

CITY UNIVERSITY OF HONG KONG

Remuneration Package for Faculty Positions

A. Objectives

The objectives of the **Remuneration Package** for Academic Faculty [i.e. **(Clinical) Assistant Professors, (Clinical) Associate Professors, (Clinical) Professors and (Clinical) Chair Professors**] are:

- To provide a highly competitive, more flexible, easy to understand and administer remuneration package,
- To promote a stronger link between performance and reward,
- To ensure cost-effective use of resources,
- To enhance the University's competitiveness in the recruitment and retention of faculty members of the highest calibre,
- To strengthen the University's leading position in teaching and research.

B. Major Features

1. Appointment on Gratuity-bearing Terms

- a. Appointments will be offered on gratuity-bearing terms.
- b. Faculty members will draw a contract-end gratuity on satisfactory completion of a fixed-term contract and will be reviewed for contract renewal before substantiation of appointment is granted*.
- c. Once substantiation of appointment is awarded, faculty members will receive a service gratuity payable for every 3 years on satisfactory completion of service*.
- d. The gratuity payment (i.e. contract-end gratuity or service gratuity) and the University's contribution to the Mandatory Provident Fund Scheme will total 15% of the basic salary.
- e. On substantiation of appointment*, the period of employment, subject to termination conditions, will be continuous until retirement age, normally at 65.

** Substantiation of appointment is not applicable to clinical faculty on Clinical Grade Staff Terms of Service*

2. Substantiation of Appointment (not applicable to clinical faculty on Clinical Grade Staff Terms of Service)

- a. Assistant Professors are required to attain substantiation of appointment with promotion to Associate Professor within a maximum 6-year period which shall count from the commencement date of appointment.
- b. Associate Professors and above are also required to attain substantiation of appointment within a maximum 6-year period of University service.
- c. For individuals with prior faculty service in other academic institution(s), recognition for some or all this prior service may be given, and the 6-year period may be shortened.

3. Components of the Remuneration Package

a. The **monetary components** may include the following:

- (i) “Salary” + “Cash Allowance” (discretionary) + “Sign-on/Golden Handcuff Bonus” (discretionary)

Salary	+	Cash Allowance	+	Sign-on/ Golden Handcuff Bonus
<ul style="list-style-type: none"> - Salary banding system without steps - Banding with only maximum and minimum - Delink salary from academic title for Assistant / Associate Professor with a large overlap between their salary bands to meet market situations - Market and performance-based pay review 		<ul style="list-style-type: none"> - Discretionary, market and performance-based; not dependent on needs - A lump sum payable monthly (non-accountable) 		<ul style="list-style-type: none"> - Discretionary, market and performance-based - For a very small group of talent - Payable by installment or lump sum

- (ii) Contract-end gratuity or service gratuity, and Mandatory Provident Fund
- (iii) One-off relocation assistance for faculty members recruited from overseas

b. **Non-monetary** Fringe Benefits

- (i) Leave Types
- annual leave (22 working days per year; 26 working days per year on completion of 10 years of service),
 - special/conference leave (28 working days per year, advance possible),
 - sabbatical leave* (the University may contribute one month’s leave per year of service up to a maximum of 4.5 months),
 - sick leave (entitlement depending on length of service),
 - maternity leave (a maximum of 14 weeks),
 - paternity leave (up to 7 working days on each occasion of childbirth).
- (ii) Outpatient, hospital and dental coverage for faculty members, their spouse and dependant children

* Sabbatical leave is not applicable to clinical faculty on Clinical Grade Staff Terms of Service