

[以下資料由香港浸會大學持續教育學院提供]

**Annex 11**

[The following information was provided by School of Continuing Education, Hong Kong Baptist University]

**香港浸會大學持續教育學院**

**School of Continuing Education (SCE), Hong Kong Baptist University (HKBU)**

1.	<p>香港浸會大學持續教育學院主要聘請講師職級教學人員。持續教育學院遵從香港浸會大學政策。現時教學人員退休年齡為 60。</p> <p>在香港浸會大學持續教育學院，達退休年齡的講師職級教學人員，其上司及部門主管如欲建議有關教學人員在退休年齡後續聘，上司及部門主管在與有關教學人員商討後，須盡早及最少在有關教學人員達退休年齡日期的一年前，提出在退休年齡後續聘該教學人員的建議。退休年齡後續聘年期最長為五年。</p> <p>The SCE employs primarily Teaching Staff at Lecturer grades. SCE follows HKBU's policy. The prevailing retirement age for academic/teaching staff is 60.</p> <p>At SCE, relevant supervisor/head can make recommendation for re-appointment beyond contractual retirement age after due consultation with the staff member concerned. The recommendation would have to be made as early as possible and not later than one year before the staff concerned reaches contractual retirement age. Re-appointment beyond the contractual retirement age will, at most, be up to 5 years.</p>													
2.	<table border="1"> <thead> <tr> <th data-bbox="233 1301 488 1451">學年 Academic year</th> <th data-bbox="504 1301 1458 1451">教學人員的最高退休年齡、退休年齡中位數、最低退休年齡 The highest retirement age, median age at retirement and the lowest retirement age of academic staff members</th> </tr> </thead> <tbody> <tr> <td data-bbox="233 1451 488 1547">2017/18</td> <td data-bbox="504 1451 1458 1547">最高退休年齡：60 或以上* Highest retirement age: 60 or above*</td> </tr> <tr> <td data-bbox="233 1547 488 1599">2016/17</td> <td data-bbox="504 1547 1458 1599">不適用 N.A.</td> </tr> <tr> <td data-bbox="233 1599 488 1695">2015/16</td> <td data-bbox="504 1599 1458 1695">最高退休年齡：60 或以上* Highest retirement age: 60 or above*</td> </tr> <tr> <td data-bbox="233 1695 488 1792">2014/15</td> <td data-bbox="504 1695 1458 1792">最高退休年齡：60 或以上* Highest retirement age: 60 or above*</td> </tr> <tr> <td data-bbox="233 1792 488 1843">2013/14</td> <td data-bbox="504 1792 1458 1843">不適用 N.A.</td> </tr> </tbody> </table>	學年 Academic year	教學人員的最高退休年齡、退休年齡中位數、最低退休年齡 The highest retirement age, median age at retirement and the lowest retirement age of academic staff members	2017/18	最高退休年齡：60 或以上* Highest retirement age: 60 or above*	2016/17	不適用 N.A.	2015/16	最高退休年齡：60 或以上* Highest retirement age: 60 or above*	2014/15	最高退休年齡：60 或以上* Highest retirement age: 60 or above*	2013/14	不適用 N.A.	<p>*由於只有一名教學人員在相關期間內退休，為了保障其個人資料，確實退休年齡不予披露。</p> <p>*As there is only 1 retiree in the report period, due to concern on protection of personal data, the exact retirement age is not disclosed.</p>
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3.	<p>香港浸會大學持續教育學院沒有終身聘任制教學人員。 At SCE, there is no tenured academic staff.</p>
4.	<p>在過去五年，香港浸會大學持續教育學院沒有聘用副教授或以上的高級教學人員。 SCE has not recruited senior academic staff (associate professor or above) in the past 5 years.</p>
5.	<p>香港浸會大學持續教育學院主要聘請講師職級教學人員。教學人員的晉升及已屆退休年齡同事的續聘，均按照大學既定的程序及機制。在考慮是否晉升教學人員或續聘已屆退休年齡教學人員時，學院需視乎其工作表現及有關部門主管建議，考慮後向大學提交建議批核。 SCE employs primarily Teaching Staff at Lecturer grades. SCE follows HKBU's established procedures for considering promotion of Teaching Staff and reappointment beyond contractual retirement age. Consideration for promotion of Teaching Staff and re-appointment beyond contractual retirement age are on the basis of performance, recommendation of relevant Head and School Review Panel, and subject to final approval by the University.</p>