

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 (44)

An Open Letter to President Ng Ching-Fai –
Questions on Joining the New Pay and Reward Structure

30 March 2005

Dear Professor Ng,

We read with interest in two local newspapers (Ta Kung Pao and Sing Tao Daily) today that “several dozens colleagues have already joined the New Pay and Reward Structure (hereinafter NPRS)”, according to an anonymous University spokesperson.

The anonymous spokesman suggests that the colleagues in question could not wait till the scheduled conversion date of 1 July to take advantage of the better terms and conditions under the NPRS.

We have found the statement mind-boggling and misleading, to say the least. As we are aware, the University has not yet decided on the details of the NPRS, not to say inviting colleagues to sign any agreement for moving to it. We wonder why could several dozens colleagues have already moved to the NPRS?

In our view, better university governance requires a high degree of transparency and openness on the part of our management.

We therefore urge the University spokesperson to answer the following questions immediately in order to set the record right:

1. The exact number of colleagues who have already joined the New Pay and Reward Structure,
2. The number of colleagues who “joined” the NPRS because of (a) contract renewal and (b) new appointments,
3. The number of colleagues who were awarded re-titling upon conversion since the Council adopted the NPRS last year, and
4. Whether or not the Personnel Office has provided existing staff in permanent appointment with the possibility of joining the NPRS before the scheduled conversion date.

Thank you for your kind attention. We look forward to hearing from you soon.

Yours sincerely,

Executive Committee
HKBU Faculty and Staff Union

CC: Mr. Moses Cheng, Council Chairman
Mrs. Karen Chan, Director of the Personnel Office