



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



專責小組 The Task Force



- ◆ 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



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