

PUSA ALERT
ISSUE NO. 15 (MAR 2018)

Follow up on recent issues concerning Teaching/Clinical track staff

As a follow up on our concern on teaching/clinical track staff as mentioned in the last PUSA ALERT, PUSA contacted all Heads of academic units on 9th February concerning the issue. On 13th February in the PUSA Consultative meeting with the Senior Management, we were able to have a genuine dialogue with the Chair of the Meeting (VPRD) and Director of HR. PUSA is now able to shed light on this issue as summarized in the following paragraphs:

1. There is no policy from Senior Management to departments to renew TT staffs' contracts for only one year, and they would not want to see a broad-brush approach from departments to handle the matter.
2. Departments should communicate the workload distribution between teaching and professorial staff in a more transparent manner.
3. Contract renewal decisions (including duration) for all staff is based on performance, skills sets and staffing needs. The Senior Management understands the importance of TT staff. But downsizing of some departments is unavoidable and they may need to let go staff who are under performing and / or no longer required due to phasing out of programmes.

PUSA's responses to the above stances of the SM are as follows:

1. PUSA understands the above stances are signs showing that the University is willing, when circumstantial factors are favorable, to retain staff members who are proven of good performance in teaching and facilitating learning.
2. PUSA also applauds the view from senior members of Council earlier that teaching track staff with good performance and long service should have a meaningful career path.
3. PUSA has shared our views genuinely in the meeting and maintains those who have obtained strong appraisal records should have a chance to be

offered regular terms, given funding support which could be from the Central allocation, and even only with limited vacancies.

4. PUSA wants to re-iterate that Teaching/Clinical track staff should be a stand-alone track and not a temporary path (other universities also have such posts), and any movement of staff from this track to the Professorial Track should not be regarded as 'promotion'.

We hope the above message would give staff members in the TT a better background picture, and if there are issues or concerns regarding what is going to happen on this issue, please feel free to contact PUSA for follow up accordingly.

Response on the Election of one staff member from Full-time Staff to serve on the Search Committee for President

PUSA is delighted to see the decision from the Council of the captioned topic. This is what the two elected Council Members have been striving for. And this is also echoing with 3rd Survey that PUSA launched in November 2017 in one of the questions. We hope that the establishment of a representative via this nomination and election mechanism will bring the involvement of staff members to a new height. This will also bring more stability and transparency to the future of the University.

Sharing of PUSA 3rd Survey

The data analysis of 3rd Survey of PUSA will be shared to all staff members on 19th April 2018 (Thursday) at lunch time. Further details will be announced in due course. Stay tuned.

PUSA EXCO