

[The following information was provided by the Hang Seng University of Hong Kong]

香港恒生大學

**The Hang Seng University of Hong Kong**

1.	<p>香港恒生大學大多數全職教學人員都是以長期聘用合約形式聘用，合約期為二至四年，此類員工理論上沒有指定的退休年齡。而獲連續聘用合約形式(沒有合約終止日期)聘用的教學人員退休年齡則為六十歲。</p> <p>獲連續聘用合約形式聘用的教學人員退休年齡為六十歲(退休日期為員工六十歲生日後的七月三十一日)。員工達到退休年齡後，基於學校需要及經校方和員工雙方同意下，校方會考慮以可延用合約形式繼續聘用員工，聘用期為一至三年。</p> <p>A majority of the full-time academic staff members of the Hang Seng University of Hong Kong are on 2 to 4 years renewal contract, and such staff members have no retirement age in principle. The prevailing retirement age for academic staff who are appointed on continuous appointment i.e. on open-ended appointment, is 60.</p> <p>Staff members appointed on continuous appointment shall retire on 31 July immediately following his/her 60 years of age. Subject to the College's needs and mutual agreement between the College and staff members, further appointment on renewable contract terms will be offered to the staff member for one to three years beyond his/her retirement age.</p>																																															
2.	<table border="1"> <thead> <tr> <th data-bbox="225 1301 389 1675">學年 Academic year</th> <th colspan="5" data-bbox="389 1301 1465 1451">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</th> </tr> <tr> <th data-bbox="225 1451 389 1675"></th> <th data-bbox="389 1451 596 1675">商學院 School of Business</th> <th data-bbox="596 1451 831 1675">傳播學院 School of Communication</th> <th data-bbox="831 1451 1034 1675">決策科學 學院 School of Decision Sciences</th> <th data-bbox="1034 1451 1251 1675">人文社會科 學學院 School of Humanities and Social Science</th> <th data-bbox="1251 1451 1465 1675">翻譯學院 School of Translation</th> </tr> </thead> <tbody> <tr> <td data-bbox="225 1675 389 1727">2017/18</td> <td data-bbox="389 1675 596 1727">沒有 Nil</td> <td data-bbox="596 1675 831 1727">沒有 Nil</td> <td data-bbox="831 1675 1034 1727">沒有 Nil</td> <td data-bbox="1034 1675 1251 1727">沒有 Nil</td> <td data-bbox="1251 1675 1465 1727">沒有 Nil</td> </tr> <tr> <td data-bbox="225 1727 389 1778">2016/17</td> <td data-bbox="389 1727 596 1778">沒有 Nil</td> <td data-bbox="596 1727 831 1778">沒有 Nil</td> <td data-bbox="831 1727 1034 1778">沒有 Nil</td> <td data-bbox="1034 1727 1251 1778">沒有 Nil</td> <td data-bbox="1251 1727 1465 1778">沒有 Nil</td> </tr> <tr> <td data-bbox="225 1778 389 1830">2015/16</td> <td data-bbox="389 1778 596 1830">沒有 Nil</td> <td data-bbox="596 1778 831 1830">沒有 Nil</td> <td data-bbox="831 1778 1034 1830">沒有 Nil</td> <td data-bbox="1034 1778 1251 1830">沒有 Nil</td> <td data-bbox="1251 1778 1465 1830">沒有 Nil</td> </tr> <tr> <td data-bbox="225 1830 389 1881">2014/15</td> <td data-bbox="389 1830 596 1881">沒有 Nil</td> <td data-bbox="596 1830 831 1881">沒有 Nil</td> <td data-bbox="831 1830 1034 1881">沒有 Nil</td> <td data-bbox="1034 1830 1251 1881">沒有 Nil</td> <td data-bbox="1251 1830 1465 1881">沒有 Nil</td> </tr> <tr> <td data-bbox="225 1881 389 2016">2013/14</td> <td data-bbox="389 1881 596 2016">最高退休 年齡 Highest</td> <td data-bbox="596 1881 831 2016">沒有 Nil</td> <td data-bbox="831 1881 1034 2016">沒有 Nil</td> <td data-bbox="1034 1881 1251 2016">沒有 Nil</td> <td data-bbox="1251 1881 1465 2016">沒有 Nil</td> </tr> </tbody> </table>						學年 Academic year	教學人員的最高退休年齡、退休年齡中位數及最低退休年齡 The highest retirement age, median age at retirement and the lowest retirement age of academic staff members						商學院 School of Business	傳播學院 School of Communication	決策科學 學院 School of Decision Sciences	人文社會科 學學院 School of Humanities and Social Science	翻譯學院 School of Translation	2017/18	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	2016/17	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	2015/16	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	2014/15	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	2013/14	最高退休 年齡 Highest	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil
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	retirement age 男 Male: 0; 女 Female: ~61 退休年齡 中位數 Median age at retirement 男 Male: 0; 女 Female: ~61 最低退休 年齡 Lowest retirement age 男 Male: 0; 女 Female: ~61					
3.	學年 Academic year	獲連續聘用合約形式聘用的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 academic staff <u>on continuous appointment</u> and the percentage to the total number of academic staff <u>on continuous appointment</u>				
		商學院 School of Business	傳播學院 School of Communication	決策科學 學院 School of Decision Sciences	人文社會科 學學院 School of Humanities and Social Science	翻譯學院 School of Translation
	2017/18	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil
	2016/17	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil
	2015/16	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil
	2014/15	Total: 1 (7.7%) 男 Male: 1 (7.7%);	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil

