



HAINING

TALENTS RELATED NEW POLICIES

海宁人才新政



海宁概况

Haining overview

海宁地处长江三角洲南翼，浙江省北部，杭嘉湖平原南端，东距上海120公里，西与杭州接壤。陆域面积700.5平方公里，下辖8个镇、4个街道、3个省级开发区，常住人口106万。

海宁历史悠久，文化灿烂，拥有天下奇观海宁潮，国家级非物质文化遗产硖石灯彩，文化名人王国维、徐志摩、金庸。“潮文化、灯文化、名人文化”三大文化交相辉映，素有“鱼米之乡、丝绸之府、皮衣之都、文化之邦、旅游之地”的美誉。

海宁是全国首批沿海对外开放县（市），浙江省首批小康县（市），跻身《福布斯》“中国大陆最佳县级城市排行榜”十强，全国百强县排名稳居前列。

Haining is located in the south of the Yangtze River Delta, north of Zhejiang province, southern Hangzhou-Jiaxing-Huzhou Plain. It's 120 kilometers east from Shanghai and west bordering Hangzhou. Land area totally 700.5 square kilometers, under the jurisdiction of eight towns, four sub-district, three provincial-level development zones, the resident population of 1.06 million.

Haining has a long history, splendid culture, the world wonders Haining Tide, and the Intangible Cultural Heritage - Flower Lanterns, cultural celebrities like Wang Guowei, Xu Zhimo, Jin Yong. Tide Culture, Light culture, Celebrity Culture are formed three traditional cultures of the city, with the reputations of "land of agriculture and fishery, the house of silk, leather capital, the state of culture, tourism destination".

Haining is the first batch of coastal open counties (cities), the first batch of well-off counties (cities), among the "Forbes" "China's best county-level city list" top ten, ranking the forefront of the top 100 counties.

目标定位

Object and orientation

打造长三角

“经济活力强市、文化旅游名市、生态宜居新市”

Create a Yangtze River delta economy dynamic city , Famous cultural tourism city , New Eco-friendly livable city



融杭接沪战略

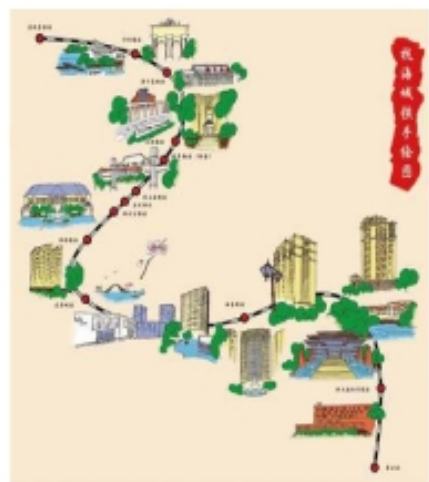
integrating into Hangzhou and connecting with Shanghai strategy

区位优势

Location & Transportation

海宁位于长江三角洲及杭州湾区核心区域，交通便利。上海港、宁波港、乍浦港环抱周围，距上海浦东机场车程2小时，上海虹桥机场车程1.5小时，杭州萧山机场车程40分钟。沪杭铁路、沪杭高铁贯穿全境，在海宁均设有站点，杭州至海宁城际铁路将于2020年建成通车。

Located in the core area of the Yangtze River Delta regions and the Hangzhou Bay Area, Haining enjoys a well-developed transportation network. It close proximity to the Shanghai Port, Ningbo Port and Zhapu Port. It takes 2 hours' drive ride from Haining to Shanghai Pudong International Airport, 1.5 hours' drive ride to Shanghai Hongqiao Airport and only 40 minutes' drive ride to Hangzhou Xiaoshan International Airport. Shanghai-Hangzhou railway and Shanghai-Hangzhou high-speed railway run through the whole city and both have stations in Haining. The Hangzhou-Haining intercity rail will open to traffic in 2020.



产业优势

Industrial advantage

海宁工业基础良好，区域特色经济优势明显。在皮革、经编、家纺三大特色优势产业的基础上，形成了以高端装备制造、新材料、新能源、节能环保、电子信息、大健康为主导的六大新兴产业体系。

The booming industry of Haining formed a unique regional specialized foundation. It is based on three pillar sectors - leather, home textile and warp knitting. Also, it developed emerging sectors such as high-end equipment manufacturing , new materials, new energy resources, energy saving, electronic information and enlarged health industries.



