

DUPLICATE / FOR CIRCULATION**Views on Legislative Council Brief Ref: CSBCR/PG/4-085-001/46/2**

By

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1. On 15 May 2007, the Chief Executive-in-Council endorsed the findings of the 2006 Starting Salaries Survey (hereinafter the "Survey") and their application to 9 various grades in the civil service, including Clinical Psychologists who joined the Government on or after 1 April 2000.
2. The Proposal will be put to the Establishment Subcommittee of the Legislative Council (LegCo) for approving the revised pay structures for entry ranks, and to the Finance Committee (FC) of LegCo for funding approval. The new starting salaries will take effect on the first day of the month immediately following FC's funding approval.
3. It is the CSB pay policy that the terms of employment for all civil servants shall be sufficient to attract, *retain and motivate* staff of a suitable calibre to provide the public with an effective, efficient and high quality service. In order that civil service pay can be *regarded as fair and reasonable by both the civil servants who provide the service* and the public who foot the bill (see: <http://www.csb.gov.hk/english/admin/pay/38.html>).

Effects of The Implementation of the Proposal

4. The implementation of the Proposal will give effects on the new recruits from 2007 onwards and on the existing Clinical Psychologists who joined the Government on or after 1 April 2000:

On newly recruited/appointed Government Clinical Psychologists

- 4.1 The starting salary of Government Clinical Psychologists to be appointed from 2007 onwards will be increased by 5 pay points from the existing point 22 to point 27 of the Master Pay Scale (i.e. starting salary of a newly recruited Government Clinical Psychologist will be HK\$33,355).
- 4.2 The entry salary of Government Clinical Psychologists to be appointed from 2007 onwards will continue to be determined with reference to the

appointee's level of experience (i.e. experience of being a Clinical Psychologists prior to the appointment). Therefore, for a newly appointed Government Clinical Psychologists with 5 years' prior experience, his entry salary will be commensurate with his level of experience and accordingly will be 5 pay points higher than the pay point of the revised starting salary for the rank, i.e. at point 34 which is equivalent to HK\$45,240 (pay points 29 & 33 are omitted for the rank of CP).

On existing Government Clinical Psychologists who were recruited / appointed on or after 1 April 2000

- 4.3 For Clinical Psychologists who joined the Government on or after 1 April 2000 and whose current salary is below the revised starting salary (i.e. point 27), his salary will be brought up to the same level as the revised starting salary, irrespective of his level of experience prior or after his entry.
- 4.4 For Clinical Psychologists who joined the Government on or after 1 April 2000 and whose current salary is the same or higher than the revised starting salary at point 27, his salary will be increased by 1 pay point subject to the maximum pay point of the rank, irrespective of his experience prior or after his entry and irrespective of his current pay point.
- 4.5 For Clinical Psychologists who joined the Government on or after 1 April 2000 and whose current salary is at the maximum pay point of the relevant rank, his salary will remain unchanged.

Our Reservations

5. HKCPA have reservations on the implementation of the Proposal on the following grounds:
 - 5.1 It is **contrary to the existing pay policy** that the employment terms shall be sufficient to retain and motivate government staff to provide the public service and that the terms shall be fair and reasonable (see above para. 4);
 - 5.2 **It is discriminatory to and it exploits** the existing Government Clinical Psychologists who joined the Government on or after 1 April 2000;

5.3 It is **contrary to the legitimate expectation** of the existing employed.

Illustrations

6. Before we start to further elaborate on our grounds of reservations as listed in para. 5 above, it might be helpful to look at the following hypothetical illustrations:

Illustration 1:-

Under the Proposal, for a newly recruited / appointed Government Clinical Psychologists with no prior relevant experience who joins the government in 2007, he will earn a salary of the same level as an existing Government Clinical Psychologists with 4 years of experience who joined the government in 2003.

Illustration 2:-

Under the Proposal, for a newly recruited / appointed Government Clinical Psychologists with 5 years' prior relevant experience who joins the government in 2007, he will earn a salary of a level which is 6 pay points higher than an existing Government Clinical Psychologists with the same level of experience who joined the government in 2002.

Illustration 3:-

An existing Government Clinical Psychologists with 5 years' experience who quits his current position and simultaneously rejoins the civil servant workforce will be benefited from the revised starting salaries level under the Proposal and gain a salary of 6 pay points higher than before.

Problems of the Proposal

7. With the illustrations above, it is shown that the Proposal is contrary to the existing pay policy because it is unfair, unreasonable and fails to pursue the objective of retaining and motivating the existing staff.
8. The Proposal is unfair and unreasonable because it gives rise to the following inequitable situations:

Same Rank Different Experience but Same Pay (Illustration 1)

Same Rank Same Experience but Different Pay (Illustration 2)

9. The Proposal is discriminatory to the existing Government Clinical Psychologists who joined the government on or after 1 April 2000 because it does not accord with them the same incremental credits from the revised starting salaries as applicable to the newly recruits. It fails to pursue the objective of retaining and motivating the existing staff with good qualifications and experience. It tends to cause instability within the government rather than to retain and motivate the existing staff on his provision of service.
10. No reason has been offered and/or explained by the Administration why civil servants who joined the government on or after 1 April 2000 shall be subjected to such differentiated and unfair treatment.
11. Unless the Administration can offer explanation why civil servants who joined the government on or after 1 April 2000 are less valuable assets to the government as opposed to those who are about to be recruited from the labor market, the Proposal and its effects from its implementation are unjustifiable. If a salary review is to be done, it should be done in a fair and equitable manner.

Legitimate expectation

12. As a trade union, HKCPA have legitimate and reasonable expectation that the administrative acts of the government are accorded to its announced and existing pay policy, which values fairness, reasonableness and seeks to retain and motivate existing staff.

Conclusion

13. By reasons stated above, HKCPA urges the Administration to review and to amend the said Proposal so that the existing pay policy can be adhered to and fairness and justice can be seen. The existing Government Clinical Psychologists who joined the government on or after 1 April 2000 should enjoy the same incremental credits from the revised starting salaries.
14. HKCPA also urges the members of the Legislative Council to support our concerns and to ask for a review of the Proposal as submitted by the CSB.

HONG KONG CLINICAL PSYCHOLOGISTS ASSOCIATION

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