



# Hospital policies analysis of salary and benefits for nursing staff in Taiwan in 2024



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## Introduction

According to the report from Taiwan's Ministry of Health and Welfare, the average nursing practicing rate was only 58.6% in 2023, which is significantly lower than the average practice rate in other European and American countries. Taiwan's central government provides night shift subsidies for nurses to encourage nursing employment starting in January 2024.

## Purpose

This study aimed to collect hospitals in northern, central, southern, and eastern Taiwan to summarize the salary and benefits of nursing staff and provide a reference basis for the hospital's nursing manpower recruitment policies.



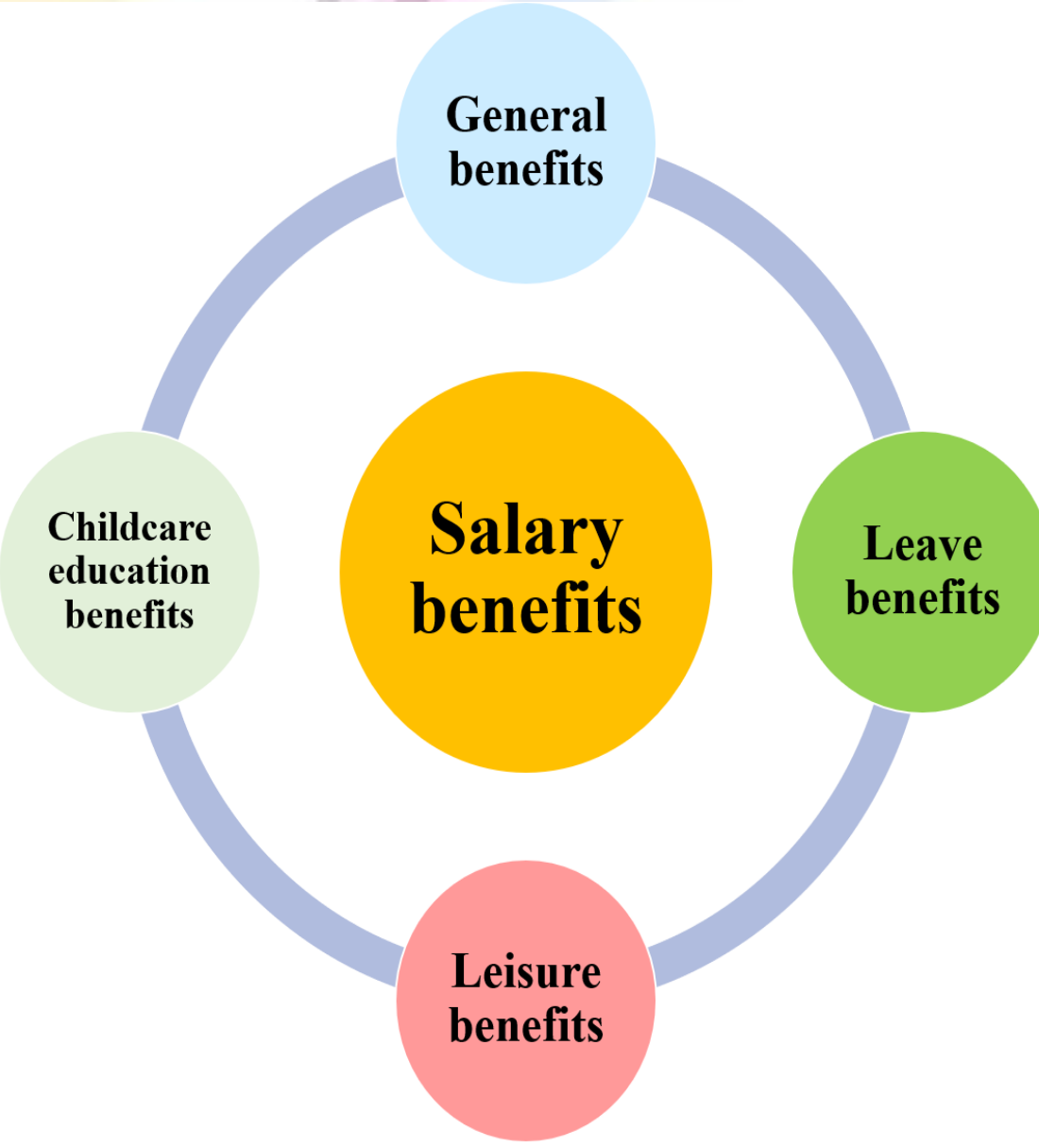
## Methods

This study will summarize the salary and benefit data from January to April 2024. It was found that the salary and benefits of nursing staff include the following five items.

- ◆ **Salary benefits** include monthly salary, night shift and graveyard shift fee, performance bonus, signing bonus, service award, year-end bonus, performance appraisal bonus, special unit allowance, ward allowance, arrival bonus and other fees add up.
- ◆ **General benefits** include group insurance, nurse uniforms, nurse shoes, health examinations, public holidays or participation in educational training at public expense, further education subsidies, research and publication awards, student association subsidies, provision of dormitories, infant care subsidies, advanced reward, etc.
- ◆ **Leave benefits** include monthly leave, special leave, marriage leave, maternity leave, paternity leave, maternity leave, sick leave, travel leave, etc.
- ◆ **Leisure benefits** include travel subsidies, social activities, etc.
- ◆ **Childcare education benefits** include children's education subsidies, scholarships, etc.

