

香港城市大學教職員協會就  
有關調配於香港城市大學專上學院的教職員薪酬政策  
意見書

背景

2003年4月，政府宣佈大副削減城大副學士課程的資助，城大管理層宣佈打算停辦不獲資助的副學士課程，引發受影響的師生連番抗爭，並組成「拯救副學位課程行動組」，爭取續辦課程。結果城大校董會於2004年初決定保留課程，並由新成立的專上學院以自負盈虧方式營運，不過同事須面對減薪18-20%，並於2008年7月起轉由專上學院以合約制聘任。當時城大教職員協會曾向受影響同事作廣泛諮詢，結果是絕大部份同事只接受減薪，但堅決反對2008年7月起由專上學院以合約制聘任，他們亦委托教職員協會代表他們集体簽還人事部所發的同意書，表明只接受減薪，其餘條款概不接受。

2008年過渡方案

1. 2006年3月，城大教職員協會開始向校方提出，重新討論有關調配於專上學院工作的教職員於2008年後的薪酬方案，先後與校董會前主席胡應湘爵士和常務副校長唐叔賢會面，並促使校董會於2006年11月成立特別小組，重新審視有關調配於專上學院工作的教職員，2008年後的薪酬及聘用條件安排。
2. 城大教職員協會乃城大最大的工會，會員人數接近1100人，而調配於專上學院工作的教職員當中，更有超過90%乃教職員協會的會員。就著今次有關2008年過渡方案問題，教職員協會曾向受影響同事作廣泛諮詢，經過多次開會討論，草擬了一份立場書及總結出四項要求，並通過成立聯絡小組，專責與校方商討，而超過90%受影響的同事，更簽署同意書（附錄一），授權教職員協會及聯絡小組，全權代表他們與校方進行談判。因此校董會特別小組一直以教職員協會的聯絡小組為主要談判對象。

四項要求包括：

- a. 保留城大「實任制」聘用條件及房屋津貼
  - b. 透過內部調配，讓同事可重回大學本部任教
  - c. 推出新一輪自願離職計劃
  - d. 保留現薪酬及所有相關福利
3. 校董會特別小組與聯絡小組經過數次會議後，於2007年2月23日公佈了一個內含三項選擇方案的建議，但共通點皆不能保留受影響同事的城大「實任制」聘用，未能滿足同事希望保留城大「實任制」聘用的期望，結果絕大部份同事反對建議，於是教職員協會繼續向校方爭取。

4. 經過多次會議後，聯絡小組與特別小組達成了協議，特別小組修改了原建議（2007年3月28日已作公佈），新建議中的方案三，讓同事可選擇保留城大「實任制」聘用條件，現薪酬及所有相關福利得以保留。聯絡小組於3月9日召開大會，並於其後在各部門內進行諮詢，得出的**結論是大部份同事認為新建議大致上可接受**，不過仍有一些疑問及憂慮（附錄二）。
5. 若果城大「實任制」及現薪酬福利得以保留的話，大部份同事希望繼續留在學院工作，因此會傾向選擇方案三，但他們仍有疑慮，**擔心未來會再遭減薪**。
6. 有部份同事會選擇方案二，即自願離職，並獲取特惠金，但他們想知道將來**有多大機會會獲專上學院重新聘用**。
7. 有部份同事希望能透過內部調配，重回大學本部任教，但他們想知道方案一中所提出的「**大學提供方法，協助符合聘用條件的員工轉職回大學本部**」的**具體安排**，另外他們也期望，選擇方案三的同事也可受惠此安排，因未來大學將進行三改四改革，將需要大量具經驗及資歷的教職員。

本會多謝立法會教育事務委員會，關注受影響同事的福祉，希望委員會能促使校方回應同事的提問及盡快落實相關協議，讓同事可安心教學，繼續為香港提供優質的大專教育。

香港城市大學教職員協會

二零零七年四月十六日

聯絡：九龍塘達之路 83 號，香港城市大學社會科學學部馮偉華

Dear College colleague,

**College Transition to 2008**

The pace of our progress is picking up and we now ask you to show your strong support for the action your CityU Staff Association and College staff representatives will take on your behalf. We are entering the delicate **negotiation** stage with the University senior management and Council Chairman so your support is **crucial**.

***We need your support NOW!***

This letter is going out to all College staff and you are invited to sign the attachment, **ACT NOW!** to endorse the **4 key demands and the composition of the Liaison Group** and return it to Dr John Tse, Chairman, CityU Staff Association who will treat it in strict confidence. During the negotiations it is the number of staff in support that matters **not** the identity of individual staff members. **In order to bargain hard we need to demonstrate clearly and unequivocally to the University senior management that we have the support of the majority of staff throughout the College – this is a time to show broad-based support and not think about personal issues but to fight together to achieve our goals. Strength in numbers is our best weapon at this point.**

**Strategy so far.....why we ask for your support NOW!**

CityU Staff Association representatives began working on the issues related to the transition leading to 2008 one year ago at a meeting with the Council Chair, Chair of CCCU Board of Management and the College Principal. **Internally** since then we have held meetings with staff from all divisions who agreed on the need to act and those discussions led to the Draft Position paper. In addition an informal meeting was held with the Deputy President, Professor David Tong, on 29<sup>th</sup> May 2006, at which the four key requests were first raised. In addition a College gathering was held in September 2006 at which it was agreed to form a Liaison Group to press hard for our demands. This has been followed by the Liaison Group meeting Professor Tong on 27 October 2006. **Externally**, we have also raised the profile of our situation with press coverage of the process while W W Fung has obtained support for our demands from LEGCO members, Cheung Man Kwong (Education) and Cheung Chiu Hung, Fernando (Social Welfare).

