

LEGISLATIVE COUNCIL BRIEF

2011-12 CIVIL SERVICE PAY ADJUSTMENT

INTRODUCTION

At the meeting of the Executive Council on 7 June 2011, the Council ADVISED and the Chief Executive (CE) ORDERED that the following pay offers, to be effected retrospectively from 1 April 2011, should be made to the staff sides of the four central consultative councils¹ (the staff sides) –

- (a) a pay increase of **7.24%** (equal to the net pay trend indicator (PTI) for the upper salary band) for civil servants in the upper salary band and the directorate;
- (b) a pay increase of **6.16%** (equal to the net PTI for the middle salary band) for civil servants in the middle salary band; and
- (c) a pay increase of **6.16%** (equal to the net PTI for the middle salary band) for civil servants in the lower salary band, by invoking the “bring-up” arrangement.

JUSTIFICATIONS

(a) Civil service pay policy

2. The Government’s civil service pay policy is to offer remuneration sufficient to attract, retain and motivate staff of suitable calibre to provide the public with an effective and efficient service; and such remuneration is to be regarded as fair by both civil servants and the public they serve by maintaining broad comparability between civil service and private sector pay. Civil service pay is compared with private sector pay on a regular basis through three different types of surveys, namely an annual pay trend survey (PTS) to ascertain pay adjustments in the private sector; a triennial starting salaries survey to compare the starting salaries of civil service civilian grades

¹ The four central consultative councils are the Senior Civil Service Council, the Model Scale 1 Staff Consultative Council, the Police Force Council and the Disciplined Services Consultative Council.

with the entry pay of jobs in the private sector requiring similar qualifications; and a six-yearly pay level survey to ascertain whether civil service pay remains broadly comparable with private sector pay.

(b) The PTS mechanism

3. The annual PTS is commissioned by the tripartite PTS Committee, comprising representatives of the staff sides, management representatives, and members from two independent advisory bodies on civil service salaries and conditions of service². It collects the year-on-year adjustments in basic and additional (e.g. bonus) pay of employees in companies from the major sectors of the economy. Under the agreed methodology, the data collected from larger (i.e. with 100 or more employees) and smaller (i.e. with 50-99 employees) companies are assigned a 75% and 25% weighting respectively; and are collated under three salary bands: upper, middle and lower³. The collated data for each band are presented in the form of a basic pay adjustment indicator, an additional pay adjustment indicator, and a gross PTI (which is the sum of the two indicators). The payroll cost of increments paid to civil servants in each salary band (expressed as a percentage of total salary payment) is then deducted from the relevant gross PTI to arrive at the net PTI⁴.

(c) The annual pay adjustment process

4. Upon completion of the annual PTS, the staff sides submit their individual pay claims to the Administration. The CE-in-Council's advice is then sought on the pay offers to be made to the staff sides, having regard to the net PTIs, the economy, the cost of living, the Government's fiscal position, the pay claims of the staff sides and civil service morale. If the pay offers are different from the pay claims, the staff sides are consulted again before the

2 The two independent advisory bodies are the Standing Commission on Civil Service Salaries and Conditions of Service and the Standing Committee on Disciplined Services Salaries and Conditions of Service.

3 The pay ranges of the three salary bands are –
(a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale (GDS(O)) 39 or equivalent, viz. \$48,671 to \$96,885 for the 2011 PTS;
(b) Middle: From MPS 10 to 33 or equivalent, viz. \$15,875 to \$48,670 for the 2011 PTS; and
(c) Lower: Below MPS 10 or equivalent, viz. below \$15,875 for the 2011 PTS.

4 Deduction of the payroll cost of increments from the gross PTIs to arrive at the net PTIs was recommended by the 1988 Committee of Inquiry in view of its recommendation to include private sector merit pay and increments in the annual PTS. The Committee considered that for the sake of fairness, if all take-home pay in the private sector was taken into account in the PTS, the increment payment made to civil servants who had not yet reached the maximum pay point of their rank should also be taken into account.

CE-in-Council's final decision is sought.

