



City U Substantiated Staff Union (SCOPE)

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Chair: Dr. Stephen Li Deputy Chair: Dr. Kelston Wong Treasurer: Mrs. Christine Leung Secretary: Dr. Oswald Siu

Other Exco Members: Mr. David WT Chan Ms. Winnie Kwok Ms Lisa Wong Mrs. Rossella Lau

尊敬的何秀蘭議員：

作為一羣資深的大學講師，對於大學管治者問題的所見，向立法會甚至社會大眾反映自己所担心的，乃出於職業上的道德責任和社會良知。


於2004年，城大人事部信件列明因預測有財政困難而須減薪20% (Appendix A)。而事實上，過去四年，城市大學附設的私人機構 (CCCU) 每年 (2004-2008) 皆錄得過億的龐大盈餘 (Appendix B)。期間的部門會議，院長皆說每年都是錄得赤字。員工對管理會深信不疑。直至最近，員工才得悉龐大的盈餘，而並非誤道性的赤字。

與此同時，學院更一面大幅增收學生及增開銜接課程，一面表示財政持續有困難，要求員工加倍承擔工作，令員工工作量大增三成以上。

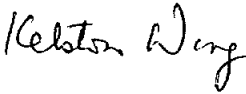
沒有道德責任，從以上的管治和處理手法，明顯地看到香港城市大學管理層是何等的缺乏承擔道德勇氣。

我們所提出的要求是，追回自 2004 年以來的不合理減薪，及復薪。希望立法會教育事務委員會能關注城大之管治混亂，及其引致之上述問題。

此致


Stephen Li

25 May 2009


Kelston Wong

25 May 2009

c.c.: Hon. Wong Sing Chi, Legislative Councilor



香港城市大學
City University
of Hong Kong

香港九龍達之路
Tat Chee Avenue, Kowloon,
Hong Kong

Our Ref.:

28 January 2004

人力資源處
Human Resources Office

Mr.
c/o Division of Commerce

Dear Mr

**Adjustment of Salary and Arrangements during the Transitional Period
(1 July 2004 – 30 June 2008)**

As a consequence of the Government's decision to phase out public funding for most Associate Degree programmes offered by the University from 2004 to 2008, a Working Group on Associate Degree Programmes was set up by the Council, with a mandate to study the financial viability and related issues of offering self-financing Associate Degree programmes in the University.

The Council approved, at its meeting on 14 January 2004, the Report of the Working Group which is available at the Council website: <http://www.cityu.edu.hk/cuc>. The Report contains, inter alia, recommendations on staffing and remunerations during the transitional period from 1 July 2004 to 30 June 2008 before the College turns fully self-financing. As these recommendations will affect your employment in the University, I am writing to inform you of the implications.

Salary Adjustment from 1 July 2004

For the transitional period from 1 July 2004 to 30 June 2008, there will be a salary reduction of 20% for Academic and Equivalent Administrative staff and 18% for General Grade staff starting 1 July 2004. The salary reduction in July 2004 will incorporate the 3% salary cut already implemented with effect from 1 January 2004. There will not be a further 3% cut on 1 January 2005. Please refer to the revised salary scale with effect from 1 July 2004 at Attachment 1.

From 1 July 2004, there will not be any salary increments. If the revenues for the College fall significantly during the transitional period (for instance, due to poor student enrolments or deeper cut in government funding than anticipated), further salary reduction would need to be considered.

/s.....

The salary reduction will correspondingly reduce the accrued benefits calculated on the basis of the final salary at the time of cessation of employment, which include payment in lieu of leave balance not yet cleared, and death and ill health benefits under Superannuation Scheme B (1998). The reduction will also correspondingly reduce the annual gratuity for former members of Superannuation Scheme B who have opted for annual gratuity.

The reduction has however no impact on other benefits under the Superannuation Scheme which is a defined contribution scheme (based on investment return and the vesting percentage according to Scheme Service) given that the final salary does not affect the benefits level.

The University is going through financially difficult times and hopes that you will agree to the salary reduction. I would be grateful if you could give your acceptance by signing and returning the attached **Reply Form A** to the Human Resources Office by **21 February 2004**.

