**國立東華大學「延攬科技人才及研究學者」合約書**

Contract Agreement between National Dong Hwa University (NDHU)

And Overseas Researcher/Professor

一、延聘依據：經國家科學及技術委員會(以下簡稱國科會)核定同意以該會「補助延攬科技人才作業要點」中□博士後研究人員 □客座人員□講座人員之標準補助 (受延攬人姓名) ，來台參與 (國科會專題研究計畫編號) 教學研究計畫。

Employment Basis: Based on the standard set by the "Operating Guidelines on the Financial Assistance to Employed Sci-Tech Personnel" approved by the National Science and Technology Council (NSTC), (name of the employed researcher/professor) is invited to take part in the teaching/ research project .

二、延聘補助期限：聘期自民國 年 月 日起至民國 年 月 日止；參與之教學研究計畫完成或停止時，延聘關係即終止。

Position and Term of Employment: Employed as Employed Researcher (rank) from

**\_\_\_**(year) (month) (day) to (year) (month) (day).

Employment is officially terminated at the completion of or suspension of the relevant

research project.

三、教學研究費：

 受延攬人之教學研究費，依本部補助延攬客座科技人才教學研究費或研究費支給基準表支給。申

 請機構應依稅法規定按月扣繳其所得稅，所得稅之申報由受延攬人自行辦理，申請機構應予協助。

Teaching and Researching Fee:

 The teaching and researching fee for science and technology personnel shall follow the NSTC “Table of Standards for Teaching and Researching Fees for Science and Technology

 Personnel Recruited with Subsidies.” The Applying Agency shall withhold income tax from

 the teaching and researching fee each month in accordance with ROC tax laws. The

 employed science and technology personnel shall be responsible for declaring his/her

 income tax, but the Applying Agency shall provide assistance.

四、機票費：

 1.至目的地之最直捷航程之來回機票，依國科會補助延攬科技人才機票補助金額表支

 給。補助對象為本人及其眷屬；續聘者不再補助。

 2.機票費補助應檢具機票存根正本及購票證明報銷請款。票價超出機票補助金額表定

 額補助標準者，其超出之機票費，應自行負擔；低於定額者，以實付金額為補助標

 準。

 Airfare:

1. Airfares for round-trip direct flights shall follow the “NSTC Table of Airfare Subsidies for

 Science and Technology Personnel Recruited with Subsidies.” The airfare of the recruited

 personnel and his/her spouse, parents, and children will be subsidized. Airfare for

 personnel whose employment has been renewed will not be subsidized again.

 2. Application for airfare subsidies shall be made by submitting the original plane ticket

 counterfoil and receipt of ticket purchase. If the ticket price exceeds the standard amount

 of subsidy in the “NSTC Table of Airfare Subsidies for Science and Technology Personnel

 Recruited with Subsidies,” the employee shall be responsible for the amount in excess. If

 the ticket price is lower than the standard amount of subsidy, the MOST will only subsidize

 the actual amount paid.

五、保險費：

 1.由申請機構依勞工保險條例及全民健康保險法之規定，為延攬之科技人才辦理參加

 勞工保險及全民健保。其雇主應負擔之保險費，由國科會編列預算撥付。

 2.未具參加勞工保險或全民健康保險規定之投保資格者，得由申請機構協助委託中央

 信託局人壽保險處辦理「國際技術合作人員綜合保險」第一項至第五項之保險，保

 險費由本人負擔百分之三十五，國科會補助百分之六十五。

Insurance Premium:

1. All science and technology personnel recruited shall join the labor insurance and national

 health insurance programs through his/her Applying Agency, as required by the Labor

 Insurance Statute and the National Health Insurance Law. The cost of insurance premium

 that the Applying Agency is obligated to bear will be paid by the MOST out of its budget.

 2. If any of the science and technology personnel recruited is not eligible for either labor

 insurance or national health insurance, the Applying Agency may assist him/her in

 applying for insurance with the Life Insurance Department of the Central Trust of China

 under Sections 1 through 5 of the “Omnibus Insurance Program for International

 Technical Cooperation Personnel.” The insured person shall bear 35 percent of the

 insurance premium, and the MOST shall subsidize the remaining 65 percent.

六、薪給差額補助金：

 特聘講座、講座教授、客座教授（客座研究員）資格，於補助期間經納入國科會受補

 助單位之編制內專任職位者，國科會得補助教學研究費與納編單位之薪給差額全部或

一部，補助期間以三年為限。但本要點規定之其他補助費用則不再予以補助。

Work Remuneration Difference Subsidy:

 If a Distinguished Visiting NSTC Fellow, Fellow Professor, or Visiting Professor (Visiting

 Research Fellow) is placed in a full-time position on regular payroll at an agency receiving

 the NSTC subsidies described herein, the NSTC may, for a maximum of three years, provide a

 subsidy to make up the full or partial difference between his/her teaching and researching

 fee and his/her current regular salary at such agency, provided that no other subsidies

 described in these Regulations will be provided by the NSTC.

