人字第 0991105600 號函公布
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100.06.17 九十九學年度第三次校務暨第十一次行政聯席會議通過
- 2011.06.17 Passed in the 3rd University Council and 11th Administrative Joint Meeting of the 99th academic year
100.10.20 一〇〇學年度第一次校務暨第三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 董事會第十六屆第二十一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
100.12.29 私立學校教職員工退休撫卹離職資遣儲金管理委員會儲基業字第 1000000321 號函核備
- 2011.12.29 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee ChuJiYeZi No.1000000321 Letter
101.01.05 高醫人字第 1000011003 號函公布
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101.11.08 101 學年度第 1 次校務會議審議通過
- 2012.11.08 Reviewed and passed in the 1st University Council of the 101st academic year
101.11.24 董事會第十七屆第三次董事會會議審議通過
- 2012.11.24 Reviewed and passed in the 3rd Meeting of the 17th Board of Directors
101.12.22 私立學校教職員工退休撫卹離職資遣儲金管理委員會儲基業字第 1010000524 號函核備
- 2012.12.22 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee ChuJinYeZi No.1010000524 Letter
102.01.02 高醫人字第 1010010947 號函公布
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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 董事會第十七屆第十一次董事會會議審議通過
- 2014.05.17 Reviewed and passed in the 11th Meeting of the 17th Board of Directors
103.06.18 私立學校教職員工退休撫卹離職資遣儲金管理委員會(103)儲金字第 0416 號函核備
- 2014.06.18 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee (103)ChuJinZi No. 0416 Letter
103.07.04 高醫人字第 1031102148 號函公布
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111.03.24 110 學年度第 3 次校務會議審議通過
- 2022.03.24 Reviewed and passed in the 3rd University Council of the 110th academic year
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
111.05.20 私立學校教職員工退休撫卹離職資遣儲金管理委員會儲基業字第 1111000857 號函核備
- 2022.05.20 Approved for recordation by the Private School Staff Retirement and Resignation Pension Fund Management Committee ChuJinYeZi No.1111000857 Letter
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第 1 條 高雄醫學大學(以下簡稱本校)教職員工、駐衛警察人員薪級之核敘，依本辦法之

Article 1 規定辦理。

The salary scale of faculty and staff, as well as security guards at Kaohsiung Medical University (hereinafter referred to as "KMU"), shall be handled in accordance with the provisions of the Regulations on the Remuneration Criteria of School Faculty (hereinafter referred to as "the Regulations").

第 2 條 本校教職員工薪級分為三十六級(含年功薪共三十九個薪額)，其薪級表如附表一：「校長、教師暨助教職務等級表」、附表二：「職員薪級表」。

Article 2

The salary scale of KMU's school faculty has thirty-six grades (totals thirty-nine grades including seniority salary). The salary scale is shown in Annex 1: "Salary Scale of the President, Teachers, and Teaching Assistants" and Annex 2: "Salary Scale of Staff Members".

第 3 條 本校教師及助教敘薪原則如下：

Article 3 The remuneration criteria for teachers and teaching assistants of KMU are as follows:

一、初任教師及助教以自所聘職務最低薪級起敘為原則(助理教授及講師具博士學位者得自 330 元起敘)，並自實際到職日起薪。

1. In principle, newly appointed teachers and teaching assistants shall start from the lowest salary grade of the position for which they are hired (assistant professors and lecturers with a doctorate may start from NT\$330), and the salary will be effective from the actual date of employment.

二、曾任國內公私立大專校院編制內專任教師或本校專案教師(不含專案教學契約人員)年資，與現職職務等級相當且服務成績優良，其資格經教育部審定有案者，教學年資准予每滿一學年提敘一級。

2. Those who have served as full-time teachers on the establishment staff in domestic public and private colleges and universities or as project teachers of KMU (excluding contract personnel for project-based teaching), with the equivalent levels as their current positions and have performed excellent services, and have their qualifications been recorded by the Ministry of Education, are allowed to increase their salary by one grade for each full academic year.

三、曾任國內外私人機構專任年資採計提敘，依教育部「教師職前年資採計提敘辦法」辦理。

3. The remuneration criteria of those who have been employed in domestic or foreign private institutions are subject to the "Regulations for Calculating the Pre-service Seniority of Teachers" formulated by the Ministry of Education.

各項年資採計提敘，受本職最高年功薪之限制。

The seniority is subject to the limitation of the highest seniority salary for the position.