Other Transitional Arrangements

During the transitional period (1 July 2004 to 30 June 2008), subject to the salary adjustment as highlighted above, you will continue on your existing superannuable terms of appointment with the University in the College, with fringe benefits retained, until 30 June 2008. Your employment with the University will end on 30 June 2008 except in the event of re-deployment or transfer to other departments of the University on or before 30 June 2008, or early termination before 30 June 2008. When your employment with the University ends on 30 June 2008, there will be no ex-gratia compensation package, unless government funding is available for compensation purposes. Appointment thereafter, if offered by the new company of the College, will be on contract terms based on a new remuneration package to be determined at that time by the College management.

Other Options

The University is cognizant that the impending withdrawal of government funding for Associate Degree programmes will impact significantly on the employment conditions of staff. To ensure the continued success of Associate Degree programmes albeit on a self-financing basis, your continued commitment and support to the new endeavour are important.

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However, if you do not wish to accept the above arrangements from 1 July 2004, you may consider the following options:

- (a) For substantiated superannuable staff, you may apply for the voluntary Departure Scheme, which is open for application until **14 February 2004**. Please refer to Administrative Note No. G1.6/01/DEC03 for details, available under policies and regulations on HRO website: <http://www.cityu.edu.hk/hro>.

- (b) Should you neither agree to the salary reduction with effect from 1 July 2004 nor apply for the Departure Scheme, the University will terminate your employment by the giving of appropriate notice. The University will make an exit ex-gratia payment, which will be calculated by applying the existing formula under the Policies and Procedures on Redundancy (Administrative Note No. G1.5/01/JUL02, available on HRO website: <http://www.cityu.edu.hk/hro>), currently valid up to 30 June 2004.

If you have any enquiries on the above arrangements, please contact my colleagues serving your Division.

Yours sincerely,



Dr. Ellen KO
Director of Human Resources

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REPLY FORM A

To : Human Resources Office
City University of Hong Kong
(to return by 31 January 2004)

I have read and understood the contents of the letter of 28 January 2004 from the Director of Human Resources on Adjustment of Salary and Arrangements during the Transitional Period (1 July 2004 - 30 June 2008) and I **ACCEPT** the reduction to my salary according to the approved percentage for my grade with effect from 1 July 2004 and the freeze on any salary increments.

Signature :

Name :

Staff ID Number :

Post :

Division : Commerce

Date : 4th March 2004

e.c. Acting Head (CM)
Finance Office (Payroll)

Community College of City University Limited
 Financial statements for the period from 18 June 2004
 (date of incorporation) to 30 June 2005

**Income and expenditure statement
 for the period from 18 June 2004
 (date of incorporation) to 30 June 2005
 (Expressed in thousands of Hong Kong dollars)**

	<i>Note</i>	
Income		
Grants from the University	3	158,224
Tuition and other fees from self-financed programmes	4	113,388
Interest income		6,518
Donations and benefactions		84
Auxiliary services		1,399
Other income		<u>2,700</u>
		<u>282,313</u>
Expenditure	5	
Learning and research		
- Instruction and research		176,603
- Other academic services		30,741
Institutional support		
- Management and general		10,659
- Premises and related expenses		16,953
- Student and general education services		<u>1,912</u>
		<u>236,868</u>
Surplus for the period		<u>45,445</u>
Transfer to:		
Development funds	8	<u>45,445</u>

The notes on pages 9 to 17 form part of these financial statements.

