

26 January 2006

The Hon Donald TSANG Yam-kuen
Chief Executive
Hong Kong Special Administrative Region
People's Republic of China
c/o Office of the Chief Executive
Government House,
Hong Kong.

Dear Sir,

Separate Pay Review for the Disciplined Services

We write in relation to the ongoing debacle of the Civil Service Pay Level Survey, and beseech you to intervene in this most undemocratic and unreasonable course of action the Secretary for Civil Service (SCS) has adopted.

We have been supportive of the initiative to develop an improved pay adjustment mechanism for the Civil Service and have actively contributed to the consultation process throughout the past two years. Unfortunately, our views have repeatedly been ignored, particularly in relation to two issues of fundamental importance:

- The appointment of Watson Wyatt as the Consultant for the purpose of Phase II of the Civil Service Pay Level survey (PLS).
- The application of the survey result to the Disciplined Services through "internal relativities".

We trust that you are well aware of the nature of the disagreement between our Staff Side and the SCS in relation to the appointment of the Consultant. We do not intend therefore to labour on the details here. Suffice it for the purpose of this letter for us now to reiterate our position that we remain resolutely opposed to Watson Wyatt's appointment on the ground of its clear conflict of roles and lack of credibility as an independent consultant, and that any survey result produced by the current PLS should not be applied to the Disciplined Services through the "internal relativities" mechanism because it offends the accepted principle that no satisfactory comparison can be made of our pay.

We have now arrived at a point where it is clear that further effort through the Consultative Group will be futile as the process has degenerated into a sham. This sorry state of affairs was made abundantly clear by the

SCS's obstinate refusal to heed the motion passed by the LegCo Public Service Panel on 2005-11-21 to replace Watson Wyatt. Our subsequent attempt to appeal to the SCS's senses at the Consultative Group meeting on 2005-11-24 also failed. We now have no alternative but to seek your intervention in the matter, which is in line with our staff's expectation that the Administration under your leadership is genuinely interested in building a "Caring and Just Society" as proclaimed in your last Policy Address.

In this connection, we urge you to call upon the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) to conduct a full review of pay for the disciplined services immediately and independently of the PLS conducted by Watson Wyatt.

Yours sincerely,



CHIU See-wai
Chairman
Government Disciplined
Services General Union



NGAI Sik-shui
Staff Side Chairman
Disciplined Services
Consultative Council



LAU Kam-wah
Principal Staff Side
Spokesman
Police Force Council

c.c.

Chairman, Legislative Council Public Service Panel
Chairman, Standing Committee on Disciplined Services
Salaries and Conditions of Service
Commissioner of Police
Director of Immigration
Controller, Government Flying Service
Commissioner of Customs & Excise
Director of Fire Services
Commissioner of Correctional Services