(d) The 2011 PTS

5. The 2011 PTS, covering the 12-month period from 2 April 2010 to 1 April 2011, has collected the basic pay and additional pay adjustment data of 184 350 employees in 116 companies, consisting of 182 356 employees in 87 larger companies and 1 994 employees in 29 smaller companies. The findings of the 2011 PTS⁵ are set out below –

Salary Band	Basic Pay Adjustment Indicator [A]	Additional Pay Adjustment Indicator [B]	Gross PTI [C] = [A]+[B]
Upper	5.18%	2.72%	7.90%
Middle	4.71%	2.27%	6.98%
Lower	3.80%	2.34%	6.14%

6. The resulting net PTIs, computed by deducting from the gross PTIs the relevant payroll cost of increments incurred in 2010-11 for civil servants in each salary band, are as follows –

Salary Band	Gross PTI [C]	Payroll Cost of Increments [D]	Net PTI [C] – [D]
Upper	7.90%	0.66%	7.24%
Middle	6.98%	0.82%	6.16%
Lower	6.14%	0.98%	5.16%

(e) Hong Kong's economy

7. The Hong Kong economy stayed robust in Q1 of 2011, when the Gross Domestic Product (GDP) grew by 7.2% year-on-year in real terms, after a rapid growth of 6.4% in Q4 of 2010. Barring unforeseen adverse external shocks, the Hong Kong economy is poised for a real growth of 5% to 6% for 2011. Sustained strong economic growth for five quarters in a row has brought extensive and full-fledged improvements in the labour market. The seasonally adjusted unemployment rate successively fell to 3.5% in February to April 2011, two percentage points lower than a peak of 5.5% in mid-2009 and only marginally higher than the post-1997 low of 3.3% in mid-2008. Total employment reached 3 585 500 in this period, a gain of 95 100 jobs over a year earlier. With the economy reaching full employment, incomes showed broad-based rise. Average employment earnings of managers, administrators and professionals increased by 7.7% in Q4 of 2010 over a year earlier, and more significantly by 9.5% in Q1 of 2011. Even for the

5 The findings of the 2011 PTS were validated by all members of the PTS Committee on 26 May 2011.

bottom 10% of full-time employees with relatively low income, their earnings also showed impressive growth of 5.7% and 6.2% respectively. The overall prospect of the labour market in 2011 remains generally positive amidst buoyant economic conditions and upbeat business sentiment.

(f) Cost of living

8. On the back of surging food and commodity prices and the very accommodative monetary environment worldwide, inflationary pressure has been on the rise. The Composite Consumer Price Index (CCPI) increased by 2.4% in 2010 and 4.0% in the first four months of 2011. Headline inflation is forecast at 5.4% for 2011.

(g) The Government's fiscal position

9. The consolidated surplus for 2010-11 is \$75.1 billion, equivalent to 4.3% of GDP. Total fiscal reserves at end-March 2011 stood at \$595.4 billion, equivalent to 24 months of government expenditure. For 2011-12, consolidated deficit of \$8.5 billion is projected, equivalent to 0.5% of GDP. For the medium term after 2011-12, annual consolidated surplus is projected.

(h) Staff sides' pay claims

10. The pay claims from the staff sides (at **Annexes A to D**) are summarised below –

Staff Sides	Upper Band	Middle Band	Lower Band
(I) Senior Civil Service Council (SCSC)			
(a) HK Chinese Civil Servants' Association (HKCCSA)	7.24%	7.24%	7.24%
(b) Association of Expatriate Civil Servants of Hong Kong (AECS)	7.24%	6.16%	5.16%
(c) HK Senior Government Officers Association (HKSGOA)	7.24%	6.16%	5.16%
(II) Police Force Council (PFC)	7.24%	6.16%	5.16%
(III) Disciplined Services Consultative Council (DSCC)	7.24%	6.16%	5.16%
(IV) Model Scale 1 Staff Consultative Council (MOD 1 Council)	N.A.	N.A.	6.16%

11. Briefly, most of the pay claims are for a pay rise in accordance with the net PTIs. The exceptions are the HKCCSA which demands a pay rise of 7.24% (i.e. the net PTI for the upper salary band) for all civil servants in view of the strong economy and fiscal position; and the MOD1 Council

which seeks to invoke the “bring-up” arrangement⁶ (i.e. to align the pay adjustment for the lower salary band to the net PTI for the middle salary band if it is higher than the net PTI for the lower salary band) on grounds of the rising cost of living and the strong economy. Although not included in its formal pay claim, the DSCC has voiced support for the application of the “bring-up” arrangement.

