

**PUSA ALERT**  
**Issue No. 6 (December 2015)**

**Item 1 Forum to report findings on the Second Work Situation Survey**

In April this year PUSA launched a second survey to collect views of all full-time staff members on their on campus work situation. A forum has now been arranged for PUSA to report to colleagues on the findings of the survey. Details are as follows:

Date: 11<sup>th</sup> December 2015, Friday  
Time: 1245 – 1400 Cantonese session  
1430 – 1545 English session  
Venue: N001

Please try your best to attend the forum, to share your views on this finding and to raise any concern you may have on your work situation on Campus for PUSA to follow up.

**Item 2 Report on Exchange with Senior Management**

In the latest Staff-Consultative Group Meeting held in September, a couple of issues were discussed with the Senior Management. Among others, PUSA will keep track in particular to three issues in the upcoming months. First is related to Major Review of staff in the academic track and Contract Renewal exercise of those belonging to the teaching track. Second is the policy on Career Progression and Promotion for Non-academic staff, which has been formally launched earlier this year. PUSA would advise non-academic staff members to alert the Association if any practice of the department/unit is deviated from the spirit of the 'policy', and to provide feedbacks on any identified issues of the Policy itself. Third, PUSA will pay close attention to the upcoming full-scale running of the Evaluation of Teaching Performance. Thanks to the arrangement of the Senior Management, PUSA is able to send an officer to participate in the trial run of the e-Portfolio system which is going to be a main platform in the future in capturing the teaching performance input for concerned staff members. PUSA will keep colleagues posted on any latest development and suggestions.

In reply to our enquiries in the previous meetings, Senior Management also informed that:

1. Having taken into account of various considerations such as cost implication and the existence of long-serving retirees on approved early retirement (LSRER), the Management would not support the suggestion of PUSA to extend medical benefits to the spouses of LSRER.
2. In light of budget constraint and/or organizational structure, DoHR maintained that non-academic staff members should understand that some higher rank posts only exist in larger centralized units, and so advancement might mean a change of one's serving unit.

3. For the Language Proficiency Test (LPT), staff members were concerned that if they fail the test at a certain point in time, they would have to wait 3 months before they can make a second attempt. That may hinder their promotion / transfer opportunity. DoHR explained that as language capability could not be improved in a short period of time and the arrangement of Language Proficiency Test involved quite intensive manpower of HRO and the language centres, there is little chance to shorten the period of three months between two LPT to take place.

### **Item 3 PUSA's stand on "institutional autonomy and academic freedom"**

On 7<sup>th</sup> October 2015, PUSA made a public statement on the Democracy Wall to show her deep concern on the 'Silent March' organized by the staff and students of University of Hong Kong within their campus. PUSA firmly believes that to maintain the independence and sustainable development of the University, which are so important to all the stake holders concerned, the core values of higher institutional autonomy and academic freedom must be safeguarded at all cost. Recently, representatives from those UGC-funded tertiary institutions that have staff associations/unions, together with representatives from student unions of all eight UGC-funded institutions, have gathered together to consider ways and means to safeguard the independent running of the tertiary institutions. PUSA will do everything possible to ensure that staff members of the University will work in an environment without any fear of intrusion.

### **Item 4 In memory of a deceased CPA staff member**

In memory of a late CPA colleague who left us in December 2013, PUSA will place a bunch of flowers outside Li Ka Shing Building from 12:00 of 4<sup>th</sup> December (Friday) to 14:00 of 7<sup>th</sup> December (Monday). Please feel free to pay tribute to this colleague during this period.

### **Item 5 Re-convened AGM and election of officers for a new term**

Please be reminded that the Re-convened AGM of 2015 will take place at 12:45 in AG206 on 16<sup>th</sup> December (Wednesday). New Officers will be elected for a term of two years during the meeting. Light sandwiches and drinks will be served from 12:30. All PUSA members are urged to attend.

PUSA EXCO

4<sup>th</sup> December 2015