

**Annex 8**  
[This annex was provided by The University of Hong Kong]

香港大學 (港大)  
**The University of Hong Kong (HKU)**

- (一) 現時港大的退休年齡為 60 歲，同時亦設有固定基制接受學術人員在退休後續任的申請。年滿 55 歲的教授均會獲邀遞交在年滿 60 歲退休年齡後的續任申請，而其餘學術人員也可在退休前的一年內提出有關申請。各學院的人力資源委員會及/或大學遴選及升遷委員會，會根據大學的使命、目標以及在教學、科研和服務各方面所訂下的卓越表現準則，評審個別申請人的表現。接著大學會根據以上的評審結果，考慮續任是否符合大學長遠發展的最大利益，並視乎有關學系／學院是否有足夠資源維持職位而作出決定。續任年期最長可至 65 歲，雙方會協議在續任期內的工作計劃。個別成就非常卓越的教授可再次申請續任至超逾 65 歲，有關申請將由校務委員會之下的人力資源政策委員會審批。

The prevailing retirement age at HKU is 60. The University also has established mechanisms to consider applications from academic staff for re-appointment beyond the normal retirement age. For Professors, they are invited to apply for re-appointment beyond retirement when they reach age 55 or upwards, before the normal retirement age at 60. For other academic staff, they may apply for re-appointment one year before retirement. Applications will be considered in terms of individual merits and the University's needs. Assessment of the individual's academic merits is made at the Faculty level by the Faculty Human Resource Committee and/or at the University level by the University Selection and Promotion Committee (USPC) where appropriate, against the University's established missions, goals and performance criteria of excellence in teaching, research and service. Approval at the central will be subject to whether the re-appointment will be in the best interest of the University considering the above, and whether there are resources in the Department/Faculty to support the re-appointment. Re-appointment can be of any length up to age 65 with a mutually agreed job plan between the staff and management. For highly meritorious cases, further re-appointments beyond age 65 may also be granted upon re-applications, assessments and approval by Council's Human Resource Policy Committee.

(二)

學年 Academic year	最高退休年齡 Highest retirement age	退休年齡中位數 Median age at retirement	最低退休年齡 Lowest retirement age
2017/18	男 Male: 70	男 Male: 65	男 Male: 60

	女 Female: 68	女 Female: 61	女 Female: 60
2016/17	男 Male: 69 女 Female: 70	男 Male: 62 女 Female: 62	男 Male: 60 女 Female: 60
2015/16	男 Male: 68 女 Female: 61	男 Male: 62 女 Female: 60.5	男 Male: 60 女 Female: 60
2014/15	男 Male: 71 女 Female: 66	男 Male: 63 女 Female: 61	男 Male: 60 女 Female: 61
2013/14	男 Male: 70 女 Female: 64	男 Male: 63 女 Female: 62.5	男 Male: 61 女 Female: 61

註 Note:

按學院劃分的數據未能提供。

Figures by faculty are not readily available.

(三)

學年 Academic year	
2017/18	男 Male: 27 (5.91%); 女 Female: 8 (5.48%)
2016/17	男 Male: 36 (7.63%); 女 Female: 13 (8.61%)
2015/16	男 Male: 18 (3.85%); 女 Female: 2 (1.31%)
2014/15	男 Male: 36 (7.79%); 女 Female: 8 (5.48%)
2013/14	男 Male: 19 (4.27%); 女 Female: 2 (1.46%)

(四)

學年 Academic year	
2017/18	男 Male: 31 (2.74%); 女 Female: 9 (1.34%)
2016/17	男 Male: 23 (2.06%); 女 Female: 6 (0.89%)
2015/16	男 Male: 29 (2.62%); 女 Female: 6 (0.89%)
2014/15	男 Male: 17 (1.53%); 女 Female: 2 (0.32%)
2013/14	男 Male: 23 (2.16%); 女 Female: 3 (0.48%)

- (五) 大學遴選及升遷委員會屬於大學層面的委員會，成員來自不同學院以及擁有不同學術背景的資深教授，負責審核所有助理教授或以上學術人員的升遷、終身制及退休後續任的申請。該委員會將根據大學所訂下的各項準則考慮個別申請，申請人的性別、種族、家庭崗位及政治因素皆不影響該委員會的決定。升遷及終身制的申請，更需經過獨立的校外學術評審。因程序出錯而未獲終身聘用、升遷或續約，大學均有既定上訴機制處理有關個案。

The University-level committee which considers applications from Assistant Professors or above for promotion, tenure and re-appointment beyond retirement age, the USPC, comprises senior academic staff from different Faculties and different backgrounds of high standing. The Committee will consider each application based on its merits against the University's established criteria, and irrespective of the applicant's gender, race and family status, or any political

considerations. Independent assessments are also sought on the applicant's academic achievements for cases of promotion and tenure. There is an established appeal mechanism for unsuccessful applications for tenure, promotion or contract renewal on the ground of procedural irregularities.