

警察評議會職方協會

香港軍器廠街一號警察總部

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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: CB4/PL/PS

**URGENT DELIVERY**

26<sup>th</sup> June 2013

The Hon Mrs Regina IP LAU Suk-ye, GBS, JP  
Chairperson, Panel on Public Service  
Legislative Council Complex,  
1 Legislative Council Road,  
Central, Hong Kong.

Dear Mrs. IP,

**Submission to LegCo Panel on Public Service  
by the Police Force Council Staff Side (JPOA, HKPIA, OIA and SPA)  
on the Pay Adjustment Mechanisms**

The Police Force Council Staff Side represents the Four Staff Associations and over 28,000 men and women of the Hong Kong Police.

Whilst we expect the pay adjustment to proceed normally, through LegCo Panel on Public Service and Finance Committee, we are most concerned with reliability of the current Pay Trend Adjustment mechanisms. The Secretary for Civil Service has in effect relied upon the Pay Trend Indicator as the prime consideration of the final pay adjustment without due determination to other five factors in the mechanism. Because of this we have therefore lost faith in that mechanism completely and are seeking dialogue on how to make improvements and have a consensus on police pay. Police officers deserve a proper independent pay review mechanism to provide for both annual adjustment and more detailed reviews on the pay related to the responsibilities of police work, i.e. "An Independent Police Pay Review Body".

The joint stance of all four police staff associations is that the current mechanisms are not working well and need to be overhauled. We all agree we need to have an annual pay mechanism that is more transparent in terms how the various factors are considered, the data compiled and application of various indicators and benchmarks. For transparency we see it is essential that the mechanism has oversight by an Independent Body.

**HONG KONG**

**SUPERINTENDENTS'  
ASSOCIATION**  
警司協會

**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

We ask that the Standing Commission on Civil Service Salaries and Conditions of Service and the Standing Committee on Disciplined Services be asked to consult with Staff Councils and give advice on these matters.

Yours sincerely,



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Peter CORNTHWAITE  
Chairman  
SPA



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Ben TSANG  
Chairman  
HKPIA



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Ron ABBOTT  
Chairman  
OIA



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Joe CHAN  
Chairman  
JPOA

c.c.

Commissioner of Police

Secretary for the Civil Service

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

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

Chairman, Pay Trend Survey Committee