(i) Staff morale

12. The civil service welcomes the findings of the 2011 PTS, which has been conducted in full compliance with the established mechanism. Civil servants generally expect that the pay offers will be identical to the relevant net PTIs as modified by the “bring-up” arrangement.

(j) Pay offers for 2011-12

13. Taking into account the considerations set out in paragraphs 5 to 12 above, the CE-in-Council decided that the following pay offers for 2011-12 should be put to the staff sides –

Salary Band	No. of Civil Servants⁷	Net PTI	Pay Offer
Upper and Directorate	17 849	7.24%	7.24%
Middle	1 283	(Not Applicable)	7.24%
Lower	115 570	6.16%	6.16%
	22 178	5.16%	6.16%

14. The pay offers for the upper salary band and middle salary band are identical to the relevant net PTIs (i.e. an increase of 7.24% for the upper salary band and an increase of 6.16% for the middle salary band). The coverage of the annual PTS does not include directorate civil servants. Following the practice adopted since 1989-90, the pay offer for them is the same as that for the upper salary band (i.e. an increase of 7.24%).

15. The pay offer for the lower salary band has incorporated the “bring-up” arrangement, having regard to the inflationary pressure which has been more acute for lower income families⁸. Compared with a pay offer

6 The “bring-up” arrangement was introduced in 1989 upon the recommendation of the 1988 Committee of Inquiry on the ground, amongst others, that the majority of lower-paid civil servants had reached their maximum pay points and were no longer eligible for annual increments.

7 As at 31 March 2011; and included around 20 000 civil servants seconded to/working in trading funds, subvented and other public bodies.

8 The cost of living as measured by CPI(A) (which reflects the impact of consumer price changes on low-income households) was 0.2 to 0.6 percentage points higher than that

equivalent to the net PTI of this salary band (i.e. 5.16%), the pay offer would entail additional annual financial implications of about \$68 million⁹.

16. It should be noted that the application of the “bring-up” arrangement is considered in the context of each pay adjustment exercise. The pay offer for the lower salary band may widen the pay advantage of junior civil servants over their private sector counterparts. The last Pay Level Survey (PLS), conducted using 1 April 2006 as the reference date, showed a pay advantage of 3% for junior civil servants, and no adjustment was made as the difference was within the acceptable threshold of +/-5%. Since then, another pay advantage of 3.46 percentage points¹⁰ has been accorded. The pay offer for 2011-12 would add another one percentage point pay advantage to junior civil servants over their comparators in the private sector. The next PLS is scheduled to be conducted in 2012, using 1 April 2012 as the reference date. We will need to await the outcome of the PLS to ascertain the pay comparison between junior civil servants and their counterparts in the private sector.

(k) Effective date for the pay adjustment

17. In line with the established practice, the CE-in-Council decided that the pay offers should take effect retrospectively from 1 April 2011.

OTHER RELATED ISSUES

(a) Judges and judicial officers

18. Judges and judicial officers (JJOs) are subject to a different and separate mechanism for pay adjustment as endorsed by the CE-in-Council on 20 May 2008. The Standing Committee on Judicial Salaries and Conditions of Service (Judicial Committee) will discuss whether and – if so – how the pay of JJOs should be adjusted in 2011-12, having regard to a basket of factors, including the pay adjustment decision to be made for the civil service. Upon receipt of the recommendations of the Judicial Committee, a separate decision from the CE-in-Council will be sought.

measured by CCPI (which reflects the the overall impact of consumer price changes) for the last 12 months (May 2010 to April 2011).

9 The additional recurrent cost for invoking the “bring-up” arrangement for 2011-12 is estimated at about \$41 million for the civil service, ICAC staff and auxiliary services, and about \$27 million for the subvented sector.

10 This figure is made up of 0.71, 1.39, 0.40 percentage points approved respectively in the 2007-08, 2008-09 and 2010-11 civil service pay adjustments through application of the “bring-up” arrangement; and a pay freeze for 2009-10 although the relevant net PTI was -0.96%.

