The University of Hong Kong Academic Staff Association

RESULTS OF HRM REFORM SURVEY - FEBRUARY 2005

No. of Forms Distributed: 706              No. of Forms Received: 156

1. The piecemeal approach adopted by the University in implementing the new HRM system will result in a system that is bewildering and unworkable.

   1 + 2 = 74.8%
   3 = 15.0%
   4 + 5 = 10.2%

2. Staff should be consulted on the implementation details of the new HRM system, and their support should be sought before implementation.

   1 + 2 = 91.6%
   3 = 4.5%
   4 + 5 = 3.9%

3. Elected members should be included in all Committees that make decisions on tenure, promotion, appointment and reappointment.

   1 + 2 = 83.2%
   3 = 7.1%
   4 + 5 = 9.7%

4. Not only Chair Professors, Professors shall also be members of the University Committee that makes the final decision on tenure and promotion.

   1 + 2 = 81.3%
   3 = 11.6%
   4 + 5 = 7.1%

5. Staff should be consulted on the criteria for salary increments, tenure and promotion, and these criteria should be fair and transparent.

   1 + 2 = 94.9%
   3 = 3.2%
   4 + 5 = 1.9%
6  A schedule for the completion of mapping of all existing grades into the corresponding grades of the new HRM system should be announced at the start of the mapping exercise.

\[1 + 2 = 91.6\%\]
\[3 = 6.5\%\]
\[4 + 5 = 1.9\%\]

7  Reviewers in the performance evaluation panel should be agreed by the reviewee.

\[1 + 2 = 77.4\%\]
\[3 = 11.6\%\]
\[4 + 5 = 11.0\%\]

8  An appeal procedure should be established to handle disputes arising from the new HRM Reform.

\[1 + 2 = 96.1\%\]
\[3 = 1.9\%\]
\[4 + 5 = 1.9\%\]

9  The University should not discard the use of salary scales.

\[1 + 2 = 84.8\%\]
\[3 = 9.9\%\]
\[4 + 5 = 5.3\%\]

10  In a merit-based system, it is necessary that the University should reward staff meeting the agreed performance criteria by a full increment on the relevant salary scale, and financial constraints should not be an issue in awarding these increments.

\[1 + 2 = 81.6\%\]
\[3 = 11.2\%\]
\[4 + 5 = 7.2\%\]
11. When the salary increments are paid every two years, the size of the increment should be doubled.

\[ 1 + 2 = 62.1\% \]

\[ \square \square 26.8\% \]

\[ 4 + 5 = 11.1\% \]

12. The proposed one-off bonus for outstanding staff should be abandoned.

\[ 1 + 2 = 53.5\% \]

\[ \square 26.5\% \]

\[ 4 + 5 = 20.0\% \]

13. The University should not replace full time posts by fractional posts.

\[ 1 + 2 = 67.5\% \]

\[ 3 = 20.1\% \]

\[ 4 + 5 = 12.3\% \]

14. The University should adopt 3+3+tenure for Assistant Professors, instead of the proposed 3+3+3 (under exceptional circumstances)+tenure, as there is a danger that the latter is being turned into a 9-year contract system.

\[ 1 + 2 = 74.2\% \]

\[ 3 = 15.5\% \]

\[ 4 + 5 = 10.3\% \]

15. The University should set up clear procedure and guidelines for promotion and/or tenure for staff joining as Associate Professor and Professor.

\[ 1 + 2 = 94.8\% \]

\[ 3 = 2.6\% \]

\[ 4 + 5 = 2.6\% \]