

13 April, 2012

Hon Mrs. Regina Ip  
Chairlady of Panel on Public Service  
Legislative Council  
G/F, Legislative Council Complex  
1 Legislative Council Road  
Central  
Hong Kong

Dear Hon Mrs. Ip,

**Injustice on the Recruitment of Treasury Accountant  
with Age Discrimination**

We bleed to lodge a complaint in good faith on the Treasury's injustice in recruiting Treasury Accountant with age discrimination.

The Treasury Accountant and Accounting Officer grades are general grades under the control of the Director of Accounting Services (DAS), who is the head of the Treasury. The accounting operations of the Hong Kong SAR Government come under her general management and supervision. Officers of these two grades are posted to work in either the Treasury or Government bureaux/departments. Both ranks of Treasury Accountant (TA) and Accounting Officer II (AOII) are open for direct recruitment. The TAs are responsible to give professional advice of financial and accounting related matters in the Treasury or in bureaux/departments.

Since the lifting of the general open recruitment freeze on 1 April 2007, the Treasury recruited a total of 68 TAs filling vacancies resulted from natural wastage. Among these newly appointed TAs, most of them previously worked at big accounting firms while only a limited few were experienced Accounting Officers (AO). For every 10 appointments, only 1.5 was selected from experienced AOs. It was obvious to many AOs that the Treasury had a prejudice in recruiting candidates who had worked at big accounting firms. It is an unfair treatment to serving AOs. Our morale have been hit hard by the Treasury's discrimination over competent and experienced but getting aged AOs. We are angry that the Treasury has not taken into consideration our morale and career progression.

Many experienced AOs of high caliber have not got a chance of advancement. We feel deeply saddened and heartbroken that our hard work and dedication have not been recognized by the Treasury. We feel disturbed that the Treasury appoints junior AOIIs (who

joined the Treasury grades for only few years with many yet to pass the 3-years probation) as TAs. We find the most unacceptable is the fact that some candidates were being pre-appointed by senior management before going through the recruitment process. Many AOs question the integrity of senior management. We find it unacceptable that the Treasury acts against the Government commitment, as an equal opportunities employer, to eliminate all forms of corruption and discrimination in the recruitment process. The Treasury's increasingly collusion and injustice has created anxiety among serving AOs and shaken their belief in the system.

### **Collusion with Pre-appointed Candidates**

Despite it has been known by many that the Treasury has discrimination over experienced AOs, we find the most unacceptable is the fact that the Treasury's recruitment board has preempted the outcome of the board's deliberations on the candidates' suitability for the TA appointment. Some candidates are being pre-appointed before going through the recruitment process. For instance, it is known by many, especially those working in the [REDACTED] that Mr. [REDACTED] a junior AOII who first posted to [REDACTED] in October 2007, will be appointed as TA from the latest open recruitment exercise (Annex 1). After being informed of his second posting to the Treasury, Mr. [REDACTED] has been telling people (even before the Treasury starting the open recruitment exercise in late January 2012) that he would not stay long in the Treasury as he will be appointed as TA. This is astonishing for all serving AOs. We are both angry and frustrated. Our hearts are wrenched as the collusion and injustice unfolded before our eyes.

If a junior AOII like Mr. [REDACTED] goes through objectively the recruitment process, he would never be appointed as TA. As a junior officer who just passed the probation with only one posting at the [REDACTED], Mr. [REDACTED] does not possess the required qualities and experience to take up the middle management role of TA. An experienced AO would only be considered by the Treasury to take up the role of a Senior Accounting Officer (SAO), equivalent to a TA, after serving 8 years as an Accounting Officer I (AOI). According to colleagues working at the [REDACTED] Mr. [REDACTED] is never an officer of high caliber. Mr. [REDACTED] is being commented by many as an outspoken person but with little outstanding work. He is known by many as a "shoeshine boy" with specialty in polishing shoes of senior management.

Mr. [REDACTED]'s case is not an isolated incident. It is only a tip of the iceberg. The Treasury has appointed a total of five junior AOIIs as TAs over the last three years. Like Mr. [REDACTED], these junior officers just or nearly passed the probation with posting only in one department. It is doubtful whether they possess the required qualities and experience to take

up the middle management role of TA.

It has been known by many that the Treasury has a special treatment for these pre-appointed candidates. While experienced AOs require handling tough questions flowing at them in the recruitment interview, pre-appointed candidates go through the recruitment board easily having only easy chat with interviewers. This is not fair for experienced AOs who have been long waited for advancement. With such an unjust treatment, some experienced AOs do not bother to submit their applications for the post of TA as they do not wish to be fooled by interviewers.

With already limited promotion prospects for experienced AOs, no one should be given an automatic right to promotion. Collusion in any form acts like rust, eating away at the foundations of a just and fair system. All candidates should go through a conscious assessment by the recruitment board. According to the CSB, supervisors show favoritism to subordinates in staff appointment or promotion is not acceptable. Civil servants are required to uphold a set of core values among which is integrity. Senior management must not put their personal interest ahead of the public interest with their public position and duties. The Treasury must ensure that no actual, perceived or potential conflict of interest shall arise between their official duties and private interests.

### **Discriminate Experienced but Getting Aged AOs**

It is known by many that the Treasury has an undisclosed policy of not appointing serving AOs of certain age (after 40) as TA. There are few exceptional, only for those who had "connection" with senior management. With the inclusion of an upper age limit on the recruitment of TA, the Treasury is in breach of the Labour Department's practical guidelines for employers on eliminating age discrimination in employment. The Treasury acts against the Government commitment to the elimination of all forms of discrimination. Is age really a concern?

Candidates must be selected only on the criteria of character, ability, experience and any qualifications prescribed for the rank. All eligible candidates must be considered on equal terms irrespective of their age.

