

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

本函檔號 Our Ref.: CSBCR/PG/4-085-001/57
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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>

4 August 2021

Clerk to Panel
Legislative Council Panel on Public Service
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 letters of 7 July, 9 July and 19 July 2021 to the Secretary for the Civil Service, attaching the submissions from the Hon Chan Hak-kan, the relevant staff unions and a member of the public on the grade structure review (GSR) for the disciplined services grades. My consolidated reply regarding the relevant views is as follows:

The Chief Executive-in-Council decided to conduct a GSR for the disciplined services in October 2018 to ensure that the grade structures and remuneration of the disciplined services are still effective in attracting and retaining talents under the current social environment as well as the job nature, responsibilities and workload of the disciplined services. Subsequently, the Government invited the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) to conduct the GSR and, at the same time,

invited the Standing Committee on Directorate Salaries and Conditions of Service (SDCS) to advise on the pay and conditions of service of the heads of the seven disciplined services departments/agencies.

The SCDS completed the review and submitted the Report on the GSR for the Disciplined Services Grades (the Report) to the Chief Executive on 23 June 2021. In addition to the findings and recommendations of the GSR made by the SCDS, the Report also contains the findings and recommendations related to the heads of the disciplined services departments/agencies made by the SDCS. The recommendations of this GSR cover areas including pay, allowances, grade structure, manpower support and conditions of service of the disciplined services. The SCDS trusts that these recommendations, if implemented, will enable the disciplined services to attract, retain and motivate talents of a suitable calibre. The whole community will benefit from the long-term, healthy development of the disciplined services.

The Government has commenced the consultation and study on the review findings. Throughout the exercise, we would carefully consider the views of relevant stakeholders including Legislative Council Members, department managements and staff sides of the disciplined services departments/agencies. We will submit as soon as possible the recommendations on the implementation of the review results to the Chief Executive-in-Council for a decision.

Yours sincerely,



(Leo Li)

for Secretary for the Civil Service

c.c. The Hon KWOK Wai-keung, JP
Chairman, Legislative Council Panel on Public Service

Secretary for Security (Attn: Mr Simon Cheng)