



Procedure Guideline
for
Salary Payment to Part-time Staff and Student Assistants

The Hong Kong Polytechnic University
Finance Office

Last Review: December 2023

IMPORTANT NOTE

This guideline is written by Finance Office and is intended for use by the staff members of The Hong Kong Polytechnic University who will be involved in the related operations described in this document.

For enquiries, please contact Accounting Operations Section (Payroll Operations Unit - Part-time Payroll) of Finance Office at 2766 6357 / 3400 3041 or email to foaptpl@polyu.edu.hk.

1. Letter of Appointment

Please issue a formal letter of appointment to the part-time staff member or student assistant before submission of a payment request for making salary payment to him/her.

2. Wage Periods, Cutoff Days and Paydays

The wage period for part-time staff and student assistants runs from 25th of the previous month to 24th of the current month.

Paydays are scheduled on the last working day of the month. In order to allow processing time by the Finance Office (FO) and the bank (for autopay purpose), the cutoff days for submission of electronic payment requests are set on 25th of the month.

The wage periods, the cutoff days for submission of electronic payment requests and scheduled paydays are provided in FO website:

<https://www.polyu.edu.hk/en/fo/staff/part-time-staff/payroll/pt-payday-schedule/>.

Units are requested to note the requirement of the Employment Ordinance that wages shall become due on the expiry of the last day of the wage period and shall be paid as soon as practicable but in any case not later than 7 days thereafter. An employer who willfully and without reasonable excuses fails to pay wages to an employee when it becomes due is liable to prosecution and, upon conviction, to a fine of HK\$350,000 and to imprisonment for 3 years. Explanations like delayed payment of salaries until finalization of accounts or receipt of funds from funding bodies are not acceptable reasons. Furthermore, payment requests covering previous wage periods indicate late salary payment and non-compliance with the Employment Ordinance.

3. Employment of Non-local Students

According to the conditions of Student Visa/Entry Permit approved by the Immigration Department for non-local student, he/she may take up part-time on-campus employment for not more than 20 hours per week throughout the year except no limit during summer months from 1 June to 31 August. FO will stop paying non-local students once they had reached the maximum number of working hours. Working beyond 20 hours per week on campus would be treated as voluntary work. A student who has breached the conditions of stay may be liable to removal from Hong Kong under the Immigration Ordinance, Cap.115.

With effect from 1 November 2023, full-time non-local postgraduate students would be temporarily exempted from the restrictions on taking up part-time jobs. The arrangement will be implemented on a trial basis for two years.

Units are reminded to arrange working hours of non-local students accordingly.

4. Mandatory Provident Fund (MPF)

If the staff member is an eligible person and is not exempted from MPF under the MPF Schemes Ordinance, subject to the Rules governing the University's MPF Scheme, he/she shall be a Basic Member of the scheme. As such, both the employer and the employee are required to contribute the lower of HK\$1,500 or 5% of the employee's total relevant income for a wage period. The MPF contribution must be paid to the trustee of the MPF scheme within 10 calendar days after the end of each wage period.

In order to comply with the MPF Schemes Ordinance, payment requests submitted before the cutoff day of a wage period should cover period(s) of work from start to end of the wage period so that all relevant income payable to a staff member for services rendered in that wage period can be aggregated for the calculation of MPF contribution.

If payment requests were submitted after the monthly cutoff day, salary will be paid on the payday of the following wage period. In such case, the payment will be treated as relevant income of the following wage period for the purpose of calculating the MPF contribution.

University full-time staff member engaging in part-time appointment of the University should take note that all his/her part-time appointments will be considered an extension of full-time appointment and any remuneration payable to him/her in respect of the part-time appointments will be an "allowance" of his/her full-time appointment for the purpose of University's MPF and ORSO Schemes.

