

附件十八

[以下資料由香港理工大學專業及持續教育學院提供]

Annex 18

[The following information was provided by College of Professional and Continuing Education, the Hong Kong Polytechnic University]

香港理工大學專業及持續教育學院

College of Professional and Continuing Education (CPCE), the Hong Kong Polytechnic University

1.	<p>現時專業及持續教育學院的教學人員退休年齡為 60。 配合人手運作需要，工作表現出色的一級講師或以上職級的教學人員可獲部門人事委員會推薦於六十歲後獲繼續聘任一至兩年，聘用條款維持不變。如有需要，退休年齡更可獲再延至六十五歲，如六十五歲後繼續受聘，則會以兼職或臨時合約形式聘用，按年檢視和批核。 The prevailing retirement age for academic staff of CPCE is 60. Subject to staffing needs, academic staff at Lecturer I level or above with outstanding performance may be recommended by the Unit Staffing Committee in their Unit for extending their appointments beyond the age of 60 for one to two years initially with no change to their existing employment terms. Their appointments may be further extended up to the age of 65. As for academic staff who are granted approval to continue to serve beyond 65, they would normally be given ‘part-time’ or ‘temporary full-time’ contracts, to be reviewed for renewal on a year-by-year basis.</p>			
2.	<p>學年 Academic year</p>	<p>最高退休年齡 Highest retirement age</p>	<p>退休年齡中位數 Median age at retirement</p>	<p>最低退休年齡 Lowest retirement age</p>
2017/18	<p>男 Male: 62; 女 Female: 60</p>	<p>男 Male: 62; 女 Female: 60</p>	<p>男 Male: 62; 女 Female: 60</p>	
2016/17	<p>男 Male: 61; 女 Female: 60</p>	<p>男 Male: 60.5; 女 Female: 60</p>	<p>男 Male: 60; 女 Female: 60</p>	
2015/16	<p>男 Male: 69; 女 Female: N.A.</p> <p>本年度無女性退休教學人員。 No female academic staff retired this year.</p>	<p>男 Male: 65.5; 女 Female: N.A.</p>	<p>男 Male: 62; 女 Female: N.A.</p>	
2014/15	<p>本年度無退休教學人員。 No academic staff retired this year.</p>			
2013/14	<p>男 Male: 62; 女 Female: N.A.</p>	<p>男 Male: 62; 女 Female: N.A.</p>	<p>男 Male: 62; 女 Female: N.A.</p>	

	<p>本年度無女性退休教學人員。 No female academic staff retired this year.</p> <p>註：專業及持續教育學院的架構上沒有再劃分個別學院，以上數字為學院的整體數字。學院的教學人員普遍較為年輕，過往只有極少數的教學人員，尤其女教學人員，於在職期間年齡達至六十歲。</p> <p>Note: There is no faculty/school under CPCE's organizational structure. The above table presents the figures of CPCE as a whole. In general, CPCE academic staff are relatively young and there was only a very small number of staff, especially female staff, who reached the retirement age in the past years.</p>																			
3.	<table border="1"> <thead> <tr> <th>學年 Academic year</th> <th colspan="2">終生聘任制教學人員的離職人數和佔該類教學人員總數的百分比 The outflow number of tenured academic staff and the percentage to the total number of tenured academic staff</th> </tr> </thead> <tbody> <tr> <td>2017/18</td> <td>男 Male: 4 (2.07%)</td> <td>女 Female: 5 (2.59%)</td> </tr> <tr> <td>2016/17</td> <td>男 Male: 4 (1.99%)</td> <td>女 Female: 3 (1.49%)</td> </tr> <tr> <td>2015/16</td> <td>男 Male: 2 (1.01%)</td> <td>女 Female: 2 (1.01%)</td> </tr> <tr> <td>2014/15</td> <td>男 Male: 2 (1.05%)</td> <td>女 Female: 1 (0.52%)</td> </tr> <tr> <td>2013/14</td> <td>男 Male: 2 (1.07%)</td> <td>女 Female: 2 (1.07%)</td> </tr> </tbody> </table> <p>註：括號顯示終生聘任制教學人員的離職人數佔該類教學人員總數的百分比。 Note: % in the bracket indicates the percentage of outflow number of tenured academic staff to the total number of tenured academic staff.</p>		學年 Academic year	終生聘任制教學人員的離職人數和佔該類教學人員總數的百分比 The outflow number of tenured academic staff and the percentage to the total number of tenured academic staff		2017/18	男 Male: 4 (2.07%)	女 Female: 5 (2.59%)	2016/17	男 Male: 4 (1.99%)	女 Female: 3 (1.49%)	2015/16	男 Male: 2 (1.01%)	女 Female: 2 (1.01%)	2014/15	男 Male: 2 (1.05%)	女 Female: 1 (0.52%)	2013/14	男 Male: 2 (1.07%)	女 Female: 2 (1.07%)
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5.	<p>教學人員的工作表現每年均經一套全面的員工考核制度作評核，涉及部門及學院的委員會參與。</p> <p>部門人事委員會建議部門按人力資源上的需求，推薦申請晉升考核的教學人</p>																			

員的名單，由上級認可，而晉升面試皆由學院常設的甄選小組負責，由上級批核。

部門人事委員會也負責評審推薦合資格的教學人員獲六十歲後繼續受聘，由上級批核。

學院設有政策機制處理有關人事決定的申訴。申訴均由獨立委員會作處理。

Academic staff's performance is assessed by a comprehensive staff appraisal system annually with inputs from committees at both the Unit and College level.

Unit Staffing Committee makes recommendations in respect of staffing requirements in the Unit. It recommends shortlist of candidates for promotion posts for approval authority's endorsement. Interviews for promotions posts are conducted by a standing selection panel at College level for the approval authority's decision.

Recommendations for extending the appointment of academic staff beyond the normal retirement age of 60 are made by the respective Unit Staffing Committee in the Unit for the approving authority's consideration.

There is an established set of policy procedures for handling appeals to human resources decisions. A Review Committee will be convened to review the appeal.