

Annex 4

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香港中文大學 (中大)

The Chinese University of Hong Kong (CUHK)

- (一) 於 2016 年 1 月 1 日或以後入職之教學人員退休年齡為 65 歲。所述日期前入職者，退休年齡為 60 歲。教學人員可在退休日前二或三年申請延任。大學將按既定延任政策審批申請，一般延任年期最長為五年。

The retirement age for teaching staff whose appointment commence on/after January 1, 2016 shall be 65. For other teaching staff (i.e. those serving before the said date), the retirement age shall be 60. Eligible teaching staff may apply for extension of service two or three years before retirement due date. In accordance with the established policy and procedures, the University may grant extension of service for a maximum of five years.

- (二) 在過去五年，教學人員一般最高和最低的退休年齡分別是 65 (獲 5 年延任後退休) 和 55 (申請提早退休)。

In the past five years, generally the highest and lowest retirement ages for teaching staff were 65 (retirement after five years of extension) and 55 (early retirement) respectively.

- (三) 在過去三年，香港中文大學的終身聘任制教學人員的離職數字佔終身聘任制教學人員總數的百分比分別為：

In the past three academic years, the percentage(s) of Substantive Teaching Staff outflow against the total number of Substantive Teaching Staff are given below:

學年 Academic Year	百分比 %
2017-18	2.56%
2016-17	3.11%
2015-16	3.63%
2014-15	資料暫未能提供 Not readily available
2013-14	資料暫未能提供 Not readily available

- (四) 在過去三年，香港中文大學的新聘用的高級教學人員(副教授或以上)佔教學人員總數的百分比分別為：

In the past three academic years, the percentage(s) of senior teaching staff intake (associate professor or above) against the total number of teaching staff are given below:

學年 Academic Year	百分比 %
2017-18	1.76%
2016-17	1.27%
2015-16	1.85%
2014-15	資料暫未能提供 Not readily available
2013-14	資料暫未能提供 Not readily available

- (五) 有關的審核個案會由學系、學院及大學各級人事委員會評核。通過之後再由大學有關委員會／大學校董會批准。審核以僱員在教學、學術和服務三大工作範疇的表現為基礎，並考慮相關部門需要。大學亦會就申請升職的個案尋求校外專家的意見作校內審核委員會的參考。這種採取多層委員會審核、審批，並採納校內和校外意見的做法構成制衡，確保審核程序公正。僱員只可因程序不當為理由要求重新考慮其個案。

In general, the relevant staff review cases will be reviewed by academic personnel committees at the levels of Department and/or Faculty as well as University. Final approval by the central committee and/or Council is required. The assessment is based on the academic merits of each case, i.e. the performance of the appointee in respect to teaching and/or research as well as service, and the needs of the Department concerned. Opinions of external experts will also be sought for promotion cases as reference for the University's internal review committees. The arrangement for review by multiple internal/external parties becomes checks and balances to ensure process integrity. Requests for re-consideration shall be accepted only on the ground of procedural impropriety.