第 4 條 本校職員以學歷起薪為原則，並自實際到職日起薪，依附表三：「職員敘薪標準表」

Article 4 敘薪，技工、工友、司機依學歷自最低級起薪，依附表四：「工友工餉核支標準表」敘薪。

The salaries of staff members are based on their academic qualifications and start from the actual date of employment in accordance with Annex 3: "Remuneration Criteria for Staff Members of Kaohsiung Medical University". The salaries of technicians, janitors, and drivers start from the lowest level in accordance with their academic qualifications and are based on Annex 4: "Salary Scale of Janitors".

曾任公職、公私立專科以上學校編制內專任職員或本校約僱人員，與現職職務等級相當且服務成績優良之年資，每滿一(學)年提敘一級，但受本職最高年功薪之限制。

Those who have served as full-time staff on the establishment staff in public offices, public or private colleges or above, or contracted staff members of KMU, with the equivalent levels as their current positions and have performed excellent services, are allowed to increase their salary by one grade for each full academic year. The salary shall be subject to the maximum seniority salary limit for the position.

前項本校約僱人員年資自 110 學年度起始採計提敘。

The seniority of the staff employed by KMU in the preceding paragraph shall be counted and adjusted starting from the 110th academic year.

第 5 條 教師及職員薪級改敘原則如下：

Article 5 The principle of salary adjustment for teachers and staff members is as follows:

一、教師

1. Teachers

(一) 取得較高學歷或補繳學經歷證件申請改敘者，自審定改敘之日起改支。

(1) The salaries of those who have obtained higher academic qualifications or applied for salary adjustment by submitting their academic certificates shall be adjusted from the date of approval of the salary adjustment.

(二) 因升等或取得較高學位改聘者，如其原支薪級未達新改聘職務之最低級者，得於改聘後，自新職務之最低級起敘。

(2) For those who are reappointed due to promotion or obtaining higher academic qualifications, if their original salary grade does not reach the lowest grade of the new position, they may start from the lowest grade of the new position after the reappointment.

二、職員

2. Staff members

(一) 取得較高學歷或補繳學經歷證件申請改敘者，自審定改敘之日起改支。

(1) The salaries of those who have obtained higher academic qualifications or applied for salary adjustment by submitting their academic certificates shall be adjusted from the date of approval of the salary adjustment.

(二) 取得較高學歷辦理改敘應經單位主管認定並經職員工發展委員會審議與其工作性質相關，即改按新學歷在本職最高薪範圍內改敘。

(2) The salary adjustment of those who have obtained higher academic

qualifications shall be determined by the unit supervisor and reviewed by the Employee Development Committee. The salary adjustment shall be based on the new academic qualifications and subject to the maximum salary range of the position.

第 6 條 本校駐衛警察人員依「各機關學校團體駐衛警察設置管理辦法」進用其薪級標準如附表五：「駐衛警察人員薪級表」，以自最低級起敘為原則，並自實際到職日起薪。
Article 6 The salary scale of the security guards shall conform to the "Regulations Governing the Establishment of Security Guards in Agencies, Schools and Organizations" and Annex 5: "Salary Scale for Security Guards". In principle, their salary shall start from the lowest grade and the actual date of employment.

第 7 條 新進教職員工應於到職一週內，填具履歷表，檢齊學經歷證件辦理敘薪事宜。
Article 7 Newly employed faculty and staff members shall fill out their resumes and submit their academic certificates and required documents within one week after the on-board date for salary assessment.

第 8 條 本辦法未盡事宜，悉依教育部頒布之「私立專科以上學校教職員工敘薪原則」辦理。
Article 8 Any matters not covered by the Regulations shall be handled in accordance with the "Remuneration Criteria for Faculty and Staff of Private Colleges and Above" promulgated by the Ministry of Education.

第 9 條 本辦法經校務會議、董事會會議審議通過後，報財團法人中華民國私立學校教職員退休撫卹離職資遣儲金管理委員會核備後，自公告日起實施，修正時亦同。
Article 9 After being reviewed and approved by the University Council and Board of Directors, the Regulations shall be submitted to the ROC Private School Staff Retirement and Bereavement Compensation Fund Management Committee for review and approval. They shall be implemented from the date of announcement, and the same applies to amendments.

