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25 March 2002

Miss Flora Tai Clerk to the LegCo Panel on Education Council Business Division 2 Legislative Council Secretariat 3rd floor, Citibank Tower 3 Garden Road Hong Kong

Dear Miss Tai,

LegCo Education Panel

Thank you for your letter of 20 March 2002.

I would like to provide the following response to the points raised at the meeting on $18\,\mathrm{March}\ 2002$ -

- (a) A copy of the submission from the Concern Group of the City University (CityU) Law School has been sent to CityU for necessary action. The CityU will respond to the Concern Group with a copy of the correspondence to the UGC;
- (b) The appeal mechanism, as provided under CityU's Staffing Procedures, was activated in this case. The Appeal Authority appointed by the President, as assisted by the Appeal Committee, has completed its investigation into the appeal cases and issued the Report on 21 March 2002. A press conference was held on the same day to release the Report, clarify a number of related issues and respond to the allegations. A copy of the Report, which gives a full picture of the deliberations and conclusions of the Appeal Authority, as assisted by the Appeal Committee, is at Annex for Members' reference; and

(c) The UGC has an intermediary role serving as the buffer safeguarding the academic freedom and institutional autonomy of the institutions on the one hand, and ensuring public accountability as well as value for money for public funding allocated to the institutions on the other. CityU, like the other UGC-funded institutions, being a statutorily autonomous body, is entitled to freedom of action in managing their internal affairs within the constraints of the law and should be fully capable of handling its own staff matters. However, the UGC takes steps to ensure that proper administrative procedures and effective appeal mechanisms are in place in the institutions, which should be fair, impartial and transparent.

I should be grateful if you would convey the content of this letter to the Panel Members.

Yours sincerely,

(P T Cheung) Secretary-General University Grants Committee

c.c. SEM (Attn: Mr Clement Leung)