

THE UNIVERSITY OF HONG KONG

香 港



大 學

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February 8, 2011

The Hon Ms Cyd Ho Sau-lan
Chairman
Bills Committee
Legislative Council
Legislative Council Building
8 Jackson Road
Hong Kong

Dear Ms. Ho,

Bills Committee on
University of Hong Kong (Amendment) Bill 2010

I refer to the joint letter of February 1, 2011 from the Chairman of the Academic Staff Association of the University of Hong Kong and the University of Hong Kong Employees Union.

2. The University wishes to respond specifically to point (2) and (3) raised in paragraph 2 of the joint letter.
3. The HKU Council approved, at its meeting held in September 2004, the principles that were proposed in our Human Resource Management (HRM) Reform (Phase I), while the details had yet to be worked out. The intention, as clearly set out in the proposal, was that the new title of "Lecturer I/II/III" would be created after the completion of the necessary amendments to the Ordinance and Statutes when the old academic titles would be replaced by the new titles. In fact, in the second report on the Implementation of the HRM Reform Proposal (Phase I) considered by the Council's Human Resource Policy Committee at its meeting on January 5, 2005, it stated that "... the mapping to and the use of new titles of 'Lecturer I/II/III' be deferred until the legal implications have been sorted out and the HKU Ordinance revised".

4. In the extract of the Council paper, which has been attached under cover of the joint letter, it has set out the proposed “rights” of staff members who would be accorded the new title of “Lecturer I/II/III”, such as, “full membership of the Board of Faculty and Board of Examiners ...”. It is clear from the proposal that it was not the intention of the Council to give “Teacher” status to the academic-related staff who would be accorded the new title of “Lecturer I/II/III”. It would not be necessary to list their “rights” out if the intention was to treat them as “Teachers”, since “Teachers” are full members of the Faculty Board and Board of Examiners. The Council however intends to extend to these academic-related staff various rights that are currently being enjoyed by “Teachers” (such as membership of Faculty Board and Board of Examiners, rights to nominate and vote for Department Headship/Faculty Board Chairmanship/Senate members etc.).

5. We wish to clarify that “Teacher” in the Ordinance does not mean anyone who teaches. It only refers to a specific group of staff members in the University who will be accorded “good cause” protection. This group has been defined in the existing Ordinance of the University and in the University of Hong Kong (Amendment) Bill 2010. In neither case do they include “academic-related staff”.

6. It has always been the intention of the University to allow those colleagues who do not wish to use the new academic titles to retain their existing titles as well as their “Teacher” status. To provide further reassurance in this aspect, the University wishes to further amend the Bill by revising the “Transitional provision” as follows:

“Any person who was a teacher holding a title of Reader, Senior Lecturer or Lecturer immediately before the commencement of this Ordinance is permitted to retain the title and the status of a teacher after the commencement of this Ordinance as long as the person remains in the same grade of employment in the University.”

(Proposed addition underlined)

The addition will make it absolutely clear that those staff using the old academic title will retain their “Teacher” status. We will initiate the necessary process to propose this amendment.

Yours sincerely,



Professor Lap-Chee Tsui
Vice-Chancellor and President