

國立中山大學新海研 3 號研究船工作人員管理要點

Regulations for the Management of Personnel on the New Ocean Researcher 3 of National Sun Yat-sen University

108年1月31日107學年度第3次海研三號研究船管理委員會第二次修正通過

108年2月25日107學年度第3次行政協調會議修正通過

108年3月6日107學年度第2學期第2次行政會議修正通過

108年3月8日108學年度第1次校務基金管理委員會會議通過

110年5月20日109學年度第4次新海研3號研究船管理委員會修正通過

110年6月2日109學年度第二學期第4次協調會議通過

110年6月9日109學年度第二學期第8次行政會議通過

110年12月10日110年度第3次校務基金管理委員會會議通過

111年10月11日學年度第2次新海研3號研究船管理委員會照案通過

111年11月9日111學年度第1學期第3次協調會議修正通過

111年11月30日111學年度第1學期第7次行政會議修正通過

111年12月9日111年度第3次校務基金管理委員會會議通過

112年11月28日112學年度第1次新海研3號研究船管理委員會修正通過

113年3月6日112學年度第2學期第2次行政會議修正通過

113年3月15日113年度第1次校務基金管理委員會會議通過

113年9月6日113學年度年第1次新海研3號研究船管理委員會修正通過

113年9月25日113學年度第1學期第3次行政會議修正通過

113年12月4日113學年度年第2次新海研3號研究船管理委員會修正通過

113年12月25日113學年度第1學期第9次行政會議修正通過

114年3月14日114年度第1次校務基金管理委員會會議通過

第一章 總則 Chapter 1 General Provisions

一、國立中山大學(以下簡稱本校)為明確規範所屬新海研3 號研究船(以下簡稱新海研 3 號)之工作人員進用、管理、考核等事項，依據國立中山大學約用人員工作規則訂定國立中山大學新海研3 號研究船工作人員管理要點(以下簡稱本要點)。

To clearly regulate matters concerning the recruitment, management, and evaluation of personnel serving aboard the research vessel New Ocean Researcher 3 (hereinafter referred to as “NOR3”) under National Sun Yat-sen University (hereinafter referred to as “the University”), these Guidelines for the Management of Personnel of the Research Vessel New Ocean Researcher 3 of National Sun Yat-sen University (hereinafter referred to as “these Guidelines”) are established in accordance with the Regulations on the Employment of Contract Personnel of National Sun Yat-sen University.

二、本要點適用於本校以校務基金契約僱用於新海研 3 號上工作之人員(簡稱海研約用人員)。

These Guidelines apply to personnel employed under the University's institutional fund on a contractual basis to work aboard NOR3 (hereinafter referred to as “Marine Research Contract Personnel”).

第二章 資格、進用及陞遷

Chapter 2 Qualifications, Employment, and Promotion

三、各類海研約用人員之職稱及任用資格如下(附表一)：

The titles and qualification requirements for various categories of Marine Research Contract Personnel are as follows (see Appendix 1):

- (一)甲級船員：船長、大副、資深船副、資淺船副、輪機長、大管輪、資深管輪及資淺管輪；應具有符合其職級之甲級船員適任證書、STCW 訓練證書及相關海勤資歷。

Officers: Captain、Chief Officer、Second Officer、Third Officer、Chief Engineer、2nd Engineer、3rd Engineer、4th Engineer；They shall possess a valid Certification to their rank, an STCW Training Certificate, and relevant sea service experience.

- (二)乙級船員：電機員，水手長、幹練水手及大廚，應具有符合其職級之乙級船員適任證書及 STCW 訓練證書。

Ratings: MOTO MAN、Bosun、Able Seaman、Cook, They shall possess a valid Certification to their rank, an STCW Training Certificate, and relevant sea service experience.

- (三)探測人員：資深探測技術員及探測技術員，應具有技專校院以上相關系所畢業證明，並須有實際出海作業及於海上執行電子技術或探測相關工作經歷。

Survey Personnel: Senior Survey Technician and Survey Technician.

They shall possess a graduation certificate from a technical college or higher in a related field, and must have actual offshore work experience as well as experience performing electronic or survey-related tasks at sea.

甲級船員及乙級船員須具備有效船員體格檢查證明書，及準用船員法第二章船員之資格、執業與培訓相關規定。

crew members must possess a valid Seafarer Medical Certificate and comply with the qualifications, practice, and training requirements for seafarers as stipulated in Chapter 2 of the Act for Seafarers (as applicable).

- (四)船務室人員：駐埠船長/航務工程師/駐埠大副、駐埠輪機長/工務工程師及駐埠船副/船務助理；其中駐埠船長、駐埠大副、駐埠輪機長及駐埠船副應具有相關海事背景，並持有符合其職級之甲級船員適任證書、STCW 訓練證書及相關海勤資歷；航務工程師及工務工程師得經新海研 3 號研究船管理委員會同意(以下簡稱管委會)，任用在航運公司船務或工務部門具5 年以上資歷之人員；船務助理應具有海事或海洋相關學經歷。

shipping department: Port Captain/Marine Engineer/Port Officer/Ship General Assistant；Port Captain, Port Chief Officer, Port Chief Engineer, Engineer, and Port Deck Officer must have relevant maritime backgrounds and hold a Certificate appropriate to their rank, an STCW Training Certificate, and relevant sea service experience；Marine Engineer / Engineer with the approval of the New Ocean Researcher 3 Management Committee (hereinafter referred to as the “Management Committee”), be

appointed from personnel with more than five years of experience in the operations or technical departments of a shipping company. Ship Office Assistants shall have academic or professional backgrounds in maritime or ocean-related fields.

岸上指派人員(DP)由船務室人員擔任，順序為駐埠船長/航務工程師/駐埠大副、駐埠輪機長/工務工程師、駐埠船副。

Designated Person Ashore(DP) shall be performed by shipping department 1 in the following order of priority: Port Captain/ Marine Engineer/ Port Officer/ Port Chief Engineer / Engineer / Port Officer.

四、海研約用人員應遵守臺灣地區與大陸地區人民關係條例之相關規定。有下列情形之一者，不得僱用為海研約用人員：

Marine Research Contract Personnel shall comply with the relevant provisions of the Act Governing Relations between the People of the Taiwan Area and the Mainland Area. Individuals who meet any of the following conditions shall not be employed as Marine Research Contract Personnel:

(一) 未具有或喪失中華民國國籍者。

Those who do not possess or have lost the nationality of the Republic of China (Taiwan).

(二) 具中華民國及外國雙重國籍者；但法律另有規定者，不在此限。

Those who hold dual nationality of the Republic of China and a foreign country; however, this does not apply if otherwise stipulated by law.

(三) 動員戡亂時期終止後，曾犯內亂罪、外患罪，經有罪判決確定或通緝有案尚未結案者。

Those who, after the end of the Martial Law period, have committed crimes of rebellion or acts endangering national security, and have been convicted or are still wanted with unresolved cases.

