

**For information
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Legislative Council Panel on Education

The Administration of the University Grants Committee-Funded Tertiary Institutions

Introduction

At the Panel meetings on 17 May 1999, 27 September 1999 and 17 April 2000, the Legislative Panel on Education (the Panel) discussed the administration of the University Grants Committee(UGC)-funded institutions. This paper outlines the appeal mechanisms of the UGC-funded institutions for members' reference.

Mechanism for Appeals

2. The UGC-funded institutions are statutory bodies. Each of them has its own governance structure as set out in its ordinance. Their internal administration, personnel management and the handling of complaints and appeals are within their institutional autonomy.

3. There are established channels and mechanisms in all institutions to handle grievances and appeals. If a staff member is not satisfied with a decision (on employment-related and other matters) made by the management of the institutions, he/she may appeal to the relevant committees established under the institutions' governing bodies, or to the head of the institution, as appropriate.

4. The appeal mechanisms and procedures are made clear to the staff through staff handbooks and other circulars promulgated to the staff. They seek to ensure that the whole process is fair and reasonable. For instance, the complainant and the person against whom the complaint is made are given an opportunity to respond to any information or evidence which is brought to the attention of such an authority. Furthermore, the appeal authority does not include any person who has a direct interest in

the complaint.

Monitoring mechanisms

5. It is also noteworthy that the institutions are subject to the following external monitoring mechanisms:

- (a) The UGC has carried out a series of reviews on the institutions to ensure the quality of their teaching and learning and that the administration and management of the institutions are cost-effective;
- (b) The institutions are within the remit of the Independent Commission Against Corruption, the Equal Opportunities Commission, the Office of the Privacy Commissioner for Personal Data, and agencies established to tackle territory-wide problems (e.g. corruption, sexual discrimination and abuse of personal data);
- (c) The allocation and use of resources of the institutions are the responsibilities of their governing bodies or councils and are subject to the value for money audits conducted by the Audit Commission; and
- (d) The institutions are subject to the Laws of Hong Kong. For instance, their employment matters are subject to the regulation of Employment Ordinance. Labour disputes, if any, can be handled using the channels which are available to all other employees and employers in Hong Kong.

6. In addition, the UGC is conducting a review of higher education in Hong Kong. The review covers areas such as the internal governance of institutions and macro governance of the higher education sector as a whole. The UGC will publish its Report at the end of this month.

Education and Manpower Bureau
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