Many experienced AOs of high caliber have not got a chance of promotion. For years working in bureaux/departments, experienced AOs have held diverse roles. Many are equipped with the necessary skills, knowledge and experience for taking up duties of a higher rank. We feel deeply saddened and heartbroken to see that our hard work and dedication had not been recognized. The Treasury has not recognized the effort from serving AOs in

building the Treasury over the years. The Treasury grades have earned an enviable reputation and a sustained growth throughout the years, and these would not have been possible without the good work and concerted efforts from serving AOs. The Treasury must recognize experienced AOs dedication during difficult years after the “Handover” and enable them to benefit from the natural wastage and share the fruits of prosperity. It is not fair that the Treasury gave away most of our fruits of prosperity to outsiders who gave no contributions to the grades.

Experienced AOs should not be seen as second to those worked in the private sector. Many AOs are dedicated professionals with a strong sense of responsibility. They have years of experience working in the public sector with build network in bureaux/departments. Having a good internal network is a valuable asset which is not available from new recruits. The best thing about working for an organization for long is you almost know everybody. We cannot even begin to tell what an aged AO can contribute to departments with vast life experience and abundant work related insights to management.

For a typical organization, it makes perfect sense to promote experienced staff from within to the role of middle management instead of hiring new staff as it would damage staff morale and take quite some time for the new staff to learn the business, develop her network and fit into the organization culture before creating any value to the organization.

The Treasury must give a chance to experienced AOs without discriminating against them based on a single factor – their age. The Treasury must recognize the importance of workplace harmony, a stable career advancement policy and people’s wishes to improve their well being and move up the cooperate ladder. In line with the Government policy, this helps to facilitate upward mobility.

It is the Treasury responsibility to polish and develop her pool of talent. AOs are recruited and their careers must be managed on the basis of merit. If the Treasury considers experienced AOs are second to those who had worked in the private sector, why did these AOs being appointed in the first place? Why did the Treasury waste public resources in training these AOs for years? The Treasury cannot deny the responsibility to make the most out of her pool of talent. The Treasury needs to get away from the attitude that experienced AOs are incompetent, rather than something to nurture and cherish. It is the Treasury’s responsibility to nurture talent.

It is incumbent upon the Treasury to ensure that AOs are given appropriate career development and exposure to equip them for their career advancement. The Treasury must adopt a more vigorous career posting plan and to make her posting policy more transparent to

all staff. Senior management must be reminded of their collective role as talent breeders and their responsibility to remind supervisors at all levels of the obligation to release staff for career posting. Providing experienced AOs with sufficient opportunities to grow within the Treasury grades is crucial to staff motivation.

The Treasury seldom recruits TA through in-service recruitment. The Treasury forced to conduct an in-service recruitment of TA only in September 2000 during the recruitment freeze. It is obvious to many that the Treasury has a bias in recruiting TA through the open recruitment which allows them to recruit outsiders who are considered better over experienced AOs despite most AOs are equipped with a professional qualification. The Treasury's arrangement is not in line with the existing practice for other grades in the civil service. For example, Assistant Assessors (AA) in the Inland Revenue Department (IRD) with full professional qualification can be considered to promote within to the rank of Assessor (A). The arrangement for promotion from AA to A is the same as that for the in-service appointment of Examiner to Auditor in the Audit Commission (AC). The desire for advancement is both natural and understandable. The Treasury must recognize capable, dedicated and long serving AOs. The Treasury must recognize and motivate competent AOs in their mid-career through an in-service or special appointment scheme.

What we find especially hurtful is the fact that the grade management is rather harsh on experienced AOs but lenient on themselves. Despite losing millions of public dollars at the Department of Health in recent years, we find that the concerned senior management can still promoted to a higher rank. In addition, with all respect, our ex-DAS, Mr. Li Kwok-tso, was appointed in January 2009 at the age of 57. Mr. Li proceed on pre-retirement leave in January 2011 after only two years of service. Did the Government consider Mr. Li too old for the job? Obvious not. But why the Treasury pre-set an age ceiling for experienced AOs in TA appointment? It is clearly a double standard. It is age discrimination. Although it is the Treasury's policy to encourage AOs to obtain full membership of a recognized accountancy body, experienced but getting aged AOs with a recognized accountancy qualification are not being considered for appointment as TA. The Treasury must "walk the talk" when proving to all AOs that they matter. It is time for the grade management to "lead and excel".

### **Special Treatment to Candidates who had worked at big Accounting Firms**

It is commonly known that the Treasury has preference over candidates from the private sector, especially those who had worked at big accounting firms. They consider these candidates have superb qualities over experienced AOs which are being considered as incompetent. This unjust perception is clearly evidenced from TA appointments in last five

years. For every 10 appointments, only 1.5 was selected from experienced AOs. It is obvious to us that the Treasury had a hidden policy in recruiting candidates who had worked at big accounting firms. It is certainly an unfair treatment to experienced AOs. Our morale has been hit hard by the Treasury's discrimination over capable and experienced but getting aged officers. We feel disengaged, overworked and underappreciated. We are angered to see the current situation which creates tension and divides the grade. The Treasury must take into consideration the morale and career progression of AOs. All eligible candidates, irrespective of their previous employment, should be considered on equal terms.

The Treasury has an incorrect and unjust perceptions that "Brand" (those who had worked at big accounting firms) are better. With only few exceptional, we observe that many of the newly recruited TAs perform below the required level for a middle manager. They only perform at the level of a junior manager with focus solely on operational issues which are already being handled by experienced AOs. Although most of them had worked at big accounting firms with expertise on financial audit and reporting, they do not display a broad range of skills and capabilities. Unlike experienced AOs, they do not see issues at operational level and provide different perspectives in analyzing them. They display little understanding of department's business and strategic issues. They show no initiative in creating value for departments. They provide no pragmatic solutions to problems. They do not demonstrate drive and determination in handling difficult tasks. They do not possess the required people and management skills. They fail to deliver a professional image. The key is, if they are really good, why don't they work their way up as partner of big accounting firm?