七、離職儲金：

 1.申請機構延聘之博士後研究人員，應比照各機關學校聘僱人員離職儲金給與辦法之

 規定，辦理離職儲金事宜。

 2.申請機構在博士後研究人員補助期間，每月按月支教學研究費提存離職儲金，其中

 自提儲金由受聘人每月教學研究費中扣繳；公提儲金由科技部編列預算撥付申請機

 構。自提及公提儲金應由申請機構於代理國庫銀行或郵局開立專戶儲存，並按人分

 戶列帳管理。

 Severance Pay Reserve Fund:

 1. The Applying Agency shall handle matters on severance pay reserve funds for

 postdoctoral research fellows in accordance with the agency’s rules on paying

 severance pay reserve funds for its general personnel.

 2. During the period of subsidy for a postdoctoral research fellow, the Applying Agency

 shall make monthly deposits toward the employee’s severance pay reserve fund equal to

 7 percent of his/her monthly teaching and researching fee. Fifty percent of this deposit

 amount shall be deducted from the employee’s monthly teaching and researching fee as

 self-provided reserve funds, and the remaining 50 percent shall be subsidized by the

 MOST to the Applying Agency as public-provided reserve funds. The Applying Agency

 shall deposit both self- and public-provided funds into a special account at a bank

 appointed by the National Treasury or at a post office. The Applying Agency shall open

 separate accounts for each personnel and administer such accounts individually.

八、外籍應聘人應請於國外事先辦妥聘僱許可俾向我國駐外單位申辦簽證來台，且如攜帶

 執行研究計畫~~劃~~所需之儀器、影片、或書籍亦請於應聘後開列清單註明規格、數量、新

 舊等詳細資料並附說明書，可請本校提供協助辦理必要之手續，以免延擱。

The employed researcher/professor who is a foreign national should consult with the diplomatic or representative office of the Republic of China for visa-related issues. If there is a need to transport necessary equipment, films, tapes or books, he/she should proved a specific list of the size, quantity, year of manufacture, and other detailed information and instructions. Please contact the University for assistance to avoid delays.

九、應聘人得在本校應聘期間，如因特殊原因（如出國開會、考察或為執行研究計畫及蒐集資料等）須暫時離台者，應依行政程序報請本校同意。每年出國日數以累計不超過三星期(含例假日)為限，聘期不滿一年者按比例計算。超過三星期部分，一律核實扣發工作酬金。但其所參與研究工作性質特殊，確有需要者，應經由本校同意後函轉國科會審核。

If the employed researcher/professor, for any special reason such as attending a conference outside Taiwan, making a business trip or collecting data for a research project, should have to leave Taiwan during the period of employment, he/she should submit an application to University authorities for approval. The total number of days outside of Taiwan should not exceed three weeks (including holidays) in a given year. For those employed for less than a year, the calculation should follow the same ratio. If the total number of days outside of Taiwan should exceed three weeks, pay would be deducted accordingly. However, if the special need of the research work requires more than three weeks outside of from Taiwan, permission must first be granted by the NDHU and then a similar request submitted to NSTC for approval.

十一、應聘人於聘期結束或中途離職後二個月內，應至國科會網站上傳研究（教學或研發與管理）工作報告。

The employed researcher/professor should submit the project report (teaching or research & development and management) on NSTC website within two months after the conclusion of employment or after the termination of the agreement.

十二、應聘人在受聘期間如有違背應履行之義務時，本校於函報國科會後，依有關規定處理或予以解聘。

Should the employed researcher/professor fail to fulfill any and all obligations of the agreement during the period of employment, the university retains the right to notify the NSTC and with the approval of the latter, terminate employment accordingly.

十三、本聘約內容如有未盡事宜，依國科會「補助延攬科技人才作業要點」及本校相關規定辦理。

Any other items not covered by this agreement shall be executed according to the provisions in the Operating Guidelines on Financial Assistance to Employed Sci-Tech Personnel.

十四、本契約一式三份，由甲乙方及計畫主持人各保存乙份，以資信守。完成簽約手續後，本校再致送聘書。

This agreement is to be written up in three original copies with the University, the employed researcher/professor, and project director retaining a copy each for future reference. After the agreement is signed, the University will officially submit a letter of employment.

甲方：國立東華大學

Executed for National Dong Hwa University by

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代表人（校長）：徐輝明

 Hui-Mi Hsu, Ph.D.

President

National Dong Hwa University

乙方：博士後研究人員/客座人員/講座人員

Employed researcher/professor

Executed by

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

計畫主持人

Project Director

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_