

會長報告

各位會員，各位同事；

會員周年大會

3月31日下午六時正，本協會召開了周年會員大會，向大家報告了2016年度之會務報告及財政報告；並在大會上補選了兩位新執行委員填補了Candy(副會長)及Olivia(編輯)兩個委員空缺。由於有三位會員參與競逐，分別為前執委劉敏儀(Irene)、前執委陳家明(Victor)及張憲君(Michael)，大會便安排選舉環節。經過一輪投票程序，包括；由選舉主任陳志輝講解選舉規則；並請三位候選人發言，介紹個人資料及參選目的；接著是出席大會合資格的會員投票(退休會員未獲投票權)，最後是唱票。在三位候選人姓名下劃上正字，結果是46:37:8，由Irene及Michael勝出。我代表大會感謝輝哥的協助，感謝三位候選人的參與，亦感謝47位會員踴躍出席。今次落選的一位將自動填補未來出現空缺的一席。

會上，我向大家作了2016年度的工作報告，包括；今年25次的午間茶座；八項“工作與生活平衡課程；第八屆國情研究交流團 - 華東之旅及2016年聖誕節另一次國情班 - 廣西之旅；重整協會秘書處；校務委員會非教師選舉；一年一度賀年展銷會；激進派學生又一次粗暴衝擊校務委員會會場；與校務委員會主席李國章教授的會議及訪問；籌組新內閣；港大龍下水出戰及「萬粽同心為公益」之包粽活動；與

教學及教研副校長候選人區燕芳教授見面；向檢討大學管治委員會提意見；會員個案；康樂及會所管理委員會2016年活動及會所使用報告；最後，我在會上呼籲希望校方增放資源，增加員工醫療津貼，改善醫療服務，繼續爭取下列五大任務；第一，延長退休年齡至65歲；第二，爭取落實長約員工與合約員工原來計劃的80:20比例；第三，落實6年服務年資的合約員工轉為長約員工；第四，給予服務了10年的合約退休員工有相同的退休福利；第五，改善員工醫療福利(包括牙醫及中醫)。本人呼籲全體會員向你的同事大力推介協會，爭取每人都能介紹員工入會，擴大協會的代表性。最後，本人代表請了假的司庫作了一份詳細的財政報告，並由義務核數張賢君先生作詳細解釋，最後，大會一致通過兩份報告。有關兩份報告的詳細內容，請參予分別附上之報告。

與人力資源部茶聚

與往年一樣，春節後，人力資源部主管黃小姐邀約我協會執委於3月21日假梁銻鋸樓14樓茶聚一番，出席委員有7人。黃主管很有心，透過茶聚除了彼此加強聯絡外，會談中還交流了彼此關心的問題，亦是大家都很關心的議題，我一再向她們表示員工等得有點不耐煩了！我亦表達了對校方過去一直支持“工作與生活平衡課程”的重要性，透過課程，員工學會了很多有益身心的學藝知識，例

如；書法、國畫、太極、剪紙等。課程所邀請的老師都是行業的“翹楚”，深受學員愛戴，加上半價或四分之一的資助，鼓勵不少員工在百忙中都肯抽空上

課。部門主管及課程負責人伍女士表示，多年來，由於課程費用開支了不少，而又缺乏新錢加入，面臨經濟問題，不過，由於課程深受員工擁護，她們表示會盡力為大家爭取資金，使課程能夠維持下去。本人向她們再表示，大學無論如何都要注資使課程可以繼續下去，使員工在工餘可以為身、心、靈得以舒緩和充實，提高員工士氣，是一項非常有效的人力投資。

「員工福利及發展工作小組」的第一項建議

早前成立的「工作小組」，近日向本協會提出一個建議，向大學財務處處長及僱員公積金(SPF)信託人委員會主席提出要盡快考慮信託人幾年前提出就要按年計算出的盈餘，決定是否要派發給當時任職而又參與基金會的員工及剛退休的員工？如要派款，每位成員應收的額外款項若干？

早幾天前，剛收到財務處處長回覆，謂要進行檢討，並會將結果交信託人委員會考慮，有結果便會通知協會。我再去函處長，查詢她為何多年來仍遲遲未總結好委員會的建議？何時才可以有結果？信件發出不久，便收到其他兩個友會查詢，我們決定於4月中召開會議討論有關事宜，希望早點有定案。

