

(The English version of this email comes right after the Chinese version)

理工大學教職員協會會訊 第十一期 (2016 年 12 月)

一、 呼籲同事參與高教界選委投票

當下高等教育界的院校自主及學術自由出現了史無前例被侵蝕的危機，大學誠信亦因此而受人質疑。「選舉委員會」選舉將於 12 月 11 日舉行，本工會現呼籲本校之合資格選民，盡公民責任參與投票，選出你的高等教育界代表，從而讓選委選出能夠本著學術自由、院校自主的理念的行政長官。

為了保障學術自由和維護院校自主，校政民主化（增加校內各持份者在校董/校委會內的數目）是最基本的走向，亦是本年 3 月份八大院校工會和相關組織聯合舉辦「自主公投運動」的基本立場，並獲壓倒性的支持

http://www.hkueu.hku.hk/Joint_University_Popvote_Press_Release.pdf

。是次參選「選舉委員會」（高教界）的團隊中，只有「高教界民主行動」

團隊之參選政綱從開始便涵蓋了 3 月份「自主公投運動」的訴求

<https://www.facebook.com/AcademicsInSupportOfDemocracy/?Fref=nf>。而在當時籌備公投運動的相關工會/關注組之召集人及骨幹分子，有以下人士都加入了這團隊去堅持這些訴求：

理大：朱偉志、陳銘賢

港大：張星煒、張祺忠、吳國恩、王凱峰；

城大：謝永齡、馮偉華、黃志偉

浸大：楊寶玲、李建賢

懇請身為高教界選民的同事於 12 月 11 日踴躍投票，選出為你們追求學術自由和院校自主的選委，從而開始改變現行的困局，還我們一個誠信廉潔的高教界。

查詢閣下所屬票站地點：

http://www.elections.gov.hk/ecss2016/chi/e_info.html

二、 呼籲同事就 擬議員工《操守守則》諮詢文件積極表態

本工會之幹事會在 11 月 21 日已電郵呼籲員工出席人事部就上述文件於 11 月 29 日安排的兩場諮詢會。本會之幹事當日均有出席兩場的諮詢會，表達了本會對諮詢文件的關注，亦聽取了即場同事的意見。

人事部定出 12 月 16 日為提交書面報告的期限，本會希望同工能認真審視相關文件（中文版見人事部於 11 月 16 日下午 6 時 40 分發出的電郵附件中），為自身的權益表達您的意見。同事如欲透過本會向人事部表達，亦可尋求本會的部門/單位代表代勞。要是你的部門/單位沒有本會代表，請將你的關注在 2016 年 12 月 14 日（星期三）或之前以電子郵件 pusa@polyu.edu.hk 傳送至本會。我們會將所有收集的意見，按時交予人力資源部。

三、 大學醫療保險計劃續約諮詢跟進

本工會之幹事會在 9 月 20 日把由 17 個部門搜集得來關於此諮詢的意見交予人事部，並於 9 月 29 日與校方高層的定期會議中就當中建議作討論。由於各同事的反應頗為熱烈，本會能夠反映員工對承保商的多方面看法，除了不少意見對承保商的服務有一定肯定之餘，亦有員工指出一些不足之處（相關醫療仍未夠普及、承保商諮詢熱線未臻完善）及提出新的要求（提高普通科門診及專科治療的診金上限）等。

四、 爭取延長退休年齡

過去幾年，教職員協會一直為所有員工爭取延長退休年齡至 65 歲。在最近的「教職員協會諮詢會」的會議上，我們再次向校方提出要求。校方雖然有聽取意見，但卻認為現時大學已有機制與年屆退休年齡的同事續約，故延長退休年齡並沒有急切需要。本會對此觀點並不認同；現時非教學人員年屆六十歲便要離職，只有極少數的同事才可獲續約。而大學已實行四年制，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。政府亦於去年 6 月向新入職者推行 65 歲退休，此為大勢所趨。本會定會繼續跟進，促請大學參考其他院校，檢討現行措施，並作出長遠計劃。

五、 周年大會續會通知

本會將於下述時間召開 2016 年之會員大會續會，希望會員能踴躍出席會議。

日期：二零一六年十二月十二日 (星期一)

時間：十二時四十五分

地點：AG 206 室

敬請各會員踴躍參加。十二時三十分開始有三文治和飲品供應至派發完畢。

香港理工大學

教職員協會執委會

二零一六年十二月七日

PUSA ALERT

Issue No. 11 (December 2016)

1. PLEAD to vote in the Higher Education Subsector Election

The worries on institutional autonomy and academic freedom of the Higher Education Sector of Hong Kong seem to have increasing momentum in the past two years. A way of working against any possible undermining of the integrity of universities in Hong Kong is to vote for a Chief Executive that will protect academic freedom and uphold institutional autonomy, and further extending this approach to the governance of Hong Kong. In this light, PUSA would like to plead all eligible voters in the Higher Education Subsector to vote for change in the Election Committee election held on December 11, 2016. This is not only an answer to one's civic rights, but to vote for those candidates who have similar beliefs.

