

政府總部
公務員事務局
香港添馬添美道2號
政府總部西翼



**CIVIL SERVICE BUREAU
GOVERNMENT SECRETARIAT**
WEST WING
CENTRAL GOVERNMENT OFFICES
2 TIM MEI AVENUE, TAMAR
HONG KONG

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電話號碼 Tel. No.: 2810 3112
傳真號碼 Fax No.: 2501 0669
電郵地址 E-mail Address: csbts@csb.gov.hk
網 址 Homepage Address: <http://www.csb.gov.hk>

27 December 2017

Clerk to Panel on Public Service
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong

Dear Ms JAN,

**Legislative Council Panel on Public Service
Letter from Hon Charles Peter MOK and Hon SHIU Ka-chun**

I refer to your letter of 12 December 2017 to the Secretary for the Civil Service enclosing the letter of 6 December 2017 from Hon Charles Peter MOK and Hon SHIU Ka-chun. Our reply is as follows.

The civil service pay policy of the HKSAR Government is to offer sufficient remuneration to attract, retain and motivate staff of suitable calibre to provide the public with an effective and efficient service; and to ensure that civil service remuneration is regarded as fair by both civil servants and the public that they serve by maintaining broad comparability between civil service and private sector pay. The disciplined services are an integral part of the civil service of the HKSAR Government. We fully appreciate the continued devotion and efforts of the members of the disciplined services in maintaining the stability and prosperity of Hong Kong. Their dedication and professionalism are truly praiseworthy.

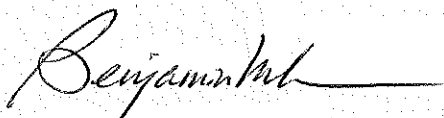
The existing pay structure and conditions of service of the disciplined services as well as the pay relativities among them have been established over the years through various in-depth studies, and reviews undertaken by relevant independent committees. These included the Rennie Committee for reviewing the disciplined services pay and conditions of service in 1988, and the grade structure reviews ("GSRs") of the disciplined services conducted by the Standing Committee on Disciplined Services Salaries and Conditions of Service ("SCDS") in the 1990s and in 2008.

In every review, due consideration was given to the uniqueness of each of the disciplined services, including the job nature, duties, recruitment and retention situation. For instance, it was recommended by the Rennie Committee in 1988 that a Police Pay Scale should be formulated to reflect the uniqueness of the Police, such as the restriction on the Police staff to participate in trade unions, their function as the Government's agency of last resort, and the need for them to be apolitical. In the 2008 GSR, the SCDS put forward recommendations on how the pay structure and conditions of service of various grades and ranks in different disciplined services could be improved, having considered in detail their special circumstances such as their functions, job factors, pay scales, etc.

Any proposed changes to the pay structure of disciplined services staff (including those put forward by Hon MOK and Hon SHIU) should be addressed through a GSR and considerations including the pay relativities among the relevant grades and ranks should be taken in account. In 2009, the Chief Executive-in-Council clearly laid down the criteria for conducting a GSR for the disciplined services, which stipulated that a GSR should only be considered as and when necessary in view of significant changes in the job nature, responsibilities, or proven and persistent recruitment and retention problems, etc. in a grade. We have all along adhered to the above criteria in handling requests raised by various grades (including those by the disciplined services grades) in an impartial manner to ensure fairness of the policy.

The HKSAR Government, having regard to operational needs and practical considerations, will strive to provide appropriate support for the disciplined services so that our colleagues can continue to provide quality and efficient services to members of the public.

Yours sincerely,



(Benjamin MOK)
for Secretary for the Civil Service

cc: Hon POON Siu-ping, BBS, MH
Chairman, Legislative Council Panel on Public Service