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27 September 2019

Clerk to Panel
Panel on Public Service
Legislative Council
Legislative Council Complex
1 Legislative Council Road
Central, Hong Kong
(Attn.: Miss Maggie CHUNG)

Dear Miss CHUNG,

**Legislative Council Panel on Public Service
Grade Structure Review
for the Disciplined Services Grades**

Thank you for your letter of 21 May attaching the submissions from different organisations on the grade structure review (GSR) for the disciplined services grades.

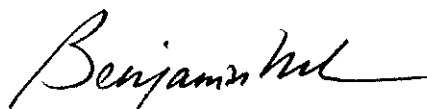
The civil service pay policy is to offer sufficient remuneration to attract, retain and motivate staff of a suitable calibre to provide the public with an effective and efficient service; and to maintain broad comparability between civil service and private sector pay. However, as it is not possible to find comparable posts and jobs in the private sector for the disciplined services, and individual disciplined services grades are also facing recruitment or retention difficulties, the Chief Executive-in-Council (CE-in-Council) therefore decided in October last year to conduct a GSR for the disciplined services, and once every 10 years in future, to ensure that the grade structure and remuneration of the disciplined services are effective in attracting and retaining talents.

The Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) accepted the Government's invitation late last year to conduct a GSR for the disciplined service grades, in order to look into the appropriate pay scales for and structures of different grades in the disciplined services. Meanwhile, the Standing Committee on Directorate Salaries and Conditions of Service (SDCS) also agreed to advise on the salaries and conditions of service of the heads of the disciplined services. At the moment, SCDS and SDCS are carrying out the review independently in accordance with their terms of reference and the review framework. The two Committees will consider all relevant factors, including the work nature, job duties and workload of the disciplined services; recruitment and retention situation; changes in the public expectation and also other factors such as financial implications. The review arrangements are largely identical to those of the last GSR for the disciplined services conducted by the two Committees in 2008.

As we understand it, SCDS and SDCS have already invited the management and staff side of the seven disciplined services to submit their views, and begun collecting relevant information, between December last year and March this year. We have also relayed the parts of the submissions attached to your letter that can be made available to the public to SCDS and SDCS for their reference. SCDS is visiting the disciplined services departments and meeting their management and staff side to better understand their work and listen to their views, such that it may formulate its recommendations after having thoroughly reviewed the circumstances of all the grades.

Upon completion of the GSR by the two committees, we will consult stakeholders, including the relevant Panels of the Legislative Council (LegCo), on the recommendations of the review report, and then submit to the CE-in-Council for a decision on the recommended way forward. If the recommendations involve changes to the structures of civil service grades and ranks, we will also seek the approval of the LegCo Finance Committee for the resources required.

Yours sincerely,



(Benjamin Mok)

for Secretary for the Civil Service

c.c. Hon Gary FAN Kwok-wai
Chairman, Legislative Council Panel on Public Service