

# **PUSA ALERT**

## **Issue No. 10 (Sep 2016)**

### **SUMMARY**

In this issue, we will first introduce to new colleagues on The Hong Kong Polytechnic University Staff Association (PUSA) and invite all colleagues who are still not yet members to join. We will then focus on a few issues that PUSA is working on at this moment, including the follow up on SRRS, the collection of feedbacks on our medical insurance scheme with Blue Cross, and our working on the extension of retirement age for existing staff members. We end this issue with a number of miscellaneous announcements.

### **1. WELCOME MESSAGE and INVITATION**

On behalf of the Executive Council of PUSA, we wish to extend our warmest welcome to all members of staff of the University at the beginning of this 2016-17 academic year. We hope you all enjoyed your summer breaks (if any!) with your loved ones before coming back to work in this new academic year. To all new colleagues, we are very pleased to have you joining our Institution. You are reading an electronic newsletter of PUSA which is being issued four times a year to update colleagues on work of PUSA done for them. We would like to take this opportunity to introduce ourselves to you, and we hope to work hand-in-hand with all of you in future for the betterment of the University and its staff.

PUSA is a registered trade union for full-time staff of the University. PUSA officers seek to represent staff's interests on all matters, with special emphasis on those concerning conditions of service such as salary adjustments, medical benefits, leave entitlements and other staffing matters. In our regular meetings with Senior Management and the Human Resources Office, we convey members' views and concerns about their working conditions.

PUSA Officers are elected every two years from among PUSA members at the AGM. They and Departmental Representatives from each department/unit form the PUSA Executive Council, which is responsible for the running of the Association between General Meetings. For further details of the works of PUSA, please visit the website at [www.polyu.edu.hk/PUSA/](http://www.polyu.edu.hk/PUSA/). You may find all past issues of PUSA ALERT under the column PUSA ALERT, and the membership form under the column APPLICATION FORMS. We urge you to join PUSA as a member by simply completing an application form and returning it via internal mail to PUSA.

### **2. UPDATES on Salary Review and Reward System (SRRS)**

In the past three years, the majority of PolyU staff has enjoyed a performance-based salary increase of 1-7% on top of the annual cost of living adjustment as determined by the Government after the announcement of result of one's appraisal exercise. This additional salary increase was made possible by a provision of fund approved by the Council in 2013. As the money has run out after 2015-16 financial year, the Senior Management of the University is now reviewing its funding situation, and working on the future plan of this SRRS. PUSA has been sharing views

with Senior Management on this issue in the past few months, and will monitor the progress closely.

### **3. CONSULTATION on Staff Medical Benefits Scheme**

PolyU's Staff Medical Benefits Scheme with Blue Cross will expire by the end of June 2017. PUSA is requested to solicit staff views on the existing medical benefits scheme for Senior Management's consideration in mid-September 2016. This will then be followed by a tender exercise for a scheme covering the 3-year period ending June 30 2020.

Your feedbacks are crucial to the selection of a suitable medical scheme for you and your loved ones for the years to come. Our Departmental/Unit Representatives have been collecting views from you. But in case your department/unit does not have a Representative, we cordially ask you to send us your views and opinions on the Blue Cross Medical Scheme via email [pusa@polyu.edu.hk](mailto:pusa@polyu.edu.hk) on or before 18 September 2016 (Sunday). We will submit all we have gathered to the HRO on 20<sup>th</sup> September.

### **4. REQUEST on Extension of the Mandatory Retirement Age**

In the past few years PUSA has been fighting for the extension of mandatory retirement age of the University to be extended to 65. At this moment, any extension of employment for staff members can only be applied to senior ranks and under full discretion of the Senior Management. PUSA believes that since the introduction of the 4-year curriculum, both administrative and academic wings do need experienced staff members to work with newly recruits to keep the momentum going. As a matter of fact, the HKSAR Government has already implemented a new retirement age of 65 for the general civil servants engaged after June 2015. PUSA believes it is the high time for the University to revise its current retirement policy for all staff members. PUSA will continue to pursue on this request as one of the tasks to do this year.

### **5. Miscellaneous Announcements**

The Executive Council is happy to announce that the Chair of PUSA, CHU Wai-chi Rodney of APSS, has been appointed by the Council Chairman for a term of two years from August 2016 as a member of the newly established Governance Committee. The terms of reference of the GC is to provide advice and recommendations to Council on matters relating to University governance. PUSA will try her best to make sure the policies and procedures of the University be fair and transparent, and to make the place an ideal workplace amongst local tertiary institutions.

Another senior PUSA member and Executive Council member, Ms. Wendy Wong has retired from UHS where she has been working there for more than 20 years. We wish her a happy life after retirement.

