

LEGISLATIVE COUNCIL BRIEF

2013-14 CIVIL SERVICE PAY ADJUSTMENT

INTRODUCTION

At the meeting of the Executive Council on 11 June 2013, the Council **ADVISED** and the Acting Chief Executive (CE) **ORDERED** that civil service pay for 2013-14 should be adjusted in accordance with the pay offers made to the staff sides of the four central consultative councils¹ (the staff sides), viz. with effect from 1 April 2013 –

- (a) pay for civil servants in the upper salary band and the directorate should be increased by **2.55%** (i.e. the **net** pay trend indicator (PTI) for the upper salary band);
- (b) pay for civil servants in the middle salary band should be increased by **3.92%** (i.e. the **net** PTI for the middle salary band);
and
- (c) pay for civil servants in the lower salary band should be increased by **3.92%** (i.e. the **net** PTI for the lower salary band).

JUSTIFICATIONS

(A) Staff Sides' Responses to the Pay Offers

2. Pursuant to the decision of the CE-in-Council on 4 June 2013, the Administration has put the pay offers in paragraph 1 above to the staff sides.

A to D

3. The staff sides do **not** accept the pay offers (see Annexes A to D for their responses). The **Hong Kong Chinese Civil Servants' Association (HKCCSA)**, one of the three constituent associations of the Senior Civil Service Council (SCSC), refuses to respond to the pay offers. The **Police Force Council (PFC) staff side** counter-proposes that the pay adjustments

¹ The four central consultative councils are the Senior Civil Service Council, the Model Scale 1 Staff Consultative Council, the Police Force Council and the Disciplined Services Consultative Council.

for all civil servants should be pegged to the composite gross PTIs (i.e. 5.01%), and “at least 4% net”; other staff sides reiterate their pay claims of 4.42% to 5%. Their responses are set out below –

Staff Sides	Upper Salary Band	Middle Salary Band	Lower Salary Band
SCSC			
(a) HKCCSA	Refuses to comment		
(b) Association of Expatriate Civil Servants of Hong Kong	4.42%	4.42%	4.42%
(c) Hong Kong Senior Government Officers Association	4.42%	4.42%	4.42%
PFC	5.01% and at least 4% net		
Disciplined Services Consultative Council (DSCC)	No less than 4.42%	No less than 4.42%	No less than 4.42%
Model Scale 1 Staff Consultative Council (MOD 1 Council)	N.A.	N.A.	5.00%

4. The major arguments put forward by the staff sides in their responses to the pay offers were also included in their pay claims submitted previously to the CE-in-Council. These arguments include –

- (a) the Administration has not given sufficient consideration to factors other than the net PTIs, especially changes in the cost of living and staff morale. For changes in the cost of living, the staff sides consider that the pay adjustments should not lag behind inflation. The majority of the staff sides (including the three constituent associations of the SCSC and the DSCC staff sides) consider that the pay adjustments should be equal to or not less than 4.42% across the board having regard to the year-on-year change in the Consumer Price Index (CPI)(A) in the 12-month period ended March 2013². The MOD 1 Council reiterates that reference should be made to the year-on-year change in CPI(A) as well as certain CPI components³ in the said 12-month period;

² The CPI(A) is the consumer price index relating to households in the relatively low expenditure ranges (i.e. roughly with monthly household expenditure in the range of \$5,000 - \$20,000, adjusted to the price level of 2012). According to the figures from the Census and Statistics Department, the average change in headline CPI(A) for the 12-month period ended March 2013 was 3.5%, which included the Government’s one-off relief measures for the period. The underlying CPI(A), which net out all Government’s one-off relief measures for the period, was 4.4%.

