

National Tsing Hua University Implementation Plan for Full Recruitment of Employees with Disabilities

■ basis and purpose

In order to protect the rights and interests of people with disabilities and provide employment opportunities, in accordance with Article 38, Paragraph 1 of the Act on the Protection of Rights and Interests of Persons with Disabilities, if the total number of employees is more than 34, the number of people with disabilities who are employable must not be lower than 3% of the total number of employees. In order to protect the rights of people with disabilities, our school has formulated an implementation plan for fully employing employees with disabilities.

■ implementation essentials

1. Each responsible unit should implement full employment, and the personnel office will calculate the number of employees with disabilities that the unit should hire every month (calculation base date: the 1st of each month).
2. On the 15th of each month (postponed if it is a holiday), the personnel office will announce a statistical table on the employment of employees with disabilities in each responsible unit.
3. If the responsible unit does not use the full amount, the personnel office will allocate personnel expenses for employees with disabilities from the management fee of the responsible unit.

Reference, specific practices

1. Each first-level unit of the school is responsible for the admission of persons with disabilities.
2. Responsible units should use the calculation method for the number of people with disabilities:
 - (1) Number of people who should be employed: The number of people insured by public insurance and labor insurance on the first day of each month in each responsible unit in the current year multiplied by 3%, rounded to the first decimal place (if it does not reach 0.5, it will be counted as 0.5, and if it exceeds 0.5, it will be rounded up), which is the number that should be employed. Number of people entering.
 - (2) Monthly public and labor insurance number: including faculty and staff, part-time teachers, part-time assistants, work-study students, etc. who are insured on the 1st of each month in each responsible unit.
3. Calculation method for the number of persons with disabilities employed by the responsible unit (on the 1st of each month).
4. Calculation of personnel expenses for employees with disabilities

(1) Calculation formula: Number of employees with disabilities in each responsible unit on the 1st of each month * total salary (including monthly basic salary and employer burden of labor insurance premiums, national health insurance premiums, and labor pensions).

(2) The Human Resources Office calculates the number of employees with disabilities in each responsible unit based on the number of employees on the 1st of each month, and announces it on the website of the Human Resources Office on the 15th of each month. For responsible units that do not fully employ employees with disabilities, the personnel office will allocate personnel expenses for the recruitment of disabled employees to the management fee of the responsible unit until the number of disabled employees that should be employed is replenished.

■ Cooperation measures

1. The total salary (including labor insurance premiums, national health insurance premiums, employer contributions to labor pensions, and year-end work bonuses) for disability case assistants employed by each unit shall be paid by the unit itself.
2. The responsible unit shall handle the recruitment of employees with disabilities on their own in accordance with business needs.
3. The Human Resources Office establishes a human resources database for people with disabilities and provides job search information for people with disabilities inside and outside the school for each unit to use as a reference.

■ Supplementary Provisions

After this plan is approved by the school council, it will be implemented on a trial basis for one year starting from February 1, 2017. During the trial period, the recruitment and personnel expenses for disabled employees who have not been fully utilized will be halved. Fully implemented starting from 2 years.