

# CUTA

# NEWSLETTER

# 中大教協通訊

二零一四年十一月  
主編：萬波

第九十三期  
執行編輯：周建渝

**關注教師權益**

**直接與校方高層對話**

**請出席 11 月 28 日下午 12: 30 范克廉樓鹿鳴廳  
中大教師協會會員大會**

**會務報告**

**會長：黃熾森**

**主席：陳竟明**

各位會員，本年度的周年會員大會即將召開，謹向各位滙報過去一年的會務，敬請各位會員批評指正。

過去一年本會透過不同的方法(例如與職協合作的問卷調查、代表會和執委會成員及會員的電郵)收集了會員關心的事項，本會代表在不同的委員會和特別約見的場合與大學的管理層接觸，盡量與大學反映及討論，有一些得到較正面和積極的回應，有一些則仍須努力。以下是一些承接去年工作及今年開始工作的主要例子。第一，去年校方採取的網上績效評核，引起很多混亂，本會向大學反映，希望校方檢討、增加透明度及確保和學系和學院都遵從同一的政策和程序，今年校方和同事似較為了解及適應，但在透明度及容許同事在落實評核結果前可提出補充資料和意見方面仍有改善空間，例如我們希望校方能統一發放所有 DAPC 和 FAPC 的成員，讓同事可以容易查閱。

第二，關於講師職系的同事在系務會、院務會及其他大學委員會的代表資格，今年校方已落實，但的們認為在系務會講師的席位不得超過教授職系的百分之三十是太低，已向校方反映，由於剛選出的講師代表任期三年，校方初步答應在任期滿之前檢討，我們希望最終擴大名額，除了講師人數多於教授人數的學系，講師同事都可參加系務會，我們將以此為目標繼續努力。第三，今年我們沒有再接到關於「Teaching Fellow」為職稱的同事查詢，希望這方面職稱的問題已經解決。第四，退休年齡的政策，雖然校方答應會繼續探討，但牽涉的財務及其他方面的問題很複雜，因此沒有重大的進展。

第五，關於校董會改組，校方沒有進一步消息，我們明白其中牽涉法律程序，但也希望可盡快落實。第六，校方更改了醫療福利的一些安排，我們向校方了解情況，得知是希望幫助萬一不幸有重大醫療事故時得到更大保障而不是降低成本，我們建議校方在與同事溝通時提供更確實的數據，以免同事誤會。第七，校園內尚有二百多個教職員宿舍的單位讓同事租住，由於從過去的供過於求變成現在求過於供，校方改變了政策，引起了一些誤會，我們向校方查證，確實此等租住的宿舍不是福利的一部分，大學撥款委員會不容許補貼，校方答應更清晰地向受影響的同事發放訊息。第八，校方公佈了關於資訊方面的一套政策，我們將跟進其成效，如有需要，會繼續與校方磋商。

第九，經本會反映同事的要求，有一些大學在短期內可能可以落實，例如增加教職員舉辦活動的場所、另找一個更大的地方搬遷超級市場、及設立哺乳室等。第十，校方很多關於人事的政策，我們發現往往在不同的部門都不完全遵守，這存在很大的改善空間。第十一，我們也曾向校方反映對系一層級的削減經費，將對研究及教學的質素有重大的影響，希望學校能慎重處理。

本年度有兩件特別事情。首先校方考慮沈校長連任時我們正與職協計劃員工意見調查，因此在問卷中加入此問題並把結果交給校方參考。第二，今年九月底學聯發動罷課，引發後來的佔中行動，我們接到同事在兩方面的查詢。首先是關於本會對罷課及佔中的立場，由於本會是獨立的工會，會章規定職務範圍祇包括中大的僱用關係及條件，所以對與此職務範圍無關的事情，本會不會有任何立場。第二方面是因應罷課老師教學的安排，我們認為校方給同事的指引尚算合理，希望不會令同事為難。

關於本會內部的事宜，我們這一年仍盡量採用電郵的方式讓同事可以把意見直接告知各本會的代表，使我們向大學提出，這方式將會繼續。另外，去年建立的網頁運作正常，會員可透過中大網站登入或直接進入：<http://www.cuhk.edu.hk/cuta>。可惜的是，學校仍不願意提供全校教師的電郵給本會，使我們難以接觸尚未加入本會的教師，我們仍將繼續爭取，因此希望本會會員，如果認識尚未入會的教師同事，請把本會的資訊告知他們，請他們入會。

和過去一樣，年內我們還為同事做了一些事，提供一些專業意見，協助他們解決難題，有一些個案我們對最後的結果感到欣慰，但有一些則未盡人意，這些事涉私隱，這裏不一一說明。

回顧這一年，我們和校方的關係保持良好，尤其是去年接任 JCC(Joint Consultative Committee) 主席的霍泰輝副校長，與本會保持良好的溝通。但和過去一樣，面對香港高教界整體的環境，對同事的工作環境及薪酬福利，我們不容樂觀。我們呼籲同人們更多的加入教師協會，凝聚更強的

力量，為更理想的工作環境、更佳的教學研究成果而努力，同時也期望校方能重視前綫教師的意見，增進了解，互相尊重，如此，中文大學將有更美好的將來。

**報名出席會員大會電話：3943-8997，電郵 [cuta@cuhk.edu.hk](mailto:cuta@cuhk.edu.hk) 或填寫回條寄回**

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November 2014  
Chief Editor: Wan Bo

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Executive Editor: Chou Jianyu

**Concerning Teachers' Rights**  
**Direct Dialogue with Senior Officers of the University**  
**Please join the CUTA members' meeting at Lu-ming Restaurant,**  
**Benjamin Franklin Centre, November 28, 12:30p.m.**

**CUTA Annual Report 2013/2014**  
**President: Wong Chi Sum**      **Chairman: Chan King Ming**

The following is a brief report of the main issues that CUTA faced in the past year. If members have any comments, please discuss during the coming Annual General Meeting (AGM).

