

VII. Welfare



1. Housing

1) Faculty Apartment

- Duration of stay: 3 years maximum from the approved move-in date
- Move-in Eligibility: Faculty without their own house (Priority is given to junior faculty and foreign faculty.)
 - *A small apartment (64 m²) is assigned to a faculty without dependents.
- Documents for Submission
 - Application form Residency at Faculty Apartment
 - The certificate of (individual) resident registration and tax payment (for all adult family members)
 - In case of foreign faculty, a photocopy of alien registration card or passport
 - In case of a faculty not yet appointed, documentary evidence regarding his/her appointment
 - *Submit the application to the Division of Welfare through his/her college.
- Deposit and Monthly Payment

(Unit: KRW1,000)

Location	Size (m ²)	# of Apartments	# of Rooms	Deposit		Monthly Payment	Surcharge for Staying beyond the Contracted Period
Gwanak Campus (Bldg. 122)	64	20	1	Korean	21,000	171	<ul style="list-style-type: none"> • Up to 6 months: 438/month • Up to 12 months: 643/month • Over 12 months: 877/month
				Foreigner	1,350	492	
	96	89	2	Korean	42,000	273	<ul style="list-style-type: none"> • Up to 6 months: 658/month • Up to 12 months: 964/month • Over 12 months: 1,316/month
				Foreigner	2,010	732	
	127	122	3	Korean	51,000	360	<ul style="list-style-type: none"> • Up to 6 months: 864/month • Up to 12 months: 1,267/month • Over 12 months: 1,728/month
				Foreigner	2,520	918	

Location	Size (m ²)	# of Apartments	# of Rooms	Deposit		Monthly Payment	Surcharge for Staying beyond the Contracted Period
	136	5	4	Korean	70,000	436	<ul style="list-style-type: none"> • Up to 6 months: 932/month • Up to 12 months: 1,367/month • Over 12 months: 1,864/month
				Foreigner	3,300	1,203	
Shinbanpo	82	1	2	Korean	1,250	80	<ul style="list-style-type: none"> • Up to 6 months: 562/month • Up to 12 months: 823/month • Over 12 months: 1,124/month
Subtotal		237					

※ Monthly payment and surcharge are subject to change.

2) BK International House

(1) Duration of Stay

- Foreign faculty and researchers (Korean faculty and researchers if there are vacancies): 3 years maximum from the approved move-in date
- Foreign research students and graduate students: 2 years maximum from the approved move-in date

(2) Move-in Eligibility

- Foreigner: Full-time · endowed · visiting · WCU · BK professors, full-time lecturers, research professors, researchers, research students, graduate students without their own houses
 - Korean (If there are vacancies): Full-time · endowed · visiting · WCU · BK professors, researchers without their own houses
- *Priority is given to foreign professors and lecturers.

(3) Documents for Submission

- Foreigner: Application form for Residency at BK International House, a photocopy of the official document of appointment, and a photocopy of alien registration card passport
- Korean: Application form for Residency at BK International House, a photocopy of the official document of appointment, certificates of the resident registration, and property tax exemption

- In case of applying for a two-bedroom apartment, the applicant should submit documentary evidence such as his/her marriage or equivalent.
*Submit the application to the Division of Welfare through his/her college.

(4) Deposit and Monthly Payment

(Unit: KRW1, 000)

Location	Size (m ²)	# of House-holds	# of Rooms	Deposit	Monthly Payment	Surcharge for staying beyond the contracted period
Gwanak Campus (Bldg. 946)	23	316	1	1,140	380	• From 11 to 30 days: 20/day • Over 30 days: 40/day
	56	74	2	1,800	600	• From 11 to 30 days: 40/day • Over 30 days: 80/day
Total		390				

※ Monthly payment and surcharge are subject to change.

3) Hoam Faculty House

Hoam Faculty House (HFH), located on the Gwanak campus, offers facilities for international conferences and other large-scale events; the convention facilities (including business center and all necessary equipment), restaurants, and guest houses are available at a special rate for faculty and staff of Seoul National University.

