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來件編號 YOUR REF:

27th October 2009

Hon. LEE Cheuk-yan
Chairman, Panel on Public Service
Legislative Council

Dear Mr. LEE,

Grade Structure Review

The Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) published their Report on the Grade Structure Review in November 2008. On 20th October 2009, some eleven months after report was issued, we finally have a decision on the GSR by the CE-in-Council.

We note the CE-in-Council has in the main adopted the recommendations of the GSR report published by SCDS with some refinements and we now look forward to the implementation of the proposals of the Administration.

The Police Force Council Staff Side (PFC SS) has been discussing with our members the detail of the CE-in-Council decision on the GSR. We have gauged their reaction and our initial observations are: -

- This is not a pay adjustment for all officers but provides for changes in the incremental scale to better motivate and address concerns raised by Force management and staff. Over time some 80% of officers are expected to benefit, particularly for mid-career staff and those who have been on maximum increments for a number of years without the prospect of promotion.
- The decision by CE-in-Council is a step in the right direction because it addresses some of the deficiencies in the incremental structure for mid-career officers in the junior ranks.
- For Constable rank there is general agreement on the need address problems faced by officers in mid-career. The introduction of two extra long service increments (LSI) and advancement of the 1st LSI to 12 years will partially address the problem.
- The CE-in-Council decision also provides sufficient recognition for experience at SSGT and SGT rank. These ranks are integral to the supervision and the

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ASSOCIATION**
警司協會

**HONG KONG
POLICE INSPECTORS’
ASSOCIATION**
香港警務督察協會

**OVERSEAS INSPECTORS’
ASSOCIATION**
海外督察協會

**JUNIOR POLICE OFFICERS’
ASSOCIATION**
警察員佐級協會

quality of policing in the frontline. Recognition of this with two increments is workable and generally consistent with our requests to improve the SSGT and SGT incremental scale.

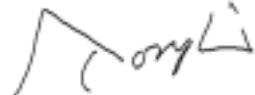
- The GSR recommendations should have been implemented in financial year 2008/9. There is some disappointment that a decision has been made to implement the changes effective from April 2009 rather than November 2008. We are however pleased that staff who retired between November 2008 until 31 March 2009 have a special arrangement for salary and increment to increase their pension benefits.
- While today's decision may allay staff concerns it is clear that the GSR recommendations are more a product of these economic times and not a blueprint for the Police force beyond the short term.
- On medical issues, the SCDS and CE-in-Council have recognised the lack of proper medical support, particularly to officers who are injured on duty.
- The decision by CE-in-Council and implementation of this Grade Structure Review falls short in some areas, outlined in Annex 'A'. Following on from this GSR these may be the basis of future discussions between ourselves, SCDS and the Administration through existing channels.

As Police Officers we remain committed to serve the people of Hong Kong ensuring our Police response and service to the community.

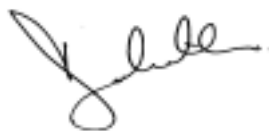
Yours faithfully,



SHAM Wai-kin
Chairman
SPA



LIU Kit-ming
Chairman
HKPIA



David WILLIAMS
Chairman
OIA



CHUNG Kam-wa
Chairman
JPOA

cc
Commissioner of Police

The decision by CE-in-Council and implementation of this Grade Structure Review falls short in some areas which will still need to be the basis of future discussions between ourselves, SCDS and the Administration through existing channels:-

1. The approach in this GSR has not been strategic in nature and is certainly not comprehensive enough to last until the next proposed review. We are disappointed there is no time frame for this.
2. The report and decision by CE-in-Council fails to recognise the enormous weight of 'special factors' in police work. This GSR does not address the complex issue of comparisons of pay with other disciplined services and civilian grades.
3. The CE-in-Council decision will not be well received in the command ranks of the Police (Inspector and above), where the lack of any substantive progress or visible support is a major concern. Most of these commanders will see this decision as an approach to limit police pay in the midst of an economic "crisis".
4. The Police Staff Side request to standardise the increment size across ranks from Constable to Senior Superintendent ranks at 4% needs to be reviewed properly by SCDS in the coming years.
5. The Staff Side believes there should be no restriction on the Commissioner of Police embarking on trials to reduce working hours below 48 hours.
6. This GSR fails to properly address the issue of retirement age of police officers and whether there is room for management schemes that provide more flexibility in human resources management, by enabling officers to apply (on a voluntary basis) for continued service up to a maximum age of 60 or for early retirement.