

Paper No. CB(2)330/01-02(01)  
6th November, 2001

The Hon. Mr. Yeung Yiu-Chung  
Chairman  
Panel on Education  
Legislative Council, HKSAR  
Legislative Council Building  
8 Jackson Road  
Central  
Hong Kong

Dear Mr. Yeung,

Thank you for your letter of 23rd October, 2001, informing me of the resolution of the Panel on Education of the Legislative Council (LegCo) regarding the Management-Initiated Retirement Scheme (MIRS) of the Hong Kong Institute of Education (HKIEd).

First, I would like to draw your attention to the statement issued by the Heads of Universities Committee (HUCOM) on 30th October, 2001, that was endorsed by the Council of HKIEd, expressing concern about the implications of the LegCo Panel on Education's resolution for the autonomy of academic institutions in Hong Kong.

Secondly, the MIRS has been considered carefully and thoroughly by the Council of HKIEd before its announcement and implementation. The Council has kept listening to the opinions voiced by members of the Institute and the community. On 31st October, 2001, the Council held a Special Meeting to consider these opinions.

The Special Meeting passed a resolution to continue to implement the MIRS and to form a Working Group comprising a non-staff Council Member and representatives of the Directorate and staff for exploring the possibility of improving the retirement package for affected staff members who are on frozen pension terms and assisting the affected staff with seeking other employment opportunities. The full text of the resolution is enclosed for your reference. (Encl.)

The above mentioned resolution received unanimous support by all the Council members, including the staff members of Council and the student representative on the Council. It shows that the Institute – its Council, Management, staff and students – is united on the MIRS.

On behalf of the Council of HKIEd, I would like to thank you for your interest in the Institute. I can assure you that the Council will continue to listen to the views of the community in fulfilling its mission of contributing to raising the status and quality of education in Hong Kong by providing quality teacher graduates.

Yours sincerely,

Simon S.O. Ip  
Chairman of Council  
HKIEd

c.c. Members, LegCo Panel on Education

The Council noted the motion passed by the LegCo Panel on Education, and, after very detailed and thorough discussions, unanimously adopted the following resolution:

1. having regard to the future development of the Institute and the important role which the community expects the Institute to play in the education reforms, the MIRS will continue to be implemented;
2. the Directorate of the Institute should continue a dialogue with representatives of the Association of Lecturers of HKIEd with a view to addressing their concerns and, in particular, to exploring the possibility of (a) improving the retirement package for affected staff members who are on frozen pension terms and (b) assisting the affected staff with seeking other employment opportunities;
3. for the purposes of 2(a) and (b) above, a Working Group be set up consisting of a non-staff Council Member as Chairman, with two members of the Directorate and the President and Vice President of the Association of Lecturers of HKIEd; and
4. any decisions of the Working Group endorsed by the Council will apply to all staff affected by the MIRS (including those who have already left the Institute).