



中華人民共和國香港特別行政區政府總部教育局  
Education Bureau  
Government Secretariat, The Government of the Hong Kong Special Administrative Region  
The People's Republic of China

本局檔號 Our Ref. :

電話 Telephone : 3509 8501

來函檔號 Your Ref. :

傳真 Fax Line : 2804 6499

1 April 2015

Clerk to Panel  
Legislative Council Panel on Education  
Legislative Council Complex  
1 Legislative Council Road  
Central  
Hong Kong  
(Attn: Miss Polly Yeung)

Dear Miss Yeung,

**Appraisal mechanism of UGC-funded institutions**

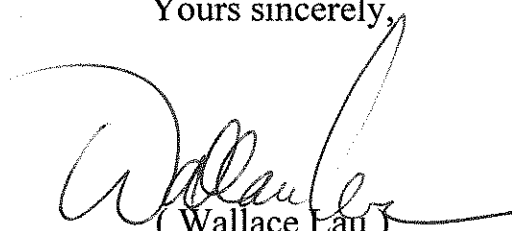
I refer to your letter of 3 March 2015 to the Secretary for Education and am authorized to reply as follows.

The University Grants Committee (UGC)-funded institutions are autonomous bodies established pursuant to their respective ordinances and each has established a Council to serve as the governing body. The UGC Notes on Procedures (NoP) clearly state that institutions enjoy autonomy in the development of curricula and academic standards, selection of staff and students, initiation and conduct of research, internal allocation of resources, etc, and are accountable in these matters. While the Government and the UGC attach great importance to safeguarding institutional autonomy, institutions are also expected to remain committed to transparency and accountability in their operation, to ensure that funding is put to appropriate uses that serve the best interests of the community and students.

Dr Hon Fernando Cheung is concerned with the appraisal mechanism of academic staff, which is a matter of staff management and is within the autonomy of the UGC-funded institutions. The institutions handle the matter in accordance with their own Ordinances and internal procedures, and the Government and the UGC are not involved in the process. We understand that all institutions have their established personnel policies and mechanisms for

appraisal of academic staff, with an appeal mechanism to ensure that the matter is handled fairly and impartially. The policy and mechanisms are also made known to the staff through suitable channels, e.g. publication of internal circulars or the institutions' intranets, etc. All institutions will review and enhance the the staff appraisal and appeal mechanisms as necessary. Academic staff should convey their views on the appraisal and appeal mechanisms, if any, to their institutions directly.

Yours sincerely,



(Wallace Lau)  
for Secretary for Education

cc

Secretary-General, University Grants Committee (Attn: Ms Eva Yam)