

PUSA ALERT
Issue No. 3 (April 2015)

Item 1 Follow up on the Staffing Exercise of 2013/14

A meeting was held between PUSA Officers and the Provost, the VPRD and the Director of Human Resources in late January, after a deliberation on PUSA's views on this issue in the Management Workshop held in Shenzhen in early January 2015. The University Management maintained its stands that the entire staffing exercise was carried out with careful consideration, and PUSA regretted that its stands as stated in PUSA Alert 1a on 19th September 2014 were on the whole not being addressed. PUSA also briefed the two lawmakers, Drs. Fernando Cheung and Helena Wong, on its views before they met with the President and the Provost on the same issue in February 2015. PUSA Chairman and the two lawmakers were invited to attend a forum organized by a concern group lined up by current students and alumni of APSS on the outcomes of the staffing exercise. PUSA would like to make use of the opportunity here to urge the Senior Management once more to take into consideration of the contributions of quite a number of contract staff who have been working here for quite a long time, and request Senior Management to give more flexibility to the departments in offering posts under the teaching track in the staffing plans of the coming two years, when quite a number of staff being employed on contract terms before 2008 would have to go through the up-or-out assessment mechanism.

Item 2 Follow up on the policy papers concerning (a) the Career Progression and Promotion for Non-academic Staff and (b) the evaluation of teaching performance

PUSA has been urging the Senior Management to hold forums on the above two policy papers since last summer because of the far-reaching impact the policies could have on stake holders.

- a. Two forums were held in early March by HRO on the captioned, and PUSA representatives voiced out the views collected from departmental representatives and drop-in sharing by concerned staff members. One of the more eye-catching concerns was seeking for the release of the 'Very Satisfactory' grade being obtained by the concerned staff member in two consecutive years as a prerequisite for applying for promotion. PUSA proposed this prerequisite be set in a period of three years instead. The Senior Management agreed to review on this aspect; however, other

concerns such as the opening of Band 8 post within academic departments were not agreed upon by the Senior Management, but a clearer job specifications on different job titles was promised. Questions surrounding The Language Proficiency Test were also frequently heard of, and PUSA would continue to follow up in this aspect if there are more views collected on how to enhance this mechanism.

- b. Two forums were held in mid March by the AVPLT, Professor Chetwyn Chan, on the captioned. During the forums, PUSA representatives voiced out the views collected from departmental representatives and drop-in sharing by concerned staff members. The main concerns that PUSA raised were touching upon the 'peer review' mechanism, the role of e-Portfolio in the teaching evaluation process, the expected weighting of different areas of teaching activities for different ranks and files of faculty members in both the teaching and research track, and the possible difference of teaching evaluation expectation of an annual appraisal exercise vis-a-vis a promotion/first contract renewal case. The proposed paper will subsequently submit to AC for approval, and PUSA will keep track of the evolvement and keep faculty members informed.

Item 3 Further Re-arrangement for better communication between PUSA and all university members

PUSA is delighted to inform you that a new Part-time Staff, Ms. Irene TANG, will be on duty in the PUSA office from 1 April 2015. The PUSA office will be open as indicated below, and the time where EXCO members would be available on-the-spot will change accordingly. Please feel free to come to us when we are present, or jot a note to Irene for appointment at a time most fit you.

PUSA Office Opening Hours: 1300-1700 on every Monday, Wednesday and Friday [except holidays].

PUSA Officers will also be available at PUSA office every Monday from 12:30 – 16:30 [except holidays].

Item 4 Work life Balance and Work Satisfaction Survey

PUSA is going to conduct the second survey on work life situation in the University tomorrow (9 April 2015). This is a follow up of the first survey that PUSA launched in January 2014, and your participation will make possible an accurate capture by us of

how people feel about their job here. Please just spare a few minutes to fill up the survey, and we may bring changes to our work with what you have raised as a concern.

PUSA EXCO

8 April 2015

The Chinese version will appear shortly.

本文的中譯本將於日內發送給各同事。