With the Treasury grades undertake diverse roles in bureaux/departments, TAs require to possess various skills and competence. However, we observe that many of the newly recruited TAs do not show the required level of skill or competence necessary for the rank. As their prior work experience related mainly to financial audit, they do not possess the required skills and competencies working in departments such as critical thinking skills in solving problems, interpersonal skills in communicating with people and management skills in team-building. Soft skills play a vital role for professional success; they help one to excel in the workplace and their importance cannot be denied in this age of information and knowledge. We do not see newly recruited TAs of any better than experienced AOs. We do not understand why the Treasury prefers outsiders (who require time to learn the required skills and fundamentals; and build their networks) over experienced AOs (who possess the required network, skills and fundamentals; and are ready to create value for bureaux/departments). Is "Brand" really better?

With a big portion of 68 appointed TAs being outsiders, this creates conflicts with our established culture. As most of the newly recruited TAs have been worked in the private sector after graduating from the university, they have been used to the culture from the private sector which often associated with self-centered, office politics and a shoe-shining culture. As in the private sector, we observe that many newly recruited TAs enjoy working individually rather than as a team. To build credits, they like to hide information away from team members. They are unwilling to give credit to subordinates or accept any part of failure. They are rank conscious. They are good at “shoe-shining” senior management. As many of them only aim for a stable employment, they show no interest in taking on new responsibilities and challenges soon after passing the probation. Some have even taken their maternity leave in their first posting soon after joining the Government before passing the probation.

### **Insufficient Representation at the Treasury’s DCC**

Inconsistent with the rest of Government departments, the Treasury has been implementing in years unfavourable staff policies without making any consultation with the staff side. For example, the Treasury did not consult staff on the return of over 60 Treasury grades officers from the Housing Department in 1999/2000 which jeopardized severely the promotion prospect of AOs. On the re-grading of SAO posts to TA posts in recent years, the Treasury did not make any consultation with the staff side. On the appointment of experienced AOs to the rank of SAO, the grade management requests AOs to make commitment to work long hours before making such appointment. It is not appropriate for the Treasury in making reference to one’s willingness to work long hours before making such appointment. But the Treasury did not request newly recruited TAs to make such commitment before appointing them. On the provision of limited training opportunities to AOs like attachment to local companies or special training with discipline officers at HKPF, the Treasury selects individual officer selectively. The Treasury never seeks nominations from all AOs. These are all unjust policies against serving AOs which are contradicted with the CSB established policies.

According to the CSB, Departmental Consultative Committee (DCC) comprises of departmental management and staff representatives who are elected by the staff themselves or nominated by their staff associations. A DCC aims to achieve better understanding and cooperation between management and staff through regular discussions on matters affecting the well-being of staff. However, the Treasury’s DCC appears to serve as a “rubber stamp” for the grade management as staff representative for AO grade are neither elected by the staff themselves nor nominated by their staff associations. The Treasury never circulates to all AOs the minutes from DCC meetings. With over 80% of the AOs are posted out to

bureaux/departments, their interests have never been represented in the Treasury's DCC.

The Treasury must put forward all plans after consulting the AOs. The grade management must gauge, collate and take into account AO's views. They must engage us when advocating its policies. All new policies must be conducted with thorough consultation with us. We must be consulted on matters that affect us. Our views and suggestions must be taken into account in the formulation of policies.

### **Suppress Formation of Staff Union**

The Treasury has suppressed the formation of staff union. In April 2011, we have received an email (Annex 2) from a group of dedicated Treasury grades officers craving our support to form a Treasury Grade Association. Instead of responding positively on the email, the grade management reacted sensitively on the matter by interviewing officers individually. According to officers who have got interviewed, the Treasury perceived negatively on the formation of staff union and wished to suppress it. The Treasury is wrong. Instead of suppressing it, the Treasury should assist the Treasury grades to form a staff union. According to the CSB, the Government recognizes the right of civil servants to join and form staff associations or unions for the purpose of promoting the well-being of civil servants and effective consultation on conditions of service.

The Treasury must recognize that a united and harmonious grade is not a slogan. To maintain workplace harmony, the Treasury requires to take action. The grade management must take effort in addressing fundamental issues raised by serving officers. Strong governance cannot be achieved behind closed doors; it must be based on staff opinions. When policies differ from mainstream thinking, the Treasury must listen attentively to staff comments and make timely adjustments to avoid departing from the people's views. It is crucial to be respectful of staff concerns. The Treasury must not shy away from problems voiced out by serving officers. The Treasury must be responsive to our concerns.

### **Outdated Grades Structure**

The structure of the Treasury grades has been established for many years. With the change in time and the nature of our duties and responsibilities, the current grades structure no longer serves appropriately for the people.

With the change in time, the difference between the duties and responsibilities of SAO and TA ranks is only marginal. The demarcation between the two ranks has become less distinct over the years. We have found that both ranks are similarly deployed in



overseeing the operation of offices in departments where the role is largely one of financial management and that the functional difference between the two ranks is only marginal. TA performs certain duties are normally assisted by AOs instead of SAO. In most offices, the majority of SAOs are supervisors of individual sections and report directly to the Head of Finance. This convergence of the functions of the two ranks has come about as the result of a gradual strengthening of the ability of SAO with most of them obtained the professional qualification. Even though the nature of the work of SAO is similar to that of TA, SAOs have dimmer job prospects. Because of this outdated grade structure, SAOs cannot take up the role of a STA. It is not fair. There is a prima facie case for the merger of the two ranks.