Please be reminded that you will see a lot of membership benefits listed in our website. Please click to the PROMOTION column for details.

Executive Council  
The Hong Kong Polytechnic University Staff Association

## 理工大學教職員協會會訊 第十期 (2016 年 9 月)

### 本期摘要

本期會訊，除了歡迎各同事在暑假後回歸工作，和向各新同事介紹本會的工作外，亦會向大家簡報薪酬檢討及獎勵制度的最新發展，並徵求員工對即將到期的醫療保險福利的意見，延遲員工退休年齡的需求，和其他雜項報告。

### 一、歡迎辭及邀請新會員

新的學年開始，我們謹代表香港理工大學教職員協會，歡迎各位同事在渡過一個愉快的暑假後，再回到大家的工作崗位。同時我們熱烈歡迎新同事加入理工這個大家庭。我們教職員協會每季度都會出版電子版通訊；通訊的主要目的，是向同事們介紹本會的工作和進展。我們希望有更多同事加入本會，讓新舊同事與我們攜手合作，使理工大學更進步，為所有員工締造一個更理想的工作環境。

香港理工大學教職員協會是一個由理工大學全職員工組成的工會。它代表所有員工向管理層爭取各種福利，包括每年的薪酬調整，醫療福利，假期和其他與人力資源有關的課題。本會幹事通過各種渠道，包括與管理層和人力資源處的定期會議，向大學校方反映各同事在有關工作上的各種意見。

教職員協會的幹事經由週年會員大會選出，每任期兩年。而本會的執委會由所有幹事和其他部門代表組成，負責管理本會的日常運作和活動。有關本會的工作詳情，請瀏覽本會網頁 [www.polyu.edu.hk/PUSA/](http://www.polyu.edu.hk/PUSA/)。各位亦可在網頁內，翻看本會過去兩年來所出版的會訊。我們歡迎所有同事加入本會，申請表格可於網頁內下載，填妥表格後，請寄回本會辦公室，以便處理。

### 二、「薪酬檢討及獎勵制度」事宜

在過去三年，本大學大部分的員工，每年除跟隨公務員薪酬調整指數加薪外，亦會因其個別工作表現而獲得百分之一至七的薪酬加幅。此額外之加薪幅度是沿自於校董會核准的一筆為期三年的特別款項，此款項於今年四月已完成第三次撥款。目前大學高層正為此制度之未來發展收集同事意見及作出評估。在過去數月本會已就此事向大學高層反映意見，本會定會繼續留意此機制之進展。

### 三、 大學醫療保險計劃續約諮詢

香港理工大學之「僱員醫療福利計劃」由藍十字承保，此醫療福利計劃將於 2017 年 6 月底屆滿。大學高層希望本會能幫助收集所有員工的意見，在 9 月中旬向有關方面反映。新的招標會選出提供隨後三年醫療保障計劃的承辦商，直至 2020 年 6 月 30 日止。您的意見對選出合適的醫療福利計劃十分重要，為了你和家人，請踴躍向協會的部門/單位代表發表意見。要是你的部門沒有本會代表，請將你對未來醫療福利計劃的意見，在 2016 年 9 月 18 日（星期日）或之前以電子郵件 [pusa@polyu.edu.hk](mailto:pusa@polyu.edu.hk) 傳送至本會。我們會將所有收集的意見，於 9 月 20 日交與理大人力資源處。

### 四、 爭取延長退休年齡

過去幾年教職員協會曾多次向校方爭取延長所有員工的退休年齡至 65 歲，卻未被重視。目前只有少數高級人員，經管理層批准後，年屆 60 歲仍可獲續約。鑒於大學已實行四年制，新舊制學生同時入讀，無論教學或行政，工作量都倍增。若延長退休年齡，資深員工經驗豐富，新舊同事合作，定可提高工作效能，令大學運作更暢順。再者，政府亦於去年 6 月向新入職者推行 65 歲退休。所以本會絕對相信現時是校方檢討所有全職員工退休機制的最好時機。本會會繼續向校方反映，並會全力跟進此事項。

### 五、 其他公布

理工大學校董會主席正式委任本會會長朱偉志先生為新近成立的「管治委員會」成員，為期兩年。該委員會的權限和作用，是向校董會提供如何管治大學的建議。本會將竭盡所能，希望藉此機會令大學的政策和其推行過程，能夠更公平和透明，使理工大學成為一個更理想的工作地方。

另外，執委會的資深成員，服務理工大學超過二十年的大學保健處職員 黃玉梅女士已於八月底展開退休生活。我們在此謹祝賀她有一個愉快的退休生活。

最後，有關本會會員的各種其他福利，請參考本會網頁有關 PROMOTION 一欄。

香港理工大學  
教職員協會幹事