(四) 曾有貪污行為，經有罪判決確定或通緝有案尚未結案者。

Those who have committed acts of corruption and have been convicted or are still wanted with unresolved cases.

(五) 除前二款以外，受有期徒刑以上之刑責宣告確定，尚未執行或執行未畢者。但受緩刑宣告者，不在此限。

Except for the cases in (3) and (4), those who have been sentenced to imprisonment or higher and have not yet served or completed their sentence; however, those sentenced to probation are exempt.

(六) 褫奪公權尚未復權者。

Those whose civil rights have been revoked and not yet restored.

(七) 受監護或輔助宣告，尚未撤銷者。

Those under guardianship or assistance who have not yet had the declaration revoked.

(八) 曾受僱於其他研究船，於契約未屆滿前擅自離職。

Those who were previously employed on other research vessels and left before the contract expired without authorization.

五、海研約用人員應與本校簽訂定期契約，作為雙方權利義務之準據。定期契約期限以一年一聘為原則；於年度中進用者，約定至年度終了。新進人員以試用三個月為原則，必要時得延長至六個月；俟進用考核及格始得正式僱用。試用期間平時考核不合格者，本校得提前終止契約。契約期滿未經續約，視為終止契約。

Marine Research Contract Personnel shall enter into a fixed-term contract with the University, which shall serve as the basis for the rights and obligations of both parties. The standard contract term is one year; personnel employed mid-year shall have their contract set to expire at the end of that year. New personnel shall undergo a probationary period of three months, which may be extended up to six months if necessary. Formal employment is granted only upon passing the employment assessment. During the probationary period, if routine evaluations are unsatisfactory, the University may terminate the contract early. Contracts that expire without renewal shall be deemed terminated.

六、海研約用人員契約應以書面為之，一式三份，載明下列事項：

The contract for Marine Research Contract Personnel shall be made in writing in triplicate and shall specify the following items:

(一) 姓名、出生日期、國民身分證字號、戶籍地址。

Name, date of birth, national identification number, and registered address.

(二) 職稱。

Title

(三) 訂定日期及地點。

Date and Place of Agreement

(四) 服務船舶名稱。

(4) Name of Assigned Vessel

(五) 薪資薪級。

Salary and Pay Grade

(六) 約用期間。

Term of Employment

(七) 工作範圍及內容。

Scope and Duties of Work

(八) 本要點規定視為契約之一部分。

Provisions of These Guidelines Shall Be Considered Part of the Contract

(九) 其他雙方協議事項。

Other Matters Agreed Upon by Both Parties

- 七、海研約用人員於契約屆滿前，如欲提前終止契約者，應於離職前一個月以書面向本校為意思表示，經本校核定後始生效；契約未經合法終止前擅離職守者，應負相關損害賠償責任。

If Marine Research Contract Personnel wish to terminate the contract before its expiration, they shall submit a written notice to the university one month prior to their intended departure. The termination shall take effect only after approval by the university. Personnel who leave their post without legally terminating the contract shall be liable for any related damages.

- 八、海研約用人員對上級命令就其工作範圍有服從之義務。但對於上級命令有適法性疑義時，得向上級長官陳述意見。

海研約用人員非經許可，不得擅自離船。

Marine Research Contract Personnel are obliged to comply with the instructions of their superiors within the scope of their work. However, if there is any doubt regarding the legality of a superior's instruction, they may present their opinion to the higher authority.

Marine Research Contract Personnel shall not leave the vessel without permission.

- 九、海研約用人員有下列情事之一者，經查證屬實，本校得不經預告，終止契約：

If Marine Research Contract Personnel engage in any of the following actions, and the facts are verified, the university may terminate the contract without prior notice:

- (一) 訂立契約時，為虛偽意思表示，致本校有受損害之虞者。

If, at the time of contract signing, the personnel make a false declaration of intent, causing potential harm to the university.

- (二) 對於本校校長、各級主管、其他員工、隨船研究人員及其眷屬，有暴行、恐嚇或重大侮辱者。

committing acts of violence, intimidation, or serious insult toward the university president, supervisors at any level, other staff, onboard research personnel, or their family members.

- (三) 故意損耗儀器、工具、原料、產品或本校所有其他物品，或故意洩漏本校技術或營運之秘密，致本校受有損害者。

Deliberately damaging instruments, tools, materials, products, or any other property of the university, or intentionally disclosing the university's technical or operational secrets, resulting in harm to the university.

- (四) 無正當理由連續曠職三日，或一個月內曠職達六日者。

Unjustifiably absent for three consecutive days, or absent for a total of six days within a single month.

- (五) 營私舞弊、挪用公款或收受佣金者。

Engaging in corruption, embezzlement of public funds, or accepting

commissions.

(六) 在外兼營事業影響公務，情節嚴重者。

Engaging in external business activities that affect official duties, with serious consequences.

(七) 違抗職務上之合理命令，情節嚴重者。

Refusing to comply with reasonable work-related orders, with serious consequences.

(八) 擅離崗位或怠忽職守有具體事實，情節嚴重者。

Leaving one's post without authorization or neglecting duties, with substantiated facts and serious consequences.

(九) 造謠滋事、煽動非法怠工、非法罷工，情節重大者。

Spreading rumors, inciting illegal work stoppages, or participating in illegal strikes, with serious consequences.

(十) 有竊盜行為或在本校場所內賭博，情節重大者。

Committing theft or gambling on university premises, with serious consequences.

(十一) 有性騷擾、性侵害或妨礙風化之行為者。

Engaging in sexual harassment, sexual assault, or acts that violate public morals.

(十二) 違反約用契約、本要點、船員服務規則或船務室依據國際船舶安全管理章程(ISM Code)制定之新海研 3 號研究船安全管理系統(Safety Management System)(以下簡稱安全管理系統(SMS))，情節重大者。

Any serious violation of the contract, these guidelines, the Crew Service Rules, or the Safety Management System (SMS) of the New Ocean Researcher 3 formulated by the Shipyard in accordance with the International Ship Safety Management Code (ISM Code)

(十三) 受有期徒刑以上刑責宣告確定，而未諭知緩刑或易科罰金者。依前項第一款至第十二款終止契約者，應自知悉其情形之日起，三十日內為之。前項第十三款應自刑事判決確定之日起終止契約。

Having been sentenced to imprisonment with a definite term or higher, without being granted probation or allowed to pay a fine instead. Contracts terminated under items to (12) of the preceding paragraph shall be terminated within thirty days from the date the university becomes aware of the circumstances. Contracts terminated under item (13) of the preceding paragraph shall be terminated from the date the criminal judgment becomes final.

十、有下列情形之一者，海研約用人員得不經預告終止契約：

If any of the following circumstances occur, Marine Research Contract Personnel may terminate the contract without prior notice:

(一) 新海研 3 號喪失中華民國國籍。

The New Ocean Researcher 3 loses Republic of China (Taiwan) nationality.