附表一：高雄醫學大學校長、教師暨助教職務等級表

Annex 1: Salary Scale of the President, Teachers and Teaching Assistants

薪 級 Salary grade	薪 額 Salary amount	職 稱 Job title		備 註 Remarks		
	770	770		<p>一. 最高薪上面虛線係屬年功薪。 1. The dotted-line area on the top for the highest salary listed in the table indicates the seniority salary.</p> <p>二. 公立學校教師暨助教職務等級表修正施行前，原敘副教授薪級未達 390 元者，仍依原職務等級晉支薪級；俟晉至 390 元時改依本表晉敘。</p> <p>2. Before the revision of the Salary Scale of the Teachers and Teaching Assistants in public schools, if the original salary level of an associate professor has not reached NT\$390, the salary level will be implemented according to the original job level and will be changed and handled according to this table once the salary has been raised to NT\$390.</p> <p>三. 公立學校教師暨助教職務等級表修正施行後，依教育人員任用條例第三十條之一規定以原升等辦法升等為副教授，其原支薪級未達 390 元者，仍依原副教授職務等級晉支薪級，俟晉至 390 元時改依本表晉敘。</p> <p>3. After the revision and implementation of the Salary Scale of the Teachers and Teaching Assistants in public schools, in accordance with Article 30-1 of the Act Governing the Appointment of Educators, those who were promoted to associate professors through the original promotion method and whose original salary level did not reach NT\$390 will be promoted according to the original job level and will be changed and handled according to this table once the salary has been raised to NT\$390.</p> <p>四. 依教育人員任用條例 86 年 3 月 21 日修正施行前之第 17 條規定以博士學位送審取得副教授證書者，以 350 元起敘。</p> <p>4. According to Article 17 of the Act Governing the Appointment of Educators before the amendment came into effect on March 21, 1997, the salary adjustment of those who obtain a certificate of associate professor by submitting a doctoral degree for review shall start from NT\$350.</p> <p>五. 依教育人員任用條例 86 年 3 月 21 日修正施行後之第 17 條規定，以取得博士學位後具有 4 年工作經驗送審取得副教授證書者，以 390 元起敘。</p> <p>5. According to Article 17 of the Act Governing the Appointment of Educators after the amendment came into effect on March 21, 1997, the salary adjustment of those who have 4 years of work experience after obtaining a doctoral degree and a certificate of associate professor shall start from NT\$390.</p>		
	740					
	710					
一級 Grade 1	680	President and Professor 校長、教授	Associate Professor 副教授			
二級 Grade 2	650					
三級 Grade 3	625					
四級 Grade 4	600					
五級 Grade 5	575					
六級 Grade 6	550					
七級 Grade 7	525					
八級 Grade 8	500					
九級 Grade 9	475					
十級 Grade 10	450				680 475	Assistant Professor 助理教授
十一級 Grade 11	430					
十二級 Grade 12	410					
十三級 Grade 13	390					
十四級 Grade 14	370					
十五級 Grade 15	350					
十六級 Grade 16	330					
十七級 Grade 17	310					
十八級 Grade 18	290					
十九級 Grade 19	275					
二十級 Grade 20	260					
二十一級 Grade 21	245	600 390	Lecturer 講師			
二十二級 Grade 22	230					
二十三級 Grade 23	220					
二十四級 Grade 24	210					
二十五級 Grade 25	200					
二十六級 Grade 26	190					
二十七級 Grade 27	180					
二十八級 Grade 28	170					
二十九級 Grade 29	160					
三十級 Grade 30	150					
三十一級 Grade 31	140					
三十二級 Grade 32	130				Teaching Assistant 助教	

三十三級 Grade 33	120		
三十四級 Grade 34	110		
三十五級 Grade 35	100		
三十六級 Grade 36	90		

附表二：高雄醫學大學職員薪級表
Annex 2: Salary Scale of Staff Members

薪級 Salary grade	薪額 Salary amount	職 Job		稱 title	備 Remarks
	770	740	710	710	一. 表列最高薪上面之虛線係屬年功薪。 1. The dotted-line area on the top for the highest salary listed in the table indicates the seniority salary. 二. 本表發布施行前，原支薪級超過本表最高年功薪者，仍准支原薪級。 2. Before the implementation of this table, if the original salary level exceeds the maximum seniority salary in this table, the original salary level shall prevail.
	740				
	710				
一級 Grade 1	680				
二級 Grade 2	650				
三級 Grade 3	625			625	
四級 Grade 4	600	室主任、中心主任、處、館主任 Director of the office, center, department, and library	Senior Executive Officer 專門委員	Secretary of the Board of Directors 董事會秘書	
五級 Grade 5	575				
六級 Grade 6	550				
七級 Grade 7	525				
八級 Grade 8	500				
九級 Grade 9	475				
十級 Grade 10	450				
十一級 Grade 11	430				
十二級 Grade 12	410				
十三級 Grade 13	390				
十四級 Grade 14	370				
十五級 Grade 15	350				
十六級 Grade 16	330				
十七級 Grade 17	310				
十八級 Grade 18	290				
十九級 Grade 19	275				
二十級 Grade 20	260				
二十一級 Grade 21	245				
二十二級 Grade 22	230				
二十三級 Grade 23	220				
二十四級 Grade 24	210				
二十五級 Grade 25	200				
二十六級 Grade 26	190				
二十七級 Grade 27	180				
二十八級 Grade 28	170				
二十九級 Grade 29	160				
三十級 Grade 30	150				
三十一級 Grade 31	140				
三十二級 Grade 32	130				

