



第一階段研究中期報告  
Phase One Interim Report

公務員薪酬和制度檢討專責小組  
Task Force on Review of  
Civil Service Pay Policy and System

# 委任

## The Assignment

- ◆ 應公務員事務局局長邀請  
Invitation from the Secretary for the Civil Service
- ◆ 分兩階段進行 –  
Two-phase approach –
  - (a) 其他國家：最佳做法  
Other Countries : best practices
  - (b) 香港：需要改革？ 改革什麼？ 如何改革？  
Hong Kong : What and how to change, if necessary
- ◆ 時間表  
Timing



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## 專責小組 The Task Force

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- ◆ 成立專責小組  
Formation of Task Force
- ◆ 成員和職權範圍  
Membership and terms of reference
- ◆ 舉行了13次會議  
13 meetings since establishment
- ◆ 聘顧問研究五個國家的最新發展  
Consultant to research into 5 countries



# 專責小組和顧問 The Task Force and the Consultant

- ◆ 重?香港的發展  
development in Hong Kong
- ◆ 顧問匯報研究結果  
Consultant reporting back

Revisited



# 顧問報告(1)

## The Consultant's Report (1)



- ◆ 各國存差異是無可避免的  
Inevitable differences and variations in countries studied
- ◆ 觀察要點和嘗試作出比較  
Main observations and attempt to compare

## 顧問報告(2) The Consultant's Report (2)

- ◆ 五個共通點  
Five common features :
  - (a) 整體改革  
broader reform
  - (b) 長遠目光  
long-term view
  - (c) 關鍵人士認同  
stakeholders' buy-in
  - (d) 資源  
resources
  - (e) 有得有失  
pain and gain
- ◆ 其它觀察和討論問題  
Other observations and questions asked



## 專責小組的意見 The Task Force's View

- ◆ 在現階段未有立場  
No collective stand at this stage
- ◆ 有需要作出改變?  
Yet, a case for change?
- ◆ 28條問題諮詢公眾  
28 questions for consultation

# 諮詢過程

## The Consultation Process

- ◆ 至六月三十日止  
Until 30 June
- ◆ 簡介和會晤  
Briefings and interviews
- ◆ 與公務員團體會晤及公眾諮詢會  
Sessions with Staff Bodies and Public Forum
- ◆ 電郵 E-mail : [jsscs@jsscs.gov.hk](mailto:jsscs@jsscs.gov.hk)





# 未來工作 The Way Forward



- ◆ 諮詢後撰寫第一階段研究報告  
Final report on Phase One after consultation
- ◆ 二零零二年下半年建議如何進行第二階段  
檢討  
Recommendations on how to take forward  
Phase Two in the second half of 2002