平台优势

Competitive advantage of the platform



鹃湖国际科技城
Juanhu International Science
And Technology City



经济开发区
(漕河泾海宁分区)
Haining Economic Development Zone
Caohejing Hi-Tech Park haining partition



海宁科技创业中心(国家级)
Haining Tech Entrepreneurship Centre
(national-level)



经编产业园区
Warp Knitting Industrial Park



高新技术产业园区
High-tech Industrial Park

全省人力资源要素市场化改革实验区

The Market Reform Experiment Area Of Human Resources
In Zhejiang Province



浙江财经大学·东方学院
Zhejiang University Of Finance
And Economics Dongfang College



浙江大学国际联合学院
International Campus Zhejiang University



海宁技师学院
Haining Technician College



浙江机电职业技术学院
Zhejiang Institute of Mechanical & Electrical Engineering



下沙高教园区
Xiasha Higher Education Campus

打造更具竞争力的 **聚才生态**

Create a more competitive ecology to gather talents

◎ 创业创新团队 Entrepreneurial innovation team



- 顶尖人才领衔团队“一事一议”**
 Top talents led team with “Case-by-case Approval System”
- 领军型创新创业团队 2000万元-1亿元**
 Leading innovation and entrepreneurial team, 20 -100 million Yuan
- 重点创新团队 20-200万元**
 Key innovation team, 0.2 - 2 million Yuan

◎ 创业创新人才 Entrepreneurial innovation talents

顶尖人才,不低于1000万元 Top talents, not less than 10 million Yuan

	个人 Individuals	创业项目 Start-up Program
国家“千人计划” The National “Thousand Talents Program”	1:1奖励 1:1 Incentives	最高800万元 Up to 8 million Yuan
浙江省“千人计划” Zhejiang provincial “Thousand Talents Program”	1:0.8奖励 1:0.8 Incentives	最高600万元 Up to 6 million Yuan

	A	B	C
“创新嘉兴·精英引领计划” “Innovate Jiaxing, Elites Leading Program”	600万元 6 million Yuan	400万元 4 million Yuan	200万元 2 million Yuan
海宁“潮乡精英引领计划” Haining “Tidal Town Elites Leading Program”	300-600万元 3-6 million Yuan	200万元 2 million Yuan	100万元 1 million Yuan

◎急需紧缺人才 In urgent need of talents

重点产业紧缺人才目录
Catalog of urgently-needed professionals
in key industries

社会事业领域急需紧缺人才目录
Catalog of urgently-needed professionals
in social undertaking fields

3年社保补贴

3 years of social security subsidy

年薪10%给予企业引才补助

10% annual salary given as enterprise
talent-attracting allowance

分类制定政策

Classified policy making

◎后备青年人才 Reserved Young Talents

35周岁以下青年人才入选各类人才计划,上浮5%奖励额度

Young talents under 35 years of age selected for all types of talent program will receive 5% more incentive amount

大学生创业落户创业园最高资助50万元

College Student Innovative Undertaking Settled in the Innovation Park will receive up to 500,000 Yuan

对来我市企事业单位社会实践的名校研究生,给予2000元/月生活补贴

Elite university graduate students who come for social practice in enterprises and institutions of our city will be given 2,000 Yuan/month as living allowance

◎柔性人才计划 Flexible Talents Program



海外工程师 Foreign Engineers

最长3年最高50万元年薪资助

Up to 500,000 Yuan of annual salary
funded for 3 years at most



域外专家 Extraterritorial Experts

最长3年最高10万元年薪资助

Up to 100,000 Yuan of annual salary
funded for 3 years at most

打造更具市场化的 **引才生态**

Create a more market-oriented ecology to attract talents

◎引才机制 Talent-attracting Mechanism

建立海内外引才工作站聘请“引才大使”

Set up work stations at home and abroad and employ "Talent-attracting Ambassadors"