5. Payment Request

The basis of payment for a payment request follows that of the corresponding letter of appointment which may be hourly, monthly or lump sum basis. The period of work covered in the payment request, cannot be earlier than the start date of appointment or later than the end date of appointment. If applicable, provide the code, title and level of the relevant course, subject or project as well as the duty performed.

For completion of the basis of payment, please note the following:

Hourly Basis

Provide the date and number of working hour(s) for each working day. The sum of the number of working hours in the breakdown should be same as the stated "Total no. of hours". Also, the total number of working hour(s) requested for payment in the payment request, plus previously paid hours if any, cannot exceed the maximum hour(s) stated in appointment letter.

Monthly Basis

For any single continuous period of work, fill in the start date and end date of the period as well as the no. of days for the period. For period of work with start date and end date not a complete calendar month, salary payment will be made on a prorated basis according to the basic monthly salary.

Lump Sum Basis

Provide the period of work (i.e. start date and end date) and the “Total amount” requested for payment. This amount plus previous payment(s), if any, cannot exceed the amount of the all-inclusive honorarium stated in the appointment letter.

After filling in all details, please get the certification from the Head of Unit, his/her delegate or project leader before sending the payment request to FO.

In order to comply with the Employment Ordinance and avoid late salary payment, part-time staff and student assistants are advised to submit electronic payment requests for each wage period on or before the specified cutoff day via Part-time Payment System (PTPS):

<https://ptps-fo.polyu.edu.hk/>

Part-time staff may login PTPS to submit electronic payment request(s) by using either (i) NetID with NetPassword; or (ii) full staff name as stated in appointment letter, the first 6 characters of HKID/Passport number, and one-time password (OTP) from a personal email address maintained at HRO.

Units can also input and submit the electronic payment requests on behalf of the part-time staff and student assistants via Departmental Part-time Payment Request System (DPPR):

https://www40.polyu.edu.hk/fopymain/common/login_web_fa.jsp

The delegated inputter (applicable to DPPR only), endorser and approver shall be full-time staff member whilst approver shall also be ranked at Band 5 or above. The list of existing approvers in DPPR has been applied in PTPS for consistency. No designated endorser is required in PTPS setup, any full-time staff of the Unit can be selected as an endorser by a part-time staff. Units/offices may inform FO for the setup of delegated inputter, endorser and approver’s user account, or when there is any changes in delegation. The User Manuals of the two systems are provided in FO website for details.

If Units prefer to submit the payment requests in hardcopy to FO, they have to submit the duly approved payment requests for the same specified wage period a few days earlier due to the need for data input by FO, otherwise there will be a delay in salary payment and non-compliance with the Employment Ordinance. The hardcopy form of “Payment Request for Part-time staff and Student Assistants” is available in FO intranet or accessible by URL:

https://www.polyu.edu.hk/fo/docdrive/PT_Staff/PTPaymentRequest.docx

6. Payment by Autopay or Cheque

Staff members are advised to provide his/her own bank account number to FO for receiving salaries by autopay. The bank account number can be provided in the Staff Personal Record Form from the Human Resources Office upon appointment.

If the bank account has not been provided or needs to be updated, staff member should inform FO via a form called “Request for Update of Bank Account Information” which is available in FO intranet or accessible by URL:

https://www.polyu.edu.hk/fo/docdrive/PT_Staff/RequestForUpdateBankAcctInfoForm.doc

It will normally take about 2 weeks’ time for the change to take effect after receipt of the form by FO. For staff member without bank account provided, they will receive cheques by post.

7. Termination of Employment

To ensure compliance with the Employment Ordinance that all outstanding salaries are paid not later than 7 days after the day of termination of employment, payment requests for the outstanding salaries should be submitted to FO immediately upon completion of employment.

8. Enquiry

For further enquiry regarding salary payment to part-time staff and student assistants, please contact Accounting Operations Section (Payroll Unit-Part-time payroll) of Finance Office at 2766 6357 / 3400 3041 or email to foaptpml@polyu.edu.hk.