

**Legislative Council Bills Committee on
Public Officers Pay Adjustment Bill**

Proposed Committee Stage Amendments by the Administration

Purpose

This paper sets out the Administration's proposed Committee Stage Amendments (CSAs) to Part 1 of the Schedule to the Public Officers Pay Adjustment Bill (the Bill), which will be necessary once the Finance Committee (FC) of Legislative Council (LegCo) approves the proposed changes to the relevant civil service pay scales in order to implement the Chief Executive(CE)-in-Council's decisions on the grade structure review (GSR) reports on the civilian directorate and the disciplined services.

Part 1 of the Schedule to the Bill

2. Part 1 of the Schedule to the Bill specifies the range of pay points falling within the upper salary band and above on the following civil service pay scales, each to be reduced by 5.38% on the first day of the month following commencement of the Bill (subject to the proviso that no pay point after reduction should be lower than \$48,700, i.e. \$300 above the dollar value of the upper bound of the middle salary band) –

- (a) Master Pay Scale (MPS) – point 34(33A) to point 49;
- (b) Police Pay Scale (PPS) – point 36 to point 59;
- (c) General Disciplined Services (Commander) Pay Scale (GDS(C)) – point 1 to point 4;
- (d) General Disciplined Services (Officer) Pay Scale (GDS(O)) – point 20 to point 38;
- (e) Directorate Pay Scale (DPS) – point D1 to point D10;
and

- (f) Directorate (Legal) Pay Scale (DLPS) – point DL1 to point DL7.

GSR Reports on the Civilian Directorate and the Disciplined Services

3. On 20 October 2009, the CE-in-Council decided, among others, to accept and refine, as appropriate, the salary and increment-related recommendations in –

- (a) the GSR report on the civilian directorate by the Standing Committee on Directorate Salaries and Conditions of Services; and
- (b) the GSR report on the disciplined services by the Standing Committee on Disciplined Services Salaries and Conditions of Service

It also decided that, subject to the approval of FC, these salary and increment-related recommendations and refinement should take retrospective effect from 1 April 2009.

4. We have secured the endorsement of the Establishment Subcommittee of FC of these pay and increment-related recommendations and refinement at its meeting held on 18 November 2009. We will seek the approval of FC at its meeting to be held on 4 December 2009. Subject to FC's approval, the following changes will be made to the top pay points of the GDS(O), DPS and DLPS with retrospective effect from 1 April 2009 –

- (a) GDS(O) : a new point 39 will be created over and above the existing top pay point (i.e. point 38);
- (b) DPS : points D10 and D9 will be deleted, making D8 the new top pay point; and
- (c) DLPS : point DL7 will be deleted, making DL6 the new top pay point.

Proposed CSAs

5. Subject to the approval of FC of the changes in paragraph 4 above, the Administration will move CSAs (at **Annex**) to Part 1 of the Schedule to the Bill to –

- (a) make reference to point 39 to be created under GDS(O);
- (b) reflect the updated DPS and DLPS following the deletion of points D10 and D9 from the former and point DL7 from the latter.

6. The purposes of the proposed CSAs are to ensure that point 39 to be created under the GDS(O) will be subject to a reduction of 5.38% as other pay points falling within the upper salary band and above, and that there will be no reference to the obsolete pay points on DPS and DLPS. The proposed CSAs are technical in nature, and are in full compliance with the CE-in-Council's decision on 23 June 2009 that all civil servants in the upper salary band and above, including the directorate, should be subject to a pay reduction of 5.38% (subject to the proviso that no pay point after reduction should be lower than \$48,700, i.e. \$300 above the dollar value of the upper bound of the middle salary band).

Next Step

7. Subject to FC's approval of the changes to be made to the relevant civil service pay scales, we will move the proposed CSAs in accordance with the requirements under rule 57 of the LegCo Rules of Procedure.

Civil Service Bureau

18 November 2009

PUBLIC OFFICERS PAY ADJUSTMENT BILL

COMMITTEE STAGE

Amendments to be moved by the Secretary for
the Civil Service

<u>Clause</u>	<u>Amendment Proposed</u>
Schedule, Part 1, item 4	By deleting "38" and substituting "39".
Schedule, Part 1, item 5	By deleting "D10" and substituting "D8".
Schedule, Part 1, item 6	By deleting "DL7" and substituting "DL6".