³ To recap, the inflation figures to which the MOD 1 Council staff side has made reference in formulating its pay claims include: the average change in underlying CPI(A) (netting out all Government’s one-off relief measures) for the 12-month period ended March 2013

- (b) the Administration should award a pay adjustment higher than the net PTIs in order to maintain the morale of staff who are facing heavy workload and pressure which are continuously on the rise; and
- (c) the 2013 Pay Trend Survey (PTS) may not have fully reflected the year-on-year pay adjustments in the private sector since there are certain areas for improvement in the mechanism. Some staff sides also note that the net PTIs derived from the 2013 PTS are lower than the private sector pay adjustments as revealed from the pay surveys conducted by other human resources organisations⁴, etc.

5. Subsequent to the submission of its response to the pay offers, the PFC staff side wrote to the CE to reflect the staff grievances of the Police Force (see Annex E). The PFC staff side doubts the Administration's explanation that all six factors were given due consideration in the decision on pay adjustment. It counter-proposes to peg the pay adjustment across-the-board to the "composite gross PTI" of 5.01% minus the payroll cost of increments.

E

(B) The Administration's View

6. All the above arguments together with the six relevant factors have been taken into full account previously in the consideration of the pay offers. In response to these arguments, the following is noted –

- (a) The purpose of the PTS is to ascertain the year-on-year pay adjustment movements in the private sector but not to track inflation. Hence, the net PTIs or the pay adjustment cannot be expected to be the same as or higher than inflation every year. In any case, for comparison purpose, the net PTIs of 3.92% for the middle and lower salary bands (covering more than 87% of all civil servants) are already higher than the 2012-13 headline Composite CPI (3.7%), which corresponds to the time-frame of the 2013 PTS;
- (b) staff morale is one of the six relevant factors which should be taken into account. In considering this factor, apart from the pay claims and responses from the staff sides, we must not lose sight of the fact that upholding well-established policies and practice

(4.4%); and the respective year-on-year price changes in March 2013 on housing (6.2%); electricity, gas and water (5.4%); and meals bought away from home (4.6%) in the CPI(A).

4 The pay surveys to which the staff sides had made reference include those conducted by the Hong Kong Institute of Human Resource Management, the Employers' Federation of Hong Kong and the Hong Kong People Management Association. These surveys generally found an increase in **basic pay** of around 3.7% to 4.5% in 2012 or January 2013.

where justified forms a core value among the civil service. It is important to safeguard the integrity and credibility of the well-established pay adjustment mechanism. Nevertheless, the Administration would continue to consider other feasible and justifiable means to cope with civil servants' increasing work pressure and to sustain staff morale; and

- (c) the 2013 PTS was conducted in full compliance with the established mechanism. Before the survey was conducted, the PTS Committee (which is a tripartite committee including ten staff side representatives) has considered and agreed on the survey methodology and survey field. Its findings have objectively reflected the year-on-year pay adjustments of the 109 surveyed organisations. Surveys conducted by other human resources organisations was not a relevant consideration as their survey methodologies and coverage are different.

7. We note the PFC staff side's counter-proposal of adopting the gross "composite PTI" of 5.01% as the pay adjustments for all civil servants in its response to the pay offers. This proposal has been made to the Administration when the PFC staff side submitted its pay claims. It is considered unjustified because of two major reasons: First, instead of gross PTIs, it should be the net PTIs that should be relevant as it takes into account the additional pay (e.g. the "13th month" salary and year-end bonuses, etc.) in the private sector companies covered by the PTS and the payroll cost of increments in the civil service to be deducted. Second, under the established PTS methodology, pay data are collected and aggregated in three⁵ salary bands to ascertain the specific year-on-year change of salaries of different segments in the market. Making reference to one aggregated PTI sets an unjustified precedent and will result in deviations from the market trend. Its proposal made in the letter to the CE as mentioned in paragraph 5 above is also considered unjustified because of the second reason.

8. In sum, the views of the staff sides have been thoroughly considered. Taking into account the six relevant factors set out in the Legislative Council Brief on this subject issued on 4 June 2013 (viz. the net PTIs, state of Hong Kong's economy, changes in the cost of living, the Government's fiscal position, staff sides' pay claims and civil service morale), the Acting CE-in-Council decided that civil service pay for 2013-14 should be adjusted in accordance with the pay offers made. This decision is in line with the civil service pay policy objective of maintaining broad comparability between civil service and private sector pay.

