

[The following information was provided by School for Higher and Professional Education,
Vocational Training Council]

職業訓練局才晉高等教育學院

School for Higher and Professional Education, Vocational Training Council

1.	<p>現時才晉高等教育學院的教學人員退休年齡為 60 歲。 不論職級，員工的聘用均以下列標準作為依據及進行評估：</p> <ul style="list-style-type: none">(a) 有業務需要保留現職員工；(b) 該職位存在招聘困難；(c) 員工工作表現及操守為良好，及具備專業知識；(d) 延長個別員工服務不會對下級職級的合資格員工造成任何晉升堵塞；及(e) 員工有良好體能適合繼續工作。 <p>一般而言，延長退休服務是一次性及為期一年。至於教學人員，延長服務通常是直到學年結束為止，以免對教學活動造成干擾。</p> <p>The prevailing retirement age for academic staff of School for Higher and Professional Education (SHAPE) is 60.</p> <p>Consideration of the further employment of employees, regardless of ranks, will be based on the following criteria:</p> <ul style="list-style-type: none">(a) There is an operational need to retain the services of the existing employee;(b) There is difficulty in recruiting staff in that particular post;(c) The employee has demonstrated good conduct, performance, competence and expertise in his/her work;(d) The extension of service would not cause any promotion blockage to eligible staff in the lower ranks; and(e) The employee seeking further employment is physically fit to continue employment. <p>Extension of service will normally be for a period of one year with one renewal. However, for teaching staff, extension of service will usually be up to the end of an academic year for preventing the disruption to the teaching of courses.</p>
2.	<p>於過去五年，教學人員仍未到達正常退休年齡。</p> <p>During the past five academic years, teaching staff had not yet reached the normal retirement age.</p>

3.	<table border="1"> <thead> <tr> <th data-bbox="296 190 539 398">學年 Academic year</th> <th data-bbox="539 190 1458 398">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 data-bbox="296 398 539 450">2017/18</td> <td data-bbox="539 398 1458 450">-</td> </tr> <tr> <td data-bbox="296 450 539 501">2016/17</td> <td data-bbox="539 450 1458 501">-</td> </tr> <tr> <td data-bbox="296 501 539 553">2015/16</td> <td data-bbox="539 501 1458 553">-</td> </tr> <tr> <td data-bbox="296 553 539 645">2014/15</td> <td data-bbox="539 553 1458 645">男 Male: 1 (25%); 女 Female: N.A. (N.A.)</td> </tr> <tr> <td data-bbox="296 645 539 696">2013/14</td> <td data-bbox="539 645 1458 696">-</td> </tr> </tbody> </table>	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	-	2016/17	-	2015/16	-	2014/15	男 Male: 1 (25%); 女 Female: N.A. (N.A.)	2013/14	-
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	-												
2016/17	-												
2015/16	-												
2014/15	男 Male: 1 (25%); 女 Female: N.A. (N.A.)												
2013/14	-												
4.	<table border="1"> <thead> <tr> <th data-bbox="296 696 539 976">學年 Academic year</th> <th data-bbox="539 696 1458 976">新聘用的高級教學人員(副教授或以上)人數和佔教學人員總數的百分比 The intake number of senior academic staff (associate professor or above) and the percentage to the total number of academic staff</th> </tr> </thead> <tbody> <tr> <td data-bbox="296 976 539 1028">2017/18</td> <td data-bbox="539 976 1458 1028">-</td> </tr> <tr> <td data-bbox="296 1028 539 1079">2016/17</td> <td data-bbox="539 1028 1458 1079">-</td> </tr> <tr> <td data-bbox="296 1079 539 1131">2015/16</td> <td data-bbox="539 1079 1458 1131">-</td> </tr> <tr> <td data-bbox="296 1131 539 1182">2014/15</td> <td data-bbox="539 1131 1458 1182">-</td> </tr> <tr> <td data-bbox="296 1182 539 1279">2013/14</td> <td data-bbox="539 1182 1458 1279">男 Male: 1 (4.35%); 女 Female: N.A. (N.A.)</td> </tr> </tbody> </table>	學年 Academic year	新聘用的高級教學人員(副教授或以上)人數和佔教學人員總數的百分比 The intake number of senior academic staff (associate professor or above) and the percentage to the total number of academic staff	2017/18	-	2016/17	-	2015/16	-	2014/15	-	2013/14	男 Male: 1 (4.35%); 女 Female: N.A. (N.A.)
學年 Academic year	新聘用的高級教學人員(副教授或以上)人數和佔教學人員總數的百分比 The intake number of senior academic staff (associate professor or above) and the percentage to the total number of academic staff												
2017/18	-												
2016/17	-												
2015/16	-												
2014/15	-												
2013/14	男 Male: 1 (4.35%); 女 Female: N.A. (N.A.)												
5.	<p data-bbox="296 1290 1458 1536">職業訓練局致力制定、推廣及維持一套平等機會政策，以締造一個平等機會的環境，確保所有職訓局僱員、學生以及與職訓局有事務交往的人士，不論性別、殘疾、種族、婚姻狀況、懷孕、家庭崗位或性傾向均得到平等的對待。本局不會容許任何歧視、騷擾和中傷及「使人受害」的歧視違法行為。所有員工應積極協助消除上述的違法行為。</p> <p data-bbox="296 1536 1458 1868">The Vocational Training Council (VTC) is committed to developing, promoting and maintaining a policy of equality of opportunity which creates an environment in which staff, students or any other persons who have dealings with the VTC are treated equitably irrespective of their sex, disability, race, marital status, pregnancy, family status, or sexual orientation. The Council does not tolerate any unlawful acts of discrimination, harassment, vilification or victimization. All staff should be proactive in helping to eliminate such unlawful acts.</p>												