



立法會

LEGISLATIVE COUNCIL

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12 April 2012

Miss Jennifer MAK Yee-ming, JP
Director of Administration
Chief Secretary for Administration's Office
25/F, 2 Tim Mei Avenue, Tamar
Hong Kong

Dear Miss MAK

**Review of the remuneration package
of Legislative Council Members**

At the meeting of the Subcommittee on Members' Remuneration and Operating Expenses Reimbursement ("the Subcommittee") held on 10 April 2012, members considered the views of deputations and agreed that the financial proposal on the proposed remuneration package for Members of the Fifth term Legislative Council originally scheduled for submission to the Finance Committee for consideration on 13 April 2012 ought to be deferred. This would allow the Subcommittee to further discuss with the Independent Commission on Remuneration for Members of the Executive Council and the Legislature, and Officials under the Political Appointment System of HKSAR ("the Independent Commission") in particular on the Administration's proposed increase of 20% in the annual Office Operation Expenses Reimbursement ("OOER").

Members and deputations generally opined that the Independent Commission and the Administration have not taken into account the factors and proposals set out in the Subcommittee reports. They considered that the proposed increase in OOER by 20% has not acknowledged the nature and complexity of Members' work today and the support for Members required to perform their constitutional functions under the Basic Law. The specific points which members would like the Independent Commission to reconsider are as follows:

- (a) The staffing complement adopted by the Independent Commission as basis for computing the 20% in OOER is inappropriate as there is a need for Members to engage more than one staff members with university background to assist them to examine public policies and proposed legislation;
- (b) Given that staff in the district offices represent Members in dealing with the requests made by constituents in geographical constituencies, these staff should have sufficient education background and experience to understand the issues concerned and communicate with the Administration direct. The assumption that the work of these staff members is clerical in nature is wrong. The proposed 20% increase is insufficient to address the high turnover of Members' staff and to retain staff with a reasonable salary package;
- (c) The OOER, even after the 20% increase, will not be adequate to allow Members to maintain a reasonable number of district offices to cater for the increase in the size of geographical constituencies over the years. The 20% increase will not even be enough to meet the soaring increase in rental expenses for district offices, hence leaving little to enhance the salary package of staff. It has been suggested that a separate reimbursement accounts be set up for rentals which can be adjusted according to market increases;
- (d) There is a strong need for a research fund be set up outside the OOER as proposed by the Subcommittee. The Research Division of the Legislative Council Secretariat only provides service to the Council and its committees and the nature of the research work required by committees as a corporate is different from that of individual Members;
- (e) There is no separate funding for severage pays for staff leaving the service in the middle of a Term; and
- (f) The Information Technology and Communication Equipment Expenses Reimbursement only covers the expenses for hardware procurement of information technology related equipment, while the recurrent cost for their operation and maintenance have to be paid out of OOER.

In view of the above, we should be grateful if you could arrange a meeting for the Subcommittee to meet with the Independent Commission. Pending the results of further discussion at the meeting on the proposed remuneration package, the Administration should consider deferring the funding proposal to the Finance Committee to a later date.

With best regards,

Yours sincerely



(Ms Emily LAU)

Chairman, Subcommittee on Members'
Remuneration and Operating
Expenses Reimbursement

c.c. All Hon Members of the Legislative Council