To protect academic freedom and uphold institutional autonomy, there should be sufficient representation from all stake holders in the university councils. This is the exact aim of the Referendum on Institutional Autonomy organized by staff unions and concern groups of the eight universities in March this year.

http://www.hkueu.hku.hk/Joint_University_Popvote_Press_Release.pdf. The following conveners and main helpers of the March Referendum have teamed up with **Academics in Support of Democracy** and thus far this is the team that has insisted to pursuit these aspirations from the very start

<https://www.facebook.com/AcademicsInSupportOfDemocracy/?Fref=nf>.

Hong Kong Polytechnic University: CHU Wai-chi Rodney, CHAN Ming Yin Johnathan;

The University of Hong Kong: CHEUNG Sing-Wai William, CHEUNG Kei-chung, NG Kwok-yen Felix, WONG Hoi-fung Roger;

City University of Hong Kong: TSE Wing-ling John, Fung Wai-wah, WONG, Chi-wai Paul;

Baptist University of Hong Kong: Yeung Po-ling Pauline, Li Kin-yin Mark

Please vote for candidates who can help to restore confidence in academic freedom, uphold institutional autonomy and integrity in the forthcoming election held on December 11, 2016.

Polling stations: http://www.elections.gov.hk/ecss2016/chi/e_info.html

2. PLEAD to state views on the Proposed Code of Ethics for Staff

PUSA issued a mail on 21st November calling staff members to attend the Consultation Sessions of the captioned issue organized by the HRO on 29th November. EXCO members attended both sessions, shared the concerns of PUSA and also noted the views expressed by other staff members.

HRO has set the deadline of 16th December to receive any further views on the Proposed Code of Ethics. PUSA sincerely hopes that colleagues may carefully read the document (English version attached in the mail of HRO sent out at 6:40 p.m. on 16th November), and voice out your concerns for your future benefit. If colleagues would like to pass your views to the University via PUSA, please do not hesitate to contact the PUSA representative in the department/unit. If there is no representative in your working department/unit, please send your concerns to pusa@polyu.edu.hk on or before 14th December 2016 and we will pass the vies collected to HRO on time.

3. FOLLOW UP on Consultation of Staff Medical Benefits Scheme

On 20th September PUSA sent to HRO a list of collected views gathered from staff members from 17 departments/units on the captioned matter. On 29th September, during the PUSA Consultative Group Meeting with University Senior Management, because of the enthusiastic feedbacks from staff members, the EXCO was able to have a thorough discussion on the feedback on the current medical scheme. Whereas the service of the existing service provider has been rated as acceptable, there are also stakeholders reflecting shortfalls of the service (such as the Medical Card is still not widely accepted, and the hotline and website are not very user-friendly), or proposing new demands (such as the uplift of the ceiling of the consultation fee of both GPs and Specialists).

4. EXTENSION of Retirement Age

In the past few years, PUSA has been fighting for the extension of mandatory retirement age of PolyU staff to 65. The issue was raised once again in the last PUSA Consultative Group Meeting. The response from Senior Management was not favorable. We were told that there were already mechanisms in place to re-determine staff members' retirement age or to re-appoint staff members on contract terms after their retirement. We pointed out that the current job renewal mechanism is hardly applied to non-academic staff. With the implementation of the 4-year curriculum, there is a need of experienced staff members, both administrative and academic, to work with the newly recruits during the interim period. PUSA further pointed out that the HKSAR Government has already implemented a new retirement age of 65 for the general civil servants engaged after June 2015. In view of this, we will keep on urging the Management to re-consider its long term retirement policy for staff with a view to improving the efficiency and productivity of its workforce.

5. RE-CONVENED AGM of PUSA

Please be informed the Re-convened AGM of PUSA will take place next week. Members' support is highly appreciated. Details of the meeting are as follows:

Date: 12 December 2016 (Monday)

Time: 12:45 p.m.

Venue: AG206

All members of PUSA are urged to attend. Sandwiches and soft drinks will be served from 12:30 p.m. until stock last.

Executive Council

The Hong Kong Polytechnic University Staff Association

7th December 2016