

附件四

[以下資料由香港中文大學提供]

**Annex 4**

[The following information was provided by  
The Chinese University of Hong Kong]

香港中文大學

**The Chinese University of Hong Kong**

1. No. of Part-time Teaching Staff (in the Past 5 Years) (teaching service ranges from one lecture (3 hours) to one course (one academic term))

Academic Year	Total Number of "Part-time" Teaching Staff
2017-18	229
2016-17	249
2015-16	289
2014-15	272
2013-14	Not available

Census date: 1 September of each year

過去5個學年非全職教員所佔的人數(其教學服務範圍從一個(三小時)講學至一整個學期的課程不等)

學年	非全職教員人數
2017-18	229
2016-17	249
2015-16	289
2014-15	272
2013-14	資料未能提供

統計截至每年九月一日止

2. No. and % of Full-time Teaching Staff Breakdown by Contract/Substantiation (In the Past 5 Years)\*

Academic Year	Contract staff		Substantive staff	
	No.	% to total FT Teaching staff	No.	% to total FT Teaching staff
2017-18	796	58.14%	573	41.86%
2016-17	783	57.24%	585	42.76%
2015-16	763	56.69%	583	43.31%
2014-15	751	55.92%	592	44.08%
2013-14	704	54.40%	590	45.60%

\* CUHK does not offer temporary contract to Teaching Staff.

Census Date: 1 September of each year

過去 5 個學年，按聘用形式(即臨時合約、固定年期合約、以及終身聘任制)劃分的全職教員人數及百分比\*

學年	定年期合約		終身聘任制	
	人數	佔總全職教員百分比	人數	佔總全職教員百分比
2017-18	796	58.14%	573	41.86%
2016-17	783	57.24%	585	42.76%
2015-16	763	56.69%	583	43.31%
2014-15	751	55.92%	592	44.08%
2013-14	704	54.40%	590	45.60%

\* 中大並沒有以臨時合約聘用教員

統計截至每年九月一日止

3. Teaching staff members are normally appointed on fixed-term contract on initial appointment. A professoriate appointee who is on a substantiable-track contract and whose aggregate service period reaches 6 years or above will be subject to a review for substantiation. For Lecturer grade appointees who have been appointed for at least 6 years continuous service at the same grade, and with very good performance in the immediately past 3 years, review for conversion to continuous appointment can be submitted.

教學人員一般以定期合約受聘。助理教授或以上職級僱員若受聘於可轉任實任制合約，於其任期達六年或以上，將會被評核轉為實任制聘任職位。講師職級僱員亦同樣於同一職級連續受聘達六年或以上，及其績效及發展評核報告連續三年達上佳級別，將可獲考慮轉為長期聘用。

#### 4. No. of Full-time Teaching Staff with Substantiation from 2013-14 to 2016-17\*

Total:	133
Average per year:	33

\*Data of 2017-18 academic year is not yet available

#### 2013-14 至 2016-17 學年獲晉升為終身聘任制的教員人數\*

總計:	133
每年平均人數:	33

\* 2017-18 學年資料暫未能提供

5. Number of Full-time Teaching Staff Leaving CUHK (in the Past 5 Years)

Academic Year	No. of Teaching Staff
2017-18	Not Yet Available
2016-17	38
2015-16	47
2014-15	55
2013-14	42

過去 5 個學年教員離職人數

學年	人數
2017-18	資料暫未能提供
2016-17	38
2015-16	47
2014-15	55
2013-14	42

6. Salary (Median of respective Salary Scale) (Past 5 Years Only)

Academic Year*	Professor	Associate Professor	Assistant Professor	Senior Lecturer/ Lecturer/ Assistant Lecturer
2017-18	HK\$129,910	HK\$97,235	HK\$73,895	HK\$49,765
2016-17	HK\$129,910	HK\$97,235	HK\$73,895	HK\$49,765
2015-16	HK\$127,510	HK\$95,440	HK\$72,530	HK\$48,345
2014-15	HK\$122,380	HK\$91,600	HK\$69,610	HK\$46,180
2013-14	HK\$117,720	HK\$88,110	HK\$66,955	HK\$44,140

\* w.e.f. April 1 of each year

過去 5 個學年教員薪級表 (中位數)

學年*	教授	副教授	助理教授	高級講師/講師 /助理講師
2017-18	HK\$129,910	HK\$97,235	HK\$73,895	HK\$49,765
2016-17	HK\$129,910	HK\$97,235	HK\$73,895	HK\$49,765
2015-16	HK\$127,510	HK\$95,440	HK\$72,530	HK\$48,345
2014-15	HK\$122,380	HK\$91,600	HK\$69,610	HK\$46,180
2013-14	HK\$117,720	HK\$88,110	HK\$66,955	HK\$44,140

\* 生效日期為每年的四月一日

7. General salary information for respective academic staff ranks is provided in Q.6. With respect to the fringe benefits package, CUHK basically offers the same set of fringe benefits package (leave, medical, housing and retirement benefits) to its full-time professoriate staff, irrespective of whether they are appointed on fixed-term contracts or regular terms of service. The same level of retirement provision, though in different forms (viz. contract-end gratuity and/or employer's scheme contribution) is offered. Benefit level with respect to leave, medical, housing increases with rank/service seniority.

教員薪級表資料見頁(六)。所有全職教員（無論該教授職系人員是以定期合約聘用還是以實任制聘用）可享的福利項目大致相同，包括休假，醫療，房屋福利和退休福利。就退休福利而言，中大透過約滿酬金及/或僱主計劃供款的模式，為所有全職教員提供劃一的福利水平。至於休假，醫療及房屋福利水平，則隨其職級及服務年資而增加。

8. CUHK offers housing benefits as a core benefit provision to all full-time professoriate staff. Eligible appointees can apply for it subject to the appointees' clearance from the rules for the prevention of double housing benefits.

房屋福利為中大聘用全職教授職系人員的核心福利項目之一，符合相關防止享用雙重房屋福利規則的全職教授職系人員，皆可申請。