

Your ref: CB2/PL/ED

Dear Sir,

Many thanks for Miss Flora Tai's letter to our association dated 2 March. Please receive our submission attached after this message.

Best wishes,

Wong Ping Ho

Association of Lecturers at the Hong Kong Institute of Education

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> Currently, in the case of a disciplinary hearing involving a member of
> staff, the Association of Lecturers is able to send a staff observer to
> witness the proceedings of the Disciplinary Committee, but not to
> participate in them. This, however, does not apply to cases of staff
> grievances or appeals, where, at most, we can only accompany the colleague
> to the hearing.

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> It is the view of the Association that we should be able to fully
> represent our members at meetings dealing with disciplinary matters,
> grievances or appeals, should the staff members concerned so request, and
> we should also be represented on the relevant committees as a
> participating member of the hearing. That would entitle us to view the
> documentation relating to the proceedings in advance, and enable us to
> raise issues of fair play and transparency as part of the disciplinary
> hearing or the handling of a grievance or appeal. Currently, we are only
> able to make such comments after the fact, and thus are not in a position
> to protect a member from unfairness should it arise.

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> 香港教育學院現存的機制，容許香港教育學院講師協會委派一名觀察員，旁聽紀律委
> 員會的會議。至於員工申訴或上訴的處理，則沒有正式觀察員的安排，只允許員工邀
> 請一位在職同事陪同出席聆訊。協會認為在當事人授權之下，協會應有權委派幹事作
> 為當事人的代表，出席紀律、申訴或上訴等委員會的會議。

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> 更為重要的是，香港教育學院講師協會認為協會在學院的紀律、申訴和上訴等委員會
> 中，應該有一正式席位，參與研判工作。這將使協會對事件的處理有一全面和有效的
> 掌握，保證處理過程的公正和透明度。在現行的機制下，即使處理過程出現不公，協
> 會亦不能即時撥亂反正，保障當事人的權益，只能在有關委員會作出決定後，提出質
> 疑，已經太遲。

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