

**NATIONAL TAIWAN UNIVERSITY Directives Governing the Management of
Contract Employees Hired by the University - Appendix 2**

Special additional pay (as a percentage of base salary)	Requirements
0–15%	<ol style="list-style-type: none"> 1. Possessing skills and/or certification conducive to the performance of job duties 2. Proficiency in English (TOEFL iBT: 100 or higher; IELTS: 7 or higher; TOEIC Listening and Reading: 900 or higher; or GEPT Advanced; or equivalent) 3. Holding a certificate for a foreign language other than English that is equivalent to or higher than B2 on the CEFR and that is conducive to the performance of job duties 4. Having a highly demanding or complex job 5. The average salary of people with comparable experience in the job market (with consideration to the size of the organization)
16—30%	<p>[For managers or other higher positions only]</p> <ol style="list-style-type: none"> 1. Possessing special expertise required for the job 2. Specializing in a rare discipline that is conducive to the performance of job duties 3. Having a highly demanding or complex job 4. The average salary of people with comparable experience in the job market 5. Having held a management position in a private company (with consideration of the size of the company)
31—60%	<p>[For managers or other higher positions only]</p> <ol style="list-style-type: none"> 1. Possessing extraordinary expertise required for the job 2. Specializing in an extremely rare discipline 3. Having an extremely demanding or complex job 4. The average salary of people with comparable experience in the job market 5. Having held a management position in a private company (with consideration of the size of the company)

Notes:

1. The exact amount of a contract employee's special additional pay shall be determined by whether they meet the professional competencies listed in the table above and industry-standard salary levels and calculated as a percentage of the employee's base salary. (Those who are paid special project remuneration are not eligible for special additional pay.)

2. Contract employees may be exempt from the limitations of the above table if they have the NTU President's approval or if the hiring unit in question has been approved to formulate its own additional pay schedule.