

**Information Note for  
Legislative Council Members' Meeting with The Ombudsman  
on 10 December 2002**

**Remuneration package of staff**

The Ombudsman Ordinance empowers The Ombudsman to appoint staff and to determine their salaries and conditions of service. As agreed between The Ombudsman and the Administration, terms and conditions of service for The Ombudsman's staff should be no better than those for comparable grades in the civil service. This will be specified in a Memorandum of Administrative Arrangements to be signed between the Administration and The Ombudsman.

2. This principle has been fully reflected in the salary scales and remuneration package introduced upon the delinking of the Office in April 2001.

3. Based on the "no better than" principle, the opportunity was taken to review and simplify the pay scales and fringe benefits. In gist –

- In 2000, following a benchmark survey the Government lowered the entry salary points for all benchmark ranks. We adopted similar adjustments, not only for benchmark ranks but for all other ranks as well. As compared with the old scales, the new salary scales are lowered by between 10% to 24%;
- We have abolished annual increments; and
- We have simplified the staffing structure by combining the salary scales of some ranks.

Office of The Ombudsman

December 2002