午間茶座之「認知障礙你要知」

3月22日的中午茶座的主角羅雪珍女士，是一位資深長者工作護士，

負責管理一所私人長者宿舍，對照顧長者，尤其是患上腦退化症的老友記經驗豐富。講話中她深入淺出，借用日常的例子去解說如何更好更有效地照顧長者，她所舉出的例子給大家不少啟發。講話內容包括從四個方面去評估腦障礙症病人：
- 反應遲緩、說話重複、短期記憶退化、理解及表達能力下降。短短一個小時，羅小姐就為大家講解了以下各項內容：認知障礙症的分類、生活之道、患者與家人的居家照顧常識、上門護理及評估、長者宿舍選擇及溝通妙法。
是日出席人數踴躍，幾近70人。為方便其他會員都學會這方面的常識，稍後我們將把有關資料上載於協會網頁。

港大龍下水禮

4月1日早上大家還在擔心當日的天氣會否像早一天下著大雨。不久，太陽一出，什麼顧慮都一掃而清，下午3時更是驕陽似火。

多年來都熱心出席下水禮的常務副校長康諾恩博士，早十分鐘前已到達柴灣常安街公眾碼頭(巴士廠對出)。儀式開始，我先用英文向大家表示感謝學校及康副校

長的大力支持，自他上任以來每年都撥冗出席下水禮，大學亦資助這項全校員工都可以參加的水上活動。今年已經是第四個年頭，「港大龍」從一條龍舟發展至三條，參賽場所由香港仔一個賽場發展到柴灣、南丫島及將軍澳等四個賽場，成績穩步上揚，屢獲殊榮。賽龍舟活動是一項鍛鍊體力的集體運動，亦是一種放鬆自我的好方法；又可以提高集體精神，加強團結。

「港大龍」成員上至教授，下至雜工，有本地華人，有來自內地的華人，亦有一些外籍同事，大家不分彼此，每年都要經過數月的集訓，感情融洽，動作合拍，充分發揮「港大龍」港大人團結合作精神!

我在講話中亦感謝物業處譚處長多年來對「港大龍」的支持，為付出不少汗水的健兒找來茶水，汗衣等贊助，使團隊士氣大增! 接著康副校長鼓勵大家全情投入，努力鍛鍊! 並祝「港大龍」再創佳績!

最後，本人期望已有一定經驗的「港大龍」在上下一心，健兒的努力操練下再接再厲，為校爭光。「港大龍」加油!

會長陳捷貴

2017年4月2日

Dear members and colleagues,

Annual General Meeting

Our AGM this year took place at 6 pm., 31 March. After presentation of the annual work report and financial report, a by-election was held to fill the two Executive Committee seats vacated by Candy (Vice-President) and Olivia (Editor). There were three candidates running: Irene Lau, Victor Chan (former Executive Committee member) and Michael Cheung. The procedure began with our Election Officer Mr. C. F. Chan briefing us on the rules. Then the candidates were invited to introduce themselves and talk about their visions. This was followed by casting of votes by the qualified members present (retired members not entitled to vote) and counting of votes (using the method of writing and counting the Chinese character 票). The numbers of votes obtained by the three candidates were 46, 37 and 8 respectively. The winners were Irene and Michael. I expressed our gratitude to C. F. for his assistance, the three contestants for their interest in serving on the Executive Committee, and, last but not least, the 47 members who attended the meeting. In the case of another vacant seat arising in the near future, it will be automatically filled by the candidate who lost in this by-election.

My 2016 work report covered the following: the 25 lunch talks held during the year; the 8 Work-life Balance programmes ; the 8th Mainland exchange tour to East China and the 2016 Christmas tour to Guangxi Province; reorganisation of our Secretariat; election of non-teaching staff representative on Council; the annual Chinese New Year Bazaar; besieging of Council meeting venue again by radical students; meeting and interview with Council Chairman Professor Arthur Li; election of a new Executive Committee; “HKU Dragon” launching ceremony and “Rice Dumplings for the Community”; meeting with the candidate for the post of VP & PVC (ASR) Professor Terry Au; communicating staff views to the Review Panel on University Governance; staff grievance cases; activities organised by the Recreation and Common Room Management Committee and use of our Common Room. In the last part of my report, I urged the management to allocate more resources for improving staff medical benefits, and reiterated our five major objectives: 1) extending the regular retirement age to 65; 2) full implementation of the substantive staff / contract staff ratio of 80:20; 3) offering substantive appointments to contract staff who have completed 6 years of service; 4) regular retirement benefits for contract staff who have completed 10 years of service; and 5) enhancing staff medical benefits (including dental and Chinese medicine services). I also appealed to members to help increase our membership by promoting our objectives and activities among colleagues, so that our representativeness will be further strengthened. Then on behalf of our Treasurer who was on leave, I presented a detailed financial report, with explanations of it given by our Honorary Internal Auditor Mr. Y. C. Chang. Both the work report and financial report (attached for your easy reference) were unanimously approved.