(b) Political appointees

19. The pay policy and pay adjustment mechanism for politically appointed officials (including Principal Officials (POs), Deputy Directors of Bureau and Political Assistants to POs) are distinct and separate from those for the civil service. The pay adjustment decision to be made for the civil service for 2011-12 does not apply to them.

(c) Non-civil service contract staff

20. Non-civil service contract (NCSC) staff are recruited by individual bureaux and departments mainly for work that is seasonal, time-limited or part-time in nature, or work where the mode of delivery is under review or likely to be changed, etc. They are not civil servants and their pay is managed differently from that of the civil service. The pay adjustment decision to be made for the civil service for 2011-12 will not be applied to them.

(d) Subvented sector staff

21. With the exception of teaching and related staff in the aided school sector who are paid according to the civil service pay scales, the Government, as a general rule, is not involved in the determination of pay or pay adjustment of staff working in subvented bodies (e.g. the Hospital Authority, social welfare non-governmental organisations, institutions funded by the University Grants Committee, etc.). These are matters between the concerned bodies as employers and their employees; and the Government does not impose any pay adjustment decision it makes for the civil service on the subvented sector.

22. It has been the established practice that following a civil service pay adjustment, the Government will adjust the provisions for subventions which are price-adjusted on the basis of formulae including a factor of civil service pay adjustment. Where the civil service adjustment involves a pay rise, the additional provisions for subventions will in general be calculated in accordance with the weighted average of the pay rise decided for the civil service. We will continue to follow the established practice for 2011-12. It would be up to individual subvented bodies, as employers, to decide whether to increase the salaries of their own employees and, if so, the rate of increase. Subject to the pay adjustment decision to be made for the civil service for 2011-12 and the approval of the Finance Committee of Legislative Council, we will, through the relevant controlling officers, remind the subvented bodies concerned that the additional subventions from the Government are meant to allow room for pay adjustment for their staff.

IMPLICATIONS

23. The pay offers are in conformity with the Basic Law, including the provisions concerning human rights. They have no sustainability, productivity and environmental implications.

24. The annual financial implications for the civil service and the subvented sector arising from the pay offers (if implemented) are estimated as follows –

	\$ million
(a) Civil service	4,121 ¹¹
(b) ICAC staff ¹²	41
(c) Subvented organisations	4,793 ¹³
(d) Auxiliaries	12
Total	8,967

25. The civil service accounts for about 4% of the total workforce and civil service emoluments account for about 7% of the overall employment remuneration in the economy. The civil service and employees in subvented organisations together account for around 16% of the overall employment remuneration in the economy. The pay offers are generally in line with the pay adjustments in the private sector over the past year, and hence, the impact on the overall labour market should be small. The proposed pay rise is likely to render a marginal boost to the economy. The resultant impact on inflation of the pay adjustment should thus be modest.

PUBLICITY

26. Secretary for the Civil Service has made the pay offers to the staff sides of the four central consultative councils earlier today (7 June 2011). A press release will be issued later today, and a spokesperson will be available to answer media enquiries.

11 The figure includes about \$66 million additional cost arising from pay adjustment for around 20 000 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$362 million in pension payments for civil servants retiring in 2011-12 and \$66 million in retirement benefit payments for civil servants under the Civil Service Provident Fund Scheme and the Mandatory Provident Fund schemes.

12 ICAC staff are not civil servants. However, it has been the Government's policy to extend the civil service pay adjustment to the ICAC.

13 This figure has excluded the financial implications arising from pay adjustment for civil servants seconded to/working in subvented bodies, which have been incorporated under item (a) above.

ENQUIRIES

27. Enquiries on this brief should be addressed to Miss Winnie Chui, Principal Assistant Secretary for the Civil Service (Tel: 2810 3112).

