

項 目		決 算 數														
名 稱	編 號	正式員額 薪 資	臨時人員 薪 資	超時工作 報 酬	津 貼	獎 金			退休、卹償金		資遣費	福 利 費				
						績效獎金	考核獎金	其他獎金	退 休 金	卹 償 金		分擔保險費	傷病醫藥費	提撥福利金	體育活動費	其他福利費
營業總支出部分	974	19,880,522,563		2,481,950,804	899,604,106	3,816,029,206	3,180,024,338	2,218,027	2,050,806,707	130,268,359		2,027,831,292	86,231,679	723,940,541	66,924,643	118,251,050
營業成本部分	97451	16,643,573,262		2,226,347,822	854,451,434	3,185,048,783	2,653,446,662	2,143,745	1,708,655,250	114,569,763		1,677,106,383	76,253,929	622,241,624	23,080,017	90,317,956
銷售成本	974530	16,475,086,948		2,204,041,085	851,090,205	3,167,402,390	2,638,182,128	2,131,865	1,694,106,969	114,569,763		1,662,201,655	76,055,844	621,517,964	23,080,017	89,740,835
水力發電費用	9745301	949,919,844		95,630,397	35,136,074	184,235,350	153,417,194	72,862	95,291,032	5,733,250		95,255,740	2,801,795	30,757,762	277,258	5,106,449
職員	97453013	508,204,387														
工員	97453014	441,715,457														
火力發電費用	9745302	4,568,902,183		740,191,867	135,321,852	877,483,565	730,677,805	539,106	484,569,029	35,595,228		451,290,979	13,563,198	155,141,375	8,786,706	24,340,942
職員	97453023	2,554,329,882														
工員	97453024	2,014,572,301														
核能發電費用	9745303	2,736,492,681		266,255,384	531,175,265	519,356,218	430,993,266	277,021	335,385,040	26,157,682		282,186,613	38,422,601	90,836,164	464,187	16,892,268
職員	97453033	1,825,775,812														
工員	97453034	910,716,869														
再生能源發電費用	9745304	102,405,888		6,519,537	838,961	20,324,902	16,158,126	867	9,388,896			9,585,821	180,048	4,555,486	33,023	674,703
職員	97453043	85,420,140														
工員	97453044	16,985,748														
輸電費用	9745308	2,311,313,872		196,678,128	26,798,187	449,885,609	373,626,054	186,289	232,625,314	16,012,285		226,793,744	4,905,387	105,737,034	620,151	13,709,448
職員	97453083	1,320,628,589														
工員	97453084	990,685,283														
配電費用	9745309	5,806,052,480		898,765,772	121,819,866	1,116,116,746	933,309,683	1,055,720	536,847,658	31,071,318		597,088,758	16,182,815	234,490,143	12,898,692	29,017,025
職員	97453093	2,132,688,795														
工員	97453094	3,673,363,685														
其他營業成本	9745609	168,486,314		22,306,737	3,361,229	17,646,393	15,264,534	11,880	14,548,281			14,904,728	198,085	723,660		577,121
職員	97456093	80,868,671														
工員	97456094	87,617,643														
行銷或業務部分	974580	2,314,305,443		207,621,125	28,196,356	450,677,743	370,958,243	-95,575	228,145,829	12,047,382		243,114,370	6,146,813	76,455,497	13,744,731	12,480,298
行銷費用	9745801	2,314,305,443		207,621,125	28,196,356	450,677,743	370,958,243	-95,575	228,145,829	12,047,382		243,114,370	6,146,813	76,455,497	13,744,731	12,480,298
職員	97458013	1,180,195,241														
工員	97458014	1,134,110,202														
管理部分	974582	631,921,181		31,192,036	4,517,484	123,449,344	108,524,094	124,501	76,326,597	3,651,214		76,892,287	3,394,797	17,606,315	30,054,695	14,287,191
管理費用	9745821	631,921,181		31,192,036	4,517,484	123,449,344	108,524,094	124,501	76,326,597	3,651,214		76,892,287	3,394,797	17,606,315	30,054,695	14,287,191
董監事	97458211	4,118,138														
職員	97458213	547,786,931														
工員	97458214	80,016,112														
研究發展及員工訓練	974583	290,722,677		16,789,821	12,438,832	56,853,336	47,095,339	45,356	37,679,031			30,718,252	436,140	7,637,105	45,200	1,165,605
研究發展費用	9745831	147,513,251		7,264,336	31,732	29,177,391	23,999,922	19,076	18,925,579			13,272,559	263,942	4,066,594	6,200	785,985
職員	97458313	135,523,865														
工員	97458314	11,989,386														
員工訓練費用	9745832	143,209,426		9,525,485	12,407,100	27,675,945	23,095,417	26,280	18,753,452			17,445,693	172,198	3,570,511	39,000	379,620
職員	97458323	125,461,484														
工員	97458324	17,747,942														
合計		19,880,522,563		2,481,950,804	899,604,106	3,816,029,206	3,180,024,338	2,218,027	2,050,806,707	130,268,359		2,027,831,292	86,231,679	723,940,541	66,924,643	118,251,050
資本支出部分	975	2,782,496,952		258,252,578	30,209,475	550,716,934	458,930,778	342,948	236,757,808	2,323,109		272,472,147	6,918,707	1,680	389,608	15,164,400
合 計		22,663,019,515		2,740,203,382	929,813,581	4,366,746,140	3,638,955,116	2,560,975	2,287,564,515	132,591,468		2,300,303,439	93,150,386	723,942,221	67,314,251	133,415,450

