



政府醫生協會

The Government Doctors' Association

c/o Oral Maxillofacial Surgery & Dental Unit, Queen Elizabeth Hospital,
30 Gascoigne Road, Kowloon

傳真(Fax) : 2215 1061 電話(Tel) : 2958 6405 網址(Website) : <http://www.gda.org.hk/>

Dr Hon KWOK Ka-ki,
Legislative Council Member
Deputy Chairman, Panel on Health Services, Legislation Council

Fax. 29754748

6 July 2007

Dear Dr KWOK,

Re: Discussion of the Shortage of medical staff in Hospital Authority by the Panel on Health Services

The Government Doctors' Association (GDA) is aware that the above-mentioned issue will be tabled for discussion by Panel on Health Services of the Legislative Council.

The GDA is hastened to point out that all the problems that the Health Services will be hearing are in no lesser way shared by our colleagues, especially the 'Non-Civil Service Contract' (NCSC) doctors.

The GDA must express our deepest concern on the inequality of salary level between NCSC Contract Doctors and the newly recruited Civil Servant Doctors in Department of Health.

Out of the present 392 contract doctors (as at 18.4.2007) in the Department of Health, 102(26%) are NCSC Contract Doctors. In other words, more than **one quarter** of the essential manpower of a Government Department is now run by temporary staff. As a matter of fact, this peculiarity has been raised with the **Chief Executive** during the consultation for his Policy Address in August 2006.

The terms of employment for doctors in the Department of Health have drastically been changed since 2000. The entry salary point was lowered from Master Pay Scale (MPS) point 32 to point 27. With the freeze on recruitment of Civil Servants, all new recruits are on NCSC terms and given a fixed point contract. With a few exceptions, most of the NCSC doctors are given a contract starting at the entry level of point 27. There has been no increase in salary point on further contract renewals.

In the context of fairness and equality to doctors working for the Government of Hong Kong SAR, the GDA would appreciate your consideration of our following concerns:

1. Inequality of salary levels between Contract and Civil Servant Doctors

Resumption of the starting salary points of existing Contract Doctors to point 32, plus the relevant incremental points for experience.

2. Increase of salary of our NCSC colleagues by the same rate as the Civil Servants
Both our NSCS and Civil Service Doctors are providing the same services to the same employer – the Government of the Hong Kong SAR. There should be a salary increase *on par* with other Civil Servants i.e. 3.91% to 4.96%.

All doctors working in the Department of Health are offering our best quality service to safeguard the health and welfare of the community. There may be a difference in the terms of employment but there should be no reason for discrimination and exploitation.

Thank you for your attention.

Dr CHAN Sai-kwing
Chairman