

PUSA Annual Report 2010

This is the Annual Report of the PUSA Executive Council for the year ending November 2010.

In the Annual General Meeting held on 7 December 2009, 8 new officers were elected. They included Joseph Lee as Chairman, L.C. Chan and K.S. Cheung as Vice-chairmen, Gillian Humphreys as Secretary, Justin Law as Treasurer, Nick Florent and Virginia Cheng as Assistant Secretaries and C.W. Chan as Information Officer. As Secretary Gillian Humphreys retired from PolyU in September, Assistant Secretary Virginia Cheng was elected in an Exco meeting in October as the temporary replacement for the post of PUSA Secretary.

In December 2009, Chairman Joseph Lee was re-elected as a Staff elected member of Council. At the time of writing, PUSA Secretary Virginia Cheng is standing for Council election 2010. We urge all members of staff to support Virginia during this election exercise.

During the year under review, PUSA Officers met with PolyU Senior Management regularly through the PUSA Management Consultative meetings chaired by VP(Mgt) at the presence of DoHR to discuss a large variety of issues. They also had unofficial meetings with the President a couple of times to touch base on a number of topics of mutual interest. Most of these meetings were useful and constructive. Your officers managed to convince Management to improve the conditions of service in a number of cases, including improving the PolyU contributions towards the retirement benefits of staff on 2004 HRM Model from 10% to 15%.

We now summarize some important issues as follows.

- (1) Examination Scripts
VP(AD) explained his views on allowing students to view their marked exam scripts to members of staff in an open forum organized by PUSA. He also made it clear that the exercise can be done after the SARP meetings. At the end of Semester Two of the 2009/10 academic year, about 10 – 15% of students reviewed their marked scripts. PUSA will monitor the situation closely in Semester One of the 2010/11 academic year.
- (2) Amendment of PolyU Ordinance
Council decided to adopt PUSA's proposal of not dividing full-time staff into two groups, academic & non-academic.
- (3) Personnel matters
PUSA officers have helped a number of staff members who have had disputes with their HoDs.
- (4) Opinion Poll on catering matters
At the request of Management, PUSA conducted an opinion survey on whether the Chinese restaurant at 14th Floor should be retained. Most staff were in favour of closing the restaurant. The Catering Committee was informed of the result, and the restaurant was closed in April 2010.
- (5) 2010 HRM Model
Council approved Management's proposal to improve certain conditions of service for staff in the 2004 Model. However, Senior Management was not willing to reconsider the leave issue.
- (6) Second MPF Provider
PUSA Officers were involved in the selection of the second MPF Provider (the existing one is Fidelity).
- (7) Associate Membership
PUSA Chairman was requested to introduce our Association to staff members of Campus Facilities Management, a company owned by PolyU. PUSA now has about 90 Associate Members from CFM and HKCC.
- (8) New Council Chairperson
Ms. Marjorie Yang was appointed Council Chairperson by the Chief Executive. PUSA has high hopes that Council's communication with staff will be significantly improved in future.

- (9) New Staff Appraisal System
The revised Staff Appraisal System was also approved in the Council meeting on 29 June. PUSA Chairman and Secretary have been invited to join the Working Group to consider the implementation details.
- (10) New Grievance and Appeals Procedure
A Working Group has been set up to review the grievance and appeals procedures. PUSA Chairman is a member of the Working Group.
- (11) New appointment/promotion/retention framework for academic staff
The University is planning to adopt a new appointment/promotion/retention framework for academic staff. PUSA's views are being sought on the issue.

While PUSA may claim a number of achievements in the past year, we should never be complacent. In the run-up to 2012 when the traditional 3 year university curriculum is to be replaced by a 4 year one, staff are going to face a large number of problems and difficulties. The change of UGC funding policies will certainly have an impact on PolyU and its staff. We therefore must work twice as hard to improve the quality of our work and at the same time protect the welfare and benefits of our members. It is our belief that with concerted effort from staff and Management, we will be able to build a better future for the University.

Prepared by Joseph Lee, PUSA Chairman

23 November 2010