⁵ During data collection, data of the middle and upper salary bands are further divided into two bands. The Pay Survey and Research Unit analyses data by five salary bands for PTS Committee members' reference. However, the endorsed methodology is for the PTS Committee to submit three PTIs to the Administration.

IMPLICATIONS

9. The decision on the 2013-14 civil service pay adjustment is in conformity with the Basic Law, including the provisions concerning human rights. It has no environmental, family, productivity and sustainability implications. The financial and economic implications of the decision are the same as those set out in the Legislative Council Brief on this subject issued on 4 June 2013.

PUBLICITY

10. The Secretary for the Civil Service has informed the staff sides of the decision on the 2013-14 civil service pay adjustment earlier today (11 June 2013). A press release will be issued later today, and a spokesman will be available to answer media enquiries.

ENQUIRIES

11. Enquiries on this brief should be addressed to Miss Winnie Chui, Principal Assistant Secretary for the Civil Service (Tel: 2810 3112).

Civil Service Bureau
11 June 2013

Hong Kong Senior Government
Officers Association
Room 328, Central Government
Offices
East Wing, 2 Tim Mei Avenue, Tamar,
Hong Kong

Mr. Paul TANG, JP
Secretary for the Civil Service
9/F, West Wing,
Central Government Offices,
2 Tim Mei Avenue,
Tamar, Hong Kong

Dear Mr. TANG,

5 June 2013

2013/14 Civil Service Pay Adjustment

We are deeply frustrated with the lack of sufficient consideration for all Civil Servants as shown by the decision of the pay offers made by the Chief Executive-in-Council (CE-in-Council) to the Staff Side, that the pay offers thoughtlessly follow the net PTL.

This suggests that all the factors mentioned in our pay claim letter of 23 May 2013 have been indiscriminately ignored. In particular, no account is seen to have been taken of the adverse impact of the high inflation rate of 4.42% in the past 12 months.

For the time being, members are urging us to take stronger actions e.g. press conferences, calling for a Committee of Inquiry, etc. to express our protest.

We take the opportunity again to reiterate our pay adjustment proposal as outlined in our earlier pay claim letter and earnestly hope the CE-in-Council would re-consider its pay offer decision to uphold the morale of Civil Servants and the stability of the Civil Service.

Yours sincerely,



(Philip KWOK)
for Hong Kong Senior
Government Officers Association

English version only

只附英文版

**Association of Expatriate Civil
Servants of Hong Kong**
Room 327, Central Government Offices
East Wing, 2 Tim Mei Avenue, Tamar,
Hong Kong

Mr. Paul TANG, JP
Secretary for the Civil Service
9/F, West Wing,
Central Government Offices,
2 Tim Mei Avenue,
Tamar, Hong Kong

Dear Mr. TANG,

5 June 2013

2013/14 Civil Service Pay Adjustment

Thank you for your letter of 4 June 2013 informing us of the pay offers made by the Chief Executive-in-Council (CE-in-Council) to the Staff Sides. We are deeply disappointed that the pay offers are exactly the same as the net PTIs which suggests the CE-in-Council has not fully taken heed of all the factors mentioned in our pay claim letter of 23 May 2013. In particular, no account seems to have been taken of the adverse impact of the high inflation rate of the past 12 months, the effect of the payroll cost of increments on our pay adjustment having regard that the majority of serving civil servants have already reached their maximum pay points whilst the number of new recruits are increasing, and the importance of maintaining and enhancing the morale of staff who are facing heavy workload and pressure which are continuously on the rise.

We take the opportunity again to reiterate our pay adjustment proposal as outlined in our earlier pay claim letter and earnestly hope the CE-in-Council would re-consider its pay offer decision.

