

### **Information on the Appeal Mechanism of MIRS**

The selection of staff members for the Management-Initiated Retirement Scheme (MIRS) was made after a careful and thorough process.

It was initially reviewed by the School Review Committee (SRC) chaired by the Dean of the School concerned, and comprised Heads of relevant Departments and the Deputy Director (Academic). The SRC then recommended to the Institute Review Committee (IRC) the staff members identified for the MIRS.

The IRC, chaired by the Director, and comprised the Deputy Directors, the Deans and a member of the Staffing Committee of the Council who is not a HKIEd staff member, reviewed all names submitted by the SRCs and formed a view as to whether there was prima facie case for asking all or any of the staff on the recommended lists to leave the Institute under the MIRS.

Apart from the above stringent selection process, there are channels for the staff members identified to challenge and appeal.

After the initial decision made by the IRC, the staff members identified were given a 2-week period to provide any documentation/evidence to challenge the assessments made by the IRC. For those who challenged, the IRC considered any further documentation/evidence provided by the staff members concerned, and heard presentation from the staff members, if the staff members so wished, and made the final decision.

Should staff members fail in their challenge mentioned above and would like to lodge an appeal further on procedural grounds, they could lodge an appeal to the Council's Staff Selection and Review Sub-Committee.

### Statistics of Staff Surplus and Shortage

<b>School</b>	<b>Surplus / Deficit (-)</b>
School of Early Childhood Education	-10.1
School of Foundations in Education	4.9
School of Languages in Education	12.0
School of Creative Arts, Sciences and Technology	-18.0