

HONG KONG BAPTIST UNIVERSITY

香港浸會大學

SALARY ADJUSTMENT of 1 JANUARY 2005

薪酬調整事宜(二零零五年一月一日生效)

CONSENT FORM

同意書

To : President & Vice-Chancellor (via the Personnel Office)

致 : 校長 (經人事部)

I have read and understood the President & Vice-Chancellor's letter of 9 December 2004, and hereby accept my downwardly adjusted salary pertaining to the revised University Salary Scales/Master Pay Scale/Model Scale 1 (attached to the aforementioned letter) with effect from 1 January 2005.

In signing this form, I am giving consent only to the downward salary adjustment effective from 1 January 2005.

However, this consent form will become annulled if the Government is defeated in the Court of Final Appeal lawsuit over civil servants' 2005 pay cut, or if the pay cut proposal cannot be implemented due to other reasons. In that case, the University must reimburse the deducted 3% payment; and I reserve all my rights to take further legal action.

本人已閱悉校長於二零零四年十二月九日的信件，並接受自二零零五年一月一日起，本人的薪酬會根據最新調整（載於上述信件附頁）的大學薪級表 總薪級表 第一標準薪級表而下調。

本人簽署此同意書，只表明同意由二零零五年一月一日起生效的薪酬調整。

惟本人在此聲明，如政府與公務員在零五年減薪一事終審敗訴，或基於其他原因未能實施該項減薪方案，此同意書即無效，校方必須發還 3% 薪酬；本人並保留一切法律追究的權利。

Signature 簽署 : _____

Name 姓名 : _____

Date 日期 : _____

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 (31)

Revised Consent Form: Inclusion of clauses to protect the interest of our staff

January 10, 2005

Dear Colleagues,

After several invitation endeavours for the past week, we still cannot secure our principal, Prof. Ng Ching Fai's agreement to attend our staff consultation meeting to explain how the University administration would proceed and deal with exigent issues arising from the 3% salary cutting starting from January 2005.

With the disappointing stonewalling of dialogue opportunities, the Union has to recourse to our original position, that if the government loses her appeal in the 3% salary cutting case against the civil servants, or that for whatever reasons she cannot implement the salary cutting plan, then the University administration has to reimburse the 3% salary to all staff, for the current 3% salary cutting of our staff is in conjunction with the 3% salary cutting of the civil servants.

Ever since the formation of our union, we strongly believe in dialogue as the best way to reach consensus between the staff and the University administration. However, it needs to be discussed how we can best safeguard the legitimate interest of all our staff after the principal's repeated declining to engage in dialogue with us in staff consultation meeting. Moreover, we are well aware of the need for our colleagues in the finance department to ready the salary payoff procedures by the end of January. Therefore, without compromising our principle of standing for our staff's rights and interest, we have drafted a suggested clause after legal consultation, and are now making it available for all our staff to add it to their consent form (see the attached Revised Consent Form in PDF file), so that all of us can utilize it to better safeguard each one's interest.

The suggested clause reads as follows: "However, this consent form will become annulled if the Government is defeated in the Court of Final Appeal lawsuit over civil servants' 2005 pay cut, or if the pay cut proposal cannot be implemented due to other reasons. In that case, the University must reimburse the deducted 3% payment; and I reserve all my rights to take further legal action."

As to the colleagues who have already returned their consent form, you can still download our Revised Consent Form and sign again and send to the University administration for record, in order to make clear your stand. The Union will position the Executive Committee members on the coming Wednesday, 12th Jan., between 1 p.m. to 2 p.m., right at the entrance of Shaw Tower in Shaw Campus, to collect signed Revised Consent Form from all of you (or hand it to any one of the Executive Committee members in advance). We will send them to the University administration in a batch, to bring home our position in this matter.

Best wishes for your new semester.

Executive Committee
Hong Kong Baptist University Faculty And Staff Union

C.C.: Prof. CF Ng, PVC
Mr. Moses Cheng, Council Chairman