

**Annex 7**

[The following information was provided by  
The Hong Kong University of Science and Technology]

**附件七**

[以下資料由香港科技大學提供]

**香港科技大學****The Hong Kong University of Science and Technology**

(一) Number of Part-time Teaching and Research Staff  
非全職學術人員數目

Teaching/ Research Staff 學術人員	Part-time (%) 非全職 (百分比)
2013/14	108 (8.6%)
2014/15	123 (9.3%)
2015/16	126 (9.6%)
2016/17	123 (8.6%)
2017/18	123 (8.1%)

(二) Number of Teaching and Research Staff  
學術人員數目

Teaching/ Research Staff 學術人員	Contract (%) 合約 (百分比)	Substantiation (%) 實任 (百分比)
2013/14	932 (74.3%)	322 (25.7%)
2014/15	994 (74.8%)	335 (25.2%)
2015/16	979 (74.3%)	339 (25.7%)
2016/17	1,074 (75.5%)	348 (24.5%)
2017/18	1,169 (76.6%)	358 (23.4%)

- (三) 助理教授或副教授級別的合約制教員需要通過試用期以轉為實任制。一般情況下，助理教授的試用期為三至六年；副教授的試用期為零至三年。教授職級一般以實任制聘用。

Academic staff at Assistant Professor or Associate Professor rank on contract terms will undergo a probationary service prior to the granting of substantiation. The normal probationary period for Assistant Professor appointment is 3 to 6 years, and the normal probationary period for Associate Professor appointments is 0 to 3 years. Professor appointments are normally on substantive basis.

- (四) Number of Research & Teaching Staff who are promoted on substantive basis in the past 5 academic years 過去5個學年每年合約制的學術人員獲晉升為終身聘任制員工的人數

Academic Year	Number of Staff
2013/14	11
2014/15	17
2015/16	13
2016/17	14
2017/18	21
Total	76

- (五) Leavers in the past 5 academic years 過去5個學年學術人員離職人數

Academic Year	Number of Leavers
2012/13	11
2013/14	8
2014/15	10
2015/16	22
2016/17	20
Total	71

Note: The above figures exclude research grades staff and retirees.  
備註：上述數字不包括專責研究人員及因退休而離職的學術人員

- (六) 現時主要教員的起薪點／薪級表如下：

教授：\$87,575

副教授：\$71,530

助理教授：\$59,570

高級講師：\$52,795 – \$81,920

一級講師：\$42,230 – \$65,760

二級講師：\$29,330 – \$46,920

The current starting points/salary ranges of primary teaching staff are as follows:

Professor: \$87,575

Associate Professor: \$71,530

Assistant Professor: \$59,570

Senior Lecturer: \$52,795 – \$81,920

Lecturer I: \$42,230 – \$65,760

Lecturer II: \$29,330 – \$46,920

- (七) 以下福利適用於兩年或以上聘用合約的教員：醫療及牙科計劃保障、假期、人壽及意外保險計劃保障、約滿酬金／公積金。薪酬達一定水平者獲房屋福利。入職薪酬待遇會根據教員的資歷和專業、相關經驗和國際市場薪酬水平釐定。

The following fringe benefits are applicable to teaching staff on 2-year contract terms or above: medical and dental benefits, leave, group life and personal accident insurances, and gratuity/superannuation benefits. Housing benefits will be provided upon reaching the housing eligibility salary level. Salaries are commensurate with qualifications and experience with reference to the global market data.

- (八) 根據現行規定，助理教授職級以上可選擇入住大學宿舍或申請房屋津貼。薪酬達一定水平的高級講師及一級講師可申請房屋津貼。

According to the prevailing policies, Assistant Professor ranks or above can opt for university accommodation or a non-accountable cash allowance. Senior Lecturers and Lecturers I who have reached the housing eligibility salary level can apply for a non-accountable cash allowance.