三十三級 Grade 33	120		140	140	
三十四級 Grade 34	110				
三十五級 Grade 35	100				
三十六級 Grade 36	90				

附表三：高雄醫學大學職員敘薪標準表
Annex 3: Remuneration Criteria for Staff Members

薪級 Salary grade	薪額 Salary amount	起敘標準 Starting salary criteria
	770	
	740	
	710	
1	680	
2	650	
3	625	
4	600	
5	575	
6	550	
7	525	
8	500	
9	475	
10	450	分類職位第十一職等考試及格者。 Those who have passed the Level 11 examination of classified posts.
11	430	
12	410	
13	390	分類職位第十職等考試及格者，特種考試甲等考試及格者。 Those who have passed the Level 10 examination of classified posts, and those who have passed the Grade A special examination.
14	370	
15	350	
16	330	1、國內外大學研究院所得有博士學位者。 Those who have obtained a doctorate degree from domestic and foreign universities and graduate schools. 2、分類職位第九職等考試及格者。 Those who have passed the Level 9 examination of classified posts.
17	310	
18	290	
19	275	分類職位第八職等考試及格者。 Those who have passed the Level 8 examination of classified posts.
20	260	
21	245	1、國內外大學研究院所得有碩士學位者。 Those who have obtained a master's degree from domestic and foreign universities and graduate schools. 2、分類職位第七職等考試及格者。 Those who have passed the Level 7 examination of classified posts.

薪 級 Salary grade	薪 額 Salary amount	起 敘 標 準 Starting salary criteria
22	230	高等考試或乙等特種考試或分類職位第六職等考試及格者。 Those who pass the advanced examination, Class B special examination, or the Grade 6 examination of classified posts.
23	220	
24	210	
25	200	
26	190	師範大學或師範學院各學系結業後實習期滿畢業者。 Graduates from various departments of normal universities or colleges who have completed their internships.
27	180	1、師範大學或師範學院各學系結業者。 Graduates from various departments of normal universities or colleges. 2、師範大學夜間部畢業者。 Graduates from the evening divisions of normal universities. 3、大學教育系教育學院各學系畢業者。 Graduates from the university's Department of Education and School of Education. 4、經高級中等學校教師登記或檢定合格者。 Those who have been registered or certified as qualified teachers of senior high schools.
28	170	1、國內外大學或獨立學院畢業者。 Graduates from domestic and foreign universities or independent colleges. 2、分類職位第五職等考試及格者。 Those who have passed the Grade 5 examination of classified posts.
29	160	1、師範大學附設二年制專修科畢業者。 Those who have studied in two-year normal universities. 2、高中畢業修業二年之師範專科學校畢業者。 Those who have graduated from senior high schools and studied in two-year normal colleges. 3、高中畢業修業三年之專科學校畢業者。 Those who have graduated from senior high schools and studied in three-year normal colleges. 4、經初級中等學校或國民中學教師登記或檢定合格者。 Those who have been registered or certified as qualified teachers of junior high schools. 5、初中畢業修業五年制師範專科學校畢業者。 Those who have graduated from junior high schools and studied in five-year normal colleges.
30	150	1、高中畢業修業二年之專修學校畢業者或初中畢業修業五年之專科學校畢業者 Those who have graduated from senior high schools and studied in two-year technical colleges or those who have graduated from junior high schools and studied in five-year technical colleges. 2、普通考試或丙種特考試或分類職位第三職等考試及格者。 Those who have passed the ordinary examination, Class-C special examination, or the Grade 3 examination of classified posts. 3、銓敘機關採認有案之各軍事學校暨中央警官學校相當二年專科畢業者。以任職員為限。 The civil service agencies recognize those who have graduated from various military schools and the Central Police University equivalent to two years of vocational education. Limited to current employees.
31	140	1、師範學校畢業者。 Graduates from normal schools. 2、特別師範科畢業者。 Graduates from special teacher training programs. 3、經國民學校高級級任或科任教師登記或檢定合格者。 Those who have been registered as qualified senior classroom or subject teachers of schools. 4、經國民小學科任或級任教師登記合格者。 Those who have been registered as qualified subject or classroom teachers in public elementary schools.