- (二) 本校訂定契約時，有虛偽意思表示，致海研約用人員有受損害之虞。
At the time of contract signing, the university made a false declaration of intent, causing potential harm to the Marine Research Contract Personnel.
- (三) 受新海研 3 號船長、船上人員或其他隨船研究人員暴行、恐嚇或重大侮辱行為。
Being subjected to acts of violence, intimidation, or serious insult by the captain of the New Ocean Researcher 3, onboard personnel, or other accompanying research personnel.
- (四) 工作環境對海研約用人員生命、身體或健康有危害之虞，經通知本校限期改善而未改善。
The work environment poses a potential threat to the life, body, or health of the Marine Research Contract Personnel, and the university fails to improve it within the notified period.
- (五) 本校違反約用契約、本要點規定或相關法令，致損害海研約用人員權益。
The university violates the employment contract, these guidelines, or relevant laws and regulations, causing damage to the rights and interests of the Marine Research Contract Personnel.
- (六) 本校不依契約給付薪津。
The university fails to pay wages or salaries in accordance with the contract.
- (七) 船上其他工作同仁患有法定傳染病，有傳染之虞，且重大危害其健康。
Other colleagues on board have a legally recognized infectious disease that poses a risk of transmission and seriously endangers the health of the Marine Research Contract Personnel.
- (八) 海研約用人員因身心狀況違常，經醫師出具不適宜繼續工作之診斷書。
The Marine Research Contract Personnel is deemed medically unfit to continue work due to physical or mental conditions, as certified by a physician.

十一、有下列情形之一者，本校得經預告後終止契約：

If any of the following circumstances occur, the university may terminate the contract with prior notice:

- (一) 新海研 3 號研究船除役或轉讓時。
When the New Ocean Researcher 3 research vessel is decommissioned or transferred.
- (二) 新海研 3 號專款經費虧損或業務緊縮時。
When the special funding for the New Ocean Researcher 3 is in deficit or business operations are tightened.
- (三) 天災、事變、不可抗力暫停工作一個月以上時。
When work is suspended for more than one month due to natural disasters, incidents, or force majeure.
- (四) 因業務性質變更，有減少海研約用人員之必要，又無適當工作可

安置時。

When, due to changes in the nature of operations, there is a need to reduce Marine Research Contract Personnel and no suitable position is available.

(五) 海研約用人員對於所擔任工作確實不能勝任時。

When the Marine Research Contract Personnel is demonstrably unable to perform the assigned work.

(六) 依本校約用人員工作規則第 47 條規定。

In accordance with Article 47 of the University's Rules for Contract Personnel.

海研約用人員因執行職務致傷病之醫療期間及懷孕停止工作期間，本校不得終止契約。但因天災、事變、不可抗力因素致工作不能繼續，或船舶沉沒、失蹤或已完全失去安全航行之能力時，不在此限。

During periods of medical treatment for injuries or illness incurred in the course of duty, or during pregnancy-related work suspension, the university shall not terminate the contract. However, this does not apply if work cannot continue due to natural disasters, incidents, or force majeure, or if the vessel sinks, goes missing, or completely loses its ability to navigate safely.

十二、依第十一點規定終止契約者，其預告期依下列規定：

For contract termination under the provisions of Article 11, the notice period shall be as follows:

(一) 繼續工作三個月以上一年未滿者，於十日前預告之。

For personnel who have worked more than three months but less than one year, a notice of ten days shall be given.

(二) 繼續工作一年以上三年未滿者，於二十日前預告之。

For personnel who have worked one year or more but less than three years, a notice of twenty days shall be given.

(三) 繼續工作三年以上者，於三十日前預告之。

For personnel who have worked three years or more, a notice of thirty days shall be given.

本校未依前項規定預告而終止契約，應給付預告期間之薪資。

If the university terminates the contract without providing the required notice, it shall pay the salary corresponding to the notice period.

十二之一、海研約用人員之進用，應由船務室填具本校「行政人力需求評估及僱用申請表」，循行政程序陳請校長核定後，依本校「約用人員進用管理要點」程序辦理公開甄選。由船務室上網公告職缺、應徵資格，俟截止收受報名文件後，由甄選委員會逕行辦理甄選作業。甄選委員會由本校海洋科學學院院長邀請院內教師 3 至 5 人組成。甄選作業完畢，依行政程序核定後，始得僱用。

The appointment of Marine Research Contract Personnel shall be initiated by the shipping department, which shall complete the university's "Administrative Manpower Needs Assessment and Employment Application Form" and submit it through administrative procedures for the president's approval.

The selection shall then proceed according to the university's "Guidelines for the Appointment of Contract Personnel" through an open recruitment process. The shipping department shall post the job vacancy and eligibility requirements online. After the application deadline, the Selection Committee shall conduct the selection process. The Selection Committee shall be composed of 3 to 5 faculty members invited by the Dean of the College of Marine Sciences. Employment shall only be granted after the selection process is completed and approved through administrative procedures.

十二之二、若遇海研約用人員較高職級職位出缺時，得由船務室填具本校「行政人力需求評估及僱用申請表」，循行政程序陳請校長核定後辦理內部甄審。甄審委員會由本校海洋科學學院院長邀請院內教師3至5人組成。甄審作業完畢，依行政程序核定後，始得陞遷。海研約用人員陞遷後，薪資改支陞遷後職位薪級並不得低於原薪資之薪級額度。When a higher-level position for Marine Research Contract Personnel becomes vacant, the shipping department may complete the university's "Administrative Manpower Needs Assessment and Employment Application Form" and, following administrative procedures, submit it for the president's approval to conduct an internal review. The Review Committee shall be composed of 3 to 5 faculty members invited by the Dean of the College of Marine Sciences. Promotion may only be granted after the review process is completed and approved through administrative procedures. After promotion, the Marine Research Contract Personnel's salary shall be adjusted to the salary grade of the promoted position and shall not be lower than the previous salary grade.

第三章 待遇及福利 Chapter 3: Compensation and Benefits

十三、研究船人員報酬分為三部分：

The remuneration of research vessel personnel is divided into three parts

一、薪資 Salary

(一)停港薪資：依職稱按研究船人員薪級表敘薪，按各職級研究船人員之薪級(附表二)乘以薪點折合率(附表三)核算，以月計之；服務未滿整月按實際在職日數覈實支給。新進研究船人員之停港薪資，依各職稱最低薪級第十級支給。薪點折合率得參照全國軍公教待遇調整辦理調薪。

Port Salary: Salaries are determined according to rank based on the research vessel personnel salary scale. For each rank, the salary is calculated by multiplying the salary grade (Appendix 2) by the salary point conversion rate (Appendix 3) and is paid monthly. For service periods of less than a full month, payment is prorated based on actual days of service. For newly appointed research vessel personnel, the port salary is set at the 10th step of the minimum salary grade for their rank. The salary point conversion rate may be adjusted in reference to nationwide adjustments for military, public,

and educational personnel compensation.

