



21 June 2006

Mr POON Chi-ming
Chairman
Government Disciplined Services General Union

Mr PANG Chung-yin
Staff Side Chairman
Disciplined Services Consultative Council

Mr Simon Hannaford
Principal Staff Side Spokesman
Police Force Council

c/o Staff Side Secretary
Police Force Council
39/F, Arsenal House, Police Headquarters
1 Arsenal Street
Wan Chai
Hong Kong

Dear Sirs,

Pay Review for the Disciplined Services

The Chief Executive has asked me to thank you for your letter of 9 May, and to reply on his behalf.

We understand that the Civil Service Bureau (CSB) has already given detailed responses to the various issues raised concerning the appointment of the Phase Two consultant for conducting the pay level survey for the civil service. The responses have been provided to the Consultative Group on Civil Service Pay Adjustment Mechanism (Consultative Group) and the Legislative Council Panel on Public Service. We, therefore, do not propose to repeat the details here, except to respond briefly to the two specific points raised in your letter.

中華人民共和國香港特別行政區行政長官辦公室

Office of the Chief Executive of the Hong Kong Special Administrative Region of the People's Republic of China

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First, regarding consultation with the staff sides on the criteria for assessing proposals from bidding consulting firms, you would appreciate that CSB had to comply with the Government's established rules governing the procurement of consultancy services while taking account of the staff feedback. For example, we understand that CSB had explained at the relevant Consultative Group meeting that the staff sides' suggestions of inviting non-civil servants to sit on the assessment panel for selecting the Phase Two consultant and disclosing the marking scheme for the assessment criteria before the submission of detailed proposals from the bidding consulting firms could not be adopted because they were not consistent with the established rules or practices. We further understand that where appropriate, CSB had taken on board the suggestions put forward by the staff sides. For example, in response to the staff sides' suggestion, CSB had invited a member from outside CSB to sit on the assessment panel. CSB had also informed the staff sides of the list of consulting firms invited to express interest in the consultancy so that staff side members could offer information, if any, about these firms for reference by the assessment panel.

Since 2003 when work on the pay level review exercise began, CSB has been engaging the staff sides on a regular basis, pro-actively seeking their views and keeping them informed of practically every step of the work to be undertaken or completed. The fact that the survey methodology was decided after two years of intensive discussions with the staff sides demonstrates the Administration's sincerity in listening to the views that civil service colleagues have on this matter.

Second, regarding the application of the pay level survey results to the disciplined services, please be assured that before any decision is taken on this matter, CSB will consult both the Steering Committee and the Consultative Group on Civil Service Pay Adjustment Mechanism. This consultation arrangement would complement the existing mechanism whereby independent advice will be sought from the advisory bodies on civil service salaries and conditions of service (including the Standing Committee on Disciplined Services Salaries and Conditions of Service in relation to the disciplined services) before the Administration takes decisions on matters affecting the pay and conditions of service of civil servants.

We have taken note of your request for a full review of pay for the disciplined services. We wish to reiterate the Administration's position as conveyed in our letter to you dated 27 February 2006, namely that CSB has undertaken to accord priority to the disciplined services grades in carrying out individual grade structure reviews after the completion of the pay level review exercise.

The Chief Executive is fully aware of, and understands, the sentiments as well as the concerns of colleagues in the disciplined services over the pay level survey. He encourages you to continue to maintain a constructive dialogue with the Secretary for the Civil Service and her colleagues. He looks to the management and the staff sides to continue to work in partnership in taking forward the pay level review exercise.

Yours sincerely,



(Mrs Jessie Ting)

Private Secretary to Chief Executive

c.c. Chairman, Panel on Public Service, Legislative Council
Chairman, Standing Committee on Disciplined Services
Salaries and Conditions of Service
(c/o Joint Secretariat for the Advisory Bodies on Civil Service
and Judicial Salaries and Conditions of Service)
Commissioner of Police
Director of Immigration
Controller, Government Flying Service
Commissioner of Customs and Excise
Director of Fire Services
Commissioner of Correctional Services
Secretary for the Civil Service