薪 級 Salary grade	薪 額 Salary amount	起 敘 標 準 Starting salary criteria
32	130	高級護產職業學校四年制護產合訓畢業者。 Graduates from the four-year nursing and childbirth training programs at senior vocational schools.
33	120	1、高級中學或高級職業學校畢業者。 Graduates from senior high schools or vocational schools. 2、經國民學校初級級任教師登記或檢定合格者。 Those who have been registered as junior classroom teachers of elementary schools or have passed a relevant certification. 3、特種考試丁等或分類職位第二職等考試及格者。 Those who have passed Class D special examination, or the Grade 2 examination of classified posts.
34	110	五年制中學或職業學校畢業者。 Graduates from five-year high schools or vocational schools.
35	100	1、四年制中學或職業學校畢業者。 Graduates from four-year high schools or vocational schools. 2、簡易師範學校畢業者。 Graduates from simple normal schools.
36	90	1、初級中等學校或國民中學畢業者。 Graduates from junior high schools. 2、分類職位第一職等考試及格者。 Those who have passed the Grade 1 examination of classified posts.

附表四：高雄醫學大學工友工餉核支標準表
Annex 4: Salary Scale of Janitors

技術工友 Technical worker	年功餉 Seniority wage		本 餉 Base wage														
	二 Level 2	一 Level 1	九 Level 9	八 Level 8	七 Level 7	六 Level 6	五 Level 5	四 Level 4	三 Level 3	二 Level 2	一 Level 1						
普通工友 Ordinary janitor			年功餉 Seniority wage		本 餉 Base wage												
			二 Level 2	一 Level 1	十 Level 11	十 Level 10	九 Level 9	八 Level 8	七 Level 7	六 Level 6	五 Level 5	四 Level 4	三 Level 3	二 Level 2	一 Level 1		
薪 點 Remuneration point	170	165	160	155	150	145	140	135	130	125	120	115	110	105	100	95	90
普通工友 Ordinary janitor			國民小學畢業或具有同等學歷者。 Graduates from elementary schools or those with equivalent academic certificates.														
			國民中學（初中、初職）畢業或具有同等學歷者。 Graduates from high schools (junior high schools, junior vocational schools) or those with equivalent academic certificates.														
			高級中學（高職）以上學校畢業或具有同等學歷者。 Graduates from senior high schools (higher vocational schools) or above or those with equivalent academic certificates.														
技術工友 Technical janitor (司機) (Driver)			國民小學畢業或具有同等學歷者。 Graduates from elementary schools or those with equivalent academic certificates.														
			國民中學（初中、初職）畢業或具有同等學歷者。 Graduates from high schools (junior high schools, junior vocational schools) or those with equivalent academic certificates.														
			高級中學（高職）以上學校畢業或具有同等學歷者。 Graduates from senior high schools (higher vocational schools) or above or those with equivalent academic certificates.														
附 註 Remarks	<p>一、 技術工友除須具備規定之學歷外，並須具備工作所需之技術專長經考驗合格。 1. In addition to obtaining the required academic certificates, technical janitors shall have the required technical expertise and pass the test.</p> <p>二、 薪級表發布施行前已僱用之工友，其原支薪級超過薪級表所定最高級時，仍准照支。但退撫金之核發依教育部核定本校教職員工退休（退職）撫卹辦法第十條規定辦理。 2. Janitors who have already been employed before the implementation of the salary scale shall still get the original payment if their original salary level exceeds the maximum level specified in the salary scale. However, the issuance of retirement pensions shall be handled in accordance with Article 10 of KMU's Regulations on Retirement (Resignation) Pensions for Faculty and Staff approved by the Ministry of Education.</p>																

附表五：高雄醫學大學駐衛警察人員薪級表
Annex 5: Salary Scale for Police Officers Stationed at KMU

職 稱 Job title			薪級 Salary grade	新點 Remuneration point	年 功 薪 Seniority pay		
					490	475	460
					475	460	445
					460	445	430
					445	430	415
					430	415	400
					415	400	385
					400	385	370
隊長 Captain			一 Grade 1	370		370	370
			二 Grade 2	360		360	360
			三 Grade 3	350		350	350
			四 Grade 4	340			340
			五 Grade 5	330	-		330
			六 Grade 6	320			320
副隊長 Deputy Captain	小隊長 Junior Captain	隊員 Member	七 Grade 7	310			
			八 Grade 8	300			
九 Grade 9	290						
十 Grade 10	280						
十一 Grade 11	270						
十二 Grade 12	260						
十三 Grade 13	250						
十四 Grade 14	240						
十五 Grade 15	230						