Civil Service Bureau
7 June 2011



香港政府華員會

HONG KONG CHINESE CIVIL SERVANTS' ASSOCIATION

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本會檔號：(51) in 2-7-CCSA(XX)

呈遞

致香港特別行政區政府
公務員事務局局長
俞宗怡女士

尊敬的俞局長：

2011-12 年度公務員薪酬應劃一上調 7.24%

經全面考慮多項因素，香港政府華員會懇請政府認真考慮本會的要求和理據：2011-2012 年度高、中、低層公務員的薪酬調整幅度應劃一為 7.24%。

(1) 各級公務員有理由分享經濟成果

正如所知，自 1974 年確立的公務員薪酬調整機制，容許公務員分享分擔經濟的起伏。

多年前，本會即已據此率直指出，在經濟衰退、嚴重財赤下需要公務員凍薪減薪，與社會共渡時艱，為應有之義。事實上，回歸 13 年的大部份時間裏，公務員便曾經歷了凍薪和減薪。

同理，在這機制之下，容許公務員分享經濟成果，亦為應有之義。

根據 2011 年 5 月 13 日政府公布的數據，受惠於貨物出口和服務輸出暢旺，以及本地就業和收入改善帶動私人消費增長，本港經濟呈現強勁增長勢頭，本地首季生產總值按年實質躍升 7.2%，已連續 5 個季度顯著高於過去 10 年的平均增長。政府並預計，今後 3 季的經濟情況亦樂觀。截止 2011 年 4 月 1 日的過去 1 年的私人機構薪酬趨勢調查，顯示的正是這種經濟狀況。

假如政府或部份傳媒、社會人士因不滿客觀調查的結果“偏高”，有意人為地壓抑公務員的薪酬調整幅度，將令“分享或分擔經濟起伏”的合理性受到嚴重的質疑。

(2) 避免加劇公務員隊伍薪酬差距，有利團隊的建立

回歸至去年，最高薪首長級公務員的實質薪酬調整比最低薪的公務員，相差甚巨。今年，若只依薪酬趨勢純指標調薪，高層公務員增幅將比中層多 1.08%、比低層更多 2.08%；即使劃一 7.24% 增幅，因彼此薪酬基數懸殊，公務員隊伍內部的薪酬差距難仍將進一步拉大，但可以盡量避免差距的加劇。

容許中、低層公務員的薪酬增幅不低於高層，將展示政府、高層公務員對中低層的關顧，有利公務員隊伍的團結和人心的凝聚，有利團隊的建立。

事實上，若只按照現行機制自 1989 年以來的做法，讓低層公務員與中層“掛鈎”，把增幅提高至 6.16%，他們每天僅只增加區區兩三元，只能買約 1 個“雞尾飽”，難以紓緩各項交通開支的增加！即使劃一增幅為 7.24%，對中低薪公務員而言，每天亦僅僅增加五六元，只可多買 1 個“雞尾飽”，他們的生活水準仍不易得到實質的改善！

本會誠盼特區政府能彰顯一個致力縮窄貧富懸殊、主動履行作為全港最大僱主的社會責任、推動社會公義之良好僱主的形象！

(3) 公務員薪酬調整與通脹無必然關係

有社評認為，公務員薪酬調整“會產生激化通脹的效果”。類似說法是“老生常談”，卻並不客觀。多年前，本會便已指出，公務員薪酬調整與通脹無必然關係。

單看看這幾年的實情：前年公務員減薪凍薪，沒能影響通脹上揚；去年公務員薪酬調整幅度比消費物價指數還要低，通脹卻持續攀升；今年公務員薪酬調整尚待政府考慮，但據《星島日報》引述統計署的數字，3 月綜合物價指數按年已飆升至 4.6%，創兩年半來新高，“通脹坐火箭”，“衣食住行”樣樣都加，當中尤以食品升幅最大，達 6.3%，成“重災區”！問題是升勢不停，今年稍後的通脹率預計更將上調至 6% 以上。

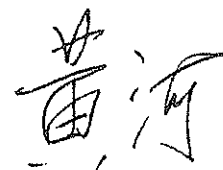
要說與通脹的必然關係，則應該是作為打工仔的公務員，同樣受到不斷飆升的通脹的衝擊，尤其是處在低層的公務員！不但需要協助他們紓緩通脹，還容許改善他們的購買力，難道不應是經濟好景下，最大的良好僱主之所為嗎？

