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協會檔號 OUR REF: (18) in SF(8) in SS/C 1/12 Pt. 16

來件編號 YOUR REF:

16 June 2006

The Hon TAM Yiu-chung, GBS, JP
Chairman, Panel on Public Service
Legislative Council
Legislative Council Building,
8 Jackson Road, Central,
Hong Kong.

Dear Hon TAM,

**Development of an
Improved Pay Adjustment Mechanism for the Civil Service
Submission by PFC SS in Response to LC Paper No.CB(1)1746/05-06(04)**

We write to draw your attention to the fact that yet again the Administration is deliberately misleading the panel members in respect of the so-called *Improved Pay Adjustment Mechanism for the Civil Service*.

Firstly you will note that the captioned paper claims that the Pay Level Survey being conducted by the consultant, Watson Wyatt, is part of an “ongoing effort to develop an improved pay adjustment mechanism”. In fact there is ***no other part*** to this effort. It remains the only agenda item on meetings of the Consultative Group, which in itself has only met on two occasions since the PFC SS appeared before the panel on 21st November 2005 (a period of 7 months). Members of the PFC SS and Disciplined Service Unions are still waiting for CSB to include substantive issues as agenda items for consultation with the CG. At this moment, there is still no genuine consultation with the staff side on this issue – it remains a sham perpetuated by the Administration.

Secondly, CSB has claimed that the consultant is taking forward the

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survey at “full speed”. Nothing could be further from the truth. The consultant was appointed one year ago. The progress has slowed in tandem with the continuing reluctance of Secretary for Civil Service to hold CG meetings or to include items that will genuinely improve the mechanism.

It is now unlikely that the survey will be completed within this year, and the application of survey results will certainly be delayed to the extent that the Grade Structure Review promised to the Police Force is unlikely to take place until late 2007. This will mean police pay will effectively have been frozen for 10 years (i.e. at 1997 levels). It is a disgraceful state of affairs at a time when the economy is booming, pay rises are everywhere in the private sector and even legislators are calling for a 70% pay rise. The PFC SS cannot accept further delays to the Grade Structure Review and urge the panel to assist in rectifying this situation as a matter of urgency. The Grade Structure Review must be carried out immediately.

We also urge the panel, in your capacity as the guardians of the quality of public service, to call the Administration to account over this issue. We cannot stress strongly enough the feelings of resentment held by police officers towards the Administration. The situation is dire and we urge you to act for the sake of the future safety and stability of Hong Kong.

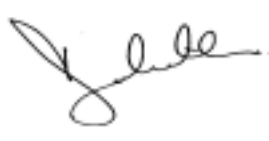
Yours sincerely,



To Chun-wai
Chairman SPA



Liu Kit-ming
Chairman HKPIA



David Williams
Chairman OIA



Chung Kam-wa
Chairman JPOA

c.c.

Commissioner of Police

External

Chief Executive, HKSAR Government

All Members, LegCo Public Service Panel

Secretary for the Civil Service

Staff Side Chairman, Senior Civil Service Council

Staff Side Chairman, Disciplined Services Consultative Council

Staff Side Chairman, Model Scale I Staff Consultative Council

Chairman, Hong Kong Civil Servants General Union

Chairman, Government Employees' Association

Chairman, Federation of Civil Service Unions

Chairman, Government Disciplined Services General Union