- Reservations: TEL) 880-0300, 0301 (On campus extension: 5572);
Online) <http://www.hoam.ac.kr>

2. Health Insurance

1) Health Insurance for Faculty and Staff

- Faculty, staff, and their dependents are eligible for National Health Insurance.
 - Faculty and staff are eligible upon their appointment.
 - Dependents include the faculty or staff member's spouse, his/her and

- his/her spouse's direct ascendants and descendants as well as his/her brothers and sisters if recognized as eligible for dependent status.
- Dependents become eligible after the faculty or staff member applies for their eligibility and gets approval from the National Health Insurance Corporation.
 - If the health insurance card is lost or damaged, the faculty or staff member should submit an application for reissuance of the card to the Division of Welfare of SNU or directly to the Corporation.
 - Monthly insurance payment = Monthly salary × insurance rate + insurance fee for long-term medical treatment (effective from July 1, 2008)

2) Medical Check-up for Faculty and Staff

- Every 2 years (2008, 2010, ...) medical check-up is conducted by Seoul National University Hospital. Medical check-up for those who work outside Gwanak Campus is conducted by designated local hospitals.

3. Health Services

1) University Health Service Center

- Located on Gwanak Campus 3rd Floor of the Student Center (Bldg. 63), the University Health Service Center offers a wide range of medical services for students, faculty, and staff. Beside the Center in Gwanak campus, Yeongeon campus also runs a health service center. Since medical treatment at these centers is not covered by the National Health Insurance, a small fee is charged to cover the cost.
- The centers open from 9:30 AM to 5:30 PM on weekdays. The service includes internal medicine, dermatology, dental, ENT (ear, nose, throat specialist), gynecology, neuropsychiatry, ophthalmology, orthopedics and surgery. Please refer to <http://health4u.snu.ac.kr/> for business hours of each clinic.

2) Exemption or Reduction of Medical Cost

In order to get exemption or reduction of medical cost, student, faculty and staff should present their health insurance card or ID card. A faculty member of a faculty or staff should present health insurance card if he/she is registered as a dependent on the card. Otherwise he/she may present another documentary evidence to verify that he/she is a dependent.

<Seoul National University Hospitals at Yeongeon and Bundang>

Beneficiary	Reduction Rate			Annual Limit	Contact Information
	Optional Medical Treatment	Comprehensive Medical Check-up	Medical Treatment not covered by insurance		
Faculty and Staff	100%	40%	40%	3 million KRW	at Yeongeon Tel: 02-2072-2077 at Bundang Tel: 031-787-2030
Family Member of Faculty and Staff	50%	10%	10%	3 million KRW	
Emeritus professor	50%	30%	40%	2 million KRW	

※ There is no reduction on consultation fees for ordinary medical treatment.

※ Medical Treatment not covered by insurance include scaling, hospitalization in an upgraded ward, ultrasound, MRI, and PET.

<Seoul National University Healthcare Center at Gangnam>

Beneficiary	Reduction Rate for Comprehensive Medical Check-up	Contact Information
Faculty and Staff	40%	Tel: 02-2112-5500
Family Member of Faculty and Staff	10%	
Emeritus professor	30%	

<Boramae Hospital at Shindaebang-dong>

Beneficiary	Reduction Rate for Comprehensive Medical Check-up	Contact Information
Faculty and Staff, Family Member of Faculty and Staff, and Emeritus professor	30%	Tel: 02-870-3333-4

<Seoul National University Dental Hospital at Yeongeon>

Beneficiary	Reduction Rate			Annual Limit	Contact Information
	Optional Medical Treatment	Comprehensive Medical Check-up	Medical Treatment not covered by insurance		
Faculty and Staff	20%	100%	40%	3 million KRW	Tel: 02-2072-2633 02-2072-3874
Family Member of Faculty and Staff	10%	50%	10%	3 million KRW	
Emeritus professor	10%	50%	20%	2 million KRW	

※ There is no reduction on consultation fees for ordinary medical treatment.

※ Medical Treatment not covered by insurance include scaling, hospitalization in an upgraded ward, ultrasound, MRI, and PET.

4. POSCO Sports Center

The POSCO Sports Center(Bldg. 71-2) has a swimming pool, a fitness center, indoor golf facility, multi-purpose training facility, sauna, a sports goods store, a sports café, squash courts, racquetball courts, and other auxiliary facilities. Faculty, staff and students can take sports lessons at a special rate. Several indoor facilities are located on Gwanak Campus including fitness centers at the dormitory, the Engineering building (Bldg. 39), and the College of Natural Sciences building (Bldg. 500).

