

Panel on Education

Questions raised by members at the meeting on 16 April 2007

Option 1

- (a) **Whether staff who wish to transfer to Faculties in City University of Hong Kong (CityU) could exercise such option and not at the discretion of the CityU management?**

Staff could apply for transfer to other positions available in the Faculties. For transfer cases within the University, the selection of the most suitable staff to fill the positions will be at the discretion of the recruiting departments concerned.

To facilitate information flow on available openings in other departments of the University to College staff, email alerts on advertised positions are sent to them on a regular and timely basis. Other measures will be put in place to facilitate their transfer such as:

- (1) notifying Heads of recruiting departments of the available pool of College expertise that may meet the requirements of the positions, and
- (2) establishing a placement unit to map the expertise of individual staff to various transfer opportunities and implement suitable transfer for them.

- (b) **Will there be changes to the remuneration package for or terms of employment of staff should they be transferred to Faculties in CityU? If the answer is affirmative, what are the justifications for the changes?**

As a standard practice for horizontal transfer, staff will retain their existing remuneration package and terms of employment. For transfer involving a change to the level of appointment (e.g. promotion), there will basically be no change to the terms of employment except appropriate adjustment to the salary or entitlement to fringe benefits.

Option 3

- (c) **Who will be the employer of staff who opt to continue employment on CityU superannuable terms?**

They will continue to be employed by CityU.

- (d) **If CityU remains to be the employer of these staff, why should they be required to sign new contracts and subject to future salary reviews, if any, of the Community College of CityU?**

On accepting Option 3, staff will not be required to sign a new employment contract.

Staff will, however, be subject to future salary reviews of the Community College of CityU (CCCU). Operating within a self-financing landscape without the support of UGC funding, and with a staff mix of two groups of staff with gross differences in remuneration (i.e. serving staff on CityU terms and new staff on CCCU terms),

CCCU would need to make its own salary reviews and to adopt the same mechanism of salary reviews for the two groups of staff.

- (e) **Will there be changes to the remuneration package for or terms of employment of staff who continue employment on CityU superannuable terms? Who has the authority to vary the terms of employment? Will the terms of employment include the relevant clause concerning termination of employment on good cause only?**

The essence of this option is to keep the existing salary at June 2008 level and fringe benefits (housing, educational allowances, leave, etc), despite the fact that the total remuneration packages between serving staff on CityU terms and new staff on CCCU terms at the same grade could range up to 200%. Since 2004, CCCU has been developing its personnel and management policies and regulations, mirroring those of the University. The terms of employment of serving staff will basically be retained, except the following changes as stated in Option 3:

- subject to the CCCU salary structure and the maximum within the range for each staff grade; if staff's existing salary exceeds the corresponding CCCU staff grade's maximum, they will retain their existing salary on a personal basis.
- any future reviews of salaries will be at the discretion of the CCCU.

As regards the question on who has the authority to vary the terms of employment, the University reserves, under a variation clause in the contract of employment, the right to alter its staff's terms of employment provided always that no such alteration shall be made which would retrospectively lower salary or allowances, or reduce accrued benefits relating to service prior to the implementation of such alterations.

There will be no change to the relevant clause concerning dismissal on good cause.

Other

- (f) **Are there any plans to retain experienced staff to prepare for the implementation of the four-year undergraduate programmes and to continue with the provision of sub-degree programmes?**

The move towards four-year programmes in 2012 means increasing demand for staff and more staff will gradually be phased in on top of existing staff. The University is committed to retaining experienced staff to prepare for the implementation of the four-year programmes and to continue with the provision of quality Associate Degree programmes.

As mentioned in (a) above, to facilitate information flow on available openings in other departments of the University to College staff, email alerts on advertised positions are sent to them on a regular and timely basis. Other measures will be put in place to facilitate their transfer such as notifying Heads of recruiting departments of the available pool of College expertise that may meet the requirements of the positions, and establishing a placement unit to map the expertise of individual staff to various transfer opportunities and implement suitable transfer for them. Since the student numbers for the four year degree will be allocated through an open bid system, the final numbers are highly uncertain, it is probably too early to confirm the exact number of faculty members needed.

It has all along been the University's established policy that non-academic openings

will be advertised internally in the first instance for serving staff including College staff; open recruitment will normally be arranged if there are no suitable internal candidates.

**An update on the latest developments relating to remuneration policy
for staff deployed to the Community College of City University**

After carefully gauging staff’s response to the proposal of three options on the future employment of College staff on University superannuable terms which addressed (i) the guiding principle of the retention of quality staff, (ii) the continued provision of quality education, and (iii) the aspirations of staff, the Special Group on College Transition is in the process of preparing a paper to put forward the proposal to the Council for consideration and approval.

ED-questions-English
16.5.07