Yours sincerely,



(Rebecca DRAKE)
for Association of Expatriate
Civil Servants of Hong Kong

Chinese version only

只附中文版



香港政府華員會

HONG KONG CHINESE CIVIL SERVANTS' ASSOCIATION

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本會檔號：(153) in 2/7/CCSA(XX)

致香港特別行政區政府
公務員事務局局長
鄧國威先生

鄧局長：

抗議信

謹知會，為表抗議，本會拒絕提出本會對行政長官會同行政會議於2013年6月4日向中央評議會職方提出對薪酬調整方案的意見。

原因如下：

- (1) 據2013年6月5日傳媒的報導，貴局表明，「過往從沒試過在公務員團體提交意見後，會改變行政會議對有關方案決定的情況」！既如此，您要求本會就行政長官會同行政會議的薪酬調整方案提出意見，只是「走過場」，是「作秀」，缺乏聽取不同意見的誠意！
- (2) 您在6月4日下午的記者會上主動並高調進行解釋，並在同日的《立法會參考資料摘要》文件中，詳列多項理據(但仍沒有回應本會的意見)，卻只在2013年6月4日的信中，簡單知會本會，沒有解釋方案的理據，更完全沒有回應本會的意見，這是對職方殊不尊重的表現！
- (3) 您在2013年6月4日的記者會上的解釋，嚴重偏離現行公務員薪酬調整機制，卻高調並強烈暗示職方不尊重機制、偏離機制！這是在混淆視聽、誤導公眾！

自 1974 年現行機制引入以來，本會從未拒絕提出過對政府薪酬調整方案的意見。這是第一次，並發生在已申明十分重視與公務員隊伍的伙伴合作關係的新一屆特區政府上任以來的首年。對此，本會深表遺憾！

會長



謹啓

(黃河)

2013年6月6日

警察評議會職方協會
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POLICE FORCE COUNCIL
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協會檔號 OUR REF: CP PER SS C/4-85/2

來件編號 YOUR REF: CSBCR/PG/4-085-001/72

5th June 2013

Mr. TANG Kwok Wai, Paul, JP
Secretary for the Civil Service
9/F., West Wing, Central Government Offices,
2 Tim Mei Avenue,
Tamar,
Hong Kong.

Dear Mr. TANG,

2013-14 Civil Service Pay Adjustment

This letter sets out the Police Force Council Staff Side (PFC SS) response to the pay adjustment offers made to us in your letter dated 4th June 2013. The pay increase offers of 3.92% for Middle & Lower Bands and 2.55% for Upper Band and Directorate Officers, effective from 1st April 2013, are below the expectation of staff and are rejected.

There is extreme frustration and disappointment with the result, which is so unacceptable. With the ever increasing demands placed on our frontline staff, we are being asked to fall further behind in real terms from the true cost of living and with such offer will not be receiving 'fair and reasonable' pay.

We continue to seek adoption of the net composite PTI of 5.01% across all salary bands in line with our pay claim letter dated 23rd May 2013.

We look ahead to a consensus whereby the CE-in-Council can, in consideration of both the offer and our latest response, make an improved final decision on the 2013-14 Civil Service Pay Adjustment to better re-assure our Officers. In order not to damage morale across the Police service, an offer of at least 4% net is now necessary across all salary bands.

Yours sincerely,

Peter CORNTHWAITE
Chairman
SPA

Ben TSANG
Chairman
HKPIA

Ron ABBOTT
Chairman
OIA



Joe CHAN
Chairman
JPOA

c.c. Commissioner of Police

HONG KONG
SUPERINTENDENTS'
ASSOCIATION
警司協會

HONG KONG
POLICE INSPECTORS'
ASSOCIATION
香港警務督察協會

OVERSEAS INSPECTORS'
ASSOCIATION
海外督察協會

JUNIOR POLICE OFFICERS'
ASSOCIATION
警察員佐級協會

紀律部隊評議會(職方)
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公務員事務局局長
鄧國威先生, J.P.

