

**立法會**  
**Legislative Council**

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(These minutes have been  
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**Establishment Subcommittee of the Finance Committee**

**Minutes of the 2<sup>nd</sup> meeting  
held in Conference Room A of Legislative Council Building  
on Wednesday, 18 November 2009, at 9:00 am**

**Members present:**

Hon WONG Yung-kan, SBS, JP (Chairman)  
Dr Hon Margaret NG (Deputy Chairman)  
Hon CHEUNG Man-kwong  
Hon LAU Kong-wah, JP  
Hon LI Fung-ying, BBS, JP  
Hon WONG Ting-kwong, BBS, JP  
Prof Hon Patrick LAU Sau-shing, SBS, JP  
Hon IP Wai-ming, MH  
Hon Mrs Regina IP LAU Suk-yee, GBS, JP  
Dr Hon PAN Pey-chyou

**Members absent:**

Ir Dr Hon Raymond HO Chung-tai, SBS, S.B.St.J., JP  
Dr Hon David LI Kwok-po, GBM, GBS, JP  
Hon WONG Sing-chi  
Hon WONG Yuk-man

**Public Officers attending:**

Ms Bernadette LINN, JP	Deputy Secretary for Financial Services and the Treasury (Treasury)
Mrs Ingrid YEUNG, JP	Deputy Secretary for the Civil Service (1)
Miss Denise YUE, GBS, JP	Secretary for the Civil Service
Mr Andrew H Y WONG, JP	Permanent Secretary for the Civil Service
Mr Brian LO	Deputy Secretary for the Civil Service (2)

**Clerk in attendance:**

Ms Rosalind MA

Chief Council Secretary (1)5

**Staff in attendance:**

Mr Noel SUNG

Senior Council Secretary (1)4

Ms Alice CHEUNG

Senior Legislative Assistant (1)1

Mr Frankie WOO

Senior Legislative Assistant (1)3

Ms Clara LO

Legislative Assistant (1)3

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The Chairman drew members' attention to the two information papers provided by the Administration before the meeting. ECI(2009-10)7 provided an update on the overall directorate establishment position and advance information on possible proposals for creation and deletion of directorate posts in the 2009-2010 legislative session. EC1(2009-10)8 set out the latest changes in the directorate establishment approved since 2002.

**EC(2009-10)10      Proposed recommendations of grade structure reviews for the civilian directorate, the disciplined services and specific non-directorate civilian grades**

2. The Chairman informed members that the Panel on Public Service (PS Panel) was consulted on the Administration's proposals arising from the three grade structure review (GSR) reports at its meeting on 2 November 2009, and received views of civil service staff associations on the proposals. The PS Panel agreed that the proposals be submitted to the Establishment Subcommittee (ESC) for consideration. Panel members noted that apart from the Hong Kong Fire Services Department Ambulancemen's Union (FSDAU), staff associations attending the meeting accepted the Administration's proposals in general. FSDAU pointed out that despite significant expansion in the range of responsibilities of the Ambulanceman grade over the past decades, there had not been a fair assessment of the pay structure and pay scale for the grade. FSDAU was dissatisfied that the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) had not recommended the incorporation of paramedic allowance into the pay scales of the ranks in the Ambulanceman grade. Members of the PS Panel called on the Administration to follow up the requests of the disciplined services grades, i.e. standardizing the pay and grade structures across the disciplined services, reducing the conditioned hours of work for the five general disciplined services and extending the "through scale arrangement" to the officer grades in the Correctional Services Department, the Customs and Excise Department, the Immigration Department, the Government Flying Service and the Ambulance Officer grade in the Fire Services Department (FSD).

3. While expressing support for the proposals, Ms LI Fung-ying called on the Administration to follow up the outstanding issues arising from the recommendations of the GSR reports in consultation with the staff sides, especially the frequency of future reviews and the concern of the Ambulanceman grade regarding the paramedic allowance. Ms LI asked why the decision on conduct of future reviews had to be made by the Chief Executive-in-Council (CE-in-Council) but not by the relevant standing committee on salaries and conditions of service. Ms LI shared the views of some civil service staff associations that the proposed mechanism for deciding on the conduct of future reviews was too complicated. Referring to the concern of the Ambulanceman grade on the paramedic allowance, Ms LI asked the Administration to honour its undertaking of consulting the staff side in early 2010 if the review as recommended by the SCDS on the paramedic allowance was started.

4. Mrs Regina IP shared Ms LI's concern about the consultation on granting of paramedic allowance to staff of the Ambulanceman grade. Mrs IP pointed out that from her understanding, the departmental management of FSD had attempted to keep the pay scale of the Fireman grade above that of the Ambulanceman grade. She therefore called on the Civil Service Bureau (CSB) to take heed of the possibility of any discriminative treatment of the two disciplined service grades in its upcoming consultation with the departmental management in order to ensure fairness in the process.

5. The Secretary for the Civil Service (SCS) advised that SCDS had recommended that the paramedic allowance should continue to be granted, pending further review on an appropriate continuous professional development framework with a robust accreditation system to sustain and enhance the quality of paramedic ambulance service in Hong Kong, having regard to the interface of various providers of pre-hospital care and other paramedic services in Hong Kong. In this connection, CSB had planned to follow up the recommendation of SCDS in consultation with the departmental management of FSD, after implementation of the current proposals. She believed that the departmental management of FSD would gauge views of the staff side on the review through the existing staff consultation mechanism. SCS pointed out that CSB had noted that the staff sides might have different views on some of the recommendations put forward by SCDS in its GSR report, and would, where appropriate, take follow up action through the existing staff consultation mechanism.

6. On the frequency of future reviews, SCS advised that both the Standing Committee on Directorate Salaries and Conditions of Service (the Directorate Committee) and SCDS had recommended that reviews should be conducted at regular intervals (say, every two to four years and every six years respectively). The CE-in-Council had considered these recommendations and decided that for greater flexibility, GSRs should be conducted as and when necessary. The CE-in-Council had further decided that the Administration, or individual concerned departmental management, or the staff side of each disciplined services could request the conduct of a GSR with justifications, and the request should be put to

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SCDS for advice and then submitted to the CE-in-Council for decision.

7. In response to members' enquiry about the Administration's attendance at the relevant meeting of the Finance Committee, SCS advised that she would attend the meeting with her colleagues to respond to any questions relating to the funding proposals arising from the GSR recommendations, including those on job-related allowances of the disciplined services, which were not part of the current proposal considered by ESC.

8. The item was voted on and endorsed.

9. The Subcommittee was adjourned at 9:14 am.

Council Business Division 1  
Legislative Council Secretariat  
1 December 2009