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The views of the Civil Engineering and Development Department Geotechnical Engineers' Association on the 2009-10 Civil Service Pay Adjustment are as follows:

Increased Workload on Infrastructure Development

Many large scale projects (e.g. Express Rail Link, South Island Line, West Island Line, Shatin Central Link, Central Kowloon Route, Tuen Mun Western Bypass-Chek Lap Kok Link, HK-Zhuhai-Macau Bridge, Tscung Kwan O-Lam Tin Tunnel, Kwun Tong Line Extension, Jordan Valley Development, etc.) are being constructed or are at the design stage. Workload to all our geotechnical and senior geotechnical engineers is extremely heavy. With this increase in workload, there should be a pay rise, in accordance with the supply and demand rule. This will be a great blow to the morale to our staff if their pay is cut instead. There are abundant opportunities outside. Some experienced staff may leave the civil service as a result of the pay cut, and this will undermine the operation of Government departments.

Unfairness to Senior Grade Civil Servants

In this pay adjustment exercise, the pay trends of all civil service grades are negative. Nevertheless, only senior civil servants with MPS exceeding 34 are affected. This is totally unfair to this band of civil servants, who are mainly senior management and professional grade staff (in our case, geotechnical engineers and senior geotechnical engineers) and who make the most contribution to the operation of the Department, and will create division among different grades and levels of civil servants. This will adversely affect the morale of all the senior grade senior servants.

Inconsistent evaluation mechanism

According to the press, the contribution of a large organization, likely to be HSBC, was considered when the bonus pay to their own staff was cut and trimmed in this pay survey (2009-10). The contribution of this organisation to the survey, however, was not considered in the previous pay survey (2008-09) when it provided a huge pay rise and bonus to their staff. The evaluation mechanism is not consistent and is unfair to senior grade civil servants as a whole.

Thank you for your attention.

Regards,

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Development Department
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