

# **YZU Standard for Paying Faculty And Staff's 'YZU Allowance'**

Passed by the 45<sup>th</sup> Administrative Committee of the 1994 School Year, July 26, 1995

Article 1 Origin: In order to recruit excellent faculties and administrative personnel at the time when University was established in 1889, the 'YZU allowance' was added into the payment of salary. However, the supplement of personnel was more than the demand of personnel two years ago so that the 'YZU allowance' was cancelled for not having the function anymore. To meet the demands of University for the time being, these standards are established to make the nature and function of 'YZU allowance' clear.

Article 2 Principles:

1. Those who have received this allowance since being employed at the first years when University was established shall still be given this allowance.
2. For those secretaries who were employed before the implement of the new personnel system on August 1<sup>st</sup>, 1995, the secretary allowance shall still be given as the new name of 'YZU allowance'. Those who receive the 'YZU allowance' shall have qualified capabilities as secretaries and with the performance evaluation being rated as 'A'.
3. To meet the demands of development of University for the time after the implement of the new personnel system, those who work as secretaries for University President or Vice President shall be given the 'YZU allowance' based on the importance of the job, their capabilities and job performance with the following standards:  
President's secretary: granted 'YZU allowance' of NT\$8,000 to 12,000 dollars  
Vice President's secretary: granted 'YZU allowance' of NT\$8,000 to 12,000 dollars
4. For those who are qualified for receiving the 'YZU allowance' but have already received one, only one allowance with the higher amount shall be given and the allowance must not be given to the same personnel twice.

Article 3 These regulations are adopted by Administrative Committee, reported to President for ratification and implementation, as shall amendments when they are made.

**If any controversies or disputes occurred regarding clauses of the contract, it shall always refer to its Chinese version.**