Tea Party Hosted by Human Resource Section

As in last year, after the Chinese New Year period, Director of Human Resources Ms. Wong invited members of our Executive Committee to a tea party held at 14/F., K. K. Leung Building on 21 March. Seven of us attended. The party, whose main purpose was to strengthen ties and communication, afforded an opportunity to discuss in a relaxed atmosphere issue of staff concern. During the discussion I emphasised that the staff were getting increasingly impatient with the management's dither and delay in responding to their needs and requests. Then I commended the management for supporting the Work-life programmes. These interest programmes have proved highly beneficial to the staff. Through them colleagues can gain useful and interesting knowledge and skills, like calligraphy, Chinese painting, Tai Chi and paper-cut art, and learn ways of managing anxiety and stress. The teachers and instructors are all top experts in their respective fields and well admired by students. The fee discounts (50% or 25%), made possible by the University's subsidy, help motivate colleagues to take these programmes. The HRS staff responsible for the programmes Ms. Ng mentioned the existence of funding problems, but assured us that they would try their best to find funding to keep these popular programmes running. I stressed the value of these programmes which are conducive to work-life balance and high performance, and urged the management to take whatever steps needed to ensure their continuous existence. Putting resources into them is certainly an effective human resource investment!

The First Proposal Put Forward by Our “Working Group on Staff Benefits and Development”

The Working Group formed earlier has made its first recommendation to the Association: to request the Director of Finance and Chairman of the Board of Trustees for STBS to consider as soon as possible the proposal made by the Board a few years ago to distribute the annual surplus funds to serving staff who are STBS participants and those staff who have just retired; and if the proposal is adopted, the extra amount to be received by each participant. In her reply to our request, the Director of Finance said a review would be undertaken and a decision would be made by the Board. She promised to inform us promptly the results of the review. I wrote to her again questioning why a decision was still pending after so many years, and about the time she expected the results to come out. Soon afterwards we received enquiries on the issue from the other two HKU staff organisations. We decided to hold a joint meeting in mid-April to discuss the matter.

Lunch Talk: Basic Knowledge about Dementia

The speaker of the lunch talk on 22 March was Ms. S. C. Lo. Ms. Lo is a senior geriatric nurse in charge of a private nursing home, with rich experience in the care of the elderly, especially those with dementia. In plain language, she used examples in everyday life to

teach us effective ways of taking care of old persons, and talked about four signs suggesting dementia: slow reaction; repeating words often; short-term memory loss; and reduction in understanding and communication ability. Her one-hour talk covered a wide range of relevant areas: different types of dementia; healthy lifestyle; patient-and-family-centred care; home care and assessment; how to choose a nursing home; and tips for communicating with dementia patients. Nearly 70 members/colleagues attended the talk. There is a section in this Newsletter providing information about dementia.

“HKU Dragon” Launching Ceremony

On 1 April morning, as we were still worrying it would rain heavily as on the previous day, the sun came from behind the clouds to dispel our anxieties. By 3 pm., there was bright sunshine all around. Executive Vice-President Dr. Cannon, who had graced past “HKU Dragon” launching ceremonies with his presence, was again our officiating guest and arrived 10 minutes in advance. The venue was the public pier at Sheung On Street, Chai Wan (opposite the bus depot). In my opening remarks delivered in English, I thanked the management and Dr. Cannon for supporting the “HKU Dragon”, by subsidising its activities which all staff members can take part, or by attending the events in person to boost morale. Entering its 4th year, the “HKU Dragon” has developed from one team to three teams. At first we only took part in the Aberdeen races. Recently we have also entered races held at Chai Wan, Lamma Island and Tseung Kwan O. Our teams' performance has been improving steadily, having won a number of prizes in various competitions. Dragon boating is an exciting group physical exercise as well as an effective relaxation workout. It can also inspire team spirit and strengthen solidarity.

Members of “HKU Dragon” come from various departments. There are Professors as well as rank-and-file colleagues, native Hong Kongers as well as expatriates. Months' of training on an annual basis have fostered close friendships. Their concerted efforts in races have been a remarkable embodiment of the HKU community's esprit de corps. I also expressed our gratitude to Director of Estates Mr. Tam, who had supported “HKU Dragon” all along, and had made great efforts to find sponsors for drinks and T-shirts for our players. My speech was followed by a wonderful pep talk by Dr. Cannon.

I look forward to the “HKU Dragon” teams, with considerable racing experience now and their skills greatly enhanced, achieving greater success and winning greater honour for our University in the coming competitions.

Stephen Chan
President
2 April 2017