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25 January 2000

Clerk to Legislative Council
Public Service Panel
Legislative Council Building
8 Jackson Road
Central, Hong Kong
(Attn: Miss Salumi Chan)

Dear Miss Chan,

**Legislative Council Public Service Panel Meeting
1999 Review on Civil Service Starting Salaries**

At the Legislative Council Public Service Panel meeting on 17 January 2000, the Hon Lee Cheuk Yan asked whether the review on civil service starting salaries will have any impact on staff employed by contractors/consultants under the Architectural Services Department (the Department). I replied to say that I did not expect there would be any major impact but I agreed to check with the Department.

For building contracts undertaken by contractors, only one lump sum contract price is offered to the successful contractor and there is no contractual requirement for the contractor to follow any particular civil service pay structure for their technical staff. Terms and conditions of staff employed by the contractors are matters between the contractors and the staff concerned. The same applies to consultants employed by the Department. Under normal circumstances: contracted-out projects undertaken by the Department are supervised by its own resident site staff.

A slightly different arrangement applies to contractors for the School Improvement Programme (SIP) under several phases. The Department has engaged consultants for the design and site supervision works for more than 400 schools. These consultants have to employ their own resident site staff. The contract for the consultants provides that the allowances of resident site staff employed by them "shall not exceed that provided by the Employer to a Hong Kong Civil Servant of comparable status and circumstances". Contracts are silent on pay levels but the Department has asked the consultants to follow the same principle in respect of the pay for such resident staff.

However, Members may wish to note that due to availability of resources upon the recent completion of major projects and the reduction in scope and numbers of the remaining SIP, the Department has now decided to deploy its own resident site staff for future phases of the SIP.

Yours sincerely,

(D W Pescod)
for Secretary for the Civil Service