

政府總部  
公務員事務局  
香港下亞厘畢道



CIVIL SERVICE BUREAU  
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13 April 1999

LegCo Secretariat  
Legislative Council Building  
8 Jackson Road  
Central  
Hong Kong  
(Attn.: Miss E. WONG)

Dear Miss WONG,

### Objection to SWD's Pay Cut In Employing Contract Staff

I refer to your fax of 9 April 1999.


To introduce flexibility in the temporary appointment system and provide Heads of Departments/Heads of Grades (HoDs/HoGs) with greater autonomy in employing and deploying staff to meet short-term service and operational needs, we introduced early this year the non-civil service short-term contract terms which provide that HoDs/HoGs may, subject to the availability of funding, employ non-civil service contract staff at non-directorate equivalent level. These non-civil service contract staff are not civil servants, and are not appointed to posts on the civil service establishment. They are not appointed on civil service terms and conditions of service. Under the existing policy, HoDs/HoGs may determine the level of pay for these non-civil service contract staff having regard to the prevailing employment market and recruitment situation, subject to the pay being no more than the minimum salary of comparable civil service ranks or ranks of comparable level of responsibilities.

An information paper on the Employment of Non-civil Service Contract Staff was submitted to the Legislative Council Panel on Public Service on 18 January 1999. A copy of the information paper is enclosed for your reference.

(Remark: Please refer to LC Paper No. CB(2) 924/98-99)

The Financial Secretary announced in his 1999-2000 Budget Speech a temporary measure to freeze recruitment to the civil service with effect from 1 April this year. During the freeze, departments may offer appointments on non-civil service contract terms if additional manpower is required to meet operational needs.

Yours sincerely,



(Ms Joyce TAM)  
for Secretary for the Civil Service

Encl.

c.c. Director of Social Welfare