

# **The Hong Kong Polytechnic University Staff Association**

## **Annual Report 2018**

This is the Annual Report of the Executive Council for the year ending 30<sup>th</sup> September, 2018.

In the Annual General Meeting 2017, 8 new officers were elected, including Ming Yin CHAN (BSE) as Chairman, L.C. CHAN (ISE) and Rodney CHU (APSS) both as Vice-chairmen, Vincent CHO (MM) as Secretary, Nora MAN (AMA) as Treasurer, Christine Yeung (BRE) and Cecilia MA (APSS) as Assistant Secretaries and Peter LO (AMA) as Information Officer.

In May 2018, Vice-Chairman Rodney CHU was re-elected as a Staff elected member on Council uncontested. He, together with Chairman Ming Yin CHAN, will continue to voice out staff views and sentiments in Council. In the Management Workshop held in December 2017 they continued to voice out the grave concerns and frustrations of staff members on teaching track and urged Senior Management to handle the situation carefully and conscientiously.

During the year under review, PUSA Officers met with PolyU Senior Management regularly through the PUSA Management Consultative meetings chaired by VP(R&D) and attended by senior staff of the Office of Human Resources, including the Director, to discuss a large variety of issues. Elected staff members also held informal discussions with senior members of Council on various matters of mutual interest.

We now summarize a number of important events and issues in the year under review as follows.

(1) Special meeting on the matter of contract non-renewal of certain teaching track staff

In April, a special meeting was called to gather information on employment aspects of teaching track staff in various academic departments. Subsequently, PUSA Officers met with the President to voice out our concerns, and requested more openness and transparency in the running of academic departments.

(2) Search Committee for the new President

In the past, only staff at very senior levels might participate in the selection of PolyU Presidents. After a long period of difficult persuasions and negotiations, PUSA was able to convince Council to allow a general staff not from Senate be a staff representative among all staff to be elected into the Search Committee. In the end, Rodney CHU, our Vice-chairman but under his personal capacity, was the only person who submitted the nomination form, and was elected uncontested in March 2018.

(3) Used Item Collection Campaigns

As usual, two used item collection campaigns were held in the year under review, one in October 2017 and the other in March 2018. Both campaigns were jointly organized with Community Recycling Coop, a charitable organization in Shamshuipo. Over 1,800 kg of used items donated by staff were collected in each of the exercises.

(4) PUSA Representatives in Catering Committee

Rodney CHU, Vincent CHO and Cecilia MA were nominated by PUSA Chairman to represent staff in the Catering Committee for a two year-term commencing February 2018.

(5) Staff forum and Survey on SRRS and MBSA

In October 2018, PUSA organized a staff forum to alert on possible modification of the pay structure which was composed of the GA and MBSA part under SRRS mechanism. After the forum that was attended by more than 200 staff members, PUSA prepared a survey and sent to all staff members to collect more views. More than 1,400 responses were collected, and the initial finding is ready for sharing. PUSA will make sure that the views of the staff be clearly communicated to the Senior Management, and this will be one of the main concerns in the coming year.

While PUSA may claim a number of achievements in the past year, we should never be complacent. It has become clear that it is getting more and more difficult to recruit colleagues who are willing to devote their efforts to work for the welfare of staff on a voluntary basis. Furthermore, the ever changing environment in the Higher Education Sector will definitely lead to uncertainty for staff members. We will certainly face a large number of problems and difficulties. 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:

Ming Yin CHAN (for and on behalf of PUSA ExCo)

28 November 2018.