

## 附件二

[以下資料由香港浸會大學提供]

### **Annex 2**

[The following information was provided by  
Hong Kong Baptist University]

香港浸會大學

### **Hong Kong Baptist University**

#### **Response to Question 1**

In the past 5 years, number of part-time teaching staff appointed (full-time equivalent) represented on average 4% of the total number of teaching staff, or 8.41% if those appointed for self-funded programmes are included.

在過去五年，非全職教學人員(以相當於全日制計算)，佔所有教學人員數目平均為 4%。若包括為自資課程聘用的非全職教學人員，平均為 8.41%。

#### **Response to Question 2**

In the past 5 years, the total number of teaching staff increased from 458 to 506. The average percentage of staff on long-term/substantive appointment is 40%, and the average percentage of staff on contract is 60%. If those teaching staff appointed for self-funded programmes are also included, the average percentage of staff on long-term/substantive appointment is about 30%, and the average percentage of staff on contract is about 70%.

在過去五年，以教資會資助聘用的教學人員由 458 人增至 506 人，以長期/實任制聘用員工平均佔 40%，以合約制聘用員工平均佔 60%。若為自資課程聘用的教學人員包括在內，人數則增至 689 人，平均約 30% 為以長期/實任制聘用，70% 為合約制聘用。

#### **Response to Question 4**

In the past 5 years, the average number of teaching staff being offered substantive/continuous contract appointment is 15.

在過去五年，每年獲長期/實任制聘用之教學人員平均為 15 名。

#### **Response to Question 5**

The average turnover rate\* of teaching staff in the past 5 years is 2.82%.

在過去五年，教學人員之平均流失率\*為 2.82%。

\*only resignation cases are taken into account. 只包括辭職數目。

### **Response to Question 6**

According to established pay ranges for different ranks of teaching staff of the University, the mid-point salary of different ranks of teaching staff in the past 5 years is as follows:

根據大學教學人員的薪級表，不同職級的教學人員過去五年薪金幅度中點數如下：

| <b>Rank<br/>職級</b>                                  | <b>Mid-point Salary in the Past 5 Years<br/>過去五年薪金幅度中點數<br/>(HK\$ 港幣)</b> |
|---|---|
| Chair Professor 講座教授                                | Minimum 不少於 122,005 - 143,185   |
| Professor 教授  | 101,525 - 119,150   |
| Associate Professor 副教授                             | 79,025 - 92,750   |
| Assistant Professor 助理教授                            | 60,545 - 71,070   |
| Principal Lecturer / Senior Lecturer<br>首席講師 / 高級講師 | 71,810 - 84,285   |
| Lecturer I / Lecturer II<br>一級講師 / 二級講師             | 44,285 - 52,475   |

### **Response to Question 7**

The salary ranges and benefits of different ranks of teaching staff are as follows:

教學人員的薪金幅度及福利如下：

| <b>Rank<br/>職級</b>          | <b>Salary Range<br/>薪金幅度<br/>(HK\$ 港幣)</b> | <b>Benefits<br/>福利</b>  |
|-----------------------------|--|---|
| Chair Professor<br>講座教授     | Minimum 不少於<br>143,185                     | <ul style="list-style-type: none"> <li>- Annual leave 年假</li> <li>- Medical &amp; dental benefits for appointee and dependent family members<br/>提供醫療及牙科福利給受聘者，其合法配偶及受供養之子女</li> <li>- Housing, as appropriate 房</li> </ul> |
| Professor<br>教授             | 99,270 - 139,030                           |   |
| Associate Professor<br>副教授  | 77,615 - 107,875                           |   |
| Assistant Professor<br>助理教授 | 55,845 - 86,280                            |   |

|   |                  |   |
|---|------------------|---|
|   |                  | 屋福利，如適用   |
| Principal Lecturer / Senior Lecturer<br>首席講師 / 高級講師 | 61,670 – 106,895 | - Annual leave 年假<br>- Medical & dental benefits for appointee and dependent family members |
| Lecturer I / Lecturer II<br>一級講師 / 二級講師             | 33,505 – 71,445  | 提供醫療及牙科福利給受聘者，其合法配偶及受供養之子女  |

### **Response to Question 8**

In the past 5 years, on average, 8% of academic staff is provided with university accommodation.

在過去五年，大學為平均 8% 的教授職級人員提供宿舍。