

Annex 6
[This annex was provided by The Hong Kong Polytechnic University]

香港理工大學 (理大)
The Hong Kong Polytechnic University (PolyU)

- (一) 現時理大的學術人員退休年齡為 60 歲。理大有政策於特殊情況下延長新聘任或在職員工之退休年齡，通常最高可延長至 65 歲。惟獲延長退休年齡的聘任，員工必須具備突出表現紀錄，並能切合大學在遇到招聘困難的特定專長上之人力需求。

The prevailing retirement age for academic staff is 60 in PolyU. PolyU has in place the policy to set the retirement age at an age beyond age 60 and normally up to the age of 65, when offering appointment to a new appointee or for a serving staff on an exceptional basis, provided that the appointee has demonstrated outstanding track records and the appointment is to meet the specific staffing need of the University, where there is recruitment difficulty for the specific expertise concerned.

(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: 69 女 Female: 61	男 Male: 60 女 Female: 60	男 Male: 60 女 Female: 60
2016/17	男 Male: 66 女 Female: 63	男 Male: 60 女 Female: 60	男 Male: 60 女 Female: 60
2015/16	男 Male: 68 女 Female: 68	男 Male: 60 女 Female: 60	男 Male: 60 女 Female: 60
2014/15	男 Male: 66 女 Female: 63	男 Male: 60 女 Female: 60	男 Male: 60 女 Female: 60
2013/14	男 Male: 65 女 Female: 62	男 Male: 60 女 Female: 60	男 Male: 60 女 Female: 60

註 Notes:

- 學術人員包括學術及教學／臨床人員。數據包括以所有撥款方式支付薪金的全職非臨時聘用學術人員。
Academic Staff refers to academic, teaching and clinical staff in PolyU. The data covers to full-time non-temporary appointments supported by all funding sources.
- 數據以整數表達。
Figures are rounded up to the nearest integer.
- 個別學院之數據未能提供。
Figures by Faculty/School are not readily available.

(三)

學年 Academic year	
2017/18	男 Male: 25 (6.3%); 女 Female: 9 (7.0%)
2016/17	男 Male: 19 (4.7%); 女 Female: 4 (3.2%)
2015/16	男 Male: 10 (2.5%); 女 Female: 4 (3.1%)
2014/15	男 Male: 20 (5.0%); 女 Female: 9 (7.1%)
2013/14	男 Male: 13 (3.3%); 女 Female: 4 (3.1%)

註 Notes:

- 終身聘任制聘用的學術人員包括學術及教學／臨床人員。數據包括以所有撥款方式支付薪金的全職非臨時聘用學術人員。
Tenured academic staff refers to academic, teaching and clinical staff in PolyU. The data refers to full-time non-temporary appointment supported by all funding sources.
- 離職人數包括以辭職、退休、提前退休及身故為由的個案。
Outflow from the University includes resignation, retirement, early retirement and deceased cases.
- 百分比按該性別之終身聘任制學術人員總數計算。
The percentage is calculated based on the total number of tenured academic staff of the respective gender.
- 個別學院之數據未能提供。
Figures by Faculty/School are not readily available.

(四)

學年 Academic year	
2017/18	男 Male: 8 (1.0%); 女 Female: 1 (0.2%)
2016/17	男 Male: 11 (1.4%); 女 Female: 8 (1.8%)
2015/16	男 Male: 17 (2.2%); 女 Female: 3 (0.7%)
2014/15	男 Male: 3 (0.4%); 女 Female: 0 (0.0%)
2013/14	男 Male: 2 (0.2%); 女 Female: 0 (0.0%)

註 Notes:

- 新聘用的副教授或以上職級的學術人員包括以所有撥款方式支付薪金的全職非臨時聘用員工。
Intake number refers to full-time non-temporary Associate Professor or above level supported by all funding sources.
- 百分比按該性別之學術及教學／臨床人員總數計算。
The percentage is calculated based on the total number of academic, teaching and clinical staff of the respective gender.
- 個別學院之數據未能即時提供。
Figures by Faculty/School are not readily available.

- (五) 理大有清晰指引處理助理教授或以上職級的學術人員之聘任、升遷及延長退休年齡事宜，並會由校內不同級別的委員會審核。助理教授或以上職級的學術人員的聘任及升遷亦設有校內、外的學術評論。所有申請均會公平公正處理，並設有校內上訴機制。

There are clear guidelines in place governing the processing of new appointments, promotion; and appointment of new or serving academic staff beyond the retirement age and they will all be considered by committees at different levels in the University. For new appointment and promotion of academic staff, internal and external bench marking will be conducted. All applications will be treated in a fair manner and appeal mechanism in the University is available to all staff.