

**警察評議會職方協會**

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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: CP PER SS C/4-85/2

來件編號 YOUR REF:

23<sup>rd</sup> April 2012

The Hon Denise YUE Chung-ye, GBS, JP  
Secretary for the Civil Service  
9/F., West Wing, Central Government Offices,  
2 Tim Mei Avenue,  
Tamar, Hong Kong.

Dear Miss YUE,

**Civil Service Pay Adjustment 2012**

The Police Force Council Staff Side, representing the four police staff associations and the 28,000 men and women of the Hong Kong Police are understandably awaiting progress of the Civil Service Pay Adjustment 2012 and take the opportunity to remind the Administration that the pay trend indicator cannot be the sole deciding factor for the pay adjustment.

Whilst the pay trend indicator can be a *starting reference point*, we consider it necessary for the Administration to ensure that this year's decision on the Civil Service Pay Offer to Lower, Middle and Upper bands is set to properly provide real increases in pay that can improve and sustain morale in the Civil Service and counter the negative impact of ongoing increases in the cost of living. We now stress the need for:

- **A pay adjustment that uses the Gross PTI as a starting reference point** and then adjusts upwards for inflation and other factors. We cannot understate the severe negative impact that the Administration's persistent practice to discount the cost of increment, especially in the current economic environment, has on officers' morale.
- **A pay adjustment that is above the current inflation rate (CPI) and general increase in prices that are now running at an average of 6 to 6.5%**, when compared to the previous year. It is noted that the true cost of many everyday items has seen higher increases than the official rate of inflation.
- **A pay adjustment that recognises the importance of strengthening morale across the civil service, particularly the Police.** The Administration, as our employer, must take decisive action to remedy the lack of any real upward pay adjustment to Lower, Middle and Upper bands of the civil service in the past thirteen years. It is unacceptable that the pay of serving officers, as at April 2011, continues, on average, to fall behind, since 1998, the adjustments provided to pensioners by 2-3%. (**Folio 1**)

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

**Taking the above factors into consideration, a pay adjustment of at least 7% net is suggested by the Police Force Council Staff Side for Lower, Middle and Upper bands of the Civil Service.**

The Police Staff Side and our colleagues across the many grades and ranks in all three bands (Lower, Middle and Upper pay bands) of the civil service consider it is imperative that the Administration gets the Pay Offer right this time.

The adjustment in 2012 must properly address the concerns in this letter and improve matters to restore 'fair and reasonable' levels of pay, sufficient to support stability in both the Civil Service and Hong Kong community as a whole.

Yours sincerely,



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SHAM Wai-kin  
Chairman  
SPA



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Ben TSANG  
Chairman  
HKPIA



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Ron ABBOTT  
Chairman  
OIA



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WONG Ching  
Chairman  
JPOA

c.c.

Commissioner of Police

Members of the Executive Council

Chairman and Members of the LegCo Panel on Public Service

Chairman of Standing Commission on Civil Service Salaries and Conditions of Service

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

Chairmen of the Staff Side of the Central Staff Consultative Councils

Members of Pay Trend Survey Committee

### Pay Claim - Civil Service Pay Adjustment 2011

The staff side considers 'fair and reasonable pay' with benchmark reference to the calculation of similar adjustments in pay to retired staff in their pensions in recent years (since April 1999). **To ensure staff morale**, the staff is seeking **an increase above the** PTI with consideration of all pay factors for 2011-12. The staff side are seeking adjustments with effect from April 2012.

Civil Service Pay Band	Pay Range 1 <sup>st</sup> April 1998	Pay Range 1 <sup>st</sup> April 2011	% increase 13 years	Pay level <i>If benchmarked to Pension increases (Apr 99 to Apr 11)</i>	% increase needed to match pension increase up to Apr 2011	\$ increase needed to match pension increase up to Apr 2011
Lower (PPS 1)	15,065	16,755	11.2%	17,201	2.7%	\$446
Middle (PPS 2-35 and equivalent GDS(O), MPS)	15,520 to 46,405	17,250 to 51,585	11.1%	17,720 to 52,984	2.7%	\$470 to 1,399
Upper (PPS 36-54a and equivalent GDS(O), MPS)	47,675 to 92,700	53,060 to 103,900	11.3% to 12.1%	54,434 to 105,842	2.6% 1.9%	\$1,374 to \$1,942

Chief Executive declares Civil Service Pensions will be increased according to price inflation measured by increase in the Consumer Price Index (A) (the "CPI(A)"), if the average monthly CPI(A) of the period of 12 months beginning on 1 April of the previous year and ending on 31 March of the succeeding year, exceeds 0.1%. The effective date of pension increase would be on 1 April of the concerned year. On deflation, pensions would be maintained at the same level but not reduced.

<b>Year</b>	<b>Pension Increase (%)*</b>
1998	5.4
1999	1.0
2000	0
2001	0
2002	0
2003	0
2004	0
2005	0.5
2006	1.4
2007	1.5
2008	2.5
2009	2.5
2010	0.8
2011	3.2