

[以下資料由職業訓練局香港高等教育科技學院提供]

**Annex 21**

[The following information was provided by Technological and Higher Education Institute of Hong Kong, Vocational Training Council]

**職業訓練局香港高等教育科技學院**

**Technological and Higher Education Institute of Hong Kong, Vocational Training Council**

1.	<p>現時香港高等教育科技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"><li>(a) 有業務需要保留現職員工；</li><li>(b) 該職位存在招聘困難；</li><li>(c) 員工工作表現及操守為良好，及具備專業知識；</li><li>(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</li><li>(e) 員工有良好體能適合繼續工作。</li></ul> <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 Technological and Higher Education Institute of Hong Kong (THEi) 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"><li>(a) There is an operational need to retain the services of the existing employee;</li><li>(b) There is difficulty in recruiting staff in that particular post;</li><li>(c) The employee has demonstrated good conduct, performance, competence and expertise in his/her work;</li><li>(d) The extension of service would not cause any promotion blockage to eligible staff in the lower ranks; and</li><li>(e) The employee seeking further employment is physically fit to continue employment.</li></ul> <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>
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2.	學年 Academic year	教學人員的最高退休年齡、退休年齡中位數及最低退休年齡 The highest retirement age, median age at retirement and the lowest retirement age of academic staff members			
		環境及設計學 院 Faculty of Design and Environment	工商及酒店旅 遊管理學院 Faculty of Management and Hospitality	科技學院 Faculty of Science and Technology	語文及通識 教育學院 School of General Education and Languages
	2017/18	<p>最高退休年齡 Highest retirement age 男 Male: 60.5; 女 Female: N.A.</p> <p>退休年齡中位 數 Median age at retirement 男 Male: 60.5; 女 Female: N.A.</p> <p>最低退休年齡 Lowest retirement age 男 Male: 60.5; 女 Female: N.A.</p>	<p>最高退休年齡 Highest retirement age 男 Male: 69.8; 女 Female: N.A.</p> <p>退休年齡中位 數 Median age at retirement 男 Male: 69.2; 女 Female: N.A.</p> <p>最低退休年齡 Lowest retirement age 男 Male: 68.6; 女 Female: N.A.</p>	<p>最高退休年 齡 Highest retirement age 男 Male: 63.9; 女 Female: N.A.</p> <p>退休年齡中 位數 Median age at retirement 男 Male: 63.9; 女 Female: N.A.</p> <p>最低退休年 齡 Lowest retirement age 男 Male: 63.9; 女 Female: N.A.</p>	-
2016/17	-	-	最高退休年 齡 Highest retirement age	-	

				<p>男 Male: 72.7; 女 Female: N.A.</p> <p>退休年齡中 位數 Median age at retirement 男 Male: 72.7; 女 Female: N.A.</p> <p>最低退休年 齡 Lowest retirement age 男 Male: 72.7; 女 Female: N.A.</p>	
2015/16	-		<p>最高退休年齡 Highest retirement age 男 Male: 64.8; 女 Female: N.A.</p> <p>退休年齡中位 數 Median age at retirement 男 Male: 64.8; 女 Female: N.A.</p> <p>最低退休年齡 Lowest retirement age 男 Male: 64.8; 女 Female: N.A.</p>	<p>最高退休年 齡 Highest retirement age 男 Male: 64.9; 女 Female: N.A.</p> <p>退休年齡中 位數 Median age at retirement 男 Male: 63.8; 女 Female: N.A.</p> <p>最低退休年 齡 Lowest</p>	-

				retirement age 男 Male: 62.6; 女 Female: N.A.	
	2014/15	-	-	-	-
	2013/14	-	-	-	最高退休年齡 Highest retirement age 男 Male: N.A.; 女 Female: 60.6  退休年齡中 位數 Median age at retirement 男 Male: N.A.; 女 Female: 60.6  最低退休年齡 Lowest retirement age 男 Male: N.A.; 女 Female: 60.6
3.	香港高等教育科技學院所有員工以合約形式聘用，並沒有終身聘任制。 All THEi staff are employed in contract terms, no appointment is on tenure terms.				

4.	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			
		環境及設計學 院 Faculty of Design and Environment	工商及酒店旅 遊管理學院 Faculty of Management and Hospitality	科技學院 Faculty of Science and Technology	語文及通識 教育學院 School of General Education and Languages
	2017/18	-	-	男 Male: 1 (1.17%); 女 Female: 1 (1.60%)	-
	2016/17	-	-	男 Male: 1 (1.20%); 女 Female: N.A. (N.A.)	-
	2015/16	男 Male: 1 (1.28%); 女 Female: 2 (3.88%)	-	男 Male: 1 (1.28%); 女 Female: N.A. (N.A.)	-
	2014/15	-	-	男 Male: 2 (3.15%); 女 Female: N.A. (N.A.)	-
	2013/14	-	男 Male: 3 (6.82%); 女 Female: N.A. (N.A.)	男 Male: 2 (4.55%); 女 Female: N.A. (N.A.)	男 Male: 1 (2.27%); 女 Female: N.A. (N.A.)

5. 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。

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.