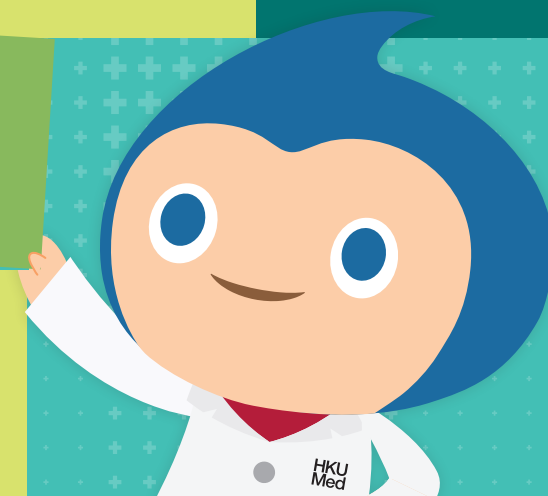




HKUMed Staff Charter

# PEOPLE FIRST



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# We, staff of HKUMed, affirm that we will:

People are our greatest asset. This Staff Charter outlines our commitment to placing colleagues at the centre of everything we do at HKUMed, creating a People-First work environment that supports their well-being, engagement and development.

## INDIVIDUAL

### Respect

Respect ourselves and others, regardless of job position, gender, disability, family status, race, sexual orientation, beliefs, social status, and culture



### Professionalism & Innovation

- Be professional, deliver quality outcomes, and stay updated on industry trends and technological advancements
- Strive for continuous improvement and innovation, providing solutions to challenges

### Staff Wellness

Attend to our own physical, emotional, and social health, and seek help if needed

### Integrity

Commit to integrity, honesty, and accountability in our interactions and decisions

### Staff Development & Growth

Pursue professional development opportunities that align with our aspirations and the organisational goals



### Governance & Confidentiality

- Observe the governing policies and regulations of HKUMed and the University
- Uphold confidentiality and privacy, safeguard sensitive information from unauthorized access, use, or disclosure

## ENVIRONMENT

### Teamwork, Trust & Shared Goals

- Collaborate and communicate constructively to enhance the team strength and foster a supportive environment where everyone feels valued and trusted
- Align efforts toward a common vision and shared goals to achieve collective success

### Academic Freedom<sup>1</sup>

Uphold the principles of academic freedom and institutional autonomy

### Diversity & Inclusion<sup>2</sup>

- Appreciate diverse backgrounds and perspectives, commit to nurturing an inclusive environment that respects individual differences
- Ensure a secured workplace free from disrespectful behaviour such as discrimination and harassment

### Workplace Safety<sup>3</sup>

Maintain a safe and healthy workplace by fostering a culture of safety awareness, accountability, and compliance

### Organisation Sustainability

- Commit to effective succession planning to identify, develop, and retain talent for future leadership roles
- Embrace a culture of continuous learning and development, providing opportunities for learning, recognising colleagues' contributions

### Equity & Fairness

Promote fair and inclusive practices to ensure equal opportunities for all staff to contribute and advance

<sup>1</sup> In accordance with the Academic Freedom Policy of HKU  
<sup>2</sup> In accordance with the Equal Opportunity Policy of HKU  
<sup>3</sup> In accordance with the Statement of Safety and Health Policy of HKU