根据协议和绩效最高20万元工作经费

Up to 200,000 Yuan of work budget according to agreement and performance

企事业单位、人才中介、个人引进人才

Introduction of talents by enterprise and public institution, talent intermediary and individual

最高50万元引才奖励

Up to 500,000 Yuan of talent-attracting incentives

根据企业发展情况追加10万元奖励

An additional 100,000 Yuan of incentives on the basis of the development of enterprises

◎企业主体作用 Enterprise's Corpus Role

对通过企业申报入选各级创新类人才计划的给予企业一定比例资助

Those who apply for and are selected in all levels of the innovative talents programs via enterprises will be given a certain percentage of enterprises funding

委托中介机构引进高级以上人才

Entrust intermediary agency to introduce above advanced talents

培育或引进高级以上人才

Train or bring in above advanced talents

长期:最长5年每年最高100万元奖励

Long-term: Up to 1 million Yuan per year of incentives for 5 years at most

短期:最长3年每年最高50万元奖励

Short-term: Up to 500,000 Yuan per year of incentives for 3 years at most

每人最高5万元补贴

Up to 50,000 Yuan subsidy per person

3年每年10%薪酬补助

10% of annual salary subsidy for 3 years

用人单位企业赴外招聘人才

Employer enterprises go outside to recruit talents

省外每单位每次**2000元**补助

2000 Yuan of allowance each time for each Unit outside the Province

省内全额补助

Full amount allowance for Units in the Province

重点企业人才工作推进情况与享受工业经济、 科技创新等优惠政策挂钩

Key enterprises' human resources work progress be linked with preferential entitlement of industrial economy, science and technology innovation and other preferential policies

吸引和支持高水平学术会议、专业论坛在海宁举办或 永久落户最高给予**50万元**补贴

Up to 500,000 Yuan subsidy for attracting and supporting high-level academic conferences, professional forums to be held in Haining or be permanently settled in Haining

◎孵化器建设 Building of Incubator



海宁市级以上创业创新基地最高**200万元**奖励

Up to 2 million Yuan of incentives for entrepreneurial innovation base in Haining on municipal level or above

建站奖励

Incentives for establishment of stations

国外孵化器

Oversea incubator

最高**100万元**

Up to 1 million Yuan

国内孵化器

Domestic incubator

最高**50万元**

Up to 500,000 Yuan

经考核给予最高**100万元/年**工作经费

Offer up to 1 million Yuan/year of work budget after assessment

◎ **创新载体建设** Establishment of innovative platform

顶尖人才、国家级高端人才及其所在团队在海宁
组建国家和省重点实验室、工程（技术）研究中心
最高可给予5000万元财政支持



Up to 50 million Yuan of financial support for top talents, state-level high-end talents and their teams that set up national and provincial key laboratories, engineering (technology) research centers in Haining

院士专家工作站 Academician Workstation

年度经费 Annual Burde		建站补助 Station Establishment Subsidy	
考核优秀 Assessed as Excellent	12万/年 0.12 million Yuan/year	国家级 State-level	100万元 1 million Yuan
考核合格 Assessed as Qualified	8万/年 80 thousand Yuan	省级 Provincial Level	50万元 0.5 million Yuan
		嘉兴市级 Jiaxing Municipal Level	20万元 0.2 million Yuan

博士后科研流动站工作站和创新实践基地

Center for post-doctoral studies Workstation and Innovation Practice Base

新建补助 New establishment subsidy		招收博士后 Admit post doctorates	
站 Station	30万元 0.3 million Yuan	12万/年科研生活补助 Scientific research and subsistence allowance of 120,000 Yuan/year	
基地 Base	20万元 0.2 million Yuan		

技能大师工作室

Skilled Master Studio

建站补助
Station Establishment Subsidy

国家级 State-level	20万元 0.2 million Yuan
省级 Provincial Level	15万元 0.15 million Yuan
嘉兴市级 Jiaxing Municipal Level	10万元 0.1 million Yuan

外国专家工作站

Foreign specialist workstation


建站补助
Station Establishment Subsidy

省级 Provincial Level	50万元 0.5 million Yuan
嘉兴市级 Jiaxing Municipal Level	20万元 0.2 million Yuan

