

Legislative Councillors
Education Panel, Legislative Council
Legislative Council Building
8 Jackson Road, Central
Hong Kong

8 April 2007

Dear Honourable Legislative Councillors

Ref.: Item VI on the agenda for the meeting on 16 April
Our views on Remuneration Policy for Staff Deployed to the Community College of City University

We are writing to express our views towards the College transitional arrangements for the superannuated staff of City University deployed to serve the Community College, as proposed by the University Council's Special Group. As we are among the one hundred and ten superannuated staff who are affected, and we are also deeply involved in the management of the day to day operations of the Community College, we believe that we can offer both views of the affected and practical management views.

From the perspective of middle management, our major concerns are that the quality Associate Degree education that we are providing can continue, and the experienced, long serving staff can be retained, so as to continue the good work of the College. From the perspective of the affected staff ourselves, we also hope that our current remuneration package will not be seriously impoverished as the Community College is turning self-financing.

The three options proposed by the Special Group allow colleagues who wish to continue their services with the College to keep their superannuation status and their current remuneration package, including fringe benefits. For those who wish to opt for early retirement with an ex-gratia payment, they may still have the opportunity of being re-employed by the Community College. These options will enable the College to maintain its quality staff, so that it can continue with the provision of quality Associate Degree education.

As affected staff, we feel that the options are much better than what we could expect, based on our understanding of the recommendations of the Working Group on Associate Degree Programmes in 2004. From our informal communication with the concerned colleagues, we have come to understand that the proposed options are found to be acceptable to the majority of them.

As middle management, we are very much aware that with the self-financing operation of the College, it is not easy to maintain staff on University terms, and the financial implication on the College in doing so is significant. Hence we are most appreciative of the sincerity and great efforts of the Special Group in working out the three proposed options. We hope that these proposed staffing arrangements could be implemented as soon as possible so as to facilitate the College's transition.

Yours sincerely

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