



香港科技專上書院 (非牟利)
Hong Kong Institute of Technology (Non-Profit Making)

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17 May 2018

Secretary for Education
Education Bureau
Government of HKSAR

by email attachment: for the attention of Mr Thomas Li

Dear Sir

Thank you for the email from your office on 15 May 2018, requesting us to respond to the questions raised by the Honourable IP Kin-yuen.

As the data requested cannot be readily generated from our computer system, we have to manually extract the data and then perform the analysis to arrive at the data to be reported in the requested format.

Given the time constraint, we are only able to provide the data for the 2017/18 academic year. If time is available, we can provide the data for the remaining four years at a later date.

In the Annex, we provide bilingual answers to each of the first nine questions one by one.

Yours sincerely

Joy Shi
President

Annex

- (1) 是否知悉，過去 5 個學年每年每類院校聘用的學術人員當中，非全職學術人員所佔的人數及百分比，以及該等非全職人員按職責(即(i)研究和教學、(ii)專責研究及(iii)專責教學)劃分的人數及百分比；按院校名稱及職級以表列出前述數字； whether it knows the number and percentage of part-time academic staff among the academic staff employed by each type of the institutions in each of the past five academic years, as well as a breakdown of such number and percentage of part-time academic staff by their duties (i.e. (i) research and teaching, (ii) research duty only and (iii) teaching duty only); set out in a table the aforesaid figures by name of institution and rank of staff;

2017/18	(i) research and teaching 研究和教學	(ii) research only 專責研究	(iii) teaching only 專責教學
Number of staff 人數	0	0	7
Percentage 百分比 (%)			26%

- (2) 是否知悉，過去 5 個學年每年每類院校聘用的學術人員，按聘用形式(即臨時合約、3 年或以下固定年期合約、長期聘用合約，以及終身聘任制)劃分的人數及百分比，以及每種聘用形式下受聘的人員按職責(即(i)研究和教學、(ii)專責研究及(iii)專責教學)劃分的人數及百分比；按院校名稱及職級以表列出前述數字； whether it knows a breakdown by employment mode (i.e. temporary contracts, fixed-term contracts of three years or less, long-term employment contracts and employment on tenure) of the number and percentage of academic staff employed by each type of the institutions in each of the past five academic years, as well as a breakdown of the number and percentage of the staff employed under each employment mode by their duties (i.e. (i) research and teaching, (ii) research duty only and (iii) teaching duty only); set out in a table the aforesaid figures by name of institution and rank of staff;

2017/18	temporary contracts 臨時合約	fixed-term contracts of three years or less 3 年或以下固定年期合約			Tenure 終身聘任制			long-term contracts 長期聘用合約
		(i) research and teaching 研究和 教學	(ii) research 專責研 究	(iii) teaching 專責教 學	(i) research and teaching 研究和 教學	(ii) research 專責研 究	(iii) teaching 專責教 學	
Number of staff 人數	NA	0	0	9	0	0	11	NA
Percentage 百分比 (%)				45%			55%	

- (3) 是否知悉，每類院校的固定年期合約學術人員可獲晉升/轉職為長期聘用合約和終身聘任制員工的機制分別為何，並按院校名稱列出詳情；

whether it knows the respective mechanisms adopted by each type of the institutions under which the academic staff on fixed-term contracts may be promoted to become/converted to staff on long-term employment contracts and employment on tenure, and set out the details by name of institution;

本校有一套晉升及轉終身聘任機制。

We have a mechanism governing the promotion of academic staff and conversion from fixed-term contract to tenure.

- (4) 是否知悉，過去 5 個學年每年每類院校的(i)固定年期合約及(ii)長期聘用合約的學術人員獲晉升為終身聘任制員工分別的人數，並按院校名稱及職級以表列出分項數字；

whether it knows the respective numbers of academic staff on (i) fixed-term contracts and (ii) long-term employment contracts of each type of the institutions who were promoted to become staff on tenure employment in each of the past five academic years, with a tabulated breakdown by name of institution and rank of staff;

在 2016/17 學年，本校有 3 名學術人員從固定年期合約轉為終身聘任制。

In 2016/17, there were 3 academic staff converted from fixed-term contract to tenure.

- (5) 是否知悉，過去 5 個學年每年每類院校有多少名學術人員離職，並按院校名稱及職級以表列出分項數字；

whether it knows the number of academic staff of each type of the institutions who departed in each of the past five academic years, with a tabulated breakdown by name of institution and rank of staff;

在 2017/18 學年，本校有 3 名學術人員離職。

In 2017/18, 3 academic staff have left the Institute.

- (6) 是否知悉，每類院校有否訂定學術人員薪級表，以及過去 5 個學年，每類院校學術人員的中位和平均每月薪酬為何，並按院校名稱及職級以表列出分項數字；

whether it knows if each type of the institutions have established their salary scales for academic staff, as well as the median and average monthly salary of academic staff of

each type of the institutions in the past five academic years, with a tabulated breakdown by name of institution and rank of staff;

本校有訂定學術人員薪級表。

We have established salary scales for academic staff.

抱歉，我們未能提供學術人員的中位和平均每月薪酬。

We are unable to provide data on the median and mean monthly salary of academic staff.

- (7) 是否知悉，現時每類院校聘用的學術人員當中，擔任各職級(即講座教授、教授、副教授、助理教授、首席講師/導師、高級講師/導師、一級講師/導師，以及二級講師/導師)的職位 5 年或以上的人員的中位和平均每月薪酬和附帶福利為何，並按院校名稱及職級以表列出分項數字及資料；

whether it knows, among the academic staff currently employed by each type of the institutions, the median and average monthly salary and fringe benefits of those staff who have served in their respective positions on various ranks (i.e. Chair Professor, Professor, Associate Professor, Assistant Professor, Principal Lecturer/Instructor, Senior Lecturer/Instructor, Lecturer/Instructor I and Lecturer/Instructor II) for five years or more, with a tabulated breakdown of the figures and information by name of institution and rank of staff;

本校聘用的學術人員當中，未有擔任各職級的職位 5 年或以上的人員。

We do not have academic staff who have been in the respective ranks for five years or more.

- (8) 是否知悉，過去 5 個學年每類院校聘用的學術人員當中，獲院校提供宿舍或房屋津貼的人數及百分比，並按院校名稱及職級以表列出分項數字；

whether it knows, among the academic staff employed by each type of the institutions in the past five academic years, the number and percentage of those for whom the institutions provided quarters or housing allowances, with a tabulated breakdown by name of institution and rank of staff;

本校沒有提供宿舍或房屋津貼給與學術人員。

We do not provide quarters or housing allowances to academic staff.

- (9) 是否知悉，每類院校的學術人員在不獲續聘時，可否循校內機制以外的機制提出申訴；若可，詳情為何；及

whether it knows if the academic staff of each type of the institutions may, when they are not offered contract renewal, lodge a complaint through any mechanism other than the internal mechanism of the institution concerned; if they may, of the details; and

沒有此機制。

We do not have such a mechanism.