Balance sheet as at 30 June 2005
(Expressed in thousands of Hong Kong dollars)

	<i>Note</i>	
Non-current assets		
Fixed assets	10	11,910

Current assets		
Amount due from the University	11	127,181
Accounts receivable, prepayments and deposits		2,820
Cash and cash equivalents	12	9,782

		139,783

Current liabilities		
Deferred income		6,402
Accounts payable and accruals		1,812
Provision for employee benefits	13	18,903
On-lending loan from the University	14	4,475

		31,592

Net current assets		108,191

Total assets less current liabilities		120,101

Non-current liabilities		
On-lending loan from the University	14	(35,805)

		(35,805)

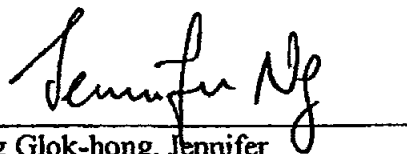
Net assets		84,296

Represented by:		
Development funds	8	84,296

Approved and authorised for issue by the Board of Management on 28 September 2005



Chow Wing-shing, Vincent, *BBS, JP*
Chairman of Board of Management



Ng Glok-hong, Jennifer
Principal

The notes on pages 9 to 17 form part of these financial statements.

**Income and expenditure statement
 for the year ended 30 June 2006**
(Expressed in thousands of Hong Kong dollars)

	<i>Note</i>	<i>Year ended 30 June 2006</i>	<i>Period from 18 June 2004 (date of incorporation) to 30 June 2005</i>
Income			
Grants from City University of Hong Kong	3	114,436	158,224
Tuition and other fees from self-financed programmes	4	241,516	113,388
Interest income		9,443	6,518
Auxiliary services		1,365	1,399
Donations and benefactions		-	84
Other income		263	2,700
		<u>367,023</u>	<u>282,313</u>
Expenditure			
Learning and research	5		
- Instruction and research		174,113	176,603
- Other academic services		48,422	30,741
Institutional support			
- Management and general		14,012	10,659
- Premises and related expenses		18,140	16,953
- Student and general education services		2,400	1,912
		<u>257,087</u>	<u>236,868</u>
Surplus for the year/period		<u>109,936</u>	<u>45,445</u>
Transfer to:			
Development funds	8	<u>109,936</u>	<u>45,445</u>

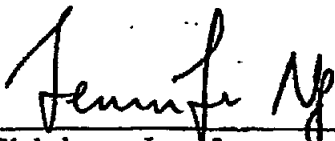
The notes on pages 10 to 21 form part of these financial statements.

Balance sheet as at 30 June 2006
(Expressed in thousands of Hong Kong dollars)

	Note	2006	2005
Non-current assets			
Property, plant and equipment	9	6,464	11,910
Current assets			
Amount due from City University of Hong Kong	10	249,386	127,181
Accounts receivable, prepayments and deposits		3,467	2,820
Cash and cash equivalents	11	10,083	9,782
		262,936	139,783
Current liabilities			
Deferred income		7,497	6,402
Accounts payable and accruals		10,667	1,812
Provision for employee benefits	12	21,199	18,903
On-lending loan from City University of Hong Kong	13	4,476	4,475
		43,839	31,592
Net current assets		219,097	108,191
Total assets less current liabilities		225,561	120,101
Non-current liabilities			
On-lending loan from City University of Hong Kong	13	(31,329)	(35,805)
		(31,329)	(35,805)
Net assets		194,232	84,296
Represented by:			
Development funds	8	194,232	84,296

Approved and authorised for issue by the Board of Management on 28 OCT 2006


Chow Wing-shing, Vincent, BBS, JP
Chairman of Board of Management


Ng Glok-hong, Jennifer
Principal

The notes on pages 10 to 21 form part of these financial statements.

Income and expenditure statement
for the year ended 30 June 2007
(Expressed in thousands of Hong Kong dollars)

	<i>Note</i>	2007	2006
Income			
Grants from City University of Hong Kong	3	62,467	114,436
Tuition and other fees from self-financed programmes	4	306,414	241,516
Interest income		14,475	9,443
Auxiliary services		1,236	1,365
Other income		<u>1,452</u>	<u>263</u>
		<u>386,044</u>	<u>367,023</u>
Expenditure	5		
Learning and research			
- Instruction and research		172,615	174,113
- Other academic services		62,826	48,422
Institutional support			
- Management and general		15,829	14,012
- Premises and related expenses		18,765	18,140
- Student and general education services		<u>2,066</u>	<u>2,400</u>
		<u>272,101</u>	<u>257,087</u>
Surplus for the year		<u>113,943</u>	<u>109,936</u>
Transfer to:			
Development funds	8	<u>113,943</u>	<u>109,936</u>

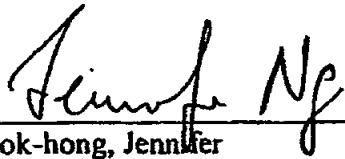
The notes on pages 11 to 22 form part of these financial statements.

