

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

工會通訊 (一八七)

生活開支與薪酬調整調查結果 (二)

各位同工：

日前本會所做的「生活開支與薪酬調整意見調查」，同事在問卷上寫出了許多寶貴意見，經整理分類後，我們先把同事對「加薪」的意見抄錄給大家細讀，稍後本會將續把同事對「其他問題」及「實施新薪酬及福利制度」的意見刊出。而為了方便大家，我們也把「教學同工」及「新入職員工」的意見分開羅列。總的來說，這些意見十分值得本校管理層關心聆聽，希望他們真的關注。

由於極小部份同事傳來的資料出現亂碼，所以不能全部刊出，請見諒。

祝工作愉快！

香港浸會大學教職員工會理事會
二零零八年五月二十一日

有關加薪的回應：

- Inflation is gathering pace. The increase in the prices of daily necessities, in particular, has been dramatic. With lower income, the lower ranking staff will suffer the most. The University should act quickly to alleviate the negative impact of inflation on staff living standard.
- 調整應分兩方面包括1) 生活開支調整 和 2) 員工薪酬的調整新入職同事加薪%很高。我比較喜歡舊的薪酬機制，公平公正，減小爭端，表現不理想的員工，可以撤職。
- The date of adjustment of salary should start from 1 April same as government bodies.
- 校方應訂定一套完整的政策來給予當權者應用，員工獲得表現評估結果後，她/他亦大概知道被加薪或調薪的幅度。
- 對於第四條，不同意一致調整工資，原因是高、中、低的員工薪酬不一樣，但承受通貨膨脹的指數卻相同。高與低薪的員工底薪有很大的差距，可想而知加幅相同的結果。是否低收入的員工永遠都是吃大陸米而高收入的員工就吃泰國米。新薪酬機制根本脫離不了舊模式-人治但比前更嚴厲。但出現了一個更差的現象是高層為了維護新薪酬機制，做了很多小動作去掩飾他們的所為，例如曾有部門的高級人員離職後又以其他的理由重聘。是否真的是舊的比新的好？如果是的話，校方就要珍惜眼前人。
- 盼望大學能主動正視問題，作出適時之加薪回應，以助同事渡過經濟緊拙的難關。
- Our increment of salary is behind the pace of inflation, and lower than public servant.
- The present salary is below level, even lower than other 6 universities. Salary adjustment is too narrow.
- The pay should be more performance-driven.

- 應一併考慮通脹，如加幅追不上通脹，日常生活負擔很重。加薪的百分比應高過通脹的幅度。
- Last year the supplementary grant (for pay adjustment) from the Government should actually date back to April 2007. But BU only backpaid its staff up to July 2007. Where is the 3-month difference (April - June 2007) that we are supposed and entitled to get??? Another fraud again?
- 應按通漲加薪。
- 高層基本薪金高，只要加薪1-2%已足已聘請一基層員工及追及通漲，故我認為低層加薪幅度應比高層高。
- The University should increase the salary in a higher rate of the low rank job than high rank job. As the inflation cause larger impact to them.
- 大學應增加透明度，就工作表現評估的結果，應公開每個等級加薪的幅度。
- Our pay was decreased when we had deflation, it should be increased with inflation.
- Rates of increases should be recessive as one goes up the ladder. There is a need to help cover increasing costs of living, but the increase in costs of living does not affect highly-paid staff (e.g. senior management) the same way it impacts on staff at the lower rungs. I am unconvinced that the performance is evaluated fairly across levels. But it seems very difficult to do this without greater transparency on the evaluations of high-ranking staff members.
- BU has made an attempt to adjust our increment by multiplying the % increase with a certain % based on our current salary. Still, the total % increase can't even beat the inflation rate!!
- Salary adjustment should not be 'universal'. The % increase for "lower-paid" staff should be more than that for the "higher-paid" staff. It's good to give us a salary increase based on performance. But, giving too much weight is given to the Teaching Evaluation results (the numerical figure) when deciding the "fate" of lecturers in the Arts Faculty.
- 建議今年全體員工加薪百分之6至10，長工及合約員工之福利及待遇盡量拉近，縮減其差別。
- Best to follow what the Government does.
- 可以比較香港其他大學員工薪酬。
- 5% or above.
- 加薪是大學對員工的承擔及承諾，並應該除了按通漲外，並考慮個人表現，表現良好應加薪。但是部門所發的特別津貼是所有人一起發，做得差的一樣發同樣的特別津貼；而且特別津貼，部分無承諾一定會年年有。
- 不應肥上瘦下。
- High rank staff should not enjoy a higher pay increase! They have already had sufficient benefits than other lower rank staff.
- 減薪行動快，加薪則慢，太不合理了。
- 中、基層員工的工資加薪比率較高層為低，建議調高比率和幅度。
- 通漲加薪應與表現評估分開，因為可避免有些人因偏私及出現不公平現象。做就做死，加就無份。
- 為了減低貧富懸殊的差距及幫助改善中產及低收入家庭的生活，建議中、基層員工的工資調整幅度應比高層員工的工資調整幅度為大。
- A large scale salary survey should be conducted by Personnel Office regularly. The last survey was conducted in 2003 during the time the Hong Kong economy is undergoing a depression. It is unfair and not-to-update if the Personnel Office does not conduct a similar survey to benchmark