註：一、國外部分用人費用預(決)算數說明如下：

(一)預算數：

正式員額薪資3,200,000元，臨時人員薪資0元，超時工作報酬207,000元，津貼5,247,000元，績效獎金295,000元，考核獎金492,000元，其他獎金0元，退休金247,000元，撫卹金0元，資遣費0元，分擔保險費274,000元，傷病醫藥費0元，提撥福利金0元，體育活動費0元，其他福利費466,000元，提繳工資墊償費用0元，合計10,428,000元。

(二)決算數：

正式員額薪資2,427,760元，臨時人員薪資0元，超時工作報酬153,999元，津貼4,463,315元，績效獎金467,592元，考核獎金402,406元，其他獎金0元，退休金330,247元，撫卹金0元，資遣費0元，分擔保險費291,448元，傷病醫藥費0元，提撥福利金0元，體育活動費0元，其他福利費6,840元，提繳工資墊償費用0元，合計8,543,607元。

二、退休金決算數2,287,564,515元係包括營業支出2,050,806,707元及資本支出部分236,757,808元。說明如下：

(一)職員退休金：參酌「經濟部所屬事業人員退休、撫卹及資遣辦法」規定及精算師精算，按職員薪資總額7.60%提列，計1,116,891,863元，其中營業支出1,019,614,923元，資本支出97,276,940元。

(二)工員退休金：

1.參酌精算師精算，按工員工資總額2.01%提列工員退休金74,243,435元，其中營業支出64,244,102元，資本支出9,999,333元。
2.參酌勞動基準法規定按工員工資總額6%提列勞退新制退休金710,040,527元，其中營業支出629,051,976元，資本支出80,988,551元。
(三)職員公保超額年金：參酌「公教人員保險法」規定及精算師精算，106年度精算假設折現率1.35%、待遇調整之公保保俸增加率0.60%，計386,388,690元，其中營業支出337,895,706元，資本支出48,492,984元。

三、本年度退休金未提列因應民營化增提員工退休準備金。

四、提撥福利金決算數723,942,221元係包括營業支出723,940,541元及資本支出部分1,680元。說明如下：

(一)營業支出部分：

1.按扣除政府補助收入後之自編決算營業收入560,299,072,096元(本公司自104年4月起連續調降3次電價後平均電價已較101年度低，故101年以後電價調整增收電費調整數為0)，乘計法定預算福利金提撥率0.11%，計得福利金616,328,979元。
2.按下腳變賣收入269,028,903元，乘計法定預算福利金提撥率40%，計得福利金107,611,562元。