鄧局長：

二零一三至一四年度公務員薪酬調整

謝謝你於二零一三年六月四日的來信。茲將紀評(職方)的意見臚列如下：

- (a) 紀評(職方)不接受行政長官會同行政會議就二零一三至一四年度公務員薪酬調整幅度作出的決定並表示極度失望。
- (i) 一如職方在五月二十三日的信件指出，現行的薪酬趨勢調查制度有很多改善的空間，實在未能完全反映實際私人市場薪酬趨勢。職方對今年得出的數字有很大程度的保留，行政會議仍只參照薪酬趨勢淨指標，職方認為並不恰當。
- (ii) 薪酬高低不存乎其金額數字，而在其實際購買力，薪酬增幅不及通脹水平，形同減薪，令人氣餒。
- (b) 來信說行政會議已考慮既定機制下的所有相關因素，但仍然只依從薪酬趨勢淨指標作出公務員薪酬調整。職方認為及感覺政府並沒有認真考慮四個中央評議會(職方)的訴求，因我們整體都要求將公務員薪酬調整至通脹水平，更遑論考慮公務員士氣。前例可援，當政府重視公務員士氣時，於一九八八至八九年度，除了根據當年薪酬趨勢淨指標 6.54%外，亦額外向上增加 3.02%。

政府飛行服務隊機師工會
Government Flying Service
Pilots' Union政府飛行服務隊空勤主任協會
Government Flying Service
Aircrewman Officers Association政府飛行服務隊飛機工程師會
Government Flying Service
Aircraft Engineers Association政府飛行服務隊飛機技術員工會
Government Flying Service
Aircraft Technicians Union懲教事務職員協會(高級組)
Correctional Services
Officers' Association
(Senior Section)
香港消防處救護委員會
Hong Kong Fire
Services Department
Ambulancemen's Union懲教事務職員協會(初級組)
Correctional Services
Officers' Association
(Junior Section)香港消防處救護主任協會
Hong Kong Fire Services
Department Ambulance
Officers Association香港消防主任協會
Hong Kong Fire Services
Officers Association香港海關官員協會
Association of Customs &
Excise Service Officers香港消防處職工總會
Hong Kong Fire Services
Department
Staffs General Association香港海關關員工會
Hong Kong Customs
Officers Union香港入境事務助理員工會
Hong Kong Immigration
Assistants Union香港消防控制組職員會
Hong Kong Fire Services
Control Staff's Union入境事務主任協會
Immigration Service
Officers Association

- (c) 為了激勵士氣及保持管職雙方良好夥伴關係，職方再次促請政府嚴肅考慮職方建議，根據去年甲類消費物價指數上升幅度，將今年公務員薪酬調整的幅度定為4.42%。

紀律部隊評議會(職方)主席蘇秋明

二零一三年六月五日

副本送： 第一標準薪級公務員評議會
高級公務員評議會
警察評議會

Chinese version only

只附中文版

Annex D
附件 D

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第一標準薪級公務員評議會(職方)
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來函檔號：CSBCR/PG/4-085-001/72

香港添馬添美道2號
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公務員事務局局長
鄧國威先生

尊敬的鄧局長：

二零一三至一四年度公務員薪酬調整

局方在2013年6月4日的來信(檔號：CSBCR/PG/4-085-001/72)收悉，現作出以下回覆。

本會職方曾於2013年5月23日去信局方，要求低層薪金級別加薪5%。在得悉行政長官會同行政會議所提出的薪酬調整方案後，本會職方感到失望，並希望重申我們的立場，要求低層薪金級別加薪5%，以減輕基層公務員面對通脹的壓力。

職方尊重現行的薪酬調整機制，但希望當局在考慮本年度的薪酬調整幅度時，特別顧及生活費用的變動及公務員士氣這些因素。正如上次來信提到，截至二零一三年三月止的十二個月內，剔除所有政府一次性紓困措施的影響後，甲類消費物價指數較一年前同期平均上升 4.4%，而基本生活支出如住屋和電力、燃氣及水的升幅更為劇烈。如本年度只根據薪酬趨勢調查淨指標加薪 3.92%，基層公務員的購買力將大受影響，希望政府能體恤基層公務員的生活壓力，重新考慮本會給低層公務員加薪 5%的訴求。

