

ITEM FOR FINANCE COMMITTEE

RECOMMENDATION OF THE ESTABLISHMENT SUBCOMMITTEE

Encl. At the Enclosure is a summary of the recommendation of the Establishment Subcommittee (ESC).

2. Agenda item EC(2021-22)16 was recommended by ESC at its meeting on 27 August 2021 to the Finance Committee for approval. The relevant paper considered by the ESC has previously been forwarded to all Members and is therefore not enclosed.

3. Members are invited to approve the ESC recommendation.

4. The up-to-date position of the establishment of directorate posts in the civil service is as follows –

	Permanent	Supernumerary	Total
Position including posts approved by Members as at 10 September 2021	1 680	70	1 750 ^(Note)
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Total	<u>1 680</u>	<u>70</u>	<u>1 750</u>

Note – Exclusive of 17 permanent posts in Independent Commission Against Corruption.

**Summary of the Recommendation of the Establishment Subcommittee
made at its meeting on 27 August 2021**

EC Item No.	Subject	Recommendation
EC(2021-22)16	GRADE STRUCTURE REVIEW FOR THE DISCIPLINED SERVICES GRADES	<p>To recommend to Finance Committee the following proposals with effect from the first day of the month of approval by the Finance Committee –</p> <p>(a) the revised –</p> <p>(i) General Disciplined Services (Commander) Pay Scale;</p> <p>(ii) General Disciplined Services (Officer) Pay Scale;</p> <p>(iii) General Disciplined Services (Rank and File) Pay Scale; and</p> <p>(iv) Police Pay Scale;</p> <p>(b) the revised pay scales of individual ranks in the disciplined services grades of the Correctional Services Department, Customs and Excise Department, Fire Services Department, Government Flying Service, Hong Kong Police Force, and Immigration Department;</p> <p>(c) the normal conversion arrangement for serving staff in the affected ranks; and</p> <p>(d) renaming the three pay scales, viz. General Disciplined Services (Commander) Pay Scale, General Disciplined Services (Officer) Pay Scale and General Disciplined Services (Rank and File) Pay Scale as “Disciplined Services (Commander) Pay Scale”, “Disciplined Services (Officer) Pay Scale”, and “Disciplined Services (Rank and File) Pay Scale” respectively</p>
