

香港浸會大學教職員工會
Hong Kong Baptist University Faculty and Staff Union

團結 • Solidarity 自主 • Autonomy 公義 • Justice

NEWSLETTER (128)

Joint Statement of the Six Non-Consenting Staff

January 26, 2006

Dear Colleagues,

In response to the press release on January 26 by the Council and PVC of the Hong Kong Baptist University, we have the following questions and statements:

- (1) Under the principle of respecting the terms of a contract and to protect academic freedom, each employee of Hong Kong Baptist University should enjoy the right to choose to join or not to join the NPRS (New Pay and Reward Structure). The Council must write an official statement totally canceling the plan to terminate non-consenting staff's existing contract, and must promise not to use "operational difficulties" or any administrative policy as an excuse to fire any employees.
- (2) At present, the BU Council has only expressed that they "decided to adjourn launching the procedure to conclude the contracts of these six colleagues", but when will they resume the procedure? While the procedure is being postponed, the Council claims there is no need to retain the old system and "the NPRS should therefore be the only pay and reward structure for all staff." What administrative methods will the management use to deal with this matter totally within the new system? We ask the management to list in detail every item that will be changed in these six academic staff's contracts.
- (3) The PVC has stated in public that "the academic staff cannot embrace the old superannuation system and let the University die". The Council vice-chairman, Mr. Wong emphasized that the NPRS will retain the superannuation system. However, according to this firing incident, if the management can use administrative reasons to fire staff, what is the real meaning of the superannuation system that is being "retained"?
- (4) The Council claims that the NPRS "introduces a more flexible pay and reward structure which enables effective use of public resources". We therefore invite the management to disclose the accounts of the University and allow the public to monitor the accounts, to see if the accounts are "fat on top, thin on the bottom".

- (5) The Council claims that the NPRS will “enhance a performance-based culture”. We affirm the value of this goal, but only if the evaluation system includes bottom-up evaluation, starting from the bottom levels evaluating how the management is performing, including the PVC, Vice-Presidents, Deans, and Heads of Departments. And the results of such evaluations should be publicly announced.
- (6) Since this firing incident has damaged BU’s reputation, has caused excessive stress on those who have been fired or threatened with firing, and has caused disturbance among present students, who is responsible? Who raised the idea that “anyone who is not willing to sign the consent form must be fired”? The person responsible for this policy should be disciplined.
- (7) Since this incident of sacking academic staff has stained the history of BU, the Council and PVC should apologize to all students and alumni.

We sincerely thank all those academic colleagues in Hong Kong, especially BU alumni, and BU students. They undertook actions that forced the BU Council and management to stop their wrong-doing. As their teachers, we are proud of their effort to sustain justice.

We urge all of you continue to be concerned about the development of this issue, and we will together continue to monitor the management’s way of dealing with this, in order to maintain academic freedom throughout universities in Hong Kong.

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This statement is drafted by the above six staff members. The Union just circulates it for the reference of all the staff members in HKBU.

Hong Kong Baptist University Faculty And Staff Union