

(本電郵之中文版將於稍後補發)

## PUSA ALERT

Issue No. 14 (Feb 2018)

### SUMMARY

In this issue, PUSA would first like to bring the University Community's attention of her concern on a heard stance of the Senior Management on teaching/clinical track staff. **PUSA would follow up the matter seriously and keep you updated.** The next item is on a sharing of the initial findings of the 3<sup>rd</sup> PUSA Survey. We will also update the Community of the latest members' benefits for current and retired staff – a medical card for out-patient consultation to cover protection of close family members and relatives. We end this issue with a number of announcements, including new officers elected in the AGM held in December 2017.

### **CONCERNS on the stances of Senior Management to Teaching/Clinical Track Staff members**

In the sharing sessions of the Management Workshop held in Macau last December, as well as some post-Workshop information from different sources, PUSA believes that Senior Management is going to impose more tighten measures on the work situation of Teaching/Clinical Track (TT) staff members. Currently, this bunch of staff members amounts to one-third of all academic staff members of the University (400 out of 1200 as a rough capture). It is known that quite a number of them have been serving in PolyU for a long period of time. With the materialization of these measures, TT staff will face heavier workload, uncertain career prospect and shorter contract durations. Yet, all detrimental treatments as described above seem have nothing to do with the performance of the staff concerned, or the financial health of the University. **We believe this is not just a matter concerning the TT staff, but to all academic staff**, as both tracks are

supporting and partnering with each other in making PolyU to become a successful institution we are so proud of today. PUSA has written to Senior Management for clarification on this important issue. It has been almost two weeks and we are still waiting for their reply. This move from Senior Management, if materialized, is going to affect the work life of staff members. **We call on all colleagues, including even department/unit heads who have concerns on and/or being disturbed by this issue, to share your views with us.** Depending on the development of the issue, PUSA will call for an Emergency Meeting for all staff members to discuss the matter and decide our action.

### UPDATES on PUSA 3<sup>rd</sup> Survey on Work Situation at PolyU

The 3<sup>rd</sup> PUSA survey was carried out from 27<sup>th</sup> to 30<sup>th</sup> November 2017. A total of 510 full time non-temporary staff members (see categories below) participated in the survey either by email or by completing the questionnaire in person at PUSA Office. **While PUSA will arrange a detailed report back session after the Chinese New Year, we are providing here a very brief capture of some key data below for your information:**

Note that of the 510 staff responding to the survey, 169 (33.14%) were academic staff and 341 (66.86%) were non-academic.

Overall*	Mean (SD)	Research track (n=89)	Teaching track (n=79)	Administrative staff (n=230)	Technical staff (n=108)
70.8% of respondents strongly agree/somewhat	3.75 (1.20)	76.4%	89.9%	65.2%	63.0%

agree they <b>have to work after office hours</b>					
75.1% of respondents strongly agree/somewhat agree of <b>seeing no way to appraise seniors</b>	4.12 (1.06)	73.0%	79.7%	75.7%	72.2%
54.5% of respondents strongly disagree/somewhat disagree <b>SM is transparent on important matters related to the University</b>	2.37 (1.06)	53.9%	69.6%	54.3%	45.4%
70.6% of respondents strongly agree/somewhat agree of <b>the need to have elected staff as a member of the Search Committee on the President</b>	4.05 (.92)	71.9%	78.5%	69.6%	66.7%

Note: 1 "Strongly disagree", 2 "Somewhat disagree", 3 "Neutral", 4 "Somewhat agree", 5 "Strongly agree"

\*4 respondents did not provide their staff type.

As we have finely defined on the staff type (4 categories), employment terms (3 categories), age group (5 categories) and length of service (5 categories) of the respondents, we can use them to cross-tabulate with one another and against different questions. We will know more on what type of staff members will respond in what manner to certain types of questions, and get a better picture of

the work situation and concerns of different staff members. PUSA will provide detail analysis in the report back session.

### **INTRODUCTION of Medical Doctor Card**

Last year, PUSA joined the Confederation of Tertiary Institutes Staff Unions as a member. We continue to benefit from this network, and will introduce a 'free-of-charge' Medical Doctor Card for good valued out-patient consultations. So long as you are current members/retired members of PUSA, you yourself, your family members and relatives may benefit from it. For details, please pay attention to our notice that will send out on Monday. All current PUSA members and retired members and their family members and relatives are eligible to apply for this card. Stay tuned for our announcement on how to apply for the Medical Card.

### **ANNOUNCEMENT of Election Result of PUSA Officers**

PUSA is delighted to inform all of you of the new PUSA officers elected in the AGM that took place in December 2017. The term of office of these officers will cover a two year period ending December 2019.

Chairman	CHAN, Ming Yin Jonathan (BSE)
Vice-chairman	CHU, Wai Chi Rodney (APSS) CHAN, Luen Chow (ISE)
Secretary	CHO, Wing Sing Vincent (MM)

Assistant Secretary YEUNG, Yuen Man Christine (BRE)

MA, Man Sze Cecilia (APSS)

Treasurer MAN, Nora (AMA)

Information Officer LO, Charn Tong Peter (AMA)

### **MISCELLANEOUS Announcement**

1. Please be informed that starting from February 2018, the opening hours of PUSA office will change to the following time slots:

MONDAY 10:00-17:00

THURSDAY 10:00-17:00

2. We want to give our special thanks to Ms. Irene TANG who has been helping us as Part-time staff for almost 2 years. As she has other commitments, she will leave this post from February 2018 onwards. At the same time, Ms. Canary TONG, another retiree of PolyU, will replace Irene to be the Part-time staff working for PUSA. Please feel free to visit us or leave us a message if you want to do so. Staff are most welcome to contact PUSA by paying a visit to our office (VA204, Shaw Amenities) or by sending an email message to [pusa@polyu.edu.hk](mailto:pusa@polyu.edu.hk).
3. Staff members might have visited the new Coffee Shop that has moved into the campus for a month. If you purchase there, you may come across student workers who are trying to make coffee for us. The student

representatives from the Catering Committee have been doing a lot of lobbying to convince the caterer to offer one more job opportunity for students. The student representatives plead staff members to welcome the student workers and be more accommodative to their service as they may need more on-job exposure before becoming skilled coffee makers to serve customers.

PUSA EXCO

4<sup>th</sup> February 2018