

**Submission from the Academic Staff Association of the  
Hong Kong Institute of Education**

Results of a survey conducted amongst staff of the Hong Kong Institute of Education show that 80% of the 115 respondents disagree with the statement that salary de-linking is beneficial to the development of higher education in Hong Kong. Through this survey and other channels, it is observed that many colleagues are apprehensive about the prospects of the deregulation of university salaries proposed by the Government. The causes of the apprehension include:

- (1) Deregulation will likely lead to unfair treatment caused by the abuse of power, and to harmful competitions among colleagues.
- (2) These negative outcomes would damage staff's trust, collegiality, sense of security and morale.
- (3) The quality of education would definitely be adversely affected under such ethos.