

CSO/ADM CR 15/3231/99(03) Pt. 8
CB1/F/3/6

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13 February 2004

Miss Becky YU
Clerk to Establishment Subcommittee
Legislative Council Building
8 Jackson Road
Central
Hong Kong

Dear Miss Yu,

Establishment Subcommittee meeting on 7 January 2004

Issue requiring follow-up action by the Administration

I refer to your letter of 7 January 2004 and the follow-up action required for item no. EC(2003-04)14. The requested information on changes in establishment and remuneration package of the staff of the Office of The Ombudsman are set out in the attached tables at Annex A and B.

Yours sincerely,

(Ms Pecvin YONG)
for Director of Administration

c.c.

The Ombudsman (Attn: Mr Y C MOK)
Secretary for Financial Services and the Treasury (Attn: Mr Bryan LI)

Annex A

Changes in Establishment of the Office of The Ombudsman

Ranks	Establishment in the Office of The Ombudsman	
	March 2001 (Pre-delinking)	February 2004
Ranks in the directorate pay scale or equivalent	5	5
Non-directorate ranks the maximum pay point of which is above MPS Point 33 or equivalent	33	27
Non-directorate ranks the maximum pay point of which is at or below MPS Point 33 or equivalent	52	55
Total	90	87

Changes in Remuneration Package for Staff of the Office of The Ombudsman before and after Delinking ⁽¹⁾

Ranks ⁽²⁾	Position before delinking (as at 31 March 2001)			Current Position (as at 1 February 2004)				
	Full year cost of package on civil service terms in 2000-01			Full year cost of package on the Office of The Ombudsman's own contract terms in 2003-04				
	Pay Scale	Annual Salary at Mid-point ⁽³⁾	Estimated Total Cost ⁽⁴⁾ (a)	Corresponding Pay Scale ⁽⁵⁾	Corresponding Annual Salary at Mid-point ⁽⁶⁾	Estimated Total Cost ⁽⁷⁾ (b)	Difference in Cost (c) (c)=(a)-(b)	Difference by % ((c)/(a))*100%
Deputy Ombudsman	D3 - D3B	\$1,580,400	\$2,686,680	D3 - D3B	\$1,580,400	\$2,150,774	\$535,906	19.95%
Assistant Ombudsman	D2 - D2B	\$1,443,000	\$2,453,100	D2 - D2B	\$1,404,420	\$1,919,873	\$533,227	21.74%
Chief Complaints Officer or equivalent	Pt.45 - 49	\$985,260	\$1,674,942	Pt.42 - 49	\$925,416	\$1,266,341	\$408,601	24.39%
Senior Complaints Officer or equivalent	Pt.34 - 44	\$722,280	\$1,119,534	Pt.31 - 44	\$671,916	\$873,910	\$245,624	21.94%
Complaints Officer or equivalent	Pt.28 - 33	\$508,860	\$788,733	Pt.22 - 33	\$432,720	\$521,954	\$266,779	33.82%
Complaints Assistant	Pt.6 - 27	\$278,040	\$389,256	Pt.6 - 27	\$271,416	\$317,547	\$71,709	18.42%
Accountant	Pt.25 - 44	\$630,240	\$976,872	Pt.25 - 44	\$613,440	\$795,035	\$181,837	18.61%
Assistant Office Administrator or equivalent	Pt.12 - 27	\$321,660	\$450,324	Pt.11 - 27	\$299,100	\$363,005	\$87,319	19.39%
Personal Secretary	Pt.16 - 21	\$291,840	\$408,576	Pt.11 - 21	\$246,120	\$288,115	\$120,461	29.48%
Senior Administrative Assistant	Pt.16 - 21	\$291,840	\$408,576	Pt.11 - 21	\$246,120	\$288,115	\$120,461	29.48%
Administrative Assistant	Pt.2 - 15	\$171,600	\$240,240	Pt.0 - 15	\$167,580	\$199,776	\$40,464	16.84%
Office Assistant	Pt.0 - 6	\$117,420	\$164,388	Pt.0 - 6	\$114,660	\$139,907	\$24,481	14.89%
Motor Driver	Pt.5 - 8	\$151,140	\$211,596	Pt.5 - 8	\$147,600	\$176,682	\$34,914	16.50%

Footnotes:

(1) The Office of The Ombudsman was delinked from the Government in December 2001.

(2) The ranks of The Ombudsman and Principal Executive Officer (PEO) have not been included. Their terms of appointment were not affected by the delinking exercise. The remuneration for The Ombudsman for her 5-year term was determined by the Chief Executive on her appointment. The post of the PEO has been filled by a civil service secondee and is planned for deletion in 2004-05.

(3) Based on civil service pay scale 2000-01.

(4) Annual salary at mid-point plus estimated cost for fringe benefits including pension/gratuity, medical benefits, leave, passage, education allowance, housing benefits, etc.

(5) The pay scales for some of the ranks (e.g. Complaints Officer) were also restructured in 2001.

(6) There were salary adjustments for the civil service on 1 April 2001, 1 October 2002 and 1 January 2004 respectively. The Office of The Ombudsman implemented corresponding salary adjustments.

(7) Annual salary at mid-point plus expenditure on fringe benefits payable in cash including cash allowance, gratuity and premium for insurance.