

**Special Meeting of LegCo Panel on Education on 2 April, 2002**

We wish to express our grave concern of the appeal procedure and the outcome of the appeal of the contract renewal of those staff in the School of Law, the City University of Hong Kong.

- (1) The Appeal Committee admitted that “there existed procedural and other flaws in the evaluation process undertaken by the School Staffing Committee and hence the evaluation of eligibility of renewal of contract of the staff members concerned could not be regarded as comprehensive.” Since the evaluation process is pivotal to the contract renewal of the staff concerned, no decision on contract renewal should therefore be based on this faulty process. The evaluation process for these staff should be restarted following the proper procedure and using a new and impartial panel of reviewers acceptable to the staff concerned. As it will take some time to complete the assessment in a fair and open manner, the contract of these staff should be extended for one year. After this unfair treatment by the Administration of the University, the one-year extension of their contracts is the least thing that the University should do.
- (2) If after a proper and fair assessment a staff is founded to be under-performed, it is only proper that his/her contract should not be renewed. However, the same treatment should also be applied to the administration staff. If the Appeal Committee found that “there existed procedural and other flaws in the evaluation process undertaken by the School Staffing Committee”, then members of that Committee, especially the Chairman, should be responsible and should receive the same treatment of under-performing staff, i.e., not having their contracts renewed. And members of the Approving Committee that approved the decisions of the School Staffing Committee should be similarly treated to show that the University is fair.
- (3) The President of the City University of Hong Kong stated: “City University of Hong Kong always value greatly the opinions of its staff and student.” However, this statement contradicts statements made by student and staff from City University of Hong Kong in the last Panel meeting held on 18<sup>th</sup> March 2002. He shall therefore be invited to attend the Panel meeting on 2<sup>nd</sup> April 2002 to substantiate his statement, and other claims.

K. P. Shum

Chairman

Federation of Hong Kong Higher Education Staff Associations