(二)航行(海勤)加給：依研究船實際出海航行日數按日核算航行與停港薪資差額支給(簡稱日支費)，區分為遠洋、近海二種，航行十二日以上者屬遠洋，其餘皆屬近海；海勤計算方式與標準如下：

Voyage (Sea Duty) Allowance: Based on the actual number of days the research vessel is at sea, personnel shall be paid a daily allowance equal to the difference between the voyage salary and the port salary (hereafter referred to as the daily allowance). This allowance is classified into two categories: ocean-going for voyages lasting 12 days or more, and coastal for voyages of less than 12 days. The calculation method and standards for the sea duty allowance are as follows:

1、遠洋日支費=薪點×(遠洋航行薪點折合率－停港薪點折合率)÷30(日)。

Ocean-going daily allowance = Salary points × (Ocean-going voyage point conversion rate – Port point conversion rate) ÷ 30 (days).

2、近海日支費=薪點×(近海航行薪點折合率－停港薪點折合率)÷30(日)。

Coastal daily allowance = Salary points × (Coastal voyage point conversion rate – Port point conversion rate) ÷ 30 (days).

二、津貼 Allowances

(一)加班費：比照船員法第三十六條規定辦理，加班費數額按照船員之停港薪資標準計算，列為固定加班費發給乙方。

Overtime Pay:

Overtime pay shall be handled in accordance with **Article 36 of the Seafarers Act**. The amount of overtime pay shall be **calculated based on the port salary standard** of the seafarers and issued to the employee as a **fixed overtime allowance**.

1. 當月執行計畫出海日數高於 20 日者（含）依 85 小時加班費全額方式發給；另期間如因颱風或海況惡劣等天候因素影響致需在船上待命之天數亦併入計算之（補註：不含船上設備故障需洽商維修）。

If the number of voyage days in a given month is 20 days or more, the employee shall receive the full amount of overtime pay equivalent to 85 hours. Days spent on standby aboard the vessel due to typhoons, rough sea conditions, or other weather-related factors shall also be included in the calculation. (*Note: Periods spent on board for equipment maintenance or repairs are excluded.*)

2. 前項當月執行出海日數未達 20 日者（不含）則按實際出海

日數比例發給，計算方式以 20 日為基準（分母）。持有符合甲級船員適任證書及STCW訓練證書之船務室人員因任務需要上船代理相關職務者，亦按本規定發給加班費。

If the number of voyage days in a given month is less than 20 days, overtime pay shall be granted proportionally based on the actual number of voyage days, with 20 days as the base (denominator) for calculation. Personnel of the Shipping Department who possess valid Certificates and STCW training certificates and are assigned to perform related duties on board due to operational needs shall also receive overtime pay in accordance with this provision.

- (二) 港勤津貼：研究船停泊碼頭期間，依商港港務管理規則第十四條規定派員當值留守，並支給港勤津貼，每日港勤津貼為近海日支費之半數。

Port Duty Allowance: During the period when the research vessel is docked at the pier, personnel shall be assigned to stand duty in accordance with Article 14 of the Commercial Port Administration Regulations. A port duty allowance shall be provided, with the daily port duty allowance equal to half of the daily nearshore allowance.

- (三) 伙食費：比照船員法第十六條規定，按每月航行天數計算。每人每天不超過 240 元（早 60、中 90、晚 90）。不包含於薪資當中，僅供採買伙食之用，依單據核銷，金額按實際出海天數計算。

Meal Allowance: In accordance with Article 16 of the Seafarers Act, the meal allowance shall be calculated based on the number of voyage days in a month. The allowance shall not exceed NT\$240 per person per day (NT\$60 for breakfast, NT\$90 for lunch, and NT\$90 for dinner). This allowance is not included in the salary and is solely for purchasing meals. Reimbursement shall be made based on receipts, and the amount shall be calculated according to the actual number of voyage days.

三、特別獎金 3. Special Bonus

- (一) 超航獎金：適用甲級船員、乙級船員及探測人員；當年度船舶出海總天數超過150天(不含)以上，加發超航獎金，依當年度個人請假天數為發放依據。超航獎金計算=薪點×停港薪點折合率÷30(日)×(當年度個人總出海天數-150日)。

Extended Voyage Bonus: Applicable to Officers, Ratings, and survey personnel. When the total number of voyage days of the vessel in a given year exceeds 150 days (exclusive), an extended voyage bonus shall be granted. The number of personal leave days taken during the year shall be used as a basis for determining the payment amount. Calculation formula:

Extended Voyage Bonus = Salary points × Port salary point conversion rate ÷ 30 (days) × (Total individual voyage days in

the year - 150 days).

- (二)業績獎金：適用船務室人員；依當年度有收取研究船使用費之委託計畫天數為發放依據；委託計畫天數每10天(含)為一個基數；業績獎金計算=薪點×停港薪點折合率×0.24×基數。

Performance Bonus:

Applicable to Shipping Department personnel. The bonus is granted based on the number of days in commissioned projects for which research vessel usage fees were collected during the year. Every 10 days (inclusive) of commissioned project time constitutes one unit for calculation purposes.

Calculation formula: Performance Bonus = Salary points × Port salary point conversion rate × 0.24 × Number of units.

以上特別獎金由每年收取之研究船使用費提撥，由船務室簽呈校長同意後發給。

The above special bonuses shall be funded from the research vessel usage fees collected each year and shall be issued after submission by the shipping department and approval by the president.

- 十四、海研約用人員服務未滿整月者，其月薪資按實際在職日數覈實計支。每日計發金額，以當月全月薪資總額除以 30 日計算。但在職死亡當月之薪資按全月支給。

For Marine Research Contract Personnel who have served **less than a full month**, their **monthly salary shall be calculated based on actual days of service**. The **daily rate** is calculated by dividing the total monthly salary by 30 days. **However, if a personnel dies while in service during the month, the full month's salary shall be paid.**

- 十五、海研約用人員年終工作獎金依本要點第三十一點年終考核成績等次結果核發。有關年終工作獎金，本要點未規定事項得比照軍公教人員年終獎金發給注意事項辦理。

The **year-end work bonus** for Marine Research Contract Personnel shall be granted based on the **annual performance evaluation results** in accordance with **Point 31 of these Guidelines**. Matters **not specified** in these Guidelines regarding the year-end work bonus shall be handled in accordance with the provisions for year-end bonuses for military, public, and educational personnel.

第四章 服勤及請假 Chapter 4: Duty and Leave

- 十六、海研約用人員應依教學研究需要配合研究船出海支援執行任務，於工作期間應遵守安全管理系統(SMS)相關規定。

Marine Research Contract Personnel shall participate in research vessel missions as required by teaching and research needs. During work periods, they shall comply with the relevant regulations of the Safety Management System (SMS).