It would be desirable to merge these two ranks to streamline the structure of the grade and bring it in line with the structure of other grades in the civil service. For example (at Annex 3), an Assistant Assessor in IRD can reach the rank of Senior Assessor under the Assessor grade. An Assistant Supplies Officer can reach the rank of Principal Supplies Officer under the Supplies Officer grade. An Executive Officer II can reach the rank of Chief Executive Officer under the Executive Officer grade. Similarly, an Accounting Officer II should be allowed to reach the rank of Senior Treasury Accountant under a combined grade which streamline the administrative effort in managing two grades and allow greater flexibility in staff deployment. The merger of the two ranks would simplify the management and posting of the two ranks and improve the career structure of the grade. Merging of the two ranks would remove an unnecessary step in the career structure of AO grade and enhance their staff morale.

### **Our Wishes**

In view of the above unjust issues, we strongly wish the Administration to:

- launch an independent investigation on the above unjust treatments and collusion on TA recruitment;
- take steps to address age discrimination and enhance promotion opportunities of experienced AOs through a regular in-service or special appointment scheme;
- reinstate SAO posts previously re-graded as TA posts;
- conduct a GSR on the TA grade and the AO grade with a view to merge the SAO rank with the TA rank;
- restructure the Treasury's DCC with greater representation from serving AOs;
- set the "promote-from-within" policy;

- assist the formation of staff union for the Treasury grades; and
- introduce targeted measures to raise the morale of serving AOs.

Yours sincerely,

AO Rights Concerns Group

Encl.

Ref : (8) in C/TS/13(12)

27 January 2012

**THE TREASURY  
VACANCY CIRCULAR NO. TRY 2012/01**

**Treasury Accountant**

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**To : Permanent Secretaries c.c. Judiciary Administrator  
Heads of Department**

*(Note : Permanent Secretaries/Heads of Department are requested to ensure that copies of this circular are circulated to all eligible officers and displayed on staff notice boards in all offices of their bureaux/departments until after the closing date for applications.)*

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Applications are invited from serving civil servants for appointment as Treasury Accountant in various bureaux/departments (the Treasury Accountant is a general grade under the control of the Director of Accounting Services).

**Pay Scale**

2. The pay scale of Treasury Accountant is from Master Pay Scale Point 30 (\$45,020) to Master Pay Scale Point 44<sup>Note 1</sup> (\$80,080) per month. The pay and incremental date for a successful candidate will be determined in accordance with the provisions of Civil Service Regulations 130 and 133 and set out in the letter of appointment.

**Entry Requirements**

3. Candidates should -
- (a) be Certified Public Accountants of the Hong Kong Institute of Certified Public Accountants, or equivalent;
  - (b) have at least 1 year's relevant post-qualification experience;

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<sup>Note 1</sup> The information on the maximum pay point is for reference only and it may be subject to changes.

- (c) have a pass result in the Aptitude Test in the Common Recruitment Examination (CRE)<sup>Note 2</sup>; and
- (d) have met the language proficiency requirements of 'Level 2' results in the two language papers (Use of Chinese and Use of English) in the CRE<sup>Note 2</sup>, or equivalent; and be able to speak fluent Cantonese and English.

### **Permanent Residency Requirement**

4. Selected appointees must be permanent residents of the Hong Kong Special Administrative Region at the time of appointment unless they were first appointed on civil service terms of appointment before 1 July 1997 and have continued in service without a break.

### **Duties**

5. A Treasury Accountant is mainly deployed to various bureaux/departments on performing professional duties such as financial accounting, cost and management accounting, system development, internal audit, investigatory accounting, loan/fund management, etc.

### **Recruitment Examination**

6. Candidates are required to pass a written examination in Hong Kong before they will be further considered for selection interviews. The written examination is an English essay-type writing paper which aims at assessing candidates' proficiency in written communication and organisation abilities.

7. As it takes time to process all applications, an invitation to the written examination does not imply that the candidate's qualifications meet the entry requirements of the post of Treasury Accountant.

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<sup>Note 2</sup> Candidates' results in the Aptitude Test (AI) paper are classified as 'Pass' or 'Fail', while the results of the Use of Chinese (UC) and Use of English (UE) papers are classified as 'Level 2', 'Level 1' or 'Fail', with 'Level 2' being the highest.

Grade 'C' or above in Use of English of the Hong Kong Advanced Level Examination (HKALE), or equivalent, is accepted as equivalent to 'Level 2' result in the UE paper of the CRE. Grade 'C' or above in Chinese Language and Culture or Chinese Language and Literature of the HKALE is accepted as equivalent to 'Level 2' result in the UC paper of the CRE.

Applicants with an overall band of 6.5 or above with no subtest score below band 6 obtained in the same sitting in the Academic Module of the International English Language Testing System (IELTS) within the two-year validity period of the test are considered as having met the English language proficiency requirement (item (d) of the entry requirements) of the Treasury Accountant post. The IELTS test result must be valid on the starting day of the application period, i.e. 27 January 2012.

## Terms of Appointment

8. Successful candidates will be offered appointment either on trial or probationary terms as appropriate<sup>Note 3</sup>.

## Basic Law Assessment

9. For the purpose of heightening public awareness of the Basic Law (BL) and promoting a culture of learning of BL in the community, assessment of BL knowledge will be included in the recruitment for all civil service jobs. Results of the BL test for degree/professional grades will be one of the considerations to assess the suitability of a candidate but will not affect his/her eligibility for applying for civil service jobs. As a general principle, the main consideration for suitability for appointment remains a candidate's qualification, experience and calibre.

