

Plan for The Acquisition of Official Housing for Matsu Service Office of the National Taxation Bureau of the Northern Area, Ministry of Finance

I. Objective

Most new employees at the Bureau's Matsu Service Office come from the main island of Taiwan and face the burden of rent and additional expenses. Because Matsu is an outlying island region, and its rental market is smaller compared to the outlying island region of Kinmen, it is difficult for employees to find suitable housing. This reduces the attractiveness and stability of the job, thereby affecting the willingness of non-local employees to remain in the area long-term. To enhance job stability for staff stationed on outlying islands, reduce staff turnover, improve administrative efficiency, and enhance the quality of public services, providing government-owned staff housing has become increasingly important. Likewise, government agencies and schools in Lianjiang County have adopted talent retention measures by providing dormitories. However, since the Matsu Service Office is currently unable to secure idle public housing for use as staff dormitories, nor can it acquire public land to construct its own premises, it has therefore joined the social housing construction project led by National Housing and Urban Regeneration Center (hereinafter referred to as HURC) to secure its own staff dormitories.

II. Implementation Details

1. This Bureau is participating in HURC's plan to construct staff housing on the "Nangan Hao Shi" social housing site in Zhuluo Village, Nangan Township, Lianjiang County. The project is planned to be built on two parcels of state-owned land in Nangan Township, Lianjiang County, with a total land area of 194.41 m². HURC will serve as the project owner and, under a turnkey contract, handle tasks including architectural planning, construction contracting, and applying for building permits.
2. HURC's project timeline runs from 2026 through 2031, when construction is scheduled for completion. The budget is allocated on an annual basis. Upon completion of the handover with HURC

in 2031, the Matsu Service Office's official dormitory will be put into use after the renovation, interior finishing, and final inspection are completed.

III. Expected Benefits

1. Direct Benefits: Reduced turnover costs.
2. Indirect Benefits: Reduced housing expenses for employees.
3. Management Benefits: Effectively stabilizes staff turnover, alleviates employee stress and the workload associated with covering for absent colleagues and training new hires, and reduces redundant training investments, thereby improving the efficiency of human resource development.
4. Intangible Benefits: Participating in the planning of barrier-free and gender-inclusive staff housing ensures a stable living environment for employees, maintains their physical and mental well-being, enhances job satisfaction and team cohesion, and balances local development with social responsibility.