- 十七、海研約用人員之給假依國立中山大學約用人員工作規則辦理。海研約用人員工作、休息時間及休假之分配，由各部門主管視實際情形酌

定，惟須經船長核可。研究船不出海執行任務日，約定為例(休)假日之調移，但因保養維修或參加當值輪班需要到船者，不在此限。

Leave for Marine Research Contract Personnel shall be handled in accordance with the Regulations on Contract Personnel of National Sun Yat-sen University. The allocation of work, rest periods, and leave shall be determined by the respective department supervisors based on actual circumstances, but must be approved by the vessel captain. Days when the research vessel is not at sea for missions may be designated as regular (rest) days, but this does not apply to personnel required on board for maintenance, repairs, or scheduled duty shifts.

十八、

- (一) 海研約用人員請假或因公出差應事先辦妥請假手續。出航 2 日前或準備出航期間，除有特殊情形經校方管理人員核准者，不得請假。如因疾病或緊急事故，至少應於開航前 4 小時口頭報告主管，並補辦請假手續。未辦請假手續而無故未到班或擅離職守，或假期已滿仍未銷假上班，均以曠職論。除事假、特別休假、生理假外，辦理請假手續時，應依相關規定檢附證明文件。

Marine Research Contract Personnel must complete leave procedures in advance when requesting leave or traveling for official duties. During the two days prior to departure or the preparation period for a voyage, leave is not permitted except under special circumstances approved by university management personnel. In cases of illness or emergencies, personnel must verbally report to their supervisor at least 4 hours before departure and complete the leave procedures afterward.

Failure to complete leave procedures, absence without reason, unauthorized departure from duty, or returning after the leave period has ended without reporting shall be considered absenteeism. Except for personal leave, special leave, or menstrual leave, supporting documents must be submitted when applying for leave in accordance with applicable regulations.

- (二) 請休特別休假者，如休假日遇航次，應於船務室提前一個月向船員公告月度船期表當日起算一週內提出線上申請程序，同時口頭告知船務室休假需求；如休假日未遇航次，則不在此限。若遇航次取消，非經主管同意不得取消特別休假。

Personnel requesting special leave must submit an online application within one week from the date the monthly voyage schedule is announced by the Shipping Department, if the leave coincides with a scheduled voyage. They must also notify the Shipping Department verbally of their leave request. If the leave does not coincide with a voyage, this procedure does not apply. In the event of a voyage cancellation, the special leave cannot be canceled without supervisor approval.

- (三) 在基地港或修繕期間，值勤人員交接時間固定為每日上午九時

及下午七時。如需調動值班時間，須經船長、大副及部門主管書面核准，不得私自調動，且不得追認。延誤接班時間超過半小時或值班時擅自離船者，列入年度考核參據。

During periods at the base port or under maintenance, duty personnel shall hand over their posts at fixed times: 9:00 a.m. and 7:00 p.m. Any adjustment to duty hours must be approved in writing by the captain, chief officer, and department supervisor. Unauthorized changes are strictly prohibited and cannot be ratified retroactively. Personnel who are more than 30 minutes late for handover or leave their post without authorization during duty will be recorded in the annual performance evaluation.

第五章義務及責任 Chapter 5: Duties and Responsibilities

十九、海研約用人員執行公務期間，應隨時將執行情形登錄航海日誌。

During the performance of official duties, personnel employed by the Marine Research Program shall record their activities in the ship's log at all times.

二十、海研約用人員於執行職務時，應尊重性別平等，恪守專業倫理，確實遵守性別平等教育法、性別工作平等法、校園性侵害性騷擾或性霸凌防治準則、工作場所性騷擾防治措施申訴及懲戒辦法訂定準則等規定，若有違反依相關法令規定處理。

While performing their duties, personnel employed by the Marine Research Program shall respect gender equality, adhere to professional ethics, and fully comply with the Gender Equality Education Act, the Act of Gender Equality in Employment, the Guidelines for the Prevention of Sexual Assault, Sexual Harassment, or Sexual Bullying on Campus, and the Guidelines for the Filing and Disciplinary Measures for Workplace Sexual Harassment, as well as other relevant regulations. Any violations shall be handled in accordance with the applicable laws and regulations.

二十一、海研約用人員對於船上一切器材設備、物料等，應善盡保管使用責任，如有故意損毀或浪費公物情形者，應照價賠償。

Personnel employed by the Marine Research Program shall exercise proper care and responsibility in the use and management of all equipment, materials, and supplies on board. Any intentional damage or waste of public property shall be compensated at replacement value.

二十二、新海研 3 號停靠基地港期間，因交通部中央氣象局發布海上颱風警報時，船長應視情況加派人員值勤或命令全體人員在船上值勤備便，並以人安、船安為最高考量。

During the period that the New Ocean Researcher 3 is docked at the base port, if a maritime typhoon warning is issued by the Central Weather Bureau of the Ministry of Transportation, the captain shall, depending on the situation, assign additional personnel for duty or order all personnel to remain on board on standby, with the safety

of personnel and the vessel as the highest priority.

第六章 獎懲 Rewards and Penalties

二十三、海研約用人員之工作表現由船上幹部、船長、航次領隊提請船務室查實後，經管委會審議通過，提報約用人員考核委員會，依情節輕重予以獎懲。

The work performance of personnel employed by the Marine Research Program shall be verified by the ship's officers, the captain, and the voyage leader, submitted to the Shipping Office, and, upon approval by the Management Committee, reported to the Personnel Evaluation Committee. Rewards or penalties shall be issued according to the severity of the case.

二十四、海研約用人員有下列情形之一者，得予以嘉獎。獲得嘉獎一次者，當年度年終考核加總分三分。

Personnel employed by the Marine Research Program may be commended under any of the following circumstances. Each commendation shall add three points to the year-end performance evaluation for that year:

(一) 處理事件有顯著成績者。

Achieving outstanding results in handling an incident.

(二) 航次中有特殊表現者

Demonstrating exceptional performance during a voyage.

(三) 其他有利於新海研 3 號業務執行，表現良好者。

Other actions or conduct that contribute positively to the operations of the New Ocean Researcher 3 and demonstrate good performance.

二十五、海研約用人員有下列情形之一者，得予以記功。獲得記功一次者，當年度年終考核加總分五分。

Contract employees of the Ocean Research Institute who meet any of the following conditions may be awarded a merit citation. Each merit citation shall result in an additional five points being added to the employee's total score in the year-end performance evaluation for that year.

(一) 執行航次任務、船舶維護保養有特殊功績者。

Those who have made outstanding contributions in carrying out voyage missions or in the maintenance and upkeep of vessels.