## Application

10. Applications on **G.F. 340 (Rev. 1/2011)**, together with copies of (i) **letters on results of CRE and BL test**; and (ii) **certificates of professional qualifications**, should be forwarded by post or by hand to the Departmental Personnel Section, the Treasury, 27/F., Immigration Tower, 7 Gloucester Road, Wanchai, Hong Kong **on or before 10 February 2012**. Please mark "Application for Treasury Accountant" on the envelope. On-line application can also be made through the Civil Service Bureau's website (<http://www.csb.gov.hk>). **Candidates who apply on-line must submit the required supporting documents to the address above on or before 17 February 2012**. The online application number should be quoted on the envelope and on every page of the copies of the documents. Please ensure that sufficient postage is paid if the completed application form and the required supporting documents are sent by post. **Applications which are late, incomplete or without the required supporting documents and applications submitted by fax or e-mail will not be considered.**

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<sup>Note 3</sup> The entry pay, terms of appointment and conditions of service to be offered are subject to the provisions prevailing at the time the offer of appointment is made.

11. Candidates who are invited for the written examination will normally receive an invitation in about five weeks from the closing date for application. Those who are not invited for the written examination may assume that their applications are unsuccessful<sup>Note 4</sup>. For enquiries, please telephone the Departmental Personnel Section of the Treasury on 2829 5120.

(William SUNG)  
for Director of Accounting Services

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*Note 4 Where a large number of candidates meet the specified entry requirements, the recruiting department may devise shortlisting criteria to select the better qualified candidates for further processing. In these circumstances, only shortlisted candidates will be invited to attend recruitment examination/interview.*

*It is Government policy to place people with a disability in appropriate jobs wherever possible. If a disabled candidate meets the entry requirements, he/she will be invited to attend the selection interview/written examination without being subject to further shortlisting.*

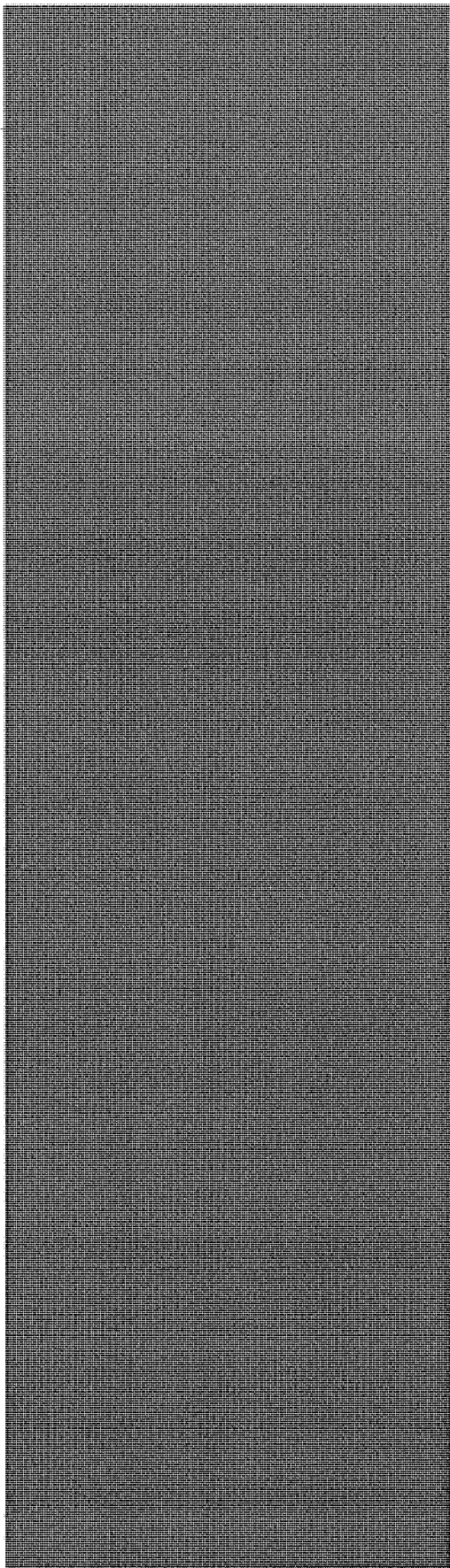
*As an Equal Opportunities Employer, the Government is committed to eliminating discrimination in employment. The vacancy advertised is open to all applicants meeting the basic entry requirements irrespective of their disability, sex, marital status, pregnancy, age, family status, sexual orientation and race.*

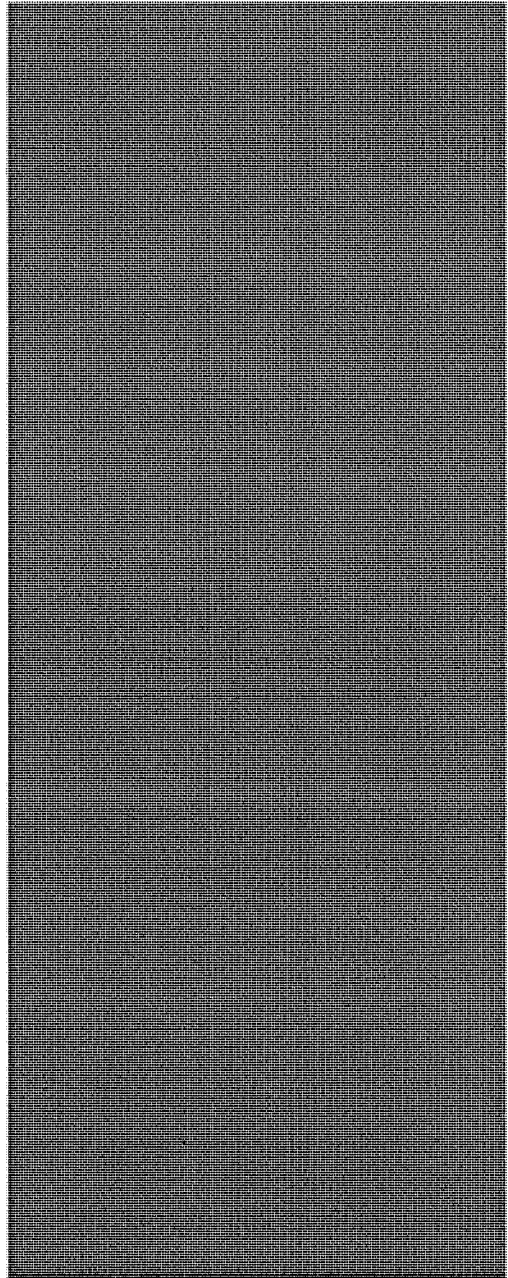
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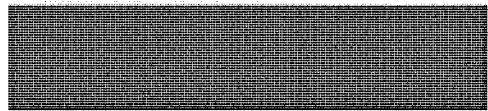


