

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

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NEWSLETTER (194)

IMPORTANT: Consultation on policy guidelines and procedures governing disciplinary proceedings of substantiated staff

January 20, 2009

Dear Colleagues,

1. During the Christmas and New Year holidays, Dr. Karen Chan, the Director of Personnel, issued a document entitled “Consultation on policy guidelines and procedures governing disciplinary proceedings of substantiated staff.”
2. The proposal gives unprecedented and unchecked powers to the President / Vice-Chancellor who is said to enjoy the “sole and absolute discretion” to decide on whether to “initiate the process of considering removal from appointment by setting up a Committee on Termination of Appointment without going through the informal procedures or internal enquiry process.” And even before the completion of the proceedings, the President / Vice-Chancellor may suspend the appointee from duty and take such other action as may be necessary in case of what he / she regards as “urgency.”
3. Together with other important changes, we are naturally concerned that the new policy will greatly enhance administrative “flexibilities” at the expenses of procedural justice. Moreover, any moves that may constitute a challenge to the principles of Academic Freedom require thorough deliberation in our Academic Community.
4. The 19-page consultation document was sent to Deans and Heads, who were then asked to “help consult the substantiated colleagues” and to send her any comments “on or before 23 January 2009.”
5. For reasons unknown some Deans and Heads have not begun the consultation as requested, thereby denying colleagues the right to information about the proposed changes in an important policy area.
6. Concerns have been expressed by tenure-track colleagues who are excluded from the consultation exercise altogether.

7. Given the far-reaching implications of the proposed changes and the far-from satisfactory aspects of the so-called consultation, the HKBU Faculty and Staff Union Executive Committee now ask for the extension of the consultation period for another 4 months.
8. In the meantime, we expect the Staff-elected Council and Court members to adequately reflect different shades of opinions and interests of our academic community at large.

Thank you in advance for your attention in this matter.

Executive Committee

Hong Kong Baptist University Faculty And Staff Union

HONG KONG BAPTIST UNIVERSITY
Personnel Office

Memorandum

To : Deans of Faculties/Schools
Heads of Departments/Offices

Date : 22 December 2008

From : Karen Chan
Director of Personnel

Ref. : DP/P08/L22/47(M)

**Consultation on policy guidelines and procedures
governing disciplinary proceedings of substantiated staff**

The University is reviewing the current set of policy guidelines & procedures governing the disciplinary proceedings of substantiated staff which was approved by the Council in December 1999. In the light of operational experience, it is considered appropriate that certain changes could be made to these policy guidelines and procedures to bring about overall improvement in clarity, practicality and effectiveness. The opportunity is also taken to seek legal advice on these changes and to make reference to the practices of other local and overseas universities.

2. I should be grateful if you could help consult the substantiated colleagues in your Faculty/School/Office on the proposed changes and let us have your comments using the enclosed proforma on or before 23 January 2009.

Thank you in advance for your assistance in the matter.



Karen Chan

c.c. President & Vice-Chancellor and Vice-Presidents