(4) 前年公務員曾被不合理地多減薪 3.2%

2009 年因有問題公司被不合理地納入薪酬趨勢調查結果之中，致高層公務員被不合理地多減薪 3.2%；中層則雖然被凍薪，但他們本應根據剔除問題公司後計算的薪酬趨勢純指標，有 0.19% 的增幅，卻因同樣的原因，被錯誤當做應減薪 1.98%，因而招致了不必要的損失。加上去年公務員薪酬調整幅度比通脹還要低，以及即使參考最新，但實質上是早已過去的上一年的薪酬趨勢調查結果，公務員的薪酬調整實際上是滯後的行動。這些因素均應予以考慮。

誠盼政府全面考慮本會的要求，容許高、中、低層公務員的薪酬調整幅度劃一為 7.24%。就此，順告知，第一標準薪級公務員評議會職方有關公務員薪酬調整的要求，因與本會不符，不能代表該職方整體，只能代表該職方部份成員團體的意見。

會長



謹啓

2011 年 5 月 27 日

English version only

只附英文版

**Hong Kong Senior Government
Officers Association**
G13, Central Government Offices
East Wing, Hong Kong

**Association of Expatriate Civil
Servants of Hong Kong**
G12, Central Government Offices
East Wing, Hong Kong

Miss Denise YUE
Secretary for the Civil Service
Room 1024 B, 10/F, West Wing,
Central Government Offices,
Hong Kong

Dear Miss YUE,

27 May 2011

2011/12 Civil Service Pay Adjustment

On behalf of the HKSGOA and AECS, we wish to inform you of our pay claim. Having regard to the Pay Trend Indicators (PTIs) for the three salary bands, the encouraging state of the economy, the government's healthy financial position, the forecast increase in the cost of living as reported by Census & Statistics Department as well as the need to sustain the stability and morale of the Civil Service, it is our view that the civil service pay adjustment for 2011/2012 should be pegged at the Net PTI for each of the three salary bands.

Yours sincerely,



(SO Ping-chi)
for Hong Kong Senior
Government Officers Association



(Rebecca DRAKE)
for Association of Expatriate
Civil Servants of Hong Kong

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協會檔號 OUR REF: SS/C 1/12 Pt. 15

來件編號 YOUR REF: CSBCR/PG/4-085-001/69

27th May 2011

The Hon Denise YUE Chung-ye, GBS, JP
Secretary for the Civil Service
10/F, West Wing, Central Government Offices
11 Ice House Street, Central
Hong Kong

Dear Miss YUE,

Pay Claim
2011-12 Civil Service Pay Adjustment

In response to your letter under reference CSBCR/PG/4-085-001/69 dated 17 May 2011, please find below the Pay Claim for the Police Force Council Staff Side.

We take note of the pay indicators validated on 26th May 2011 that reflect changes in pay for 116 private sector companies since April 2010 at the Lower band 6.14%, the Middle band 6.98% and the Upper band 7.90%. Our representatives as members of the PTSC have ensured due diligence and transparency of the process and we are satisfied the survey is fully representative of the market situation this past year. The survey includes small and large companies in all sectors of the economy.

The survey data rightly captures changes in pay reflecting how these companies have adapted to the improving economic activity in Hong Kong, cost of living increases and the practice by some companies to restore bonuses to the levels before the economic downturn. It was the private sector's trend to pay less bonuses in previous years that had adverse impact on past civil service pay adjustments and brought about a pay cut.

We deliver essential frontline services within our community and believe the community fully accepts our role and supports 'fair and reasonable pay', following the trends in private sector pay. We therefore look to how this years adjustment can claw back some of the lost ground caused by previous pay cuts and meet the rising costs of

SUPERINTENDENTS'
ASSOCIATION
警司協會

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

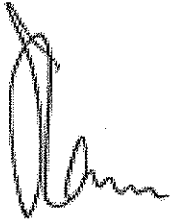
OVERSEAS INSPECTORS'
ASSOCIATION
海外督察協會

JUNIOR POLICE OFFICERS'
ASSOCIATION
警察員佐級協會

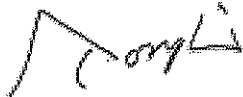
living this past year.

A pay adjustment is needed that at least matches the net Pay Trend Indicators, according to the established mechanism.

