

HKUST Staff Association Chairman's Report (2018 – 2019)

First of all, on behalf of the Executive Committee, I'd like to thank our members for your support to the Staff Association.

SA Membership

As at today, Staff Association has 1158 Members and 80 Associate Members.

Some of our members will be leaving the University soon for the Voluntary Exit Plan or other reasons. We'd like to say farewell to those who are leaving and wish you all the best. You are most welcome to stay connected with us by joining Associate Membership. You can download the application form from the SA website (<http://staff.ust.hk>).

I wish to stress that your membership is the support that drives the work of the Staff Association, and more importantly, it empowers our representation of colleagues on University affairs and staff issues.

SA Activities

Staff Association continues to organize interest classes and sports teams such as Chinese Dance, Karate, football and badminton. Our staff teams competed in the Corporate Games organized by the government. On 2 June 2019, the Table-tennis Team hosted the Inter-University Table Tennis Championship and got good results. Our men's team won the first-runners up, while the women's team won the third place in the competition.

For our events, we are thankful to over 400 colleagues who attended the Staff Christmas Party, as well as to colleagues who took part in other SA activities such as lunch talks. We must also thank the colleagues in FMO, ITSC and MTPC for all their assistance in SA activities.

We have organized 2 rounds of Mega Sale, which is an important source of funding for SA. For the funding, we are very grateful indeed to VPAB who gives the financial support for our staff activities every year.

SA Executive Committee

It has been a very hectic year for the SA Executive Committee. Besides organizing activities and running services for colleagues, we have been heavily engaged in University and staff affairs by serving as representatives on the University Court and Council, committees, task and tender groups.

For the Non-academic Staff Review, we have conscientiously followed up with the Senior Management on the queries and feedback from colleagues. The Senior Management has agreed to the following suggestions by SA:

1. Guaranteed 100% General Pay Adjustment for all non-academic staff attaining performance rating of "Meeting Expectation";
2. Voluntary Exit Plan as an alternative to signing/not signing the new contract;
3. clarifications on the conversion to the new Banding and Salary Structure.

In Staff Association, all the work and achievements are performed by the team of Executive Committee. I wish to thank all the Executive Committee members who have volunteered so much of their time and hard work for the Staff Association.

There will be some changes in the Executive Committee, as Yvonne LI of DBM has left the Exco, while Diana Liu of DENG and Christopher Tso of FMO will also leave. A million of thanks to them for all their support to the Exco and the Staff Association. In particular, I'd like to express our tremendous appreciation of Chris Tso for his long and excellent service in the Staff Association. The souvenir that we are presenting to Chris is just a small token of our deepest gratitude for his selfless contributions over the many years that

he has served the Staff Association. For the new Exco members, Lewis Li of LIB and Tina Ko of DSCI will join in July.

Last but not the least, colleagues are most welcome to talk to any of our Exco members on your views or suggestions. We'll work together with you in building a better HKUST campus community. Thank you.

會長簡報 (2018 -2019)

首先十分感謝各位會員對本會的支持。

本會會員

1. 本會目前有 1158 名會員及 80 名附屬會員。
2. 本會祝福各位即將離職的同事，並歡迎各位離校的同事成為附屬會員，繼續與大學和本會保持聯繫。附屬會員表格可在教職員協會網頁下載(<http://staff.ust.hk>)。
3. 你的會籍是本會工作的推動力，更是我們作為教職員代表的重要力量。

本會活動

1. 除舉辦各項主要活動外，本會體育隊伍曾參加工商盃比賽及主辦聯校教職員乒乓球錦標賽。
2. 本會感激各位同事支持我們的活動，並多謝 FMO, ITSC 及 MTPC 各部門的協助。
3. 本年度舉辦了兩次賣物會，是本會活動的主要經費來源。此外亦很感謝 VPAB 副校長每年提供的教職員活動經費資助。

本會幹事會

1. 幹事會積極舉辦各項活動和關注大學與教職員事務，並代表教職員出席大學校董會和各委員會/小組。
2. 幹事會一直跟進「非教學職員薪酬檢討」，並取得校方同意我們以下的建議：
 - a. 被評為「達到期望」工作表現的同事，均可獲得保證 100% 「一般薪金調整」(GPA)；
 - b. 除改簽/不簽新約以外，亦為同事提供「自願離職計劃」的選擇；
 - c. 澄清新舊轉制的主要細則。
1. 本人非常多謝我們幹事團隊的努力合作，令本會的活動和工作得以順利進行。此外亦感謝 3 位已經或即將卸任的幹事：李琬雯女士 (商學院院長辦公室), 廖曼華女士 (工學院院長辦公室) 和曹錦然先生 (校園設施管理處). 在此謹代表本會特別感激曹錦然先生對教職員協會多年來的無私奉獻。新幹事李志鴻先生(圖書館)和高雁旎女士(理學院院長辦公室)將於 7 月份加入。

結語

本人希望大家隨時與各位幹事們分享你的意見或提議。我們會盡力跟大家一起營造更好的科大社羣。

19/6/2019