06/04/2011 18:19





cc



bcc

Subject Message from the Treasury Grades  
Management

Dear Colleagues,

It has come to the Grade Management's notice that colleagues received an anonymous email dated 1st April under the caption "Hong Kong SAR Government Treasury Grade Association".

We always welcome and treasure colleagues' ideas that would benefit the Treasury



Grades, and there already exist various communication channels.

The Treasury Grades have been able to earn an enviable reputation and a sustained growth throughout the years, and these would not have been possible without the good work and concerted efforts of all of you. We firmly believe that all members of the Treasury Grades cherish our fine tradition of being a close team of high-spirited professionals.

With all the challenges and opportunities ahead of us and at the start of the new financial year, quote if I may, DAS has in her inaugural message succinctly pointed out the essential ingredients for the Treasury and the Grades to thrive -

***"..... thanks to you all for the tremendous support, co-operation and assistance ..... It is only with these ingredients that the Treasury Grades will continue to be a harmonious workforce, and the Treasury a satisfying workplace ....."***

Best Regards,

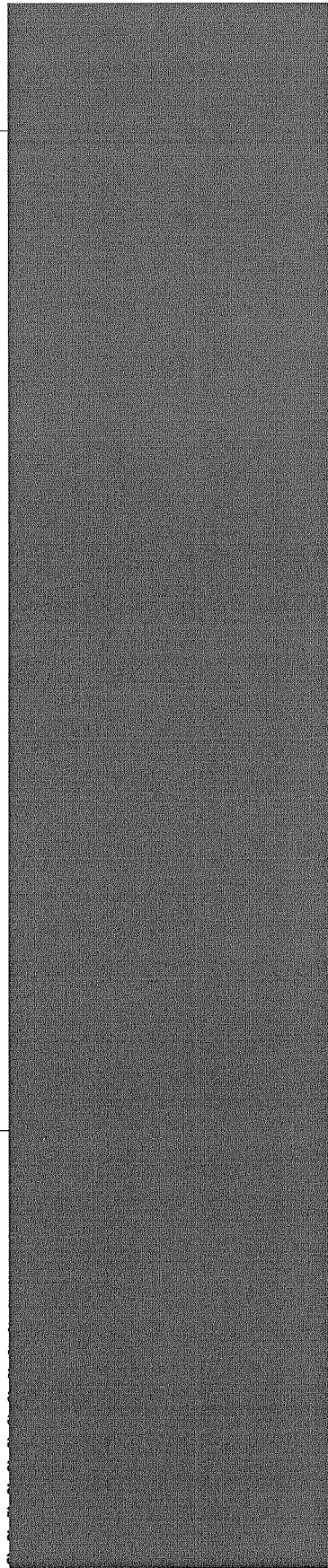
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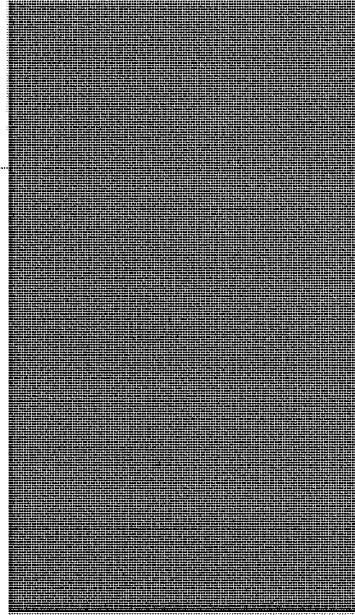


Treasury Grade

04/05/2011 07:56

To





cc

bcc

Subject Treasury Grade Association (Resend with an Opinion Survey)

We are both exciting and encouraging to share with you that we receive enormous support on the formation of a Treasury Grade Association. We appreciate very much your support.

We acknowledge that some may be skeptical on our initiative and some may question our ways in presenting our thoughts. We are thankful for your comments. Our aim is simply to protect the interest and welfare of the Treasury Grades. Like all of you, we are prudent accountants. We are not trouble-makers. We do not wish to challenge the authorities. We appreciate that great efforts have been made over the years to improve our well being including the establishment of various communication channels. However, we like to see a greater protection of our interest. The points listed in our last email tell us that there are rooms for improvement. We apologize to those who are being offended by the list. But they are the truth, although it may be inconvenient for some to bear. We just hope to see a better future – where people are being fairly treated, hard work are being recognized, and opportunities are fairly given to all.

After careful consideration, subject to your comments, we believe that it would be more efficient and effective to set up a branch under the HKCCSA rather than forming our own association. According to the HKCCSA, we should take the following steps accordingly:

- (1) join the HKCCSA as a member, if you have not already done so;
- (2) form a Preparation Group (of not less than 7 members) to submit a co-signed application to the HKCCSA for permission to set up a Treasury Grades Branch under the Association; and
- (3) after obtaining an approval from the HKCCSA, call for a General Meeting, establish

the Branch, and arrange the election for the Executive Committee for the Branch with a minimum of 5 members and a maximum of 15 members.

