

Appendix to the Fine Determination Criteria in Accordance with Subparagraph 2 of Paragraph 1 of Article 11 of the Public Interest Whistleblower Protection Act

No.	Types of Adverse Treatment	Legal Basis (Public Interest Whistleblower Protection Act)	Fine Range (NTD)	Fine Determination Criteria (NTD)
1	Measures affecting continued employment, such as dismissal, recall from position, removal, suspension, and contract termination	Article 8, Paragraph 2, Subparagraph 1	A fine of not less than NT\$2,500,000 and not more than NT\$5,000,000	Violators shall be subject to the following penalties and may be required to make improvements within a prescribed period. If they fail to do so, a penalty shall be re-imposed for each additional offense: Those who commit serious violations shall be fined not less than NT\$3,600,000 and not more than NT\$5,000,000. Those who commit moderate violations shall be fined not less than NT\$3,000,000 and not more than NT\$4,200,000. Those who commit minor violations shall be fined not less than NT\$2,500,000 and not more than NT\$3,600,000.
2	Measures affecting job grade (rank), such as demotion or transfer, disciplinary action, and punishment	Article 8, Paragraph 2, Subparagraph 1	A fine of not less than NT\$1,500,000 and not more than NT\$3,000,000	Violators shall be subject to the following penalties and may be required to make improvements within a prescribed period. If they fail to do so, a penalty shall be re-imposed for each additional offense: Those who commit serious violations shall be fined not less than NT\$2,500,000 and not more than NT\$3,000,000. Those who commit moderate violations shall be fined not less than NT\$2,000,000 and not more than NT\$2,600,000. Those who commit minor violations shall be fined not

				less than NT\$1,500,000 and not more than NT\$2,100,000.
3	Measures affecting job promotion, such as negative job appraisals and personnel evaluations		A fine of not less than NT\$800,000 and not more than NT\$2,000,000	Violators shall be subject to the following penalties and may be required to make improvements within a prescribed period. If they fail to do so, a penalty shall be re-imposed for each additional offense: Those who commit serious violations shall be fined not less than NT\$1,600,000 and not more than NT\$2,000,000. Those who commit moderate violations shall be fined not less than NT\$1,200,000 and not more than NT\$1,700,000. Those who commit minor violations shall be fined not less than NT\$800,000 and not more than NT\$1,300,000.
4	Measures that result in property loss, such as reduction of salary or pay, fines (including salary deductions), or forfeiture or reduction of bonuses or retirement pay (including for civil servants or military personnel)	Article 8, Paragraph 2, Subparagraph 2	A fine of not less than NT\$600,000 and not more than NT\$1,500,000	Violators shall be subject to the following penalties and may be required to make improvements within a prescribed period. If they fail to do so, a penalty shall be re-imposed for each additional offense: Those who commit serious violations shall be fined not less than NT\$1,200,000 and not more than NT\$1,500,000. Those who commit moderate violations shall be fined not less than NT\$900,000 and not more than NT\$1,250,000. Those who commit minor violations shall be fined not less than NT\$600,000 and not more than NT\$950,000.
5	Measures infringing on the	Article 8, Paragraph 2, Subparagraph 3	A fine of not less than NT\$400,000 and not more	Violators shall be subject to the following penalties and may be required to make improvements within a

	rights and interests derived from the position, such as forfeiture of education or training opportunities, benefits, or special rights related to promotion and transfer		than NT\$1,000,000	prescribed period. If they fail to do so, a penalty shall be re-imposed for each additional offense: Those who commit serious violations shall be fined not less than NT\$800,000 and not more than NT\$1,000,000. Those who commit moderate violations shall be fined not less than NT\$600,000 and not more than NT\$850,000. Those who commit minor violations shall be fined not less than NT\$400,000 and not more than NT\$650,000.
6	Measures involving adverse adjustments to a current position, such as adverse changes in workplace location, job duties, working conditions, or other personnel or management measures	Article 8, Paragraph 2, Subparagraph 4	A fine of not less than NT\$100,000 and not more than NT\$500,000	Violators shall be subject to the following penalties and may be required to make improvements within a prescribed period. If they fail to do so, a penalty shall be re-imposed for each additional offense: Those who commit serious violations shall be fined not less than NT\$350,000 and not more than NT\$500,000. Those who commit moderate violations shall be fined not less than NT\$200,000 and not more than NT\$400,000. Those who commit minor violations shall be fined not less than NT\$100,000 and not more than NT\$250,000.
7	Unlawful disclosure of the whistleblower's identity	Article 8, Paragraph 2, Subparagraph 5	A fine of not less than NT\$50,000 and not more than NT\$2,000,000	Violators shall be subject to the following penalties and may be required to make improvements within a prescribed period. If they fail to do so, a penalty shall be re-imposed for each additional offense: Those who commit serious violations shall be fined not less than NT\$1,300,000 and not more than NT\$2,000,000. Those who commit moderate violations shall be fined

				not less than NT\$500,000 and not more than NT\$1,400,000. Those who commit minor violations shall be fined not less than NT\$50,000 and not more than NT\$600,000.
Serious violation: The violator abused their position of power; the conduct was egregious, caused serious harm to the whistleblower's employment rights and interests, and resulted in prolonged harm that was difficult to remedy. Moderate violation: The violator affected the whistleblower's employment rights and interests, but the impact did not amount to serious harm. Minor violation: The violator's impact on the whistleblower's employment rights and interests or management measures resulted from a single, isolated incident with minor severity.				