	女 Female: 0				
2013/14	Total: 1 (7.7%) 男 Male: 0; 女 Female: 1 (7.7%)	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil

註 1：括號顯示連續聘用合約形式聘用的教學人員的離職人數佔該類教學人員總數的百分比。

Note 1: % in the bracket indicates the percentage of outflow number of academic staff on continuous appointment to the total number of academic staff on continuous appointment.

4.	學年 Academic year	新聘用的高級教學人員(副教授或以上)人數和 佔獲 <u>連續聘用合約形式聘用的教學人員</u> 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 <u>on continuous appointment</u>				
		商學院 School of Business	傳播學院 School of Communication	決策科學 學院 School of Decision Sciences	人文社會科 學學院 School of Humanities and Social Science	翻譯學院 School of Translation
	2017/18	Total: 1 (5.6%) 男 Male: 0 (0%); 女 Female: 1 (5.6%)	沒有 Nil	沒有 Nil	Total: 1 (7.7%) 男 Male: 1 (7.7%); 女 Female: 0 (%)	沒有 Nil
	2016/17	Total: 2 (11.1%) 男 Male: 2 (11.1%); 女 Female: 0 (%)	Total: 1 (50%) 男 Male: 1 (50%); 女 Female: 0 (%)	Total: 1 (20%) 男 Male: 1 (20%); 女 Female: 0 (%)	Total: 1 (9.1%) 男 Male: 1 (9.1%); 女 Female: 0 (%)	沒有 Nil
	2015/16	Total: 3 (23.1%) 男 Male: 2 (15.4%); 女 Female: 1 (7.7%)	Total: 2 (註 2 Note 2) 男 Male: 2; 女 Female: 0 (%)	Total: 1 (50%) 男 Male: 1 (50%); 女 Female: 0 (%)	Total: 2 (20%) 男 Male: 1 (10%); 女 Female: 1 (10%)	沒有 Nil
2014/15	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	沒有 Nil	

2013/14	Total: 1 (7.7%) 男 Male: 0; 女 Female: 1 (7.7%)	沒有 Nil	Total: 1 (100%) 男 Male: 1 (100%); 女 Female: 0 (%)	沒有 Nil	沒有 Nil
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註 2：傳播學院於 2015/16 學年並沒有連續聘用合約教學人員。

Note 2: For School of Communication, there is no academic staff on continuous appointment in the 2015/16 academic year.

5.

晉升

校方會根據既定政策及指引，先由學院組成之委員會商討員工晉升事宜，再由校方組成之委員會推薦。如員工對結果有任何不滿，可於收到通知計起兩星期內連同有關理據經校長向校務委員會主席提出上訴申請。

退休

員工達到退休年齡後，基於學校發展需要、經院長和系主任推薦及校方和員工雙方同意下，先由學院組成之委員會商討員工退休事宜，再由校方組成之委員會推薦，以合約形式繼續聘用員工，聘用期為一至三年。

Promotion

The College has established policies and guidelines to consider the promotion cases. All promotion cases will first be considered by each School-level Review Committee and then further reviewed by the College-level Review Committee. If a staff member is not satisfied with the result, he/she may lodge an appeal to the Chairman of the College Council, via the President, with justification provided, within two weeks from the date he/she is informed of the result.

Retirement

Subject to the College's development needs, recommendations of the Dean of School and Head of Department and mutual agreement between the School/Department and staff member, the re-engagement application will first be considered by School-level and then by College-level Review Committees and the staff member will be offered on contract terms for one to three years beyond his/her retirement age.