We therefore appeal to have your support to join the Preparation Group and the Executive Committee. Please share with us your views by completing the following survey and return it to us by replying this email **on or before 4 June 2011**:

\*\*\*\*\* Opinion Survey \*\*\*\*\*

**(A) An Association or A Branch**

- I  the formation of a Treasury Grade Association.
- or
- I  the formation of a Branch under the HKCCSA<sup>^</sup>. I am / am not\* a HKCCSA member.

<sup>^</sup> Hong Kong Chinese Civil Servant Association (HKCCSA)  
\* delete as appropriate

**(B) Participation in the Preparation Group and/or the Executive Committee**

- I  to join the Preparation Group for setting up an Association / a Branch.
- I  to join the Executive Committee for the Association / Branch.

\* delete as appropriate

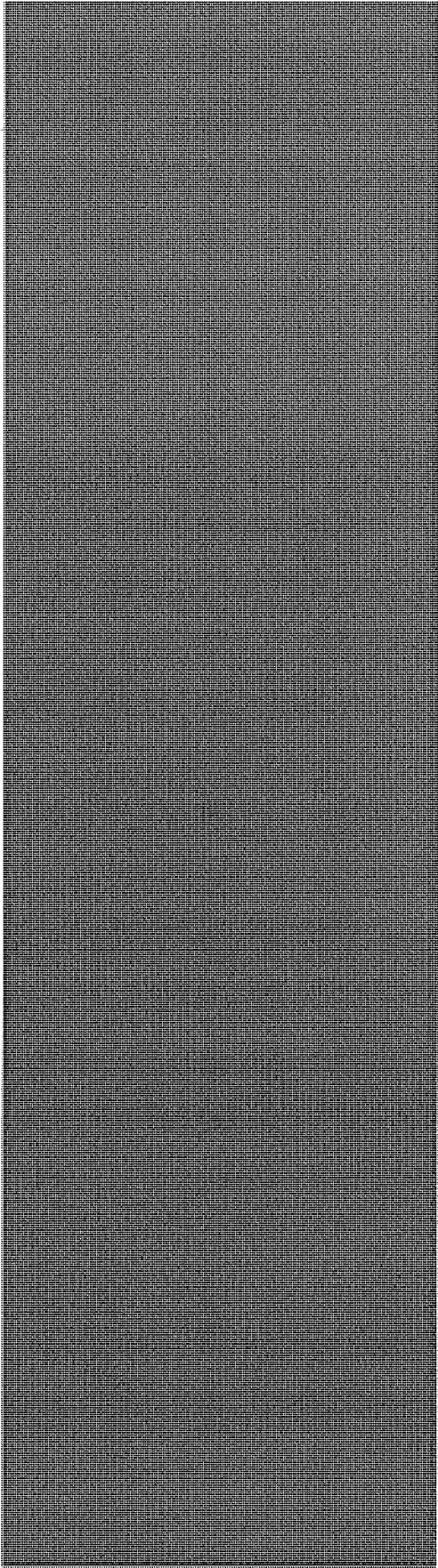
**(C) Other Comments**

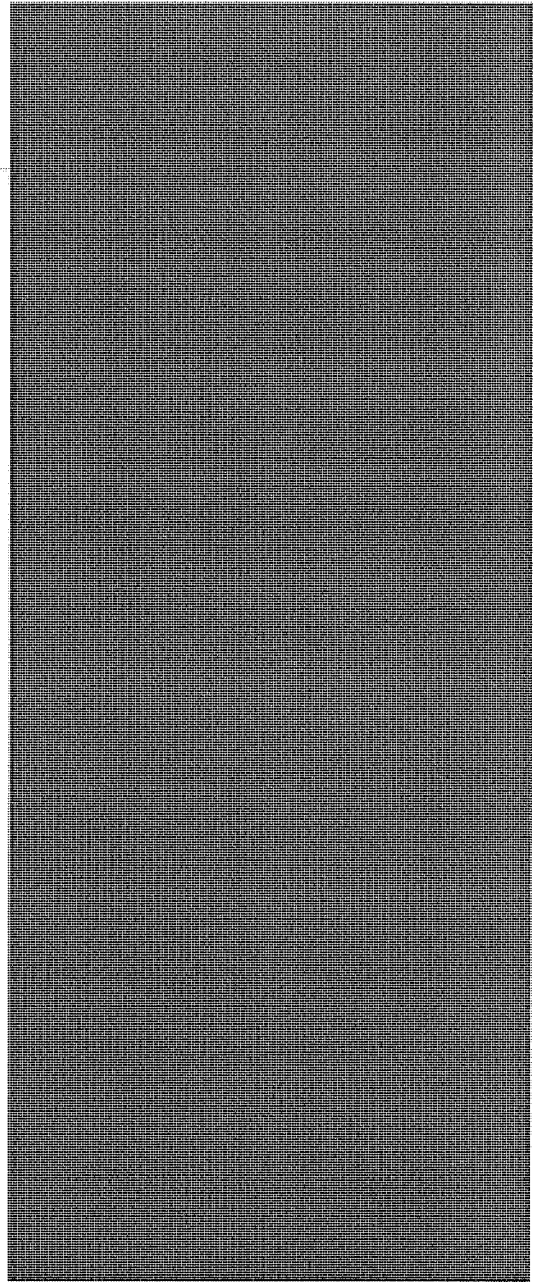
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To

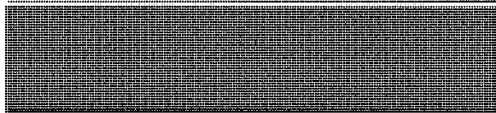


04/05/2011 18:32





cc



bcc

Subject Message from the Treasury Grades Management

Dear Colleagues,

The Grade Management notes that further anonymous emails under the caption "Treasury Grade Association" have been sent to colleagues.