During this year, CUTA uses various means such as the joint questionnaire survey with CUSA (Chinese University Staff Association), direct contact by Council and Executive Committee members, and email to collect opinions from members. Our representatives keep good contacts with the university administration in various committees and special meetings to reflect opinions collected. Some issues have received positive feedback while others still need our continuous efforts. The following are examples of issues that we had communicated with the university administration. First, the university adopted a new on-line performance evaluation system last year and created a lot of confusion. We have conveyed members' comments to the university especially about the transparency and unified treatment among various faculties and departments. It appears that colleagues get more familiar with the system this year but there are still rooms for improvement in transparency and allowing colleagues to provide their comments and opinions before the performance evaluation is finalized. One example of our suggestion is that the university may make the information about members of DAPC and FAPC easily available to all colleagues.

Second, concerning the participation of teaching track colleagues in department and faculty boards, and Senate, these colleagues are allowed to join those administrative bodies this year. However, a quota was set for department board in the way that the number of teaching track colleagues cannot exceed 30% of colleagues of professorate grade. It is CUTA's position that 30% is too low and has reflected this opinion to the university. As the term of teaching colleagues in department boards is three years, the university agrees to review before the end of their term. Our position is that so far as the number of teaching track colleagues is not larger than the number of professorate grade colleagues, all of them should be allowed to be in the department board. Third, we did not hear comments from "teaching fellow" anymore and we hope that this issue has been settled. Fourth, there is little progress in revising the retirement age policy as it involves serious financial implications and other concerns. However, the university agrees to explore the possibility of revising this policy.

Fifth, we do not hear progress in the re-organization of the university Council this year. We understand that it involves changes in the university Ordinance and so it takes time. We will continue to urge the university to speed up the process. Sixth, the university has made some changes in the medical benefit recently. We approached the university and understand that the intention is to help colleagues who may involve in very serious medical problems. The university has stated that it is not about cost reduction. We suggest the university to provide more concrete data in communicating with colleagues to avoid misunderstanding. Seventh, there are more than 200 staff quarters on campus that are rented to colleagues. As demand for these quarters is increasing, the university has changed its policy of allocation and there are some complaints from colleagues. We asked the university and learned that these quarters are not part of the benefits allowed by the UGC. Thus, the rental arrangement cannot be subsidized. The university has agreed to provide clear information to affected colleagues about changes in rental arrangement. Eighth, the university has announced the policy on handling information to protect colleagues' privacy. We will follow its effectiveness and communicate with the university if necessary.

Ninth, we have reflected some colleagues' requests on various matters and some of them may be put into practices by the university. These include providing more spaces for staff associations to organize staff activities, finding a larger place for the supermarket to improve its services, and setting up of breast-feeding rooms. Tenth, we found out that a lot of personnel policies of the university have been distorted at department or faculty level. There is certainly room for improvement in this regard. Eleventh, we have communicated with the university that budget cuts at department levels would have serious negative impact on research and teaching quality. We wish the university would handle this matter with careful consideration.

Two special events happened this year. First, when we are planning with CUSA to conduct employee opinion survey, the university is considering the second term of Professor Sung as Vice-Chancellor. We therefore added a question in the questionnaire and gave the results to the university. Second, the class boycott organized by the Hong Kong Student Federation started at the end of September this year and it led to the "Occupy Central" movement. We received two types of enquires from members. The first one is about CUTA's position in this matter. We explained that CUTA is an independent labor union. According to our Constitution, our duties only cover those about the employment relations and conditions with the university. Thus, we

will not have any specific position for other matters. The second type of enquiry is about teachers' arrangement to accommodate students participating in the boycott. We believe the university has provided reasonable guidelines and hope that colleagues will not be in difficult positions.

With regard to the internal affairs of CUTA, we continue to use email to communicate and solicit members' opinions so that we can reflect them to the university more efficiently. The operation of our webpage is smooth and colleagues can get on it through the university website or directly go into it (<http://www.cuhk.edu.hk/cuta>). Unfortunately, the university still does not provide the softcopy of the email address of all the teachers to us because of privacy concern. We will continue to ask for this resource. At the time being, we hope our members can help provide information of CUTA to other teachers and ask them to join us.

Similar to the past, we continue to serve some colleagues by providing professional advices and helping them to resolve some difficulties in this year. Some of the results are satisfactory but some of them are suboptimal. As these cases involve personal privacy, we will not report them in details here.

As an overall summary for this year, we have maintained a fair relationship with the university. We keep good communication with the JCC (joint Consultative Committee) Chairman, Professor FOK Tai-fai (Pro-VC). However, similar to past years that we are facing a difficult environment of the higher education sector in Hong Kong, we should not be over optimistic about the working environment and future salary and benefits. We hope that more colleagues can join CUTA and participate in our work to further improve our working environment and obtain better results in teaching and research. We sincerely hope that the university management can understand and respect the opinions of front-line teachers in creating a better future for our university.

**Please complete the reply slip or notify us by calling 3943-8997 or email [cuta@cuhk.edu.hk](mailto:cuta@cuhk.edu.hk) if you can attend the Annual General Meeting.**