

PUSA ALERT 24

November 2021

Communications with Central Management

On 12th November, PUSA Officers met with DP, EVP, and senior staff in HRO to discuss several important issues. We summarize the discussions as follows.

1. We expressed grave concerns that staff members across the board longed for a salary increase in line with results of the Merit Based Salary Adjustment (MBSA) exercise conducted earlier this year. We opined the recent outstanding achievements of the University was a result of concerted effort of all staff. What is more, to celebrate the 85th anniversary of the University, it would be the best time for the Central Management (CM) to show appreciation to staff members who have been working under adverse conditions due to the difficult situation of Hong Kong in the past two years. This will also give another boost to all staff members to work and walk with PolyU to reach a new height. We put particular stress on the importance of taking care of staff members at the low side of the salary scale, as there was no GA from the government for two consecutive years, and low-income families were more adversely affected on the whole. CM had received the message from us clearly, and they agreed to critically look into the matter and propose a salary adjustment proposal to Council in its next meeting.
2. We recapitulated the grievances of staff members on the way the previous Early Retirement Scheme was conducted and hoped that the CM would provide a better guideline in the next ER exercise to come.
3. Regarding to the Efficiency Enhancement Exercise which had completed in non-academic units of the University, we conveyed the dissident voices from staff in affected units, who expressed the exercise as not transparent enough.
4. We commended the University's initiative of introducing the Principal Teaching Fellow post and continued to urge CM to improve career development opportunity for staff on Teaching Track. We feel strongly that good performing Teaching Track staff should be given regular terms of employment. With much resources being allocated into the development of research institutes and large scale recruitment for Research Assistant Professors, we hope that the Learning and Teaching Domain be given more attention in terms of funding support so that the University could walk strongly on both legs.

Used Item Collection Campaign

We are pleased to report that this year's second Used Item Collection Campaign was successfully held on 16th and 17th November. Colleagues from Community Recycling Coop collected from PolyU staff members a large quantity of clothing, books, and household goods during these two days. These items will later be sold to low-income families in our community.

We wish to thank the Sustainability Section of CFSO for their assistance in this exercise.

Annual General Meeting 2021

This year's PUSA AGM will be held on Wednesday 24 November in Room Y306 at 12:45. Apart from approving the Annual Report and the Financial and Auditor's Reports for the period between Oct 2019 and Oct 2021, the AGM will also elect two officers in the Executive Council, i.e., one Vice Chairman and one Assistant Secretary. PUSA members are urged to attend the AGM.

We at PUSA are always prepared to help you in all matters concerning your employment at the University. We are unable to fight for your well-beings without your support. Please join PUSA as a member by completing the Application form for PUSA membership

(https://www.polyu.edu.hk/PUSA/final%20version%20of%20PUSA_Application_Form.pdf) at your earliest convenience if you have not done so. More information about PUSA may be obtained from PUSA website (<https://www.polyu.edu.hk/PUSA/>).