## Results

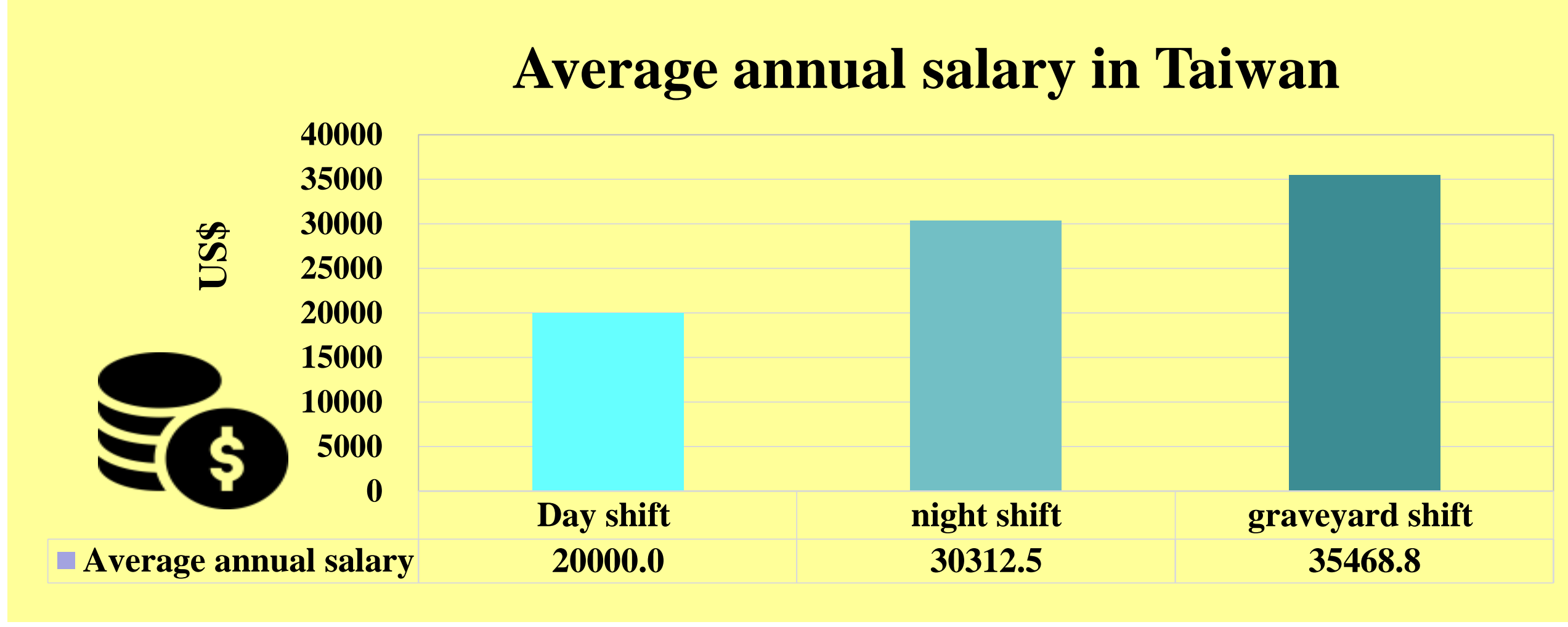
- ◆ The average total annual salary is about **\$ 25,312.5 - 43,125 US dollars**.
- ◆ The annual salary for day shift is **US\$ 19,687.5-20,312.5**; the annual salary for night shift is **US\$29,375-31,250**; the annual salary for graveyard night shift is **US\$ 35,000-35,937.5**.
- ◆ **The most common benefits include providing birthday coupons/gifts for 70%; providing nurse uniforms for 66.7%.**
- ◆ The maximum leave is **14 days** for marriage leave and **59 days** for maternity leave.
- ◆ Among the travel subsidies, the public hospital subsidy is **US\$500** and the private hospital subsidy is **US\$468.75**.
- ◆ The maximum subsidy for children's education in public hospitals is **US\$1,118.75**, and the maximum subsidy in private hospitals is **US\$281.25**.
- ◆ The maximum scholarship and bursary available at school is **US\$3,750** per year.



The Highest Paying Countries For  
Nurses 2024: Salaries & Skills

Country	Average Annual Salary (USD)
Switzerland	\$94,869
Luxembourg	\$90,467
United States	\$82,750
Virgin Islands	\$74,710
Denmark	\$58,266
Australia	\$55,850
Israel	\$53,768
Canada	\$53,371

<https://getgis.org/blog/top-10-highest-paying-countries-for-nurses-2023>



## Conclusion

This study synthesis analyzes the salary and benefits of 30 hospitals in Taiwan and finds that the salary and benefits of nursing staff are adjusted according to five major benefits (salary, general, leave, leisure and childcare education benefits). The study also found that these benefits are not only aimed at improving the overall salary of nursing staff, but also in response to the contribution recognition of the special care and technical aspects of nurses.

## Relevance to HPH

Providing competitive salary and benefit policies can help the recruitment, retention and future career development of nursing staff. The study results are fit with the theme of this HPH conference.



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