

The English Version comes immediately after the Chinese version.

**理工大學教職員協會會訊
第 18 期 (2019 年 5 月)**

一、教職員協會對於《薪酬檢討及獎勵制度意見調查》之跟進

理大教職員協會於去年 11 月向所有全職員工進行了一項電子問卷調查，收集同事對《薪酬檢討及獎勵制度》的意見。是次調查獲得同事的踴躍支持，共收到約 1,500 份回覆。本會亦於今年 1 月 16 日舉行了一場公開論壇，向各同事匯報初步調查結果。

大學管理層於 3 月 22 日邀請本會，與其所任命的〈檢討薪酬水平、福利與薪酬檢討及獎勵制度專責小組〉會面。本會五名執行委員會成員與專責小組成員進行磋商及意見交流，切實反映了問卷調查結果及從多方面收納的所有意見。本會代表特別強調，管理層若要變更任何現行制度，在落實之前，必須舉辦教職員公開論壇，向同工陳述管理層的建議及聆聽同工的意見。本會至今仍未收到有關修訂現行制度的提案，故本會預計本年度的薪酬檢討及獎勵制度評核（即由 2018 年 7 月 1 日至 2019 年 6 月 30 日的評核期），將仍會沿用現行機制。

本會將於今日稍後時間，把此問卷調查之全部數據（英文版）上載到本會網頁以供各同事細閱。

二、教職員協會提名一名全職員工參選校董會民選議席事宜

本執行委員會一致通過，提名本會現任會長陳銘賢先生競選本年度校董會的民選議席。在過去四年，陳銘賢先生一直與本會另一民選校董會成員，並同時為執委會幹事的朱偉志先生，在校董會內發聲，共同為員工爭取合理權益。

三、新任部門代表

教職員協會欣然宣布，EDC 的John Sager 先生已被推舉為部門代表，使本會執行委員會增添一名新成員。歡迎 John Sager 先生的加入，攜手為全校員工服務!

理大教職員協會
2019 年 5 月 10 日

PUSA Alert
Issue No. 18 (May 2019)

1. PUSA follow-up work related to the SRRS Review

Staff members might recall that PUSA launched a survey last November to all eligible full-time PolyU staff members with a view to collecting their views on the Salary Review and Reward System (SRRS) of the University. We got a record breaking number of respondents (n=1489) submitting their views in the survey. An open forum for all staff was organized on 16th January 2019 where the initial findings of the survey were shared.

On 22nd March 2019, five Executive Council members of PUSA met with ~~the~~ members of the ‘Task Force for the Review of Pay Level, Benefits and Salary Review and Reward System’ set up by Senior Management to exchange views on the issue. In the meeting, PUSA representatives candidly reflected staff opinions as captured in the survey. We urged Senior Management during the meeting that staff must be fully consulted before any change to the pay structure is made. To date, PUSA has yet to be informed of any refinement of the SRRS. As such, it is reasonable for us to expect that the mechanism of the staff appraisal system covering the year ending 30th June 2019 will remain unchanged.

A full data set of the survey (only English version is available) will be uploaded to the PUSA website later today (10th May 2019) for the perusal of all members.

2. Nomination of one staff member for Election into Council as Member

The Executive Committee of PUSA has agreed unanimously to support its Chairman, Dr. Jonathan Ming-yin CHAN to run for the elected seat in the Council for another term of two years. In the past four years, Jonathan has been working back to back together with Rodney CHU, another Executive Committee member of PUSA elected into the Council seat, to strive for reasonable benefit and right of all staff members.

3. Information Update of PUSA Executive Council

The Executive Committee of PUSA is delighted to announce that Mr. John Segar of EDC has been elected as Departmental Representative of the Centre. He will join with other Executive Council members to work for the University population.

PUSA

10th May 2019