

[The following information was provided by Hong Kong Nang Yan College of Higher Education]

香港能仁專上學院

Hong Kong Nang Yan College of Higher Education

1.	<p>現時的教學人員退休年齡為 65 歲。 本學院按個別情況批准員工在 65 歲後申請續約，考慮這些申請的準則包括員工的委任是否對該部門/單位一般的進一步發展或某一課程至為重要；及/或保留表現非常突出的員工是否符合本學院的利益。 The prevailing retirement age for academic staff is 65. The College approves on a case-by-case basis, renewal of a contract beyond 65 years of age. The criteria for consideration of such applications include whether the appointment of the staff member is crucial for the further development of the department/unit in general or of a particular programme; and/or it is in the College's best interest to retain the service of the staff member whose performance has been exceptionally outstanding.</p>																																		
2.	<table border="1"> <thead> <tr> <th data-bbox="225 1061 389 1552">學年 Academic year</th> <th colspan="6" data-bbox="389 1061 1465 1216">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> <tr> <td data-bbox="225 1216 389 1552"></td> <td data-bbox="389 1216 564 1552">商學院 School of Business</td> <td data-bbox="564 1216 740 1552">文學院 School of Arts</td> <td data-bbox="740 1216 916 1552">社會科學學院 School of Social Sciences</td> <td data-bbox="916 1216 1091 1552">醫療及護理學院 School of Nursing and Healthcare</td> <td data-bbox="1091 1216 1267 1552">佛學研究生研習院 School of Humanistic Buddhism</td> <td data-bbox="1267 1216 1465 1552">通識學院 School of General Education</td> </tr> </thead> <tbody> <tr> <td data-bbox="225 1552 389 1749">2017/18 2016/17 2015/16 2014/15</td> <td colspan="6" data-bbox="389 1552 1465 1749"> <p>各學院在左列年度內並無教學人員退休。 No retired staff in the left-handed academic years in all schools.</p> </td> </tr> <tr> <td data-bbox="225 1749 389 1888">2013/14</td> <td colspan="6" data-bbox="389 1749 1465 1888"> <p>本學院於 2014/15 學年才開始運作。 Our College commenced operation in the 2014/15 academic year.</p> </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							商學院 School of Business	文學院 School of Arts	社會科學學院 School of Social Sciences	醫療及護理學院 School of Nursing and Healthcare	佛學研究生研習院 School of Humanistic Buddhism	通識學院 School of General Education	2017/18 2016/17 2015/16 2014/15	<p>各學院在左列年度內並無教學人員退休。 No retired staff in the left-handed academic years in all schools.</p>						2013/14	<p>本學院於 2014/15 學年才開始運作。 Our College commenced operation in the 2014/15 academic year.</p>					
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3.	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					
		商學院 School of Business	文學院 School of Arts	社會科學學院 School of Social Sciences	醫療及護理學院 School of Nursing and Healthcare	佛學人生研習院 School of Humanistic Buddhism	通識學院 School of General Education
	2017/18 2016/17 2015/16 2014/15	本學院並無終身聘任制，所有教學人員均為合約聘任制。 Our College does not have a tenured employment, all academic staff are employed on a fixed-term contract.					
	2013/14	本學院於 2014/15 學年開始運作 Our College commenced operation in the 2014/15 academic year.					

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					
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	2017/18	男 Male: 0 (0%); 女 Female: 0 (0%)	男 Male: 0 (0%); 女 Female: 0 (0%);	男 Male: 0 (0%); 女 Female: 0 (0%);	男 Male: 1 (20%); 女 Female: 0 (0%);	男 Male: 0 (0%); 女 Female: 0 (0%);	男 Male: 0 (0%); 女 Female: 0 (0%);
	2016/17	男 Male: 0 (0%); 女 Female: 0 (0%)	男 Male: 2 (33.3%); 女 Female: 0 (0%);	男 Male: 1 (50%); 女 Female: 0 (0%);	此學院於 2017/18 學年成立。 This	男 Male: 0 (0%); 女 Female: 0 (0%);	男 Male: 0 (0%); 女 Female: 0 (0%);

	2015/16	男 Male: 0 (0%); 女 Female: 0 (0%)	男 Male: 0 (0%); 女 Female: 0 (0%);	男 Male: 1 (100%); 女 Female: 0 (0%);	School was set up in the 2017/18 academic year.	男 Male: 0 (0%); 女 Female: 0 (0%);	男 Male: 0 (0%); 女 Female: 0 (0%);
	2014/15	男 Male: 1 (25%); 女 Female: 0 (0%)	男 Male: 2 (50%); 女 Female: 0 (0%);	此學院於 2015/16 學年成立。 This School was set up in the 2015/16 academic year.		男 Male: 0 (0%); 女 Female: 0 (0%);	男 Male: 0 (0%); 女 Female: 0 (0%);
	2013/14	本學院於 2014/15 學年開始運作。 Our College commenced operation in the 2014/15 academic year.					
5.	<p>本學院對人員升遷事宜上，考慮的因素包括申請晉升的員工除了達到晉升級別的最低要求或委任的條件外，應擁有實際的能力可作出及繼續晉升級別的適當貢獻及素質。對申請延長退休的考慮因素包括員工的委任是否對該部門/單位一般的進一步發展或某一課程至為重要；及/或保留表現非常特出的員工是否符合本學院的利益。本學院的校董會對申請作出最後決定。</p> <p>Our College considers the factors for the promotion application include a staff should have the demonstrated ability to make and sustain contributions of magnitude and quality appropriate to the promotional rank, apart from meeting the minimum requirements or appointment criteria of the promotional rank. In relation to the application for extension of retirement age, the criteria of consideration include whether the appointment of the staff member is crucial for the further development of the department/unit in general or of a particular programme; and/or it is the College's best interest to retain the service of the staff member whose performance has been exceptionally outstanding. The Board of Governors makes the final decision on applications.</p>						