

PUSA ALERT 22
December 2020

Dear Colleagues,

We know you are all very busy at this time of the year, and academic staff in particular would have a lot of markings to do over the holidays to come. PUSA wishes you all a peaceful and healthy Christmas. We hope that you would enjoy a nice holiday with your loved ones and share your concerns and greetings with those who are being affected by the pandemic in one way or the other. There are **two important updates** we would like to share with you in this issue of PUSA Alert as follows.

FOLLOW UP ON A NUMBER OF UNIVERSITY ISSUES

There are **three issues** that PUSA has been urged to follow up by staff members and she has shared views clearly with the Central Management. **The first issue** centers around the MBSA arrangement that has not been announced to staff by the University Management. Appraisal grading for the period from 1 July 2019 to 30 June 2020 have already been released to relevant staff members, but the MBSA offer has yet to be announced. PUSA is in discussions with the Central Management on the issue since September. We hope there will be a response from the Management as soon as possible, which can be submitted to Council for endorsement accordingly. **The second issue** concerns with the latest arrangement on the Early Retirement Exercise announced in late August. In the Staff Forum held on 26th November, PUSA representative shared concerns on the method of handling by the Central Management in this exercise, including the details in the 'Refined Approved Principles' slide, and with one of the bullet points indicating that the September invitation was the last open invitation exercise – **such details** were known to staff **only on the day** of the forum. This is far from desirable, and PUSA has urged the Central Management to look into both matters and clarify with staff members accordingly. **The third issue** involves the progress of the Teaching Track career path, as this is particularly important to quite a number of teaching track staff who have been serving in the University for a long time and contributing a lot in improving the quality of education and providing educational leadership in various departments. PUSA has discussed with the

former and current Provost, as well as the President, directly on this issue, and has pointed out clearly that the concerned departments should know the best of the need of the departments in the learning and teaching aspects. PUSA will continue to pursue from this angle and long for the building up of a Teaching Track to work hand in hand with the Professorial Track for the long term benefit of the University.

PUSA ANNUAL GENERAL MEETING 2019

The Annual General Meeting of PUSA, the supreme authority of the Association, should be held every year in November. However, AGM 2019 scheduled to be held on November 13 2019 was cancelled due to siege of PolyU Campus from mid-November by protesters. The AGM subsequently scheduled on February 6 2020 was inquorate, and PUSA was unable to re-convene the meeting afterwards due to Covid-19 pandemic until November 25 2020.

Apart from going through the routine agenda items such as presentation of the Annual Report and Financial Report, participants of AGM 2019 resolved to amend PUSA Constitution to allow Associate and Retired members to become members of the Executive Council through election. Furthermore, PUSA officers were elected by secret ballot during the Meeting for a 2-year term ending December 2022. Below please find the names of the ExCo (listed in alphabetical order according to surname, with departmental attachment and officer title in PUSA, if any) till end of 2022

CHAN Luen Chow	(ISE representative)
CHEUNG Hilda	(BSE representative)
CHIM Deris	(LIB representative)
CHO Vincent	(MM, Vice-chairman of PUSA)
CHU Rodney	(APSS, Chairman of PUSA)
LO Peter	(AMA, Treasurer of PUSA)
MARK Kai Pan	(EDC, Information Officer of PUSA)
SAGER John	(EDC, Assistant Secretary of PUSA)
YEUNG Christine	(BRE, Secretary of PUSA)
YAM Kong	(APSS representative)

On behalf of PUSA, we would also like to express our deepest gratitude to the services and contributions of out-going ExCo members Jonathan CHAN (BSE), Louis LEUNG (AMA) and Salina MA (LIB) for the tremendous support and contribution to PUSA work. We wish them a bright new page to come in their coming stage.

PUSA needs your continuous support. If you want to be the representative of your Department/Unit, please feel free to contact the PUSA via email polyu.staff.association@polyu.edu.hk and we will guide you through the process accordingly. Please also join PUSA if you are still not yet a member. We need you to make us even stronger in striving for a better working environment for all of us.

Executive Council

The Hong Kong Polytechnic University Staff Association