第一標準薪級公務員評議會

職方主席李惠儀



2013年6月5日

警察評議會職方協會
香港軍器廠街一號警察總部
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POLICE FORCE COUNCIL
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協會權號 OUR REF: CP PER SS C/4-85/2

來件編號 YOUR REF: CSBCR/PG/4-085-001/72

URGENT DELIVERY

6th June 2013

The Hon C Y LEUNG, GBM, GBS, JP
The Chief Executive HKSAR
Tamar, Hong Kong.

Dear Mr. LEUNG,

**Staff Sentiment – Hong Kong Police
2013-14 Civil Service Pay Adjustment**

With the time given for our response to Mr. TANG Kwok-wai, Secretary to the Civil Service on the 2013-14 Civil Service on the Pay Adjustment, setting out the Police Force Council Staff Side (PFC SS) views offers to us on 4th June 2013, we were unable to assess and reflect the staff sentiment to you. We have already made two submissions to the Administration on 23rd May and 5th June 2013 (Annexes A & B). We have now widely canvassed views across all ranks of the Police Force and are obligated to present to you the depth of feeling.

A significant number of staff feel insulted by the pay increase offers of 3.92% for Middle & Lower Bands and 2.55% for Upper Band, effective from 1st April 2013. Those frontline supervisors, particularly Inspectorate staff responsible for the all tasking, investigation and prosecutions in the frontline, see that any adjustment below inflation as a slap in the face. They feel that being labelled an 'Upper Band' masks the fact that their pay is in fact more modest for their role and responsibilities as career experienced professionals (Salary Band U1: \$55,850-\$84,240). You may also note that in the Inspector ranks we are under considerable pressure, having a current shortage of some 100 posts over 8% of staff, with extra workload being shared amongst colleagues.

Officers feel disheartened and betrayed. It appears the six factors were not given sufficient weight in the decision on pay adjustment and it is beyond belief to all ranks, from constables to their commanders, that there could not be a rounding up to 4% across all ranks to assuage any ill-feeling. Officers now face undue pressure from their work and the increased pressure and complaints at home as to why their employer appears so stubborn, being unable to give them a 'fair' pay rise this year.

	HONG KONG		
SUPERINTENDENTS' ASSOCIATION 警司協會	POLICE INSPECTORS' ASSOCIATION 香港警務督察協會	OVERSEAS INSPECTORS' ASSOCIATION 海外督察協會	JUNIOR POLICE OFFICERS' ASSOCIATION 警察員佐級協會

The new consensus building approach in listening to staff views seems to be no more than a hollow promise. There less confidence in the process of pay adjustments and the leadership of Mr. TANG Kwok-wai, Secretary for the Civil Service when the Secretary mentions to media that net PTI is the "prime factor" in deriving civil service annual pay adjustments, as this does not do sufficient to reassure us on any weight that can be placed on other five factors in future.

Staff representatives have been asked when a press conference, petition or other protest actions could be taken. We are in a most difficult position in that we cannot represent staff and contain sentiment, if the pay decision is not built on consensus and properly takes all factors into account including staff sentiments on Pay.

You will be aware that the Police Force Representatives to the Pay Trend Survey Committee refused to validate the survey and made clear their reasons for such decision at the 'validation' meeting. With the problem of 'averaging' of company data and how this was attributed to various bands in the survey, there is a feeling of disbelief that the Administration failed to see the value and common sense in using the only reliable indicator 'i.e.' net composite PTI of 5.01% across all salary bands, which, if adjusted by incremental cost, would have resulted in a pay offer just above 4%.

We look ahead to the leadership of the CE-in-Council to steer a consensus and stable course in the best interests of the Police Force and Civil Service as a whole in revisiting and reviewing all factors for this years pay adjustment.

