

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

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NEWSLETTER ( 196 )

Consultation on policy guidelines and procedures governing disciplinary proceedings of substantiated staff (2)

Engage colleagues, not shun them

February 16, 2009

Dear Colleagues,

1. Following our Newsletter (194) dated January 20, we are shocked to learn that some colleagues have yet to see the consultation document. Given the significance of the matters, such malpractice has deprived colleagues' right to information, thereby rendering the consultation exercise a farce.
2. We are writing to urge the Personnel Office to take immediate measures to rectify the situation.
3. We take note of the statement by the Director of Communication and Public Relations dated 9 February, who quoted a spokesman saying "Regarding the authority of the President and Vice-Chancellor, it remains the same as at present." It is regrettable that the unnamed spokesman failed completely to comprehend the crux of the matter:

(a) Is it right for the Office of President and Vice-Chancellor to be given sweeping powers and "sole and absolute" discretion **to choose how to handle "any allegation of misconduct, inefficiency or poor performance, or any proposal to remove an appointee from appointment"**?

(b) The existing procedures, which have been in force since 1999, serve to rule out swift termination of substantiated staff in practice. In contrast, the proposed guidelines and procedures give what the University Administration calls "flexibility" priority consideration, making it faster and easier to remove colleagues from appointment.

4. We noted the very brief response by Staff-Elected Council Members to our Newsletter (194), saying: “*We have already spoken in the interest of the academic community in the last Council meeting by requesting that staff should be consulted on the policy thus management started the consultation through the Deans and Heads. Please be rest assure that we will reflect staff’s opinion to the Council in this issue at appropriate times.*” The response is a step in the right direction. We would like to take this opportunity to invite our staff representatives in both the Council and the Court to take further steps to enhance the visibility of their work and let staff learn where they stand on the proposed changes.
5. We are pleased to note that the Faculty of Social Sciences held a consultation session after its Board Meeting last Thurs (5 February) to give all full-time academic colleagues, substantiated and contract-based, an invaluable opportunity to speak and exchange their views. Other faculties and departments are well advised to adopt an open and collegial approach to consultation.
6. The Union now invites our elected representatives, Deans, Heads, and the Personnel Office to join us to organize more thorough, bottom-up, and deliberative exercises to engage colleagues across the faculties and departments. Through such joint efforts we believe we could turn this unusually brief and restrictive consultation into a real consultation.

Thank you for your kind attention in this matter.

Executive Committee  
Hong Kong Baptist University Faculty And Staff Union