

Annex 5
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香港教育大學 (教大)
The Education University of Hong Kong (EdUHK)

- (一) 現時教大的學術人員退休年齡為 60。教大職員在退休年齡後之續任建議需由管方提出。考慮因素包括部門／學院／大學策略及發展之需要，有關職員之專門知識，繼任人選的策劃以及財務狀況。

The prevailing retirement age for academic staff is 60. Re-engagement of staff beyond their retirement age is initiated by the management. Considerations of re-engagement include: the strategic need and development plans of the Department/Faculty/University, expertise of the staff members concerned, succession planning, as well as the staffing/funding situation.

(二)

學年 Academic year	最高退休年齡 Highest retirement age	退休年齡中位數 Median age at retirement	最低退休年齡 Lowest retirement age
2017/18	男 Male: 60.72 女 Female: 60.67	男 Male: 60.37 女 Female: 60.16	男 Male: 60.02 女 Female: 59.37
2016/17	男 Male: 60.19 女 Female: 60.17	男 Male: 60.19 女 Female: 60.15	男 Male: 60.19 女 Female: 60.04
2015/16	男 Male: 65.00 女 Female: 60.38	男 Male: 60.81 女 Female: 60.09	男 Male: 60.76 女 Female: 55.00* (* 由前教育署轉職 至前香港教育學院 之員工可選擇於 55 歲或 60 歲退休 Transferred Staff from former Education Department could opt for retirement at the age of 55 or 60)
2014/15	男 Male: 67.76 女 Female: 60.11	男 Male: 61.44 女 Female: 60.11	男 Male: 60.05 女 Female: 60.11
2013/14	男 Male: 60.18 女 Female: 60.98	男 Male: 60.16 女 Female: 60.59	男 Male: 60.00 女 Female: 60.00

註 Note:

由於部分學術人員可經審核後，於退休年齡後續任，此回覆內所指的退休年齡以有關學術人員的離職日期為準。

As staff members may be re-engaged after their normal retirement age subject to approval, their retirement age is based on the last day of service in the EdUHK for the purpose of answering this question.

(三)

學年 Academic year	
2017/18	男 Male: 9 (13.04%); 女 Female: 4 (7.55%)
2016/17	男 Male: 6 (8.00%); 女 Female: 6 (10.34%)
2015/16	男 Male: 8 (10.53%); 女 Female: 10 (16.13%)
2014/15	男 Male: 4 (5.19%); 女 Female: 1 (1.41%)
2013/14	男 Male: 4 (5.06%); 女 Female: 7 (10.45%)

註 Note:

括號內的百分比按性別的實任制學術人員離職數字和按相對性別的實任制學術人員總數作計算。

% in the brackets indicates the percentage of outflow number of substantive academic staff to the total number of substantive academic staff by sex group.

(四)

學年 Academic year	
2017/18	男 Male: 4 (2.29%); 女 Female: 1 (0.70%)
2016/17	男 Male: 2 (1.10%); 女 Female: 1 (0.66%)
2015/16	男 Male: 5 (2.66%); 女 Female: 0 (0%)
2014/15	男 Male: 3 (1.61%); 女 Female: 1 (0.64%)
2013/14	男 Male: 4 (2.22%); 女 Female: 1 (0.68%)

註 Note:

括號內的百分比按性別的新聘副教授或以上職級的學術人員數字和按相對性別的學術人員總數作計算。

% in the brackets indicates the percentage of intake number of senior academic staff (associate professor or above) to the total number of academic staff by sex group.

- (五) 教大是平等機會僱主，並設有既定程序和機制處理學術人員升遷申請和退休年齡後之續任事宜。升遷的申請和退休年齡後續任建議經兩層審核才作決定。委員會在審核學術人員升遷申請之過程中，會參考校外獨立學術評核者的意見。學術人員可就其升遷申請提出程序方面之上訴。

The EdUHK is an Equal Opportunities Employer and has established procedures and mechanisms to handle applications for promotion and recommendations for re-engagement beyond retirement age. Applications for promotion and re-engagement recommendations would have two-tier reviews before the decisions are made. Reference would be made to the views solicited from independent external assessors during the review process of promotion for academic staff. Staff members can lodge appeal against procedural matters relating to promotion applications.