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17 November 2009

Ms. Joanne Mak
Clerk to Bills Committee
Bills Committee on
Public Officers Pay Adjustment Bill
Legislative Council Secretariat
8 Jackson Road,
Central, Hong Kong

[Fax No. 2121 0420]

Dear Ms. Mak,

Bills Committee on Public Officers Pay Adjustment Bill

Meeting on 20 November 2009

Thank you for your letter of 12 November 2009.

I set out below the information requested by Members at the meeting held on 10 November 2009.

(a) Subvention to subvented bodies

Following a civil service pay adjustment, the Government will adjust its subvention to a subvented body if it is partly or wholly price-adjusted on the basis of a formula agreed between the Administration and the subvented body that includes a factor of civil service pay adjustment. Such formula may take different forms. For some subvented bodies (e.g. the Hospital Authority), the relevant part of their subvention (e.g. the personal emolument portion in the case of the Hospital Authority) will be adjusted in accordance with the weighted

average civil service pay adjustment rate (which will be -1.56% for 2009-10 if the Public Officers Pay Adjustment Bill is enacted). For some others (e.g. subvented organisations in the social welfare sector funded on the basis of lump-sum grant), the relevant part of their subvention (e.g. personal emolument) will generally be adjusted in accordance with the snapshot staff profile of the subvented bodies concerned taken at an agreed point of time. Taking subvented organisations in the social welfare sector as an example, it is the snapshot staff profile of each of them immediately before the implementation of the lump-sum grant subvention system. As a result, some welfare subvented organisations will not be affected by the Public Officers Pay Adjustment Bill as they had no staff remunerated at a level falling within the remit of the upper salary band and above of the civil service at the agreed snapshot moment; and the amount of adjustment for those which will be affected by the Public Officers Pay Adjustment Bill also varies because of the difference in their snapshot staff profile.

(b) Number of staff members of the Social Welfare Department who will be affected by civil service pay cut

Out of the some 5,000 staff in the Social Welfare Department, there are around 640 civil servants in the upper salary band and above who will be subject to a pay cut of 5.38% upon commencement of the Public Officers Pay Adjustment Bill. The majority of them are in the Social Work Officer grade (excluding Assistant Social Work Officers who are remunerated in the middle salary band). The rest belong to other professional grades (e.g. Clinical Psychologist) and general grades (e.g. Executive Officer).

For the Bills Committee meeting scheduled for 20 November 2009, the Administration's attendance is as follows -

Civil Service Bureau

Mr. Andrew HY Wong, JP	Permanent Secretary for the Civil Service
Mr. Brian Lo	Deputy Secretary for the Civil Service (2)
Mr. Chris Sun	Principal Assistant Secretary for the Civil Service

Department of Justice

Mr. Eamonn Moran, JP	Law Draftsman
Ms. Frances Hui	Senior Government Counsel

Thank you for your attention.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Chris Sun', with a large, stylized initial 'C' and 'S'.

(Chris Sun)
for Secretary for the Civil Service

c.c. Department of Justice

(Attn: Mr. Eamonn Moran and
Ms. Frances Hui)

Internal
PEO(M)