Rights and Interests of International Faculty NTNU

6. Retirement / Insurance and Benefits

Category	Related Regulations and Provisions
Retirement	1. Conditions for Retirement**:** i. Mandatory retirement: Has served for a period of five (5) years and is 65 years of age. ii. Voluntary retirement: 1. Has served for a period of five (5) years and is 60 years of age. 2. Has served for a period of 25 years. 2. Retirement Payments**:** i. Lump sum pension payments ii. Monthly pension payments (including deferred and reduced pension plans) iii. 1/2 paid out in one lump sum and 1/2 paid out in monthly sums 3**.** Foreign passport holders may **only** choose the first option (*i.e*. lump sum pension payments). However, if they acquire ROC citizenship, they may choose from any of the three options.
Insurance and Benefits	**1. Insurance and Public Service Pension Fund:** In accordance with the relevant regulations, during their tenure, full-time faculty shall participate in the Public Servant and Teacher Insurance Plan, the National Health Insurance Plan, and the Teacher's Pension Fund. **2. Benefits:** i. Subsidies for newly appointed foreign faculty of NTNU: A subsidy of NT$100K will be given to faculty appointed for one (1) academic year; NT$50K will be given to faculty appointed for one (1) academic semester. Subsidies will be given for a maximum of one (1) year. Subsidies must be applied for within a period of three (3) months from the day the faculty member first reports for work. ii. Availability of wedding, childbirth, funeral, and child education subsidies. iii. Health check subsidies: For faculty listed as employees of the University of the age of 40 and above, a health check of up to NT$3500 is subsidized once every two (2) years. iv. Priority enrollment for faculty children in the Junior High Division of the Affiliated Senior High School of NTNU: During the announced application period, attach the necessary

	documentation with your application. NTNU will carry out an admissions review in accordance with the allocation quota of the Affiliated Senior High School of NTNU; if the number of applicants exceeds the allocation quota, those applications which have been given highest priority will be admitted first. v. Preferential parking on campus; free use of NTNU athletic facilities during certain times of the day. NTNU athletic facilities also available for use at other times as long as there is no PE class or sporting competition being held. vi. Availability of public servant preferential interest rates on deposits, as well as housing, emergency and consumer loans. vii. Other: Birthday gift certificates, Chinese New Year activities, subsidies for cultural and recreational activities, discounts at select NTNU stores, NTNU Guesthouse accommodation discounts.

● Due to space constraints, we have offered a condensed summary of applicable laws and regulations in the hopes that it will assist faculty in understanding their rights and interests. In the case of any uncertainty, **the actual laws and regulations shall prevail.** For further inquiries, please feel free to contact the NTNU Personnel Office.