

**Submission from the Association of Expatriate Civil Servants of Hong Kong**

Association of Expatriate Civil Servants of Hong Kong (AECS) will not make a written submission on item III — Progress update on review of job-related allowances for civilian grades.

With regard to item IV — Outcome of the consultation on the proposals for the pay level survey and the way forward, please inform the Chairman of the Panel that, as far as AECS is concerned, there has so far been no outcome. He might like to raise the following points with the administration:

- At the last meeting of the Consultative Group, Mr Joseph Wong informed the staff associations and general unions that over 80 submissions had been received. We asked for information on these submissions and what steps would be taken to address the issues raised. We have been promised a paper but, so far, we have not received any such paper. The next meeting is on 2nd March.
- Until such a paper and proposals for dealing with the queries raised by this association and others are forthcoming, no agreement on the PLS methodology is possible.
- There are still major differences between the administration and the staff associations and general unions over the proposed methodology. Judging by the response to previous objections, very little will be modified but you will be told that the staff associations and general unions have been consulted. Consultation on this and other matters has become a matter of the administration asking for our views and then ignoring them.
- Given these problems, the timetable proposed for the implementation of the Pay Level Survey, envisaging commencement of data collection starting "in the first quarter of 2005" is totally unrealistic. There is simply not enough time to get agreement on the methodology and then tender and let a consultancy before the end of March.
- We have asked to be shown the tender documents, or at least the selection criteria to be used in assessing the tenders, and to be allowed to comment on them before the tender is issued. There was a distinct lack of transparency over the tender for the consultancy on the methodology, which told the consultant which methodology was CSBs "current thinking".

Regards,

Alan Cooper  
President of AECS  
14 February 2005