our salary with others when the economic condition is good.

- 應該緊貼其他大學的薪酬，本院跟其他大學相比，薪酬方面較遜色。因此有太多同事離職，遠走其他大學工作。
- 應盡量貼近市場薪金。
- 希望能加15%。
- The pay should be counted independently and not be considered as a portion of salary review adjustment. The pay should reflected the actual workload of the staff and comparable to market.
- 加薪呀!!! 加薪呀!!!
- 我認為，高薪職員加薪的百分比不應與基層人員人樣，因基層人員的個人薪酬都比較低，所以加薪幅度都應較高。
- Increase staff salary immediately in order to cover the inflation cost in their daily living, consult with the concerned people on adjustment of the New Pay and Reward Structure to adapt to the current living cost
- If the pay rise cannot catch up with the market, it is a pushing force for the staff to look for a better job.
- The percentage of pay increased is too low, cannot not catch up with the cost of living, this will lead to the lose of manpower. The percentage of pay increased should be compared with the commercial company.
- Should the rate be higher than those in secondary schools and other institutions such as IVE?
- Follow the pay adjustment of civil servant.
- 非合約員工和合約員工的薪酬加幅應該一致。非合約員工和合約員工的薪酬應該一致。
- 應該把中，低層的調薪幅度高於高層
- 工作表現良好的基層員工，加薪幅度應該相比高層員工高。
- 合約員工的約滿酬金，整體百分點(包括強職金供款)可否調整至(10-15%)。
- 因大學沒有雙糧及花紅制度，薪酬方面比私人公司遜色，因此我覺得根據通脹調整薪金是基本需要。應增設花紅或雙糧制度。
- 在新薪酬機制下，努力勤奮具效率的基層員工苦無表現的機會，往往因他們的貢獻和成就相對地低而不被部門主管重視和肯定。強調大學高、中、基層員工的工資調整幅度應該一致。
- The minimum pay adjustment should follow the one for the government employees (as this is what we used to have before the introduction of the NPRS).
- 要至少追到通脹。
- 中/基層員工的工資調整幅度不應低於高/中層員工！
- "Inflation" needs to be calculated on a more realistic basis than the HK Government adopts. They are minimizing what is rampant inflation. Also, salaries and purchasing power are less than 2/3rds of what they were in global economic terms 3 years ago, due to the plunge in the value of the US dollar, for which the HK dollar is merely a chit. There needs to be a separate adjustment to correct this massive devaluation.
- The date of living standard incremental must stick on month April. Case even worst, the actual living standard increment for last year only up to 3.5% (since we got only 9 months increment from July to March. It was worse than government. It could be the flexibility of the NPRS.
- 今年物價上升得非常厲害，作為僱用如此龐大職員的大學，絕對應該作定期檢討。
- 薪酬比外界標準略低，應增加加薪幅度。薪酬機制需因應市場標準作調整。