

香港特別行政區政府
保安局



The Government of the
Hong Kong Special Administrative Region
Security Bureau

香港添馬添美道 2 號

2 Tim Mei Avenue, Tamar, Hong Kong

本函檔號 Our Ref.: SEC 2/1/847

來函檔號 Your Ref.:

電話 TELEPHONE: 2810 2330

圖文傳真 FACSIMILE: 2147 3165

6 July 2015

Ms Sharon Chung
Chief Council Secretary (1)2
Legislative Council Secretariat
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

Dear Ms Chung,

Follow up to Public Works Sub-committee meeting on 30 June 2015

The Public Works Sub-committee meeting discussed “69JA - Redevelopment of Kwun Tong staff quarters at Tseung Kwan O Road, Kowloon” on 30 June 2015. Dr. Hon. Helena Wong enquired at the meeting whether the eligibility criteria for allocation of staff quarters for the disciplined services constituted marital status discrimination, and other housing benefits that were applicable to unmarried disciplined services staff. Our reply is provided in the following paragraphs.

Eligibility Criteria for Disciplined Services Staff Quarters

It is an established government policy to provide departmental quarters for married disciplined services staff subject to availability of resources. Pursuant to paragraph 3 of Schedule 5 to the Sex Discrimination Ordinance (Cap. 480) (the Ordinance), any discrimination between persons of different marital status arising from a provision of the Civil Service Regulations relating to housing benefits or allowances is exempted under the Ordinance. The quartering policy therefore does not constitute discrimination under the Ordinance.

Housing Benefits Schemes Applicable to Unmarried Disciplined Services Staff

Civil service housing benefits are provided to eligible civil servants according to their terms of appointment and the terms and conditions of respective housing schemes. Currently, for unmarried disciplined service staff who are offered appointment, they can choose to apply for one of the following housing schemes –

(i) Non-accountable Cash Allowance Scheme

A fully non-accountable monthly allowance is payable to eligible civil servants for a maximum of 120 months during an officer's service with the Government. Eligible civil servants include officers on or above Master Pay Scale (MPS) Point 34 or equivalent¹. Officers below MPS Point 34 or equivalent are subject to a quota system and the following specified service requirements –

- officers who are on MPS Point 22 to Point 33 or equivalent and have completed at least three years of continuous service; or
- officers who are below MPS Point 22 or equivalent and have completed at least 20 years of continuous service.

(ii) Civil Service Public Housing Quota Scheme (CSPHQ)

The CSPHQ operates on a quota system. Officers who have at least two years of continuous service and are remunerated as follows are eligible to apply for public rental housing quotas or home purchase quotas under the CSPHQ –

- on or below Police Pay Scale Point 31; or
- on or below General Disciplined Services (Rank and File) Pay Scale Point 29; or
- on or below Independent Commission Against Corruption Pay Scale Point 14.

¹ This allowance is offered as a condition of service.

I should be grateful if you could forward the above information to Members for reference.

Yours sincerely,

A handwritten signature in cursive script that reads "Amy Wong".

(Amy Wong)
for Secretary for Security