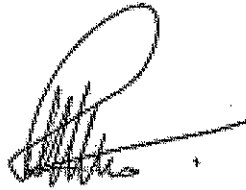
Yours sincerely,



SHAM Wai-kin
Chairman
SPA



LIU Kit-ming
Chairman
HKPIA



Ron ABBOTT
Chairman
OIA



WONG Ching
Chairman
JPOA

c.c.

Commissioner of Police

Chairman of Standing Committee on Disciplined Services Salaries and Conditions of Service

Chairmen of the Staff Councils for the Civil Service

警察評議會職方協會

香港軍器廠街一號警察總部

警政大樓三十九樓

電話 Telephone: 2860 2645

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POLICE FORCE COUNCIL
STAFF ASSOCIATIONS

39/F, ARSENAL HOUSE

POLICE HEADQUARTERS

1 ARSENAL STREET HONG KONG

協會檔號 OUR REF: SS/C 1/12 PT.15

來件編號 YOUR REF: CSBCR/PG/4-085-001/69

(中文譯本)

香港中環
雪廠街 11 號
政府合署西座 10 樓
公務員事務局局長
俞宗怡女士, GBS, JP

俞女士：

對薪酬調整的要求
2011-12 年公務員薪酬調整

2011 年 5 月 17 日的來信(編號：CSBCR/PG/4-085-001/69)備悉，現就警察評議會(警評會)職方對薪酬調整的要求載述如下。

我們得知，當局 2011 年 5 月 26 日確認的薪酬指標，反映自 2010 年 4 月起，116 間私人機構的低、中、高層薪金級別的薪酬增幅分別為 6.14%、6.98%和 7.90%。我們擔任薪酬趨勢調查委員會的代表，已確認薪酬趨勢調查以謹慎的態度進行並具透明度。我們對於是次調查能如實反映去年市面的情況，表示滿意。調查範圍已涵蓋經濟各行業大小型公司的情况。

調查資料正確顯示薪酬變動情況，反映了這些公司如何就香港經濟活動改善、生活費上升等因素所作出的調整，以及有某些公司將花紅增幅恢復提升至經濟衰退前的水平。正因為過去數年私人公司傾向發放較少花紅，因而對公務員薪酬調整帶來負面影響，最終導致減薪。

我們一直為市民大眾提供重要的前線服務，並深信市民完全認同我們的工作，支持我們按私人機構薪酬趨勢結果爭取“公平合理的薪酬”。因此，我們會研究本年度的薪酬調整如何可補償過往減薪引致的某些損失，以及如何解決去年生活費上升的問題。

我們要求的薪酬調整增幅，至少須與按既定機制得出的薪酬趨勢淨指標所示的看齊。

SUPERINTENDENTS'
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

(已簽署)

岑維健
警司協會
主席

廖潔明
香港警務督察
協會主席

顏邦智
海外督察協會
主席

黃程
員佐級協會
主席

2011年5月27日

副本送：

警務處處長

紀律人員薪俸及服務條件常務委員會主席

各公務員評議會主席

紀律部隊評議會(職方)
Disciplined Services Consultative Council
(Staff Side)

本函檔號：SSDSCC/P-3

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Tel. No. 2810 2703
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中區政府合署西座十樓
公務員事務局局長
俞宗怡女士

俞局長：

二零一一至一二年度公務員薪酬調整

紀評(職方)建議 2011 至 2012 年度的公務員增薪幅度如下：

<u>薪金級別</u>	<u>建議增薪幅度</u>
高層	7.24%
中層	6.16%
低層	5.16%

以上的建議，是參考公務及司法人員薪俸及服務條件諮詢委員會聯合秘書處轄下的薪酬研究調查組進行的 2011 年的薪酬趨勢調查結果及各薪金級別的遞增薪額開支。

政府飛行服務隊機師工會
Government Flying Service
Pilots' Union

政府飛行服務隊空勤主任協會
Government Flying Service
Aircrewman Officers Association

政府飛行服務隊飛機工程師會
Government Flying Service
Aircraft Engineers Association

政府飛行服務隊飛機技術員工會
Government Flying Service
Aircraft Technicians Union

懲教事務職員協會(高級組)
Correctional Services
Officers' Association
(Senior Section)

