

PUSA ALERT
Issue No. 7 (January 2016)

Item 1 Second Work Situation Survey: Power Point Report

Please be informed that the captioned report has already been uploaded to the PUSA website with fine tunings of our findings after the verbal report presented in the Open Forum held on 11th December 2015. You may gain access to the Full Report via the following web-link (<http://www.polyu.edu.hk/PUSA/Final%20Report.pdf>) and the statistical data that are supplemented with the report findings via the following web-link (<http://www.polyu.edu.hk/PUSA/PUSA%202015%20Survey%20Data%20Bank.pdf>)

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The Report has been sent to the Council Chair, the President, the Chair of PUSA Consultative Group and Director of HR respectively. PUSA will schedule to have a follow-up discussion with the Senior Management on the main points listed below:

- 1) The possible shortfalls of the Annual Performance Appraisal System mentioned most by both the academic and non-academic staff members.
- 2) The work situation and job prospect of the Teaching Track Staff members.
- 3) The leadership style of Senior Management.

Item 2 Report on Exchange with Senior Management

In the Management Workshop held in 3-4th December 2015 in Macau, which put emphasis on Quality of Teaching, the two elected members of PUSA in Council (Rodney CHU [from APSS] and Ming-yin CHAN [from BSE]) voiced out their views on the concerns and

frustrations of teaching track staff members. They emphasised that teaching tract staff are definitely one of the most valuable assets of the University within the sphere of quality teaching. This somewhat echoes with the findings of the Survey mentioned above. PUSA will keep focus on this matter and will keep you posted of any upcoming progress.

Item 3 Matters related with “Institutional Autonomy and Academic Freedom”

In view of the recent controversy on Institutional Autonomy and Academic Freedom arising from the power of the Chief Executive of HKSAR to appoint Council Chairpersons and Council members of tertiary institutions in Hong Kong, Staff Associations of UGC funded universities met to discuss this issue. We believe the best way forward is to solicit first the views of staff members of all UGC funded universities on this matter. For this purpose, a referendum is planned and further details will be announced shortly. PUSA will keep you posted on any further development of this evolving event and hope all of you can make use of this chance to show your stand.

Item 4 Latest Announcements from PUSA

4.1. PUSA is delighted to inform all of you of the new list of PUSA officers elected in the last AGM that took place in December. The term of office of the officers will cover the period from 16th December 2015 to 15th December 2017.

Chair	CHU, Wai Chi Rodney (APSS)
Vice-chair	CHAN Luen Chow (ISE) CHAN Ming Yin Jonathan (BSE)
Secretary	CHANG Man Tsun, Jimmy (ITC)
Assistant Secretary	CHAN Chun Wah (AMA) YEUNG Yuen Man, Christine (BRE)
Treasurer	YAN Siu Kum Carman (BRE)
Information Officer	MAN Nora (AMA)

4.2. Please be informed that three new representatives from PUSA to sit in the Catering Committee from February 2016 onwards for a period of two years

BARNARD, David (ELC)
CHO, Vincent (MM)
MA, Cecilia (APSS)

Please feel free to contact them on any matters concerning catering issue of the University.

- 4.3. PUSA is very happy to witness one of our exco members, CW Chan of AMA, getting the Long Service Award from the University for his 40 years of service. We sincerely wish CW all the best in his future endeavours.

PUSA EXCO

25th January 2016

理工大學教職員協會會訊 第七期〈二零一六年一月〉

第一項 教職員協會第二次工作狀況調查報告

教職員協會已於 2015 年 12 月 11 日就上述調查報告舉行發佈會，席上同事都踴躍提出疑問和意見。經歸納及整理後，現將整份報告上載於本會網址，方便同事閱覽 (<http://www.polyu.edu.hk/PUSA/Final%20Report.pdf>)。同事亦可於以下網址查閱相關統計資料 (<http://www.polyu.edu.hk/PUSA/PUSA%202015%20Survey%20Data%20Bank.pdf>)

調查報告目錄：

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調查報告已提交校董會主席，校長，教職員協會諮詢委員會主席及人力資源總監。教職員協會亦會就調查發現，與大學商議，積極檢討以下事項：

1. 每年進行之員工評核制度所存在的流弊；
2. 教學職軌員工之工作情況及前景；
3. 大學管理層的領導方針和方式。

第二項 教職員協會與管理層交換意見彙報

理大教職人員協會兩位民選代表朱偉志及陳銘賢，一同參與 2015 年 12 月 3、4 日理大的澳門管理工作坊。今年工作坊之主旨是圍繞「教與學質素」之改善。本會的兩位代表在相關環節提出了不少質詢，特別把教學職軌同工當下的工作景況及對前景的困惑表達出來，他們強調人力因素在整個「教與學」討論中應是最重要的因子，而教學職軌同工亦是大學最珍貴的資產之一。這種關注亦和理大教職員協會的問卷調查中得出的結果相呼應。本會會繼續與高層在這方面作出跟進。

第三項 「院校自主」及「學術自由」爭論之相關事宜

有鑑於近日圍繞著行政長官委任本地八大受政府資助大學之校董會主席及成員一事而引發有關院校自主及學術自由等爭拗，相關的教職員協會進行了深入的意見交流。各教職員會認為最好的方法是光交由八所受政府資助的院校之相關持份者作一表決。現在這公投活動正積極籌備中。理大教職員協會將會適時向員工更新這方面的消息，希望同工到時能參與投票，表達一己的看法。

第四項 協會最新公布

4.1. 在剛過去的教職員協會周年大會中，新一屆內閣已選出，任命期為 2015 年 12 月 16 日至 2017 年 12 月 15 日。內閣名單如下：

主席	朱偉志 (APSS)
副主席	陳聯州 (ISE)
	陳銘賢 (BSE)
秘書	鄭文俊 (ITC)
助理秘書	陳振華 (AMA)
	楊婉雯 (BRE)
財政	甄少琴 (BRE)
資訊	文婉婷 (AMA)

4.2. 由 2016 年 2 月開始，本會將派遣三位會員成為新一屆膳食委員會的成員，為各同工在本大學的膳食相關問題搜集意見及發聲。歡迎同工向代表多作反映：

BARNARD, David (ELC)
馬汶詩 (APSS)
曹永成 (MM)

4.3. 本會非常欣慰地與各同工分享一則喜訊：本會的資深會員，來自數學系的陳振華，剛於上周五舉行的長期服務獎頒獎典禮中，從校方接過對其為本校服務了四十年的嘉許。本會在此對他作最誠懇的謝意及祝福。

香港理工大學教職員協會幹事會

2016年1月25日