

## 香港理工大學

**The Hong Kong Polytechnic University**

註：以下涵蓋大學本部的情況。

Note: Below covers the situation of the university proper.

1.

職員種類	2013/14至2017/18年度 (普查日期:每年10月31日; 年度期間最高及最低的數字)	
	兼職人員人數 (相當於全職人數)	百分比
學術人員	5.5 至 14.5	0.4% 至 1.2%
教學/臨床人員	5.6 至 22.2	1.1% 至 4.1%

Staff Category	2013/14 to 2017/18 (Census date: 31 Oct of each year; Highest and lowest figures within the period)	
	No. of Part-time Staff (Full-time Equivalent)	Percentage
Academic	5.5 to 14.5	0.4% to 1.2%
Teaching/Clinical	5.6 to 22.2	1.1% to 4.1%

2.

職員種類		有年期合約制	實任制
		人員人數及百分比	
學術人員	2013/14至2016/17年度 (普查日期: 每年8月31日;年度期 間最高及最低的數字)	325 至 372 (41.4%至 43.5%)	460 至 483 (57.3%至 58.6%)
	2017/18年度 (普查日期:1月31日)	382 (45.0%)	467 (55.0%)
教學 / 臨床 人員	2013/14至2016/17年度 (普查日期: 每年8月31日;年度期 間最高及最低的數字)	335 至 350 (83.8%至 85.2%)	59 至 72 (14.6%至 17.3%)
	2017/18年度 (普查日期: 1月31日)	344 (86.0%)	56 (14.0%)

Staff Category		Contract Staff	Regular Staff
		Number and Percentage	
Academic	2013/14 to 2016/17 (Census date: 31 Aug of each year; Highest and lowest figures within the period)	325 to 372 (41.4% to 43.5%)	460 to 483 (57.3% to 58.6%)
	2017/18 (Census date: 31 Jan 2018)	382 (45.0%)	467 (55.0%)
Teaching /Clinical	2013/14 to 2016/17 (Census date: 31 Aug of each year; Highest and lowest figures within the period)	335 to 350 (83.8% to 85.2%)	59 to 72 (14.6% to 17.3%)
	2017/18 (Census date: 31 Jan 2018)	344 (86.0%)	56 (14.0%)

3.

理大設有一套嚴謹而審慎的程序評核固定年期合約學術人員晉升/轉職為長期聘用合約(理大沒設有終身聘任制)，並由相關的人事委員會按照人力資源需要及員工工作表現審批。

The University has an established mechanism to consider staff promotion/conversion to regular terms of appointment (there is no tenure system in PolyU). Relevant staffing committees will take staffing needs and staff performance into consideration in their assessment and decision.

4.

職員種類	晉升或轉至實任制人員人數	
	2013/14至2016/17年度 (普查日期: 每年8月31日; 年度期間最高及最低的數字)	2017/18年度 (截至2018年4月30)
學術人員	每年47至57人	46
教學/臨床人員	每年6至12人	4

Category of staff	No. of staff promoted or converted to regular terms	
	2013/14 to 2016/17 (Census date: 31 Aug of each year; Highest and lowest figures within the period)	2017/18 (up to 30 April 2018)
Academic Staff	47 to 57 each year	46
Teaching/Clinical Staff	6 to 12 each year	4

5.

職員種類	自願性流失率 (全職非臨時人員人數及百分比)	
	2013/14 to 2016/17年度 (普查日期:每年8月31日; 年度期間最高及最低的數字)	2017/18年度 (普查日期: 2018年1月31日)
學術人員	15至29 (1.8%至3.5%)	14 (1.7%)
教學/臨床人員	17至26 (4.2%至6.3%)	9 (2.3%)

Category of staff	Voluntary Turnover Rate (Number of full-time non-temporary staff and percentage)	
	2013/14 to 2016/17 (Census date: 31 Aug of each year; Highest and lowest figures within the period)	2017/18 (Census date: 31 Jan 2018)
Academic Staff	15 to 29 (1.8% to 3.5%)	14 (1.7%)
Teaching/Clinical Staff	17 to 26 (4.2% to 6.3%)	9 (2.3%)

6. 在大學的薪酬結構下，校董會就不同等級的員工批准特定的薪酬幅度。大學在制訂薪酬結構和不時進行有關檢討時，均會以保持大學在延攬及挽留人才的競爭力為目標。

Under the University's pay structure, there are specific salary ranges for different ranks of staff as approved by Council. The pay structure is worked out and reviewed from time to time with an aim to maintaining the University's competitiveness for attracting and retaining quality staff.

7. 非臨時學術/教學/臨床人員的福利包括房屋福利，醫療和牙科福利，年假和退休福利。同一職級的員工，不論年資，均享有相同福利，除了年資十年及以上的員工可享有更多年假。

員工入職時的薪酬水平是根據個別員工的資歷而釐定，及後的薪酬將根據大學的「薪酬檢討及獎勵制度」每年作出調整。

The benefit package for non-temporary Academic/Teaching/Clinical staff includes housing benefit, medical and dental benefits, annual leave and retirement benefits. Staff members at the same rank are eligible for the same benefits regardless of the years of service except that those with 10 years' service or more are eligible for more annual leave.

Salary offered on appointment will take into account the credential of individual appointees and staff members' salary will be revised annually according to the University's salary review and reward system.

8. 自2014年4月1日，所有受聘為高級專任導師/高級臨床導師及助理教授及以上職級的員工均符合資格根據大學現行之房屋福利政策領取大學所提供的房屋福利。

From 1 April 2014, all appointees at Senior Teaching Fellow/Senior Clinical Associate and Assistant Professor and above levels are eligible for housing benefit subject to the terms and conditions of housing benefit.