懲教事務職員協會(初級組)
Correctional Services
Officers' Association
(Junior Section)

香港海關官員協會
Association of Customs &
Excise Service Officers

香港海關關員工會
Hong Kong Customs
Officers Union

香港消防控制組職員會
Hong Kong Fire Services
Control Staff's Union

香港消防處救護員會
Hong Kong Fire
Services Department
Ambulancemen's Union

香港消防處救護主任協會
Hong Kong Fire Services
Department Ambulance
Officers Association

香港消防主任協會
Hong Kong Fire Services
Officers Association

香港消防處職工總會
Hong Kong Fire Services Department
Staffs General Association

香港入境事務助理員工會
Hong Kong Immigration
Assistants Union

入境事務主任協會
Immigration Service
Officers Association

此外，紀評(職方)支持政府考慮將低層薪金級別公務員的薪酬調整“調高”至與中層薪金級別的薪酬趨勢淨指標相同的水平。

紀律部隊評議會(職方)主席趙志強



二零一一年五月二十六日

Chinese version only

只附中文版

Annex D
附件 D

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Central Government Offices,
East Wing,
20 Lower Albert Road,
Hong Kong.

Tel No.: 2810 2209
Fax No.: 2537 8630
E-mail: heather_hc_chan@csb.gov.hk

第一標準薪級公務員評議會(職方)
MODEL SCALE 1 STAFF CONSULTATIVE COUNCIL
(STAFF SIDE)

香港中環下亞厘畢道二十號
中區政府合署東座一三七室
電話：二八一零二二零九
傳真：二五三七八六三零

本函檔號：SSMOD/SAL/PAY/5/7/1 Pt.26
來函檔號：CSBCR/PG/4-085-001/69

香港中環雪廠街 11 號
中區政府合署西座
公務員事務局局長
俞宗怡女士

尊敬的俞局長：

二零一一至一二年度公務員薪酬調整

局方在 2011 年 5 月 17 日的來信(檔號：CSBCR/PG/4-085-001/69)收悉，現作出以下回覆。

第一標準薪級公務員評議會(職方)，包括以下成員工會，政府僱員工會、政府人員協會、政府市政職工總會、香港公務員總工會、漁農自然護理署職工會、香港政府水務署職工會及政府產業看管人員協會，建議本年度低層公務員加薪 6.16%與中層看齊。

根據政府統計處公布的資料，2010 年 4 月份綜合消費物價指數與一年前同月比較，上升了 2.4%。而去年低層公務員的加薪幅度為 0.56%，遠低於當時通脹率，表示低層公務員的購買力大幅下降。

而 2011 年的 4 月份綜合消費物價指數與一年前同月比較，則上升 4.6%。升幅主要是由於食品價格上漲及私人房屋租金上升所致。根據政府的預測，通脹在未來數月將進一步爬升。如本年度只根據薪酬趨勢調查淨指標加薪 5.16%，低層公務員的購買力仍然低於兩年前的水平。

另外，由 2011 年 5 月 15 日開始，九龍巴士和龍運巴士兩間巴士公司已分別加價 3.6% 和 3.2%，電車亦將於 6 月加價 15%。食品、房屋及交通正是基層員工生活的基本需要，加上最低工資實施後，難免會進一步推高通脹，預料對基層員工的衝擊會持續擴大。

自金融海嘯後，香港經濟已全面復甦，並有穩步上揚之勢。香港公務員一直與政府和市民共度時艱，現時經濟得以繁榮發展，財政司司長於 2011 至 2012 年度財政預算案內報告，2010 年的經濟增長達 6.8%，亦預計未來數年會繼續平穩增長；因此職方希望本年度的薪酬調整能讓公務員與社會共同分享經濟成果。

職方一直尊重現行的薪酬調整機制，希望局方慎重考慮一籃子的因素，包括薪酬趨勢淨指標、經濟狀況、政府的財政狀況、生活費用的變動、職方的薪酬調整要求及公務員士氣，繼續採用以往的慣例將低層公務員的薪酬加幅上調至與中層看齊。

第一標準薪級公務員評議會

職方主席李惠儀



2011 年 5 月 27 日