

9 May, 2011

By fax and by post (Total: 5 pages)

Hon. Cyd Ho Sau Lan  
Chairman  
Bills Committee on University of Hong Kong  
(Amendment) Bill 2010  
Legislative Council

Dear Hon. Ho,

University of Hong Kong (Amendment) Bill 2010  
“Teacher” status and rights of Lecturer I/II/III

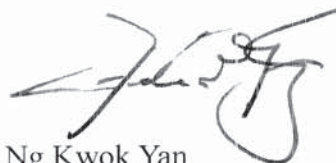
After presenting our views on the captioned Bill to the Bills Committee on University of Hong Kong (Amendment) Bill 2010 on 18 January 2011, the Academic Staff Association of The University of Hong Kong and the University of Hong Kong Employees Union met with the University administration several times to discuss the “Teacher” status and rights of future users of the Lecturer I/II/III titles.

We welcome the University's intention to grant certain rights of Teachers to future users of the Lecturer I/II/III titles as demonstrated in the Registrar's email of 18 February 2011 (Annex I), his letter of 6 April 2011 (Annex II) and his email of 5 May 2011 (Annex III).

With this development, the Academic Staff Association of The University of Hong Kong and the University of Hong Kong Employees Union have no objection to the changes in the definition of “Teacher” proposed in the University of Hong Kong (Amendment) Bill 2010.



Cheung Kie Chung  
Chairman  
Academic Staff Association of  
The University of Hong Kong



Ng Kwok Yan  
Chairman  
University of Hong Kong Employees' Union

Annex I



K.C. Cheung &lt;[REDACTED]&gt;

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## Our meeting on Tuesday

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Henry Wai &lt;henrywai@hku.hk&gt;

18 February 2011 14:42

To: kccheung@hku.hk, KY Ng &lt;kyng@hku.hk&gt;

KC and Felix,

I refer to our informal meeting earlier this week.

2. As I explained at the meeting, it would not be possible to persuade our Council to give full "Teacher" status to all academic-related staff for reasons I believe that both of you fully understand.

3. We however may stand a good chance in obtaining the Council's agreement to grant academic-related staff the major rights currently enjoyed by Teachers under the provisions of the University Statutes, save the good clause protection, when and if such colleagues are given the title of "Lecturer I/II/III" after "Lecturer" is removed from the clause in the Ordinance which defines Teachers. These rights include:

- As Members of the University  
(Statute IV: Action required : Council decision)
- To elect members of the Senate under Statute XXII (1)(g):  
Action: Council decision to revise the Election Regulations)
- As members of the Faculty Board  
(Statute XXVI: Action: Amendment to the Statute)
- As members of Convocation (Statute XXVIII(1)(b):  
Action: Not to change the existing Statute)

4. Memberships of other University committees are not governed by the Statutes, and the definitions of "teachers" in respect of these memberships are not necessarily the same as "Teachers" defined by the Ordinance and Statutes. The memberships of these committees can be changed rather easily, by their respective parent bodies. I understand that the Council has already in principle agreed that the academic-related staff with the new title of "Lecturers" in future should be members of the Boards of Examiners. For the other committees, I believe that the parent bodies should be happy to expand the "pool" of possible candidates for appointment.

5. I should perhaps make it clear that the views I expressed at our meeting yesterday were entirely my own, and that I have not discussed them with the Vice-Chancellor or Deputy Vice-Chancellor. I however am happy to report our discussion to the Vice-Chancellor for his consideration, if you agree that we should pursue the matter in the manner that we suggested at the meeting (as listed above).

6. I should be grateful if you would let me have your views.

With best regards,

Henry

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THE UNIVERSITY OF HONG KONG

香 港



大 學

April 6, 2011

Dr. CHEUNG Kie Chung  
Chairman  
Academic Staff Association of The University of Hong Kong

Mr. NG Kwok Yan  
Chairman  
University of Hong Kong Employees Union

Dear Dr. Cheung and Mr. Ng,

University of Hong Kong (Amendment) Bill 2010

Thank you for your letter of March 30, 2011.

2. The implementation of the granting of certain rights of Teachers to academic-related staff who will be given the titles of “Lecturer I/II/III” can only be made after the completion of the necessary amendments to the HKU Ordinance and Statutes by way of the captioned Bill. As you would understand, while we wish to have this completed as soon as possible and hopefully before the end of this legislative session, the setting up of a Bills Committee by the Legislative Council to study the Bill has rendered it almost impossible to speculate the timeframe for the passage of this Bill.

3. As the kinds of rights to be granted to academic-related staff holding the title of “Lecturer I/II/III” were approved by the Council in 2004 in principle, details have yet to be further considered and approved by the relevant bodies. Should this involve only amendments to the University’s regulations, such as membership on the Boards of Examiners, it could be dealt with within a reasonable timeframe. Should the granting of rights involves amendments to the Statutes, such as membership on the Boards of Faculties, it would involve the submission of statutory amendments for approval by the Legislative Council and would need a longer duration of time to complete.

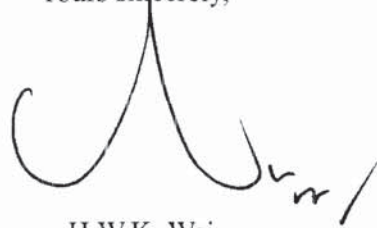
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THE REGISTRY 教務處

POKFULAM ROAD, HONG KONG. TEL:(852)2859 2111 FAX:(852)2858 2549

4. I hope this could facilitate your discussion with members of your Association/Union. If there is any other information you need, please let me know.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'H.W.K. Wai', written in a cursive style.

H.W.K. Wai  
Registrar

cc: Vice-Chancellor  
Deputy Vice-Chancellor

HWKW/DY



K.C. Cheung &lt;[REDACTED]&gt;

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## Bills Committee

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Henry Wai &lt;henrywai@hku.hk&gt;

5 May 2011 16:54

To: kccheung@hku.hk, KY Ng &lt;kyng@hku.hk&gt;

Cc: Lap-Chee Tsui &lt;tsuilc@hkucc.hku.hk&gt;

Dear KC and Felix,

I refer to our discussion yesterday.

2. I had an opportunity to consult the Senior Management Team this morning. It was agreed that when the Bill for amendments to the University Ordinance is passed in the Legislative Council, the University should initiate, as soon as possible and within 6 months, the discussion by the Human Resource Policy Committee and the Council of the arrangement for according the title of "Lecturer" to academic-related staff, and the additional responsibilities and rights that might be given to these staff members after the re-titling.

3. As I have indicated to you at yesterday's meeting, we will meet the Bills Committee of the LegCo in mid-May. It is important for us to indicate on this occasion whether our staff associations are prepared to support, or to indicate that they have no objection to, the proposed amendments to the University Ordinance. I therefore should be grateful if I could have your advice in the coming few days, so that we could prepare our written submission to the Bills Committee for its coming meeting accordingly.

Regards,

Henry