

Management Measures of Shenzhen Institute of Advanced Technology, Chinese Academy of Sciences for Housing Subsidies for Talents

Chapter 1 General

Article 1 Purpose. In order to implement the "3H" project of Chinese Academy of Sciences, create a human resources guarantee environment and competitive advantages of "building nests to attract talents, integrating science and education, and conducting research with peace of mind", and solve the difficulties of high-level talents in purchasing houses, these Measures are hereby formulated.

Article 2 Measures. Implement the talent incentive plan and approve the granting of housing subsidies for talents.

Article 3 Scope of application. The scientific research personnel at or above the deputy senior level of the unit and the backbone personnel of the functional management departments at or above the head level.

Chapter 2 Distribution conditions

Article 4 The applicant must purchase the first set of commercial housing (including the joint property rights of my spouse) in Shenzhen or the first or second set of commercial housing in Dongguan facing Guangming District (Huangjiang, Dalang, Tangxia, and Songshan Lake) after the applicant become a full-time employee; and for those who purchase a second set of commercial housing in Dongguan facing Guangming District, a subsidy of 50% of the current policy and quota standards will be provided.

Article 5 Each employee can only enjoy one talent housing subsidy, and it will not be adjusted due to policy or changes in the applicant's job level; and if both husband and wife are formal employees of the institute, only one of them can enjoy one purchase subsidy.

Chapter 3 Subsidy Standards

Article 6 Base of housing subsidy for talents

On the premise of meeting the requirement of "not higher than the down payment for house purchase * 70%", the maximum subsidy accounting base that can be applied for is:

(I) RMB 600,000 for those at the level of office head;

(II) RMB 1 million for those at the level of associate researcher, deputy senior engineer and deputy director;

(III) RMB 1.5 million for those at the level of researcher, senior engineer and director;

(IV) RMB 2 million (youth) for those included in the national talent plan (including the Excellent Youth Science Fund, Youth Thousand Talents Plan/National Natural Science Fund Excellent Youth Science Fund Project (overseas), and Ten Thousand Talents Plan Youth Top Talents);

(V) RMB 3 million (large) for those included in the national talent plan (including the Thousand Talents Plan, National Four Young Talents Plan, Leading Talents in the Ten Thousand Talents Plan, and National Outstanding Youth Science Fund, and academicians).

Article 7 Talent housing subsidy rate

Considering that the granting of subsidies will increase the amount of personal income tax paid by employees, the tax burden will rise by 20% on the basis of the bank loan interest rate of 5.6%, that is, 6.72% will be used as the subsidy rate to calculate the amount of talent housing subsidy.

Article 8 Amount of talent housing subsidy

Amount of talent housing subsidy = subsidy base * subsidy rate

(The subsidy base decreases by 20% year by year from the 7th year, and the subsidy base for the 11th year is RMB 0)

Chapter 4 Distribution Methods

Article 9 The housing subsidy for talents is granted in 10 years, and at the end of each year, after verifying the applicant's loan situation (providing the flow of loan repayment account), the subsidy is calculated and granted to the employee's bank account.

Article 10 Where the loan repayment account is changed during the subsidy period, it is necessary to provide relevant supporting materials; if the loan is changed from small to large, it is necessary to re-provide the real estate inquiry form, the changed house purchase contract, the loan contract and the loan repayment account flow.

Chapter 5 Specific Procedures

Article 11 Qualified applicants shall fill in the *Application Form for Housing Subsidy for Talents* and submit the following application materials to the Department of Finance and Assets: ID card of both husband and wife, household register, real estate inquiry form, marriage certificate/single commitment letter, valid housing purchase contract and loan contract (submit the original copy).

Article 12 The materials submitted by the Department of Finance and Assets in the preliminary examination shall be accepted if they are complete and meet the requirements, otherwise they shall be returned and the reasons shall be explained.

Article 13 The list of preliminary examination and approval shall be submitted to the President Office Meeting for approval after deliberation by the "3H" working group meeting, and the approved list shall be publicized for 7 days. In principle, two "3H" working group meetings should be held every year, and the specific time depends on the actual demand for applications in that year.

Article 14 If there is no objection during the publicity period, the subsidy will be calculated in the next month after the completion of the publicity, and the subsidy will be granted after verifying the loan situation of the issuing personnel at the end of each year (the loan repayment flow should be provided, if the loan has been repaid, the subsidy will be stopped).

Chapter 6 Other information

Article 15 The maximum amount of bank loans for national talents at the level of Excellent Youth and above is RMB 1.5 million (RMB 1 million for themselves and RMB 500,000 for their spouses), but the maximum base of subsidy accounting in the hospital can reach RMB 2 million.

Article 16 Because foreign employees are unable to apply for bank credit loans, they can apply for subsidies on the basis of purchase contracts without providing loan contracts.

Article 17 If leaving the post halfway, the applicant will no longer enjoy the subsidy in the year of leaving the post; if the applicant has worked in the institute for less than five years when leaving the post, he must return the subsidy he has received in full before leaving the post.