◎ 中介平台 → 沪浙人力资源产业园

Intermediary Platform → Shanghai-Zhejiang Human Resources Industrial Park



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年度外包收入超过500万，一次性奖励10万元
A one-off award of 100,000 Yuan for those with over 5 million Yuan annual outsourcing income
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年度外包收入超过1000万，一次性奖励20万元
A one-off award of 200,000 Yuan for those with over 10 million Yuan a nual outsourcing income
- 

优质人力资源服务项目，给予合作企业10万元奖励
Cooperative enterprises will be awarded 100,000 Yuan for their high quality human resources service program

打造更具效益化的 **用才生态**

Create a more efficient ecology to utilize talents

◎人才流动 Talent Flow

01

完善科研人员离岗创业办法

Perfect scientific research personnel resignation for startup

02

建立“人才驿站”

Set up talents posts

03

制定引进沪杭地区人才专项政策

Special policy designed for introduction of talents from Shanghai and Hangzhou

◎人才激励 Talent Motivation

01



“科技创新券” 共享公共服务

“Scientific research innovation vouchers” share public services

02



开展优秀人才评选， 优先给予劳动模范等荣誉

Carry out outstanding talents selection; give priority to award model workers and other honors

03



重点产业人才给予 财政贡献奖励

Give financial local contribution awards to key industrial talents

04



开展“潮乡特支人才”评价

Carry out Evaluation on “Tidal Town Specially Awarded Talents”

◎人才培养 Talent Cultivation



打造更具人性化的 **留才生态**

Create a more humanized ecology to retain talents

◎上市奖励 Incentives for listing



境内外主板600万元

6 million Yuan for being listed in domestic and foreign main boards

新三板150万元

1.5 million Yuan for NEEQ

省股权交易中心(海创人才板)50万元

500,000 Yuan for being listed in provincial equity exchange (Overseas Returnees Start-up Talents Board)

◎融资扶持 Financing Support



10亿元创业投资引导基金

1 billion Yuan of VC Fund



给予最高5000万元贷款的基准利率贴息

Offer up to 50 million Yuan loan with discounted standard interest rate



企业发债贴息每年50万元

Enterprise bonds with interest subsidy of 500,000 Yuan per year



科技保险保费补贴30%，最高5万元

A subsidy of 30% science and technology insurance premiums, which is up to 50,000 Yuan

◎ **政府采购** Government Procurement



◎ **人才安居** Talent Nestling

5000万元/年建设人才公寓
50 million Yuan/year for the construction of talent apartment



鼓励产业园区、企事业单位15%存量用地
自建人才安居房及其配套设施

Encourage industrial parks, enterprises and institutions to reserve 15% of the stock of land for self-built talent apartment and supporting facilities



类别 Categories		住房补贴 (面积x均价) House-purchase subsidy	租房补贴 Renting subsidy
顶尖人才 Top talent		一人一议 One discussion for one person	
High, end talent 高端人才	国家级 State-level	120m ² 均价补贴 120m ² Average Price Subsidy	10万元 0.1 million Yuan
	省级 Provincial Level	90m ² 均价补贴 90m ² Average Price Subsidy	5万元 50 thousand Yuan
	嘉兴市级 Jiaxing Municipal Level	60m ² 均价补贴 60m ² Average Price Subsidy	4万元 40 thousand Yuan
Advanced talent 高级人才	嘉兴市级 Jiaxing Municipal Level	30m ² 均价补贴 30m ² Average Price Subsidy	3万元 30 thousand Yuan
	海宁市级 Haining Municipal Level	20m ² 均价补贴 20m ² Average Price Subsidy	1.5万元 15 thousand Yuan
紧缺人才 Advanced talent		10m ² 均价补贴 10m ² Average Price Subsidy	1万 10 thousand Yuan

※ 租房补贴最长可延至10年

◎品牌服务 → 红船服务海宁联盟

Brand Service → Red Boat Services Haining Alliance



◎绿色通道 → 生活绿卡

Green Channel → Living Green Card



热忱欢迎您来海宁创业创新

Warmly welcome you to Haining





具体政策详见《关于打造人才生态最优市 建设人才集聚新高地的若干意见》

海宁市高层次人才服务中心
Haining high-level talents service center

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