(二)資本支出部分：按下腳變賣收入4,200元，乘計法定預算福利金提撥率40%，計得福利金1,680元。

份有限公司
用 彙 計 表

106 年 度		單位:新臺幣元																
		預 算 數																
提繳工資 墊償費用	合 計	正式員額 薪 資	臨時人員 薪 資	超時工作 報 酬	津 貼	獎 績 效 獎 金	金 考 核 獎 金	其 他 獎 金	退 休 金	卹 償 金	資 遣 費	福 利 費					提繳工資 墊償費用	合 計
												分擔保險費	傷病醫藥費	提撥福利金	體育活動費	其他福利費		
1,875,122	35,466,478,437	22,582,447,000		2,338,229,000	1,008,034,000	2,134,631,000	3,557,719,000	3,214,000	2,033,482,000	225,619,000	6,000,000	2,230,205,000	126,632,000	668,292,000	72,398,000	225,514,000	2,169,000	37,214,585,000
1,601,303	29,878,837,933	19,069,353,000		2,063,007,000	974,561,000	1,794,660,000	2,991,100,000	3,136,000	1,714,915,000	191,123,000	5,068,000	1,900,933,000	114,764,000	565,577,000	36,974,000	198,181,000	1,886,000	31,625,238,000
1,590,620	29,620,798,288	18,956,662,000		2,040,406,000	970,967,000	1,784,559,000	2,974,265,000	2,773,000	1,701,206,000	190,023,000	5,038,000	1,890,535,000	114,453,000	562,359,000	36,904,000	190,052,000	1,877,000	31,422,079,000
95,914	1,653,730,921	1,095,779,000		88,155,000	39,070,000	103,911,000	173,185,000	154,000	99,242,000	10,869,000	289,000	107,068,000	3,780,000	32,227,000	693,000	10,622,000	103,000	1,765,147,000
	508,204,387	571,179,000																571,179,000
	441,715,457	524,600,000																524,600,000
403,088	8,226,806,923	5,224,530,000		647,659,000	151,239,000	485,890,000	809,816,000	719,000	479,203,000	50,442,000	1,354,000	489,432,000	17,189,000	149,851,000	13,835,000	49,347,000	446,000	8,570,952,000
	2,554,329,882	2,832,814,000																2,832,814,000
	2,014,572,301	2,391,716,000																2,391,716,000
184,730	5,275,079,120	3,265,457,000		295,998,000	620,342,000	305,042,000	508,404,000	452,000	325,726,000	31,713,000	866,000	295,764,000	62,309,000	94,732,000	2,024,000	34,297,000	230,000	5,843,356,000
	1,825,775,812	2,117,200,000																2,117,200,000
	910,716,869	1,148,257,000																1,148,257,000
5,934	170,672,192	152,904,000		6,428,000	931,000	15,088,000	25,147,000	90,000	13,907,000	1,655,000	45,000	15,021,000	481,000	4,951,000	106,000	2,967,000	10,000	239,731,000
	85,420,140	111,556,000																111,556,000
	16,985,748	41,348,000																41,348,000
212,910	3,959,104,412	2,595,714,000		181,500,000	31,552,000	248,091,000	413,484,000	370,000	227,398,000	25,995,000	694,000	254,861,000	9,010,000	77,090,000	1,659,000	25,408,000	241,000	4,093,067,000
	1,320,628,589	1,420,719,000																1,420,719,000
	990,685,283	1,174,995,000																1,174,995,000
688,044	10,335,404,720	6,622,278,000		820,666,000	127,833,000	626,537,000	1,044,229,000	988,000	555,730,000	69,349,000	1,790,000	728,389,000	21,684,000	203,508,000	18,587,000	67,411,000	847,000	10,909,826,000
	2,132,688,795	2,330,730,000																2,330,730,000
	3,673,363,685	4,291,548,000																4,291,548,000
10,683	258,039,645	112,691,000		22,601,000	3,594,000	10,101,000	16,835,000	363,000	13,709,000	1,100,000	30,000	10,398,000	311,000	3,218,000	70,000	8,129,000	9,000	203,159,000
	80,868,671	60,902,000																60,902,000
	87,617,643	51,789,000																51,789,000
235,840	3,964,034,095	2,481,478,000		210,608,000	27,257,000	240,379,000	400,632,000	20,000	218,257,000	25,508,000	675,000	254,277,000	9,221,000	75,466,000	15,789,000	17,929,000	254,000	3,977,750,000
235,840	3,964,034,095	2,481,478,000		210,608,000	27,257,000	240,379,000	400,632,000	20,000	218,257,000	25,508,000	675,000	254,277,000	9,221,000	75,466,000	15,789,000	17,929,000	254,000	3,977,750,000
	1,180,195,241	1,225,977,000																1,225,977,000
	1,134,110,202	1,255,501,000																1,255,501,000
29,028	1,121,970,764	703,304,000		42,936,000	5,325,000	67,955,000	113,257,000	18,000	68,272,000	6,290,000	179,000	52,918,000	1,851,000	19,050,000	19,463,000	6,718,000	22,000	1,107,558,000
29,028	1,121,970,764	703,304,000		42,936,000	5,325,000	67,955,000	113,257,000	18,000	68,272,000	6,290,000	179,000	52,918,000	1,851,000	19,050,000	19,463,000	6,718,000	22,000	1,107,558,000
	4,118,138	4,695,000																4,695,000
	547,786,931	593,301,000																593,301,000
	80,016,112	105,308,000																105,308,000
8,951	501,635,645	328,312,000		21,678,000	891,000	31,637,000	52,730,000	40,000	32,038,000	2,698,000	78,000	22,077,000	796,000	8,199,000	172,000	2,686,000	7,000	504,039,000
3,860	245,330,427	174,463,000		9,206,000	53,000	16,919,000	28,199,000	24,000	17,087,000	1,429,000	42,000	11,502,000	423,000	4,356,000	91,000	1,481,000	3,000	265,278,000
	135,523,865	161,463,000																161,463,000
	11,989,386	13,000,000																13,000,000
5,091	256,305,218	153,849,000		12,472,000	838,000	14,718,000	24,531,000	16,000	14,951,000	1,269,000	36,000	10,575,000	373,000	3,843,000	81,000	1,205,000	4,000	238,761,000
	125,461,484	134,052,000																134,052,000
	17,747,942	19,797,000																19,797,000
1,875,122	35,466,478,437	22,582,447,000		2,338,229,000	1,008,034,000	2,134,631,000	3,557,719,000	3,214,000	2,033,482,000	225,619,000	6,000,000	2,230,205,000	126,632,000	668,292,000	72,398,000	225,514,000	2,169,000	37,214,585,000
262,954	4,615,240,078	3,189,360,000		258,745,000	47,211,000	304,371,000	507,284,000	533,000	288,830,000	75,468,000	2,000,000	334,170,000	8,670,000		2,293,000	31,704,000	325,000	5,050,964,000
2,138,076	40,081,718,515	25,771,807,000		2,596,974,000	1,055,245,000	2,439,002,000	4,065,003,000	3,747,000	2,322,312,000	301,087,000	8,000,000	2,564,375,000	135,302,000	668,292,000	74,691,000	257,218,000	2,494,000	42,265,549,000

