

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

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NEWSLETTER (183)

Union ExCo Meeting with Professor Ng Ching Fai

August 10, 2007

Dear Colleagues,

We have met with the President and Vice-chancellor, Professor Ng Ching Fai on the morning of 9th August, 2007 in order to present him the results of our survey on the pay increase and the effectiveness of New Pay and Reward System that has been adopted since nearly two years ago. In addition, we have also submitted the following five suggestions:

- (1) To conduct a comprehensive evaluation of the New Pay and Reward System (NPRS), particularly on the performance assessments and salary adjustment mechanisms.
- (2) To disclose regularly the trend movement of the market wages, or adopt the results of the civil servants' salary survey as the basis for making our salary adjustment.
- (3) To face squarely the low morale problem and take all necessary measures to improve the sagging morale of the staff.
- (4) The pay-rise plan should be announced before the new academic year 2007-08 begins. In addition to giving them the same percentage of pay-rise received by civil servants, the university should act with all its might to improve the terms of its staff, and in particular those joining us after 2002 with a reduced pay for the same job. Moreover, the proportion of tenured or permanent staff should also be increased. Taken together, these measures will boost our morale, maintain our competitiveness and demonstrate the superiority of the new over the old system.
- (5) To create more channels for staff to participate into the policy making process of the University in order to enhance the morale and team spirit of the staff for overcoming the challenges facing the University today.

During the meeting, we have discussed with the President about the upcoming reforms on 3-3-4 educational system and liberal studies. The discussion was conducted in a friendly atmosphere. To our best knowledge, the President is highly concerned about the views and feelings of the staff and he will consider all of our proposals seriously. At the end, he said he welcomed any suggestions on how to improve the governance of the University.

Thank you for your attention.

Your faithfully,

Executive Committee
Hong Kong Baptist University Faculty And Staff Union

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