(二) 船舶遇險，搶救有功者。

Those who have rendered meritorious service in the rescue of a vessel in distress.

(三) 其他有利於新海研 3 號業務執行，情節特殊者。

Those who, under special circumstances, have made contributions beneficial to the execution of tasks related to the R/V New Ocean Researcher 3.

二十六、海研約用人員有下列情形之一者，得予以申誡。遭申誡一次者，當年度年終考核扣總分三分。

Contracted personnel of the Marine Research Institute who exhibit any of the following behaviors may be issued a warning. Each warning will result in a deduction of three points from the total score in the year-end assessment of that year.

- (一) 不服從領隊、上級命令指揮，其情節較輕者。

Minor disobedience to the instructions or commands of the team leader or superiors.

- (二) 有辱罵、要脅登船人員其情節較輕者。

Minor cases of insulting or threatening personnel on board.

- (三) 攜帶眷屬、親友於船上住宿者。

Bringing family members or friends to stay on board the vessel.

- (四) 未經船長、大副或部門主管許可，擅自離船半天以上或逾計畫開航時間二小時以上仍未到船者。

Leaving the vessel for more than half a day or failing to return within more than two hours past the scheduled departure time without permission from the Captain, Chief Officer, or department supervisor.

- (五) 疏忽職務以致研究設備、船體機械受損，情節較輕者。

Negligence in performing duties resulting in damage to research equipment or vessel machinery, where the circumstances are minor.

- (六) 依法令或職責，應為而不為，或不應為而為，情節較輕者。

Failure to perform duties required by law or position, or performing acts that should not be done, where the circumstances are minor.

- (七) 其他有損校譽，或不利於新海研 3 號業務執行，有不當行為者。

Other improper actions that damage the Institute's reputation or adversely affect the operations of the R/V New Ocean Researcher 3.

- (八) 違反本要點、工作契約與安全管理系統(SMS)相關規定，情節輕微者。

Minor violation of these Guidelines, the Employment Contract, or the Safety Management System (SMS).

- (九) 違反本校職員工獎懲要點相關規定，情節輕微者。

Minor violation of the relevant provisions of the Institute's Staff Reward and Disciplinary Guidelines.

二十七、海海研約用人員有下列情形之一者，得予以記過。遭記過一次者，當年度年終考核扣總分五分。

Contracted personnel of the Marine Research Institute who exhibit any of the following behaviors may be issued a demerit. Each demerit will result in a deduction of five points from the total score in the year-end assessment of that year.

- (一) 未經船長或主管之許可，而擅自離船或曠職一日予以記過一次。

Leaving the vessel or being absent from duty for a day without the

permission of the Captain or supervisor, resulting in one demerit.

- (四) 以言語或職務之便霸凌船上人員，有具體事證者。

Bullying personnel on board through verbal abuse or abuse of position, with documented evidence of such behavior.

- (五) 於執行職務時，有故意或重大過失致使船舶發生故障而受損失，情節較重者。

While performing duties, intentionally or through gross negligence causing the vessel to malfunction and sustain damage, where the circumstances are serious.

- (六) 對於屬具管理不善，或因疏忽職務而生損壞，情節較重者。

Cases of poor management or damage caused by negligence in performing duties, where the circumstances are serious.

- (七) 依法令或職責，應為而不為，或不應為而為，情節較重者。

Failure to perform duties required by law or position, or performing acts that should not be done, where the circumstances are serious.

- (八) 其他有損校譽，或不利於新海研3號業務執行，情節重大者。

Other actions that damage the Institute's reputation or adversely affect the operations of the Marine Research Vessel No. 3, where the circumstances are serious.

- (九) 違反本要點、工作契約與安全管理系統(SMS)情節嚴重者。

Serious violation of these Guidelines, the Employment Contract, or the Safety Management System (SMS).

- (十) 違反本校職員工獎懲要點相關規定，情節嚴重者。

Serious violation of the relevant provisions of the Institute's Staff Reward and Disciplinary Guidelines.

二十八、海海研約用人員有下列情形，情節嚴重者得提管委會審議後，予以終止約用契約，並報請航政機關懲處。

In cases where contracted personnel of the Marine Research Institute exhibit the following serious behaviors, their employment contract may be terminated after review by the Management Committee, and the matter reported to the maritime authorities for disciplinary action.

- (一) 從事本職以外之工作。

Engaging in work other than one's assigned duties.

- (二) 攜帶危險、違禁物品上船。

Bringing dangerous or prohibited items on board.

- (三) 不服上級命令及指揮，其情節嚴重者。

Seriously disobeying orders or commands from superiors.

- (四) 違反航行安全規定，而致發生嚴重災害者。

Causing a serious accident as a result of violating navigation safety regulations.

- (五) 對機具管理不善或因執行職務上之過失而致發生海難者。

Causing a maritime accident due to poor equipment management or negligence in the performance of duties.

- (六) 以言語或職務之便霸凌船上人員，屢次不聽勸導，有具體事證者。

Bullying personnel on board through verbal abuse or abuse of position, repeatedly ignoring warnings, with documented evidence of such behavior.

- (七) 親自或教唆他人對船上人員，施以暴力行為者。

Personally committing or instigating others to commit acts of violence against personnel on board.

- (八) 依法令或職責，應為而不為，或不應為而為，其情節嚴重者。

Failure to perform duties required by law or position, or performing acts that should not be done, where the circumstances are serious.

- (九) 違反相關法令，被判刑確定者。

Personnel who have violated relevant laws and have received a final criminal conviction.

- (十) 經船上幹部、船長或船務室安全考量，判斷其行為能力已無法執行勤務者。

Determined by ship officers, the Captain, or the Shipping Office, based on safety considerations, that the individual is no longer capable of performing duties.

- (十一) 考核年度內累積記過三次者。

Personnel who accumulate three demerit records within the assessment year.

- (十二) 違反本要點、工作契約與安全管理系統(SMS)。

Violation of these Guidelines, the Employment Contract, or the Safety Management System (SMS).

- (十三) 違反船員法第七章及船員服務規則第五章第二節條文且情節嚴重有影響人員或船舶安全者。

Violations of Chapter 7 of the Seafarers Act and Section 2 of Chapter 5 of the Seafarers Service Regulations, where the offense is serious and affects the safety of personnel or the vessel.

第七章 考核 Assessments

二、考核種類：

Types of Assessments:

- (一) 試用考核：新進海研約用人員試用期滿後之考核測驗。

Probationary Assessment: An evaluation conducted upon the completion of the probationary period for newly hired contracted personnel at the Marine Research Institute.

- (二) 平時考核：係指於每年四月底及八月底，考核當年度一月至四月及五月至八月之平時工作表現。

Regular Assessment: Refers to the evaluation of work performance for the periods of January to April and May to August of the current year, conducted at the end of April and the end of August each year.