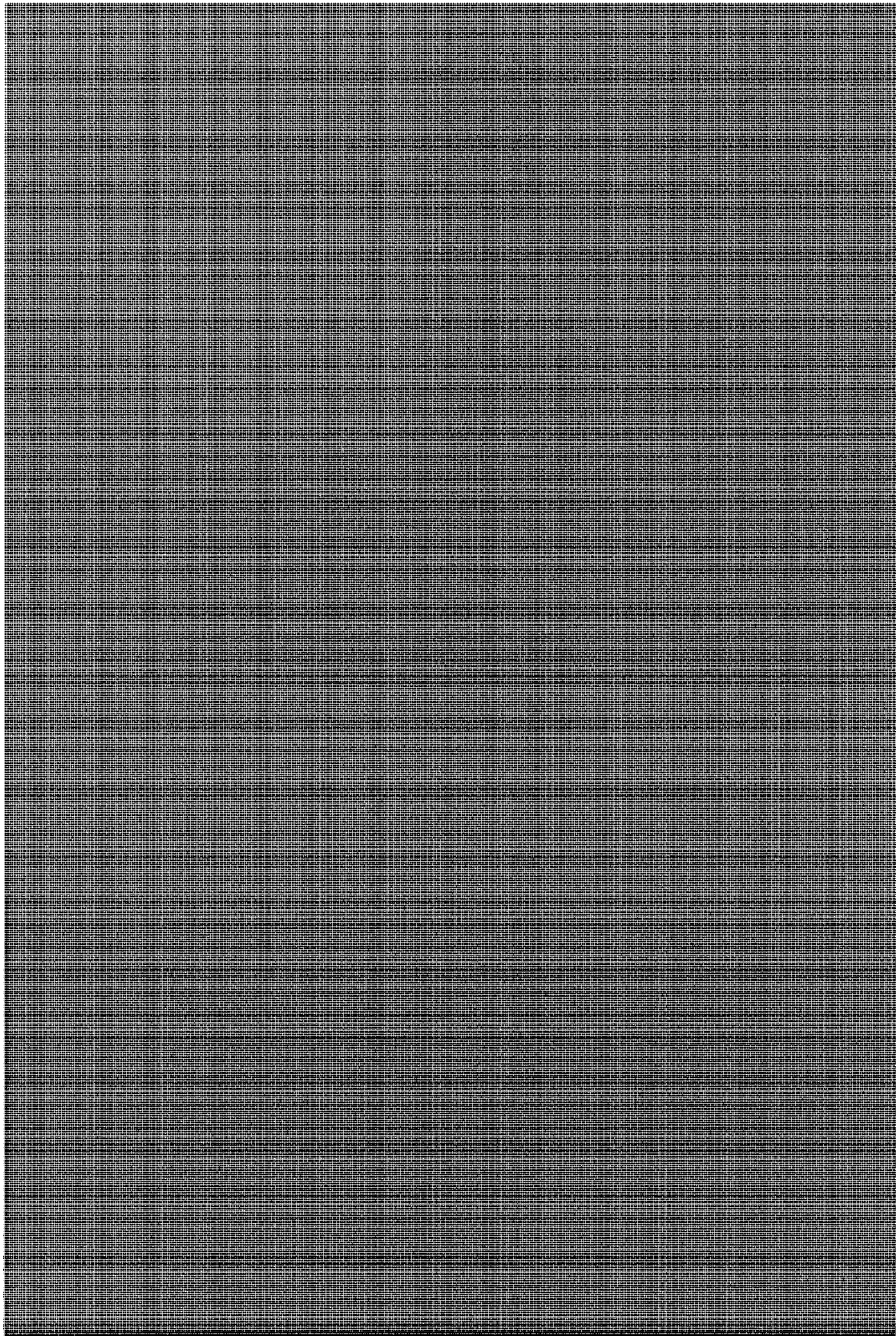
We trust that all Treasury Grades members treasure our fine traditions. Unity and harmony are the cornerstones of sustainable development of both the Treasury and

our Grades.

Best Regards,

[REDACTED]  
CTA(PD), Treasury  
[REDACTED]

From: [REDACTED] /TRY/HKSARG  
To:



<u>Grade</u>	<u>Rank</u>	<u>MPS Point</u>	No. of Officers (as at 31 July 2011 )	<u>Advancement Ratio</u>
Accounting Officer	Accounting Officer II	14 - 27	140	AOII : AOI 1 : 0.98
	Accounting Officer I	28 - 33	137	AOI : SAO 1 : 0.15
	Senior Accounting Officer	34 - 44	20	AOI : SAO/TA 1 : 0.99
Treasury Accountant	Treasury Accountant	30 - 44	116	TA : STA 1 : 0.55
	Senior Treasury Accountant	45 - 49	64	
Assessor	Assistant Assessor	16 - 27	356	AA : A 1 : 0.67
	Senior Assistant Assessor	28 - 33	1	
	Assessor	30 - 44	240	A : SA 1 : 0.33
	Senior Assessor	45 - 49	80	
Supplies Officer	Assistant Supplies Officer	8 - 26	77	ASO : SO 1 : 0.86
	Supplies Officer	27 - 33	66	SO : SSO 1 : 0.33
	Senior Supplies Officer	34 - 39	22	SSO : CSO 1 : 0.5
	Chief Supplies Officer	40 - 44	11	CSO : PSO 1 : 0.55
	Principal Supplies Officer	45 - 49	6	
Executive Officer	Executive Officer II	15 - 27	820	EOII : EOI 1 : 0.95
	Executive Officer I	28 - 33	782	EOI : SEO 1 : 0.82
	Senior Executive Officer	34 - 44	641	SEO : CEO 1 : 0.29
	Chief Executive Officer	45 - 49	186	