Yours sincerely,



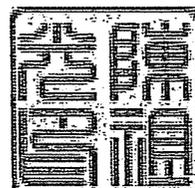
Peter CORNTHWAITE
Chairman
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Ben TSANG
Chairman
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Ron ABBOTT
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協會檔號 OUR REF: CP PER SS C/4-85/2

來件編號 YOUR REF: CSBCR/PG/4-085-001/72

23rd May 2013

Mr. TANG Kwok Wai, Paul, JP
 Secretary for the Civil Service
 9/F., West Wing, Central Government Offices,
 2 Tim Mei Avenue,
 Tamar,
 Hong Kong.

Dear Mr. TANG,

Pay Claim
2013-14 Civil Service Pay Adjustment

Further to our letter dated 19th April 2013 and in response to your letter under reference CSBCR/PG/4-085-001/72 dated 10th May 2013, the Police Force Council Staff Side representing some 28,000 men and women of the Hong Kong Police Force submits the following Pay Claim.

In the meeting with the Pay Survey Research Unit (PSRU) on Monday 20th May 2013 and then the PTSC on Wednesday 22nd May 2013, we presented our observations on the 109 companies which submitted data to the Pay Trend Survey (PTS) 2013. Frankly we were disappointed that in the case of some companies L009, L015, L028, L034, L042, L050, L061 and L076, the data presented at the time of the meetings was still incomplete, confusing in its terminology or lacked sufficient further reasonable explanation. We have also noted that some 41 companies, representing over 28% of the surveyed population, provided clearly averaged data with no detailed breakdown by employee band and this effect provides only composite data. It is for these reasons that the Staff Side did not validate the survey, as it does not provide representative data in each of the individual salary bands in 2013. The reliability of the provided data is limited to the composite figures in the survey, as provided by the PSRU, Annex 'A' refers.

On full examination of the PTS data, we feel that an acceptable benchmark is to rely on the composite data as a reference point to the pay adjustment for 2013-14. **The survey has indicated a composite PTI of +5.24 % in basic pay and -0.23% in additional pay, providing across all three pay bands a composite PTI of +5.01%.**

The PSRU has provided comparative data from some other surveys in Hong Kong. We note these have collectively surveyed less than half the survey population of the PTS and are obviously not as representative as the composite data of the PTS which surveyed 109 companies. The more representative latest survey of over 50 companies by the HKPMA as at March 2013, suggests a pay adjustment in the order of 4.3 to 4.5 %, Annex 'B' refers.

In determining the pay adjustment, the mechanism needs to include a number of factors and amongst these the change in the cost of living and improved economic activity of Hong Kong are considered important benchmarks. We note other civil service staff councils who point to the combined effects of CPI(A) and Gross Domestic Product (GDP) data to determine their minimum benchmark adjustment request of some 4.42%.

Another important factor to us is staff morale and in this regard we note that any pay adjustment should not fall below the composite PTI of this year's survey of 5.01%. In addition, serving staff morale is affected by the fact that retirees have had their retirement payments adjusted by a different system that tracks CPI and this has introduced inequity. CPI since 1998 has provided retirees an accumulated +2% more of adjustments, when compared to in-service employees, Annex 'C' refers. Those working in frontline Police operations find this unacceptable. To make up this pay differential requires a benchmark pay adjustment of at least 2% above the CPI adjustments to be provided to retirees in 2013 'i.e.' a pay adjustment in the range of 5.7-6.7%.

Taking our morale and other benchmarks into consideration, a pay adjustment in a range 5.7 to 6.7% is entirely reasonable and in any case one that is not less than the composite PTI of 5.01% as the net adjustment for the Police Force.

We seek that the CE-in-Council be fully apprised of the situation and views of our members on the issue of pay and look forward to a reasonable and fair pay offer in the coming weeks, one that shows proper and genuine support to the men and women of the Hong Kong Police Force.

