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12 December 2019

Clerk to Finance Committee
Legislative Council Secretariat
Legislative Council Complex
1 Legislative Council Road
Central
Hong Kong
(Attention: Ms Anita Sit)

Dear Ms Sit,

2019-20 Civil Service Pay Adjustment

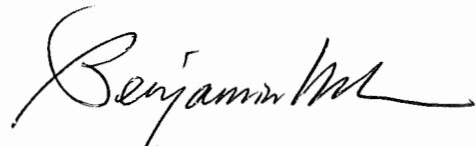
Twenty-four Legislative Council (LegCo) Members and incumbent District Councillors/District Councillors-elect of the 18 District Councils of the democratic camp wrote to the Chairman and Members of the LegCo Finance Committee (FC) on 9 December 2019. They requested that the pay adjustment for police officers should be separated from the FC paper FCR(2019-20)33 on the “2019-20 civil service pay adjustment” and that the proposed pay rise for the Hong Kong Police Force should not be approved. The FC Chairman has agreed that the letter be referred to us for follow-up. Our reply is set out below.

According to the established annual civil service pay adjustment mechanism (the established mechanism), in determining the pay adjustment for civil servants each year, the Chief Executive-in-Council shall take into account all the six relevant factors, i.e. the net pay trend indicators (for different salary bands), the state of Hong Kong’s economy, changes in the cost of living, the Government’s fiscal position, the pay claims of the staff side and civil service morale. The civil service is considered as a whole without any particular consideration for the performance of staff of individual departments or grades. Once the approval for the decision on the annual civil service pay adjustment has been obtained from the FC, the pay adjustment has all along been applied to all civil servants according to their respective salary bands, regardless of their

departments or grades. Therefore, we do not see any justification for departing from the established mechanism to separate the pay adjustment for police officers from the FC paper on the 2019-20 civil service pay adjustment. If Members have any views on the performance of staff of individual civil service grades, they can express their views through the established channels.

We hope that the FC will promptly approve the proposed 2019-20 civil service pay adjustment so that all civil service colleagues can receive their adjusted salary and “back-payment” under the 2019-20 pay adjustment exercise as soon as possible, and that the adjusted subventions to aided schools and various subvented organisations (including the Hospital Authority and non-governmental organisations receiving subsidies from the Social Welfare Department) can be released as soon as possible to enable the organisations concerned to adjust the salaries of their staff in accordance with their established practice.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Benjamin Mok', with a stylized flourish at the end.

(Benjamin Mok)
for Secretary for the Civil Service

c.c. Deputy Secretary for Financial Services and the Treasury (Treasury)1