

Severance Pay Regulations

Established on Aug. 1, 1988 Amended on Dec. 22, 1994
Amended on Mar. 1, 1989 Amended on Mar. 1, 1998
Amended on Jun. 19, 1992 Amended on Mar. 1, 2000
Amended on Mar. 1, 1994 Amended on Mar. 1, 2009

Article 1 (Purpose) The purpose of these regulations is to specify matters concerning the payment of severance pay to the faculty and staff members.

Article 2 (Scope of Application) These regulations shall apply to the faculty and staff members who are not governed by the Private School Teachers and Staff Pension Act.

Article 3 (Rate of Severance Pay) ① As is indicated in the Attached Table, the payment rate is offered against the period of one's continuous service. A person who resigns within one year of his/her appointment shall not be given any severance pay.

② A fraction of a year following a year or more of employment is divided by a month's payment days. After the calculation, however, any fraction smaller than KRW 1 shall be rounded down.

Article 4 (Reference Wage for Severance Pay Calculation) "Reference wage" for severance pay calculation shall be the average wage provided for by the Labor Standards Act.

Article 5 (Severance Pay Calculation) ① Severance pay shall be calculated by multiplying the number of payment days provided for by Article 3 by the reference wage at the time of termination of the employment. After the calculation, however, any fraction smaller than KRW 1 shall be rounded down.

② If the severance pay calculated according to Clause 1 is smaller than the minimum standard provided for by the relevant laws and regulations, the severance pay shall be calculated and paid according to the minimum standard.

Article 6 (Calculation of the Period of Continuous Service) ① The period of one's continuous service shall begin on the date of appointment and end on the date the reason for the payment of severance pay occurred.

② In calculation of the period of one's continuous service, any fraction of one month shall be deemed to be one month. ③ The period of suspension from office or leave of absence shall be included in the period of one's continuous service. However, the leave of absence of a person who has been indicted and found guilty by any criminal court shall not be included in the period of his/her continuous service.

Article 7 (Payment of Severance Pay) ① The full amount of severance pay shall be paid in the local currency within 14 days of the date of termination of the employment.

② In the case a faculty or a staff member's employment is terminated due to his or her death, severance pay shall be paid according to the priority order provided for by the relevant laws and regulations.

③ If a faculty or a staff member wishes to receive severance pay before his/her employment is terminated, such may be paid as provided for by the relevant laws and regulations.

Addenda

1. These amended regulations shall take effect on June 19, 1992.
2. Staff hired prior to the effective date of these regulations shall be governed by these regulations.

Addenda

1. These amended regulations shall take effect on March 1, 1994.
2. Staff hired prior to the effective date of these regulations shall be governed by these regulations.

Addenda

1. These amended regulations shall take effect on December 22, 1994.

2. However, the amendment wherein “Pohang Institute of Science and Technology” is changed to “Pohang University of Science and Technology” and “Dean” is changed to “President” shall be deemed effective as of March 1, 1994.

Addendum

These amended regulations shall take effect on March 1, 1998.

Addenda

1. These amended regulations shall take effect on March 1, 2000.
2. (Interim Measures Concerning Article 6) For staff members governed by the Remuneration Policies for Staff Members, the reference wage for severance pay calculation shall be derived by dividing the basic wages paid during the period of one year that ends on the day before his/her retirement (day before his/her leave of absence if he/she retires during a leave of absence) by the number of days in such period.

Addenda

1. (Effective Date) These amended regulations shall take effect on March 1, 2009.
2. (Interim Measures) The previous severance pay regulations of the Foundation and the University shall be integrated into these regulations as of the effective date of these regulations.