- (三) 年終考核：於每年年終考核其當年度一月至十二月連續任職期間之工作表現。

Year-End Assessment: At the end of each year, assess the work performance of personnel during their continuous service from January to December of that year.

- (四) 不予考核：於同一考核年度內，任職至年終未滿一年者。

Exemption from Assessment: Personnel who have not completed a full year of service by the end of the same assessment year.

三十、海研約用人員之各項考核及等第如下：

Various Assessments and Ratings for Contracted Personnel of the Marine Research Institute:

- (一) 試用考核：新進海研約用人員試用期滿前，船員與探測人員由其所屬部門主管負責考核，考核成績經船長、船務室、總幹事複核；船務室人員則由總幹事負責考核。所有考核均送院長評定。試用成績經評定合格者，始得正式僱用；不合格者，不予僱用。

Probationary Assessment: Before the end of the probationary period, newly hired personnel at the Marine Research Institute are assessed as follows: Crew members and survey personnel are evaluated by their respective department supervisors, with the assessment results reviewed by the Captain, the Shipping Office, and the Secretary-General. Personnel of the Shipping Office are evaluated by the Secretary-General. All assessment results are submitted to the Director for final approval. Only those who pass the assessment may be formally employed; those who fail will not be hired.

- (二) 平時考核：船員與探測人員由其所屬部門主管於年中負責考核，再送交船長、船務室複評，考核成績有待改進者，由船務室提醒受考人改進；船務室人員由總幹事負責考核，有待改進者，由總幹事提醒受考人改進。

Mid-year evaluation: For crew members and survey personnel, the departmental head conducts the assessment at mid-year, then forwards it to the Captain and the Vessel Operations Office for review. If the evaluation results indicate need for improvement, the Vessel Operations Office shall notify the staff to improve. For staff of the Vessel Operations Office, the Chief Secretary is responsible for the assessment, and if improvement is needed, the Chief Secretary shall inform the staff to take corrective action.

- (三) 年終考核：應就考核表核實評分，並按其成績分為甲、乙、丙三

等。

Year-end evaluation: The assessment shall be conducted based on the evaluation form, and the results shall be categorized into three grades: Grade A, Grade B, and Grade C.

1、甲等：八十分以上。

Grade A: A score of eighty or above.

2、乙等：七十分以上、未達八十分。

Grade B: A score of seventy or higher, but below eighty.

3、丙等：未達七十分。

Grade C: A score below seventy points.

海研約用人員平時考核分數未達七十分者，年終或另予考核不得考列甲等。單位主管對考核乙等之海研約用人員須敘明初評乙等之理由及具體改進建議事項，作為受考人員改善依據。

年終考核由新海研 3 號各部門主管、船長進行初評，經船務室、總幹事及院長複評後，由海科院院長視需要邀集相關人員議決或逕予複核成績後，經管委會核定，送校核備。

If a contracted staff member of the R/V New Ocean Researcher 3 scores **below 70** in the regular assessment, they shall **not be eligible for Grade A** in the year-end or other supplementary evaluation.

For those assessed as Grade B, the unit supervisor must **document the reasons for the Grade B preliminary evaluation** and provide **specific improvement recommendations**, which serve as a basis for the employee's improvement action.

For the year-end assessment: the vessel crew and survey personnel are initially evaluated by the respective departmental heads of the R/V New Ocean Researcher III and the Captain; then the evaluations undergo peer review by the Vessel Operations Office, the Chief Secretary, and the Dean. For staff of the Vessel Operations Office, the Chief Secretary conducts the preliminary evaluation followed by the Dean's review. The Dean of the College of Marine Sciences may convene related personnel for deliberation or directly approve the review results; after the Management Committee's approval, the results are submitted to the University for record-keeping.

三十一、海研約用人員依年終考核成績予以獎懲及年終工作獎金：

Contract personnel of the R/V New Ocean Researcher 3 shall be subject to rewards and disciplinary action and be eligible for a year-end work bonus based on their year-end performance evaluation results.

(一) 甲等：晉本薪一級。發給年終工作獎金。

乙等：留原薪級，年終工作獎金依核定標準減半核發。連續二年考列乙等者，不發給年終工作獎金。

丙等：不予續僱且不核發年終工作獎金，但依相關規定核給資遣費。

Grade A: The employee's basic salary shall be advanced by one pay

grade, and the year-end work bonus shall be issued.

Grade B: The employee shall retain the current pay grade, and the year-end work bonus shall be issued at **half** the approved standard. If rated Grade B for **two consecutive years**, no year-end work bonus shall be paid.

Grade C: Employment will not be renewed and the year-end work bonus will not be issued; however, severance pay shall be provided in accordance with the relevant regulations.

(二) 不予考核者，年終工作獎金依核定標準得由單位主管視其工作表現後，按當年度實際在職工作月數比例核發。

For those not subject to evaluation, the year-end bonus may, in accordance with the approved standard, be issued by the unit supervisor based on work performance, and shall be prorated according to the number of months actually in service during the year.

(三) 連續二年年終考核列乙等者，期間經用人單位輔導仍未見改善且無適當職務可調整時，如符合勞動基準法第 11 條規定，得由用人單位主管提出考核議案，交由管委會審議通過後，不予續僱並辦理資遣。

If an employee receives a “Grade-B” rating in the year-end evaluation for two consecutive years, and despite being coached by the employing unit shows no improvement and no suitable position adjustment is available, and if the case meets the conditions under Article 11 of the *Labor Standards Act*, the employing unit’s manager may propose an evaluation resolution which, upon approval by the management committee, may lead to non-renewal of employment and termination with severance.

三十二、海研約用人員於考核期間，有下列情事之一者，應予評列丙等：

Contract staff of the R/V New Ocean Researcher III who, during the evaluation period, fall under any of the following circumstances shall be rated “Grade C”

(一) 工作態度惡劣，違反品操紀律、言行失檢、屢次不聽勸導，損害研究船運作及本校聲譽，有具體事證者。

Any person whose work attitude is severely poor, who violates standards of conduct, exhibits improper behaviour, repeatedly ignores guidance, and thereby damages the operation of the research vessel or the reputation of the University, with concrete evidence, may be subject to disciplinary action.

(二) 違反船員服務規則第五章第二節事項，嚴重損害研究船運作及本校聲譽，有具體事證者。

Should a person violate provisions under Section 2, Chapter 5 of the Seafarer Service Regulations, and such conduct significantly impairs the operation of the research vessel and damages the reputation of the University, with concrete evidence of such misconduct, disciplinary action may be taken.

第八章退休及撫慰 Retirement and Consolation Compensation

三十三、海研約用人員退休金之提撥及計算依勞基法辦理：

The allocation and calculation of retirement benefits for contract personnel of the R/V New Ocean Researcher shall be handled in accordance with the Labor Standards Act.

(一) 本校依勞工退休金條例按月為研究船人員提撥勞工退休金。

The University shall make monthly contributions to the labor pension for personnel of the Research Vessel in accordance with the Labor Pension Act.

