



Our Ref.: CE/PET/

Your Ref.: (1) in SS/C 1/12 Pt. 15

24 August 2009

Mr. SHAM Wai-kin
Chairman, SPA

Mr. LIU Kit-ming
Chairman, HKPIA

Mr. David WILLIAMS
Chairman, OIA

Mr. CHUNG Kam-wa
Chairman, JPOA

39/F Arsenal House
Police Headquarters
1 Arsenal Street
Hong Kong

Dear Messrs Sham, Liu, Williams and Chung,

2008 and 2009 Pay Trend Surveys

I refer to your letter to the Chief Executive (CE) dated 24 July 2009 on the captioned. CE has considered your petition and authorised me to reply on his behalf.

Briefly, you petition the CE for a formal arbitration with a view to rectifying the decision made by the CE-in-Council on the 2009-10 civil service pay adjustment on 23 June 2009, and for such decision to be replaced by strict

中華人民共和國香港特別行政區行政長官辦公室

Office of the Chief Executive of the Hong Kong Special Administrative Region of the People's Republic of China

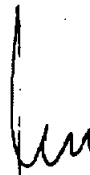
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application of the results of the 2009 pay trend survey (PTS) comprising 119 companies that can be validated by the Police Force Council Staff Side (PFCSS). Having considered your petition, the CE has decided to reject it. The CE is satisfied that the decision on the 2009-10 civil service pay adjustment has been made in strict accordance with the established mechanism and that full account has been taken of all the relevant materials, including the letters from the PFCSS dated 11 June (PFCSS' pay claims), 17 June (PFCSS' response to the CE-in-Council's pay offers) and 19 June (totaling two, one to individual members of the Executive Council and another on PFCSS' first petition to the CE). Under the established mechanism, the CE-in-Council decides on the annual civil service pay adjustment having regard to six factors, namely, (i) the net pay trend indicators derived from the pay trend survey; (ii) the state of the economy; (iii) Government's fiscal position; (iv) changes in the cost of living; (v) morale of the civil service; and (vi) pay claims of the staff sides of the four central consultative councils.

As regards your earlier petition to the CE dated 19 June 2009 for appointing an independent committee of inquiry to look into certain issues arising from and/or related to the 2008 and 2009 PTSs, the CE has already decided to reject it for the reasons set out in my letter dated 23 June 2009 to you.

Yours sincerely,



(Kenneth Mak)

Private Secretary to Chief Executive

c.c. Secretary for the Civil Service
Security for Security
Commissioner of Police
Chairman, Panel on Public Service, Legislative Council
Members, Legislative Council