

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 (210)

Pay Cut, Please Wait!

January 20, 2010

Dear colleagues,

Since the Legislative Council decided last month to cut civil servants' pay from January 2010, we have been deeply concerned about whether Baptist University will follow suit. We urge the university to take into account the views of staff and faculty, and address their concerns before making any decision. An immediate pay cut is neither desirable nor necessary, as explained below:

1. NPRS Superiority. Since adopting the New Pay and Reward Structure (NPRS), the university's pay system has been de-linked from the civil service's. Although the university has promised the government to distribute all additional grants for pay rise to colleagues concerned, the government does not require the university to follow its pay-cut decision. It is now the time to show NPRS's superiority over the traditional pay system by resisting such a decision based on our own financial strength, especially in view of our increased recurrent incomes in the past few years. Recurrent revenues from self-financed programmes are estimated at more than 100 million per year.

2. The University's Obligation. A 3-month delay each in implementing the past two pay rises (2007/08 and 2008/09) warrants delayed implementation of this year's pay cut. As pointed out by the Union in previous correspondences, the university has withheld six months of pay increments (April to June in both 2007 and 2008) for each of the UGC-funded employees. As the university is obliged to use all additional government grants for pay adjustment, we thus propose that it use all the monthly increments it has withheld to offset the cost of keeping up the current salary level pending the results of the latest Pay Trend Survey, due out in just a few months. As the average pay rise of 5.85% in 2007 and 2008 is higher than this year's proposed 5.38% pay cut, and the previous 6-month delay in implementing pay rises is longer than the proposed 5-month pay-cut delay, we deduce that savings from the pay-rise delay should be greater than the cost of postponing the imminent pay cut.

3. Building Trust and Solidarity. We understand that different UGC-funded institutions may respond differently to the government's decision to cut pay. Some may simply follow suit. Others may consider postponing the pay-cut decision for a few months. We urge our university to take the lead with a salary freeze. It will show greatest care for staff and faculty especially when inflation is looming ahead. It will demonstrate the merit of institutional flexibility. It is also fair as it applies to all. Thus it builds trust and solidarity.

Last but not least, we urge the University to conduct genuine consultation open to all colleagues, rather than listening to just a select few behind the closed door.

With best regards,

Executive Committee

Hong Kong Baptist University Faculty And Staff Union