

## **PUSA Annual Report 2011**

I intend to be brief. The year 2011 has been nothing but extra-ordinary. Internally, the most noticeable event that happened was probably the conflict between PUSA and VPAD, about VPAD's proposal to implement his policy of the "Compilation and submission of Subject Files". It was stated that judgmental decisions on human resource functions could be made about individual academic staff members by the VPAD's office based on the submissions. For most staff members, the most significant gesture to symbolize the announcement of the battle was marked by PUSA's message to all staff on 25 May with its subject line "Breakdown in Communication between PUSA and VPAD". After the announcement, support from members, and even at the departmental level (HoDs level) flooded in to back PUSA's position on the issue. The events which happened in the next few weeks were certainly not quiet matters.....Finally, the Academic Council, chaired by DP/Provost, at its 13<sup>th</sup> meeting held on 29 June backed down on the issue, and put on hold of the policy pending further consultation at AC and at departmental level before re-opening the issue again (AC/13/M18-M20). For this, PUSA would like to thank all members / colleagues who stood by us all along. Colleagues' input were the most important instructions for our work.

At the same time, Senior Management also launched the New Appointment, Promotion and Retention Framework for Academic Staff. PUSA has warned (in occasions like PUSA/Management Consultative Group meeting) that this new system could potentially bring harm to the existing traditions and culture of PolyU. We have demanded open forums (an email sent to Senior Management on the night of 13 Jan), and we have voiced our request to modify the policy etc. from the formation of DSC to the other implementation details of the new system, giving inputs to Senior Management. PUSA also organized an open forum on 10<sup>th</sup> March. Some of PUSA's suggestions were adopted, but most were in vain.

The unsatisfactory results of PolyU's ADP, the GEC matters, and the CFM matter were also very significant incidents in the year 2011 as well. The workload of PUSA has never been this heavy, at least not in the last 8 to 10 years I have seen.

Nevertheless, PUSA's relationship with Council has been very good. Virginia and I have been serving as elected members to Council, and its subcommittees (i.e. Finance Committee, Trustee of retirement funds, Knowledge Transfer Committee, Campus Development Committee).

Externally, I continue to serve UFed as Vice-Chairman (re-elected at UFed's AGM on 23 March). I have delivered speeches lasting a few minutes each at LegCo Education Panel meeting on 14 March (Higher Education Review), and 11 July (ADP), and provided with

them written submissions. I also met with UGC Chairman in August. In addition, the beginning of 2011 was marked by the heart-breaking news of the death of one of Hong Kong's most respectable individuals, the founding chairman of The Hong Kong Professional Teachers' Union, Mr. Szeto Wah. PUSA has expressed our deepest grief and sorrow for the loss of such a great man to the Education Sector as well as to the whole of Hong Kong.

The year, PolyU's Salary adjustment (Basic adjustment) was no less than that of the Civil Service. This is what PUSA has been keeping an eye on, and making sure that it will not deviate away from this principle.

The PUSA/Management Consultative Group meeting has been functioning well as a channel/platform. Many of PUSA's concerns and suggestions were voiced at this platform. Apart from this, the President's bi-annual luncheons also served as good channels. For example, the Uplifting of the Annual Leave accumulation limit for staff members appointed under the terms of 2010 Compensation and Benefit Model (2010 C&B Model) is a result of the work via such communication channels.

PUSA officers have been working hard serving on different committees as well. Virginia, Justin and KS (now Carman) were PUSA's representatives to the Catering Committee. They have done great work. CW was magnificent serving on the Taskforce on New Vision/Mission Statements, I have been a member of the Working Group on the Review of the Grievance and Appeal Procedures, and Virginia and I are members of the Working Group on Staff Appraisal System.

We also have to thank Justin for his hard work in making Rebecca's contract and package now official and formal.

Throughout the year, we have had several appeal and complaints cases from various departments, RS / HTI / MM / ABCT / CPCE etc. Some were resolved, and some were "delayed". PUSA will follow them up.

KS will retire by end of this year. We thank him for his great contributions to PUSA in the past, and wish him a happy life after retirement.

Prepared by Joseph Lee

Chairman, PUSA

15 Nov 2011