附件十三

[以下資料由香港能仁專上學院提供]

Annex 13

[The following information was provided by Hong Kong Nang Yan College of Higher Education]

香港能仁專上學院

Hong Kong Nang Yan College of Higher Education

1.	現時的教學	l時的教學人員退休年齡為 65 歲。							
	本學院按住	固别情況批准員工在 65 歲後申請續約,考慮這些申請的準則包括							
	員工的委任	王是否對該部門/單位一般的進一步發展或某一課程至為重要;及/							
	或保留表现	見非常突出的員工是否符合本學院的利益。							
	The prevailing	ng retirement age for academic staff is 65.							
	The College	ge approves on a case-by-case basis, renewal of a contract beyond 65 years of age.							
	The criteria	e criteria for consideration of such applications include whether the appointment of the staff							
	member is	member is crucial for the further development of the department/unit in general or of a							
	particular programme; and/or it is in the College's best interest to retain the service of the staff								
	member who	ose performan	ce has been ex	ceptionally of	utstanding.				
2.	學年	教學人員	的最高退的	木年齡、退	休年齡中位	、 數、最低刻	艮休年齡		
	Academic	The highest	教學人員的最高退休年齡、退休年齡中位數、最低退休年齡 The highest retirement age, median age at retirement and the lowest retirement						
	year	age of academic staff members							
		商學院	文學院	社會科	醫療及	佛學人	通識學院		
		School of	School of	學學院	護理學	生研習	School of		
		Business	Arts	School of	院	院	General		
				Social	School of	School of	Education		
				Sciences	Nursing	Humanistic			
					and	Buddhism			
					Healthcare				
	2017/18								
	2016/17	各學院在左列年度內並無教學人員退休。							
	2015/16	No retired staff in the left-handed academic years in all schools.							
	2014/15								
	2013/14	本學院於 2014/15 學年才開始運作。							
		Our College commenced operation in the 2014/15 academic year.							

學年	終生聘任制教學人員的離職人數和佔該類教學人員總數的百分比					
Academic	The outflow number of tenured academic staff and the percentage to the total					
year	number of tenured academic staff					
	商學院	文學院	社會科學	醫療及護	佛學人生	通識學院
	School of	School of	學院	理學院	研習院	School of
	Business	Arts	School of	School of	School of	General
			Social	Nursing	Humanistic	Education
			Sciences	and	Buddhism	
				Healthcare		
2017/18						/丁 牛口
2016/17		本學院並無終身聘任制,所有教學人員均為合約聘任制。				
2015/16	Our College does not have a tenured employment, all academic staff are employed on a fixed-term contract.					
2014/15						
2013/14	本學院於 2014/15 學年開始運作					
	Our College commenced operation in the 2014/15 academic year.					

4.									
7.	學年	新聘用的高級教學人員(副教授或以上)人數和佔教學人員總數的							
	Academic	百分比							
	year	The intake	The intake number of senior academic staff (associate professor or above) and						
			the percentage to the total number of academic staff						
		商學院	文學院	社會科學	醫療及護	佛學人生	通識學院		
		School of	School of	學院	理學院	研習院	School of		
		Business	Arts	School of	School of	School of	General		
				Social	Nursing	Humanistic	Education		
				Sciences	and	Buddhism			
					Healthcare				
	2017/18	男 Male: 0	男 Male:	男 Male:	男 Male:	男 Male:	男 Male:		
		(0%);	0 (0%);	0 (0%);	1 (20%);	0 (0%);	0 (0%);		
		女 Female:	女	女 Female:	女 Female:	女 Female:	女 Female:		
		0 (0%)	Female:	0 (0%);	0 (0%);	0 (0%);	0 (0%);		
			0 (0%);						
	2016/17	男 Male: 0	男 Male:	男 Male:	此學院於	男 Male:	男 Male:		
		(0%);	2 (33.3%);	1 (50%);	2017/18	0 (0%);	0 (0%);		
		女 Female:	女	女 Female:	學年成	女 Female:	女 Female:		
		0 (0%)	Female:	0 (0%);	→ ·	0 (0%);	0 (0%);		
			0 (0%);		This				

	2015/16	男 Male: 0	男 Male:	男 Male:	School was	男 Male:	男 Male:		
		(0%);	0 (0%);	1 (100%);	set up in	0 (0%);	0 (0%);		
		女 Female:	女	女 Female:	the 2017/18	女 Female:	女 Female:		
		0 (0%)	Female:	0 (0%);	academic	0 (0%);	0 (0%);		
			0 (0%);		year.				
	2014/15	男 Male:	男 Male:	此學院於		男 Male:	男 Male:		
		1 (25%);	2 (50%);	2015/16		0 (0%);	0 (0%);		
		女 Female:	女	學年成		女 Female:	女 Female:		
		0 (0%)	Female:	→ ·		0 (0%);	0 (0%);		
			0 (0%);	This					
				School was					
				set up in					
				the 2015/16					
				academic					
				year.					
	2013/14 本學院於 2014/15 學年開始運作。								
	Our College commenced operation in the 2014/15 academic year.								
5.	本學院對人員升遷事宜上,考慮的因素包括申請晉升的員工除了達到晉升級								
	別的最低要求或委任的條件外,應擁有實際的能力可作出及繼續晉升級別的								
	適當貢獻及素質。對申請延長退休的考慮因素包括員工的委任是否對該部門/								
	單位一般的進一步發展或某一課程至為重要;及/或保留表現非常特出的員工								
	是否符合本學院的利益。本學院的校董會對申請作出最後決定。								
	Our College considers the factors for the promotion application include a staff should have the								
	demonstrated ability to make and sustain contributions of magnitude and quality appropriate to								
	the promotional rank, apart from meeting the minimum requirements or appointment criteria of								
	the promotional rank. In relation to the application for extension of retirement age, the criteria								
	of consideration include whether the appointment of the staff member is crucial for the further								
	development of the department/unit in general or of a particular programme; and/or it is the								
	College's best interest to retain the service of the staff member whose performance has been								
	exceptionally outstanding. The Board of Governors makes the final decision on applications.								