Balance sheet as at 30 June 2007
(Expressed in thousands of Hong Kong dollars)

	Note	2007	2006
Non-current assets			
Property, plant and equipment	9	1,285	6,464
Current assets			
Amount due from City University of Hong Kong	10	361,709	249,386
Accounts receivable, prepayments and deposits		5,824	3,467
Cash and cash equivalents	11	<u>10,298</u>	<u>10,083</u>
		377,831	262,936
Current liabilities			
Deferred income		7,309	7,497
Accounts payable and accruals		10,295	10,667
Provision for employee benefits	12	22,008	21,199
On-lending loan from City University of Hong Kong	13	<u>4,476</u>	<u>4,476</u>
		44,088	43,839
Net current assets		<u>333,743</u>	<u>219,097</u>
Total assets less current liabilities		<u>335,028</u>	<u>225,561</u>
Non-current liabilities			
On-lending loan from City University of Hong Kong	13	<u>(26,853)</u>	<u>(31,329)</u>
		(26,853)	(31,329)
Net assets		<u>308,175</u>	<u>194,232</u>
Represented by:			
Development funds	8	<u>308,175</u>	<u>194,232</u>

Approved and authorised for issue by the Board of Management on 14 NOV 2007


Chow Wing-shing, Vincent, BBS, JP
Chairman of Board of Management


Ng Glok-hong, Jennifer
Principal

The notes on pages 11 to 22 form part of these financial statements.

**Income and expenditure statement
for the year ended 30 June 2008**
(Expressed in thousands of Hong Kong dollars)

	<i>Note</i>	2008	2007
Income			
Grants from City University of Hong Kong	3	31,513	62,467
Tuition and other fees from self-financed programmes	4	340,206	306,414
Interest income		24,653	14,475
Auxiliary services		1,293	1,236
Other income		<u>1,558</u>	<u>1,452</u>
		<u>399,223</u>	<u>386,044</u>
Expenditure	5		
Learning and research			
- Instruction and research		176,987	172,615
- Other academic services		66,282	62,826
Institutional support			
- Management and general		17,747	15,829
- Premises and related expenses		17,140	18,765
- Student and general education services		<u>2,644</u>	<u>2,066</u>
		<u>280,800</u>	<u>272,101</u>
Surplus for the year		<u>118,423</u>	<u>113,943</u>
Transfer to:			
Development funds	8	<u>118,423</u>	<u>113,943</u>


The notes on pages 11 to 24 form part of these financial statements.

Balance sheet as at 30 June 2008
(Expressed in thousands of Hong Kong dollars)

	Note	2008	2007
Non-current assets			
Property, plant and equipment	9	5,273	1,285
Current assets			
Amount due from City University of Hong Kong	10	453,508	361,709
Accounts receivable, prepayments and deposits	11	4,418	5,824
Cash and cash equivalents	12	10,883	10,298
		<u>468,809</u>	<u>377,831</u>
Current liabilities			
Deferred income		4,352	7,309
Accounts payable and accruals		14,541	10,295
Provision for employee benefits	13	1,737	22,008
On-lending loan from City University of Hong Kong	14	4,476	4,476
		<u>25,106</u>	<u>44,088</u>
Net current assets		<u>443,703</u>	<u>333,743</u>
Total assets less current liabilities		<u>448,976</u>	<u>335,028</u>
Non-current liability			
On-lending loan from City University of Hong Kong	14	22,378	26,853
Net assets		<u>426,598</u>	<u>308,175</u>
Represented by:			
Development funds	8	<u>426,598</u>	<u>308,175</u>

Approved and authorised for issue by the Board of Management on 9 October 2008.


Chow Wing-shing, Vincent, BBS, JP
Chairman of Board of Management


Ng Glok-hong, Jennifer
Principal

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