

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

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NEWSLETTER (171)

A Malfunctioning Remuneration System of the Universities

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Tai Hok Tao reporters : *Since 2003, the salary scale of the teaching staff of the eight universities has been de-linked from that of the civil servants. Instead, a new remuneration system was introduced in every university to cut off the fringe benefits and salary of those teaching staff, and the authorities has been even trying to reduce the number of staff. Thirteen trade unions from these universities have already criticized the new remuneration system, which would most seriously affect the junior staff. Due to the reduction of fringe benefits and salary of the staff and the rising economy of HK, the universities have been saving a considerable amount of money. However, the situation still leaves much to be desired. Therefore, **Fung Wai-wah** and **Hung Ying-ho**, the executive members of PTU, will look into the issue with **To Yiu-ming**, spokesman of HK Baptist University Faculty and Staff Union, and **Chan Che-wai**, chairman of Academic Staff Association of University of Hong Kong (HKU), to see how to fight for a better remuneration system.*

First of all, Mr. To reveals that the contract-based teaching staff amounts to 40% to 50% of the total number of teaching staff in Baptist University (BU), and the percentage has still been increasing. Some teaching staff, who has been working there for more than fifteen years, cannot yet be appointed on superannuable terms. This delaying tactics adopted by the university can only undermine the sense of security and belonging of the staff, and that in turn would affect the morale of the permanent staff.

He further explains, in BU it is stipulated that 85% of the teaching staff is employed on a permanent basis. However, due to the loopholes of the management, it has never been realized. In conclusion, without a transparent system the superiors are always right. Mr. To wonders if this could finally make benefits for the students and the intellectual development.

Mr. Fung also expresses his disappointment that the implementation of **the new remuneration systems, which aimed at solving financial crisis of the universities, cannot keep abreast of the changing economic situation.** Although the staff is promoted, it is not sure if their increase of salary is commensurate with the promotion. And under the low transparency of the system, the financial situation of the universities always keeps unveiled, which is contrary to the well being of the staff.

In response to the management problems of the universities, Fung and Hung suggest that the trade unions should take initiative of putting the university management under surveillance because the current management committee of the universities, as Mr. To explains, cannot carry out any monitoring on the school management, as the committee is appointed by the government. And its members, including the representatives of the teaching staff, cannot oppose the decisions of the committee. Teaching staff would feel hopeless and stifled under the great pressure levied by the universities' policies. Chan agrees with this conclusion, and therefore suggests that the trade unions should actively participate in the school management and the teaching staff should strive for the success of the personnel reform.

Chan further elaborates how their colleagues and the trade union have been striving for a sound remuneration system in Hong Kong University. First, he explains that introducing a highly transparent remuneration system and institutionalizing the promotion are essential for the healthy development of the universities. Second, behind the assessment system of the promotion, HKU also agrees to establish an appeal system. Chan attributes all the above achievements to the incessant requests raised by the trade unions and the efforts paid by the colleagues. In a word, without a sound remuneration system, the universities can no longer keep the talents in the post.

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Executive Committee

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