五、106年度派遣人力外包費預算149,351,000元(全為資本支出部分)，實績207,332,870元(全為資本支出部分)，主要係配合工程業務需要，辦理購建固定資產、採購及履約等工作。

六、106年度勞務承攬外包費預算404,434,000元(含資本支出部分86,260,000元)，實績403,177,586元(含資本支出部分84,494,685元)，主要係各單位之辦公室勤務員、炊事員、話務員、駕駛員...等勞(服)務性人力。

七、各項獎金之編列項目、依據(核准文號或規定)、人數及預(決)算金額：

(一)績效獎金：依經濟部訂頒「經濟部所屬事業經營績效獎金實施要點」規定，106年度按1.2個月薪給編列績效獎金預算計2,439,002,000元，其中營業支出計編列2,134,631,000元(24,697人)，資本支出計編列304,371,000元(3,831人)；惟按調整各項政策因素之總盈餘申算結果，106年度決算提列2.4個月薪給總額之績效獎金計4,366,746,140元，其中營業支出計提列3,816,029,206元(23,406人)，資本支出計提列550,716,934元(3,328人)。資本支出績效獎金未包含105年度資本支出績效獎金核發數與提列數之差額2,054,975元於106年度減列之數(若加計上述差異金額，資本支出績效獎金為548,661,959元)。

(二)考核獎金：依經濟部訂頒「經濟部所屬事業經營績效獎金實施要點」規定，106年度按2個月薪給編列考核獎金預算計4,065,003,000元，其中營業支出編列3,557,719,000元(24,697人)，資本支出編列507,284,000元(3,831人)；106年度決算提列2個月薪給總額之考核獎金計3,638,955,116元，

其中營業支出3,180,024,338元(23,406人)，資本支出458,930,778元(3,328人)。資本支出考核獎金未包含105年度資本支出考核獎金核發數與提列數之差額1,615,886元於106年度減列之數(若加計上述差異金額，資本支出考核獎金為457,314,892元)。

(三)其他獎金：依經濟部101年3月12日經人字第10103656730號函核定之「經濟部所屬事業機構職員服務獎章(或員工紀念章)及獎勵金發給處理原則」編列之獎勵金計3,747,000元，其中營業支出及資本支出分別編列3,214,000元及533,000元，決算實績則分別為2,218,027元及247,960元，及久任年資獎金決算實績94,988元(全為資本支出)。