(二) 在新海研 3 號服務十年以上滿六十歲、服務滿十五年以上滿五十五歲或服務二十五年以上者，得申請退休。

Employees who have served on the R/V New Ocean Researcher III for **ten years and have reached the age of sixty**, or for **fifteen years and have reached the age of fifty-five**, or who have served for **twenty-five years or more, may apply for retirement.**

(三) 年滿六十五歲者，本校得強制其退休。

Employees who have reached the age of sixty-five may be compulsorily retired by the University.

(四) 心神喪失或身體障礙不堪勝任工作者，本校得強制其退休。

前項第二款所規定之年齡，對於擔任具有危險、堅強體力等特殊性質之工作者，本校得報請中央主管機關核准調整，但不得少於五十五歲。

An employee who becomes mentally incapacitated or physically disabled and is no longer capable of performing job duties may be **compulsorily retired** by the University. For the retirement age specified in Subparagraph 2 of the preceding paragraph, the University may, with the approval of the competent central authority, **adjust the age requirement** for employees engaged in work of a hazardous nature or requiring exceptional physical strength; however, such age shall not be set **below fifty-five years.**

三十四、海研約用人員在職因公死亡，本校除依勞工保險條例申請給付外，再加發一個月喪葬補助費。

In the event that a contracted staff member of the R/V New Ocean Researcher dies in the line of duty, the University shall, in addition to the compensation provided under the *Labor Insurance Act*, grant an additional one-month funeral allowance.

第九章附則 Supplementary Provisions

三十五、海研約用人員如有受言語、職務霸凌及遭威脅逼迫之情事，可適時向船務室反應，或依學校相關規定辦理。

Contract staff of the R/V New Ocean Researcher may, in cases of verbal

or workplace bullying or any form of threats or coercion, report the matter promptly to the Vessel Operations Office, or handle it in accordance with the relevant University regulations.

三十六、本要點其他未盡事項悉依相關法令規定辦理。3

Any matters not expressly covered in these guidelines shall be handled in accordance with relevant laws and regulations.

三十七、本要點經行政會議及校務基金管理委員會通過，陳請校長核定後實施，修正時亦同。

These guidelines shall be implemented after approval by the Administrative Meeting and the University Fund Management Committee, and upon ratification by the President; the same procedure shall apply to any amendments.

Any dispute over interpretations of these regulations shall be resolved in a court of law based on the Chinese version.

附表二、新海研 3 號工作人員配置表

艙面部門	人數	輪機部門	人數
船長	1	輪機長	1
大副	1	大管輪	1
資深船副	1	資深管輪	1
資淺船副	1	資淺管輪	1
水手長	1	電機員	2
幹練水手	1		
大廚	1		
合計	7	合計	6
探測部門	人數	船務室	人數
資深探測技術員	1	駐埤船長/航務工程師/ 駐埤大副	1
探測技術員	2	駐埤輪機長/工務工程師	1
		駐埤船副/船務助理	1
合計	3	合計	3
總計 19 人			

甲級船員：船長、大副、資深船副、資淺船副、輪機長、大管輪、資深管輪、資淺管輪。

乙級船員：水手長、幹練水手、電機員、大廚。

船務室人員：駐埤船長/航務工程師/駐埤大副、駐埤輪機長/工務工程師、駐埤船副/船務助理。

探測人員：資深探測技術員、探測技術員。

附表二、新海研 3 號工作人員薪點表

薪級 職稱		薪級薪點(本薪計算)									
		十級	九級	八級	七級	六級	五級	四級	三級	二級	一級
甲級船員	船長	685	690	695	700	705	710	715	720	725	730
	大副	500	505	510	515	520	525	530	535	540	545
	資深船副	435	440	445	450	455	460	465	470	475	480
	資淺船副	380	385	390	395	400	405	410	415	420	425
	輪機長	645	650	655	660	665	670	675	680	685	690
	大管輪	500	505	510	515	520	525	530	535	540	545
	資深管輪	435	440	445	450	455	460	465	470	475	480
	資淺管輪	380	385	390	395	400	405	410	415	420	425
探測人員	資深探測技術員	500	505	510	515	520	525	530	535	540	545
	探測技術員	380	385	390	395	400	405	410	415	420	425
乙級船員	電機員	435	440	445	450	455	460	465	470	475	480
	水手長	405	410	415	420	425	430	435	440	445	450
	幹練水手	380	385	390	395	400	405	410	415	420	425
	大廚	420	425	430	435	440	445	450	455	460	465
船務室人員	駐埠船長	<u>685</u>	<u>690</u>	<u>695</u>	<u>700</u>	<u>705</u>	<u>710</u>	<u>715</u>	<u>720</u>	<u>725</u>	<u>730</u>
	駐埠輪機長	<u>645</u>	<u>650</u>	<u>655</u>	<u>660</u>	<u>665</u>	<u>670</u>	<u>675</u>	<u>680</u>	<u>685</u>	<u>690</u>
	航務工程師	<u>550</u>	<u>555</u>	<u>560</u>	<u>565</u>	<u>570</u>	<u>575</u>	<u>580</u>	<u>585</u>	<u>590</u>	<u>595</u>
	駐埠大副 工務工程師	<u>500</u>	<u>505</u>	<u>510</u>	<u>515</u>	<u>520</u>	<u>525</u>	<u>530</u>	<u>535</u>	<u>540</u>	<u>545</u>
	駐埠船副	380	385	390	395	400	405	410	415	420	425
	船務助理	300	305	310	315	320	325	330	335	340	345

附表三、新海研 3 號工作人員酬金薪點折合率

單位：新台幣元／點

人員類別		酬金薪點折合率
甲級船員 探測人員	停港	<u>138.6</u>
	近海	<u>183.0</u>
	遠洋	<u>188.4</u>
乙級船員	停港	<u>113.8</u>
	近海	<u>158.1</u>
	遠洋	<u>163.5</u>
<u>船務室人員</u>		<u>138.6</u>
一、伙食費由學校依每人每天 <u>240</u> 元額度補助，僅供採買伙食之用，依單據核銷，按實際出海天數計算。 二、出基地港後因業務需要或避風補給進入國內其它港口者，在港內停泊期間，其薪點折合率按停港或近海薪點折合率合計數之二分之一計給。 三、支給「遠洋」標準者，須出海日數達 12 日(含)以上，且至少距臺灣 200 浬以上。 四、原支較高標準有案者，改支後如較原支標準為低，補足差額，並隨同爾後是項標準調整逐步併銷。 五、薪點折合率如有調整，悉依政府規定。(其薪給尾數一律採四捨五入)。 六、持有符合甲級船員適任證書及 <u>STCW 訓練證書之船務室人員因任務需要上船代理相關職務者，其酬金薪點折合率比照甲級船員。</u>		