The next stage is to meet the President and Council Chair and it is for this meeting we

need to be able to show that the Liaison Group and the Position paper are endorsed by College staff.

***CityU Staff Association backing.....***

The backing of the CityU Staff Association is very important as it has more than 1,000 members across the University and our CityU SAEC representatives continue to be in constant contact with the University's senior management regarding our demands. Membership of the Association contributes to powerful leverage in negotiations such as this and the CityU SA Executive Committee members are experienced and effective negotiators as demonstrated by their record of success over the past three years in office.

If you wish action to be taken on your behalf and agree to the following action please sign and return the attachment to this letter, ***ACT NOW!*** to Dr John Tse, Chairman, CityU Staff Association (SS Department).

John Tse  
Chairman  
CityU Staff Association

W W Fung  
Vice-chair (College)  
CityU Staff Association

***ACT NOW!***

**Return to:** *John Tse, Chairman, City University of Hong Kong Staff Association, SS Dept.*

1. *I endorse the composition of the Liaison Group (staff side) as follows:*

Divisional representation:

*Derek Cheung*, DCO (Divisional Representative to the Working Group previously)

*Billy Ho*, DSS (Rep. (C), CityU Staff Association; DSS rep. on College SCC)

*K W Shea*, CM (representative on College Executive Committee)

*Rita Takahashi*, LS (previous member of CityU Staff Association EC)

City University of Hong Kong Staff Association representation:

*WW Fung*, DSS (College Vice-chair, CityU Staff Association; elected staff representative to University Council; member of University Staff Consultative Committee; elected staff representative to College Executive Committee)

*John Tse*, SS (Chair of Staff Association of CityU)

2. *I agree that the Liaison Group should pursue the following four key demands as a solution for all College staff as set out in the Position paper *College Transition leading to 2008*:*

- continuation of superannuation status and Home Financing Scheme for University seconded staff;
- redeployment of University seconded staff to the University;
- departure scheme/early retirement package for those University seconded staff who wish to leave the College prior to 2008;
- negotiate a fair package with salary maintained at current level or improved (NO more cuts), suitable terms and conditions of service, medical benefits, housing based on an acceptable teaching load and administrative duties for ALL College staff remaining post-2008 (includes teaching and administrative staff on either CityU superannuation terms/CityU contracts/CCCU contracts).

Signed

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Name (Staff ID number):

Division:

Date:

## College Transition

### Several Key Questions on the Revised Options

CityU Staff Association's Liaison Group members have received a number of enquiries related to the proposed revised options broadcast yesterday, 28 March 2007. On behalf of colleagues, we have taken the initiative to pose these questions and obtained the following understanding from the Special Group:

**Q.1** *For those colleagues who choose option 1 or 2, is the ex-gratia payment subject to tax or not? If yes, then how will it be calculated?*

**Ans:** The University will offer assistance to the staff members concerned to seek tax exemption for the ex-gratia payment, on the grounds that the payment is offered on cessation of employment and not for services rendered. However the decision rests with the Inland Revenue Department.

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**Q.2** *With reference to option 2 in the first version of options, it was mentioned that all serving staff who choose this option will automatically be offered appointment with the CCCU which they may accept or decline. However, in the revised version, it is stated that a new contract will only be offered at the discretion of the CCCU. It seems that the revised option 2 is worse than the first time even though the V factor has improved?*

**Ans:** A number of colleagues expressed their desire for a higher V factor for the package. However, since the package is a voluntary early retirement scheme, it will be difficult to persuade the Council to accept a higher V factor and at the same time automatically offer a new contract to every staff member who selects this option. After consulting staff groups, the V factor is now revised to 2-6 months (all concerned staff will actually get a factor of 5 or 6 depending on years of service), while re-employment would be offered at the discretion of the CCCU. However it is most likely that a high percentage of colleagues would receive offers. Also, colleagues can seek for advice from the management on whether they will be offered a re-employment contract before choosing this option.

**Q.3** *It is stated in option 3 that staff choosing this option will have their existing fringe benefits (housing, educational allowances, leave, etc) maintained. Will these be subject to University policies and regulations or that of the CCCU?*

**Ans:** All fringe benefits will be subject to University policies and regulations.

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**Q. 4** *Concerning option 3, it was stated that any future reviews of salaries will be at the discretion of the CCCU. Does it imply that there is the possibility of further salary cuts beyond 2008?*

**Ans:** It is clearly stated that staff choosing this option will be offered continued employment on CityU superannuable terms. Existing fringe benefits (housing, educational allowances, leave, etc) will be maintained. Salary will be maintained at June 2008 level. Therefore, the essence of this option is to keep the existing salary and fringe benefits. However, a number of staff are worried that it may imply that there will be no room for salary increase in future. The understanding is that a salary increase would be possible in the future. On the other hand, it will be difficult for the University to rule out any possibility of salary cut in future right across the University. It is a fact that all University staff accepted a salary cut of 6% and College staff an 18-20% cut in the past few years when the financial circumstances were much different. If there is a need to reduce salary, the University will obtain consent from staff.

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We hope that the above clarifications will help colleagues to further understand the essence of the revised options. We believe that the arrangement reached is beneficial to College colleagues concerned and has fulfilled the key demands we have requested from the outset. The College Transition to 2008 issue was not discussed in the Council meeting held on 26<sup>th</sup> March. We expect that the revised proposal can be put forward for Council's approval as soon as possible.

John Tse & W W Fung  
On behalf of  
Liaison Group  
CityU Staff Association

29<sup>th</sup> March 2007