- Homepage: <http://spolex.snu.ac.kr>

5. Government Employees Pension Plan

Types		Types of Wages	Details of Wages
Long-Term Benefits	Retirement Benefits	Retirement pension	An employee with over 20 years of service is eligible to receive monthly pension until death after retirement.
		Retirement pension with lump-sum payment	An employee with over 20 years of service may receive monthly pension (for 20 years of service) and lump-sum payment (for the rest).
		Lump-sum pension payment	An employee with over 20 years of service is eligible to receive lump-sum payment in lieu of monthly pension.
		Lump-sum payment	An employee with less than 20 years of service can only receive lump-sum payment.
		Survivor Pension	If a beneficiary of retirement pension dies, his/her survivors receive monthly pension (60%). If a beneficiary dies after 3 years from retirement, his/her survivors receive additional lump-sum payment.
	Survivor Benefits	Survivor Pension	Upon the death of an incumbent employee with over 20 years of service, his/her survivors receive monthly pension (60%). In this case, he/she receives additional lump-sum payment.
		Survivor lump-sum pension payment	Upon the death of an incumbent employee with over 20 years of service, his/her survivors can receive lump-sum payment in lieu of monthly pension.
		Survivor lump-sum payment	Upon the death of an incumbent employee with less than 20 years of service, his/her survivors can only receive lump-sum payment.

Types		Types of Wages	Details of Wages
	Retirement Allowance		Upon the retirement or death of an employee with over one year of service, he/she receives a payment from the government. The amount of payment depends on his/her years of service.
	Accident Compensation Benefits	Disability Benefits	An employee who is forced to retire because of a disability incurred through work-related disease or injury, or who becomes disabled due to the disease or injury after retirement, receives disability pension and compensation
		Survivor Benefits	If an employee dies in service because of a work-related disease or injury, or dies due to the disease or injury within 3 years from retirement, his/her survivors receive survivor compensation from the government.
Short-Term Benefits	Accident Compensation Benefits	Medical Treatment	For an employee who needs medical treatment because of work-related disease or injury, his/her mental expenses are covered by the government up to 2 years upon approval of the Government Employees Pension Service.
		Lump-Sum Payment for Official Medical Treatment	If an employee does not fully recover from their work-related diseases or injury after two years of officially-approved medical treatment, the government pays his/her lump-sum payment equivalent to the expected medical expenses up to one year.
	Relief Benefits	Relief Aid	An employee receives relief aid in case of property damages to his/her houses due to a destruction by fire, flood or etc.
Condolence Aid		An employee receives condolence aid in case of the death of his/her spouse and direct ascendants, or direct ascendants of his/her spouse.	

*You may refer to the homepage of the Government Employees Pension Service (www.geps.gov.kr)

or.kr) or contact the Division of Administrative Affairs (Ext. 5098) for the formula for benefits or documents required at the time of applying for benefits.

*Survivors are defined as widow, widower, parents, grandparents or children (including orphans), grandchildren whose age is less than 18 years old. If there are two or more survivors, the amount of survivor pension is divided by equal shares. There is order with which the priority of the beneficiary among survivors is decided.

*A spouse is eligible for survivor pension without age limit. But the spouse must have been married before his/her partner's retirement or death. If a spouse has been receiving another pension benefits from the Government Employees Pension Service, the survivor pension is limited to a half amount.

*Children are qualified for survivor pension if they are under age 18. But a child 18 or older maybe eligible for the survivor pension, only when self-support is impossible mainly due to a disability incurred prior to age 18.

6. Customized Welfare System

- Customized welfare system is a service in which government employees are obliged to select mandatory items (supplement health insurance, life and accident insurance) within the limit of welfare budget (points) assigned to each one of them and may select voluntary items. Voluntary items include expenses for medical treatments, using athletic facilities, taking courses at a private institute, buying books, leisure sports, travel, cultural activities, child-care, child education and so on.
- Faculty and staff are supposed to log in the Government Well-being Plaza (<http://www.gwp.or.kr>) and apply for reimbursement of the above expenses by submitting the recipients. Unfortunately the website is in Korean; please ask your department for assistance.

7. Nursery

- Location: Bldg. 941, on the second floor of Shinhan Bank

	Details
Eligibility	Students and faculty's children aged 1 (children born two years before the present year. ex) present year: 2010, accepted children's birthdate: 2008. January~2008. December)~8 (elementary 3rd grade)
Hours	8:30~18:30 (on duty until 7:00 PM, closed on Saturday, Sunday and national holidays) ※ Parents should drop off and pick up their children.
Admission Procedure	Application: Parents should submit paper document; faculty, staff: a certificate of employment; graduate student: an attendance certificate (together with a certificate of resident registration or a copy of parents' alien registration cards (for foreigner) → waiting list: your child will be automatically signed up in the waiting list upon application → admission and payment upon notification