Promotion Evaluation Scoring Standards Table for Civil Servants (Staff) at National Changhua University of Education

(1)Evaluation Categories: Basic Options
 Evaluation Items: Educational Qualifications and Exams
 Proposed for Non-Supervisory Position vs Proposed for Supervisory

 Position: Score 4

 Explanation:

1. **Recognition of Academic Qualifications**: The recognition of academic qualifications is based on the educational system as defined by the Ministry of Education or the Ministry of National Defense (military schools) and is calculated based on the highest academic qualification. Academic qualifications that are approved or recognized by the Ministry of Education are equally credited, regardless of whether they are domestic or international.
2. **Civil Service Examination Qualification**: This refers to those who have passed various civil service recruitment examinations, promotion examinations, and examinations for military officers of the rank of colonel and above transferring to civil service, with job performance validated.
3. **Professional and Technical Personnel Examination Qualification**: Those who have passed higher-level or general examinations for professional and technical personnel, and who have transferred to civil service, as well as those who have passed various qualification assessments and certification exams, will be credited in the same way as those who have passed the civil service examination.

(2) Evaluation Categories: Basic Options

Evaluation Items: Educational Qualifications and Exams
Proposed for Non-Supervisory Position vs Proposed for Supervisory Position: Score 8

Explanation:

1. **Service Duration Calculation**: The calculation is limited to the duration of service in the current position, in the same job grade, or within the same promotion sequence. The term "current position, same job grade, or within the same promotion sequence" includes periods of acting duties but excludes positions held temporarily.

2. **Partial Years Calculation**: If the remaining period is less than half a year, 0.5 points are awarded; if it is more than half a year but less than a full year, it is calculated as one year.

3. **Service in Lower-Level Positions**: Service duration in lower-level positions within the same job grade or promotion sequence can be given additional points within the upper limit of this category, depending on the responsibilities and nature of the job, after review by the evaluation committee.

(3) Evaluation Categories: Performance Evaluation

Evaluation Items: work performance

Position: Score 10

Explanation:

1. **Performance Evaluation Criteria**: The evaluation is limited to the year-end performance evaluations (results) approved by the Ministry of Civil Service for the same position, job grade, or within the same promotion sequence over the past five years. If the evaluation has not yet been approved, the performance evaluation result reviewed by the agency head will be used for calculation.

2. **Exclusion for Low Ratings**: No points will be awarded for evaluations rated as "C" grade.

3. **Alternative Evaluations**: For other types of performance evaluations (results), points will be awarded at half the standard rate according to the scoring criteria.

(4) Evaluation Categories: Performance Evaluation

Evaluation Items: work performance

Position: Score 8

Explanation:

1. **Scope of Rewards and Punishments**: The evaluation is limited to the rewards and punishments that have been officially approved and issued within the last five years (calculated retrospectively from the month of the promotion evaluation) during the period in the current position, the same job grade, or within the same promotion sequence. Points are awarded based on the value of individual reward cases.

2. **Penalties Within the Last Five Years**: If the individual has been subject to disciplinary actions within the last five years (calculated retrospectively from the month of the promotion evaluation), they will not be eligible for promotion during the period specified under Article 12 of the Promotion Act. Specific deductions are as follows:

* A "reprimand" is treated as equivalent to "one demerit" and results in a deduction of 0.5 points.
* "Demerits," "fines," or "salary reduction" are treated as equivalent to "two demerits" and result in a deduction of 1.2 points.
* "Demotion" or "suspension" is treated as equivalent to "one major demerit" and results in a deduction of 2 points.
* If multiple penalties are imposed together, only the most severe penalty will be used for the deduction.

3. **Calculation of Total Points**: Rewards add points, and punishments deduct points according to the standards listed. If the result is a negative score, the total score should be reduced accordingly.