Yours sincerely,

Peter CORNTHWAITE
Chairman
SPA

Ben TSANG
Chairman
HKPIA

Ron ABBOTT
Chairman
OIA

Joe CHAN
Chairman
JPOA

c.c.
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按薪金級別劃分的基本薪金指標、額外酬金指標及整合薪酬趨勢總指標
Consolidated Gross Pay Trend Indicators by Component and Salary Band

<u>薪金級別</u> <u>Salary Band</u>	<u>基本薪金指標</u> <u>Basic Pay Indicators</u>	+	<u>額外酬金指標</u> <u>Additional Pay Indicators</u>	=	<u>薪酬趨勢總指標</u> <u>Gross Pay Trend Indicators</u>
低層薪金級別 Lower Salary Band	5.52%	+	-0.22%	=	5.30%
中層薪金級別 Middle Salary Band	4.97%	+	-0.18%	=	4.79%
高層薪金級別 Upper Salary Band	4.03%	+	-0.65%	=	3.38%
所有薪金級別 Across All Salary Bands	5.24%	+	-0.23%	=	5.01%

各調查的比較

Comparison of Survey Findings

	調查期 Survey Period	基本薪金調整 Basic Pay Adjustment (%)	額外薪金調整 Additional Pay Adjustment (%)	整體 Overall
PSRU	2012年4月2日至 2013年4月1日 2.4.2012 to 1.4.2013	5.24 (109 間公司, 180,253 名僱員) (109 companies, 180,253 employees)	-0.23	5.01
IHRM	2013年1月 (實際) Jan 2013 (actual)	3.7 (27 間公司, 29,841 名僱員) (27 companies, 29,841 employees)	"... 平均花紅為1.39個月的薪金，較去年的記錄為低（去年由31間公司提供的資料為1.50個月的薪金） "...the average bonus size was 1.39 months of pay. This is lower than that recorded in last year (1.50 months of pay provided by 31 companies)."	
EFHK	2013年1月 (實際) Jan 2013 (actual)	4.1 (27 間公司, 36,691 名僱員) (27 companies, 36,691 employees)	各行業在二零一二年的加權平均浮動花紅與年度基本薪金的百分比：16.2% 各行業在二零一三年的加權平均浮動花紅與年度基本薪金的百分比：13.5% Weighted average of 2012 actual variable bonus as % of annual basic salary of all industries : 16.2% Weighted average of 2013 actual variable bonus as % of annual basic salary of all industries : 13.5%	
HKPMA	二零一三年三月中旬 (實際及預測) Mid March 2013 (actual and forecast)	4.3 - 4.5 (56 間公司) (56 companies)		

Pay Claim - Civil Service Pay Adjustment 2013

This benchmark analysis compares increases in Pay (since April 1998) for serving staff against the inflation linked increases given to those no longer working 'ie' retired staff. We believe that 'fair and reasonable pay' needs to assure that serving staff are no worse off than their retired colleagues. The table below shows that it is neither reasonable nor fair that the pay of serving officers, as at April 2012, has fallen behind the adjustments provided to pensioners. Therefore in 2013 an additional 2.3 to 3.0 % is outstanding on top of the expected impact of changes in CPIs of between 4.2 to 4.7 %, 'ie' A pay claim of 7% nett.

Civil Service Pay Band	Pay Range 1 st April 1998	Pay Range 1 st April 2012	% increase 14 years	Pay level If benchmarked to Pension increases (Apr 1998 to Apr 2012)	% increase needed to match pension increase up to Apr 2012	\$ increase needed to match pension increase up to Apr 2012
Lower (PPS 1)	\$15,065	\$17,730	17.7%	\$18,181	2.5 %	\$451
Middle (PPS 2-35 and equivalent GDS(O), MPS)	\$15,520 to \$46,405	\$18,250 to \$54,575	17.6%	\$18,730 to \$56,004	2.6%	\$480 to \$1,429
Upper (PPS 36-54a and equivalent GDS(O), MPS)	\$47,675 to \$92,700	\$55,850 to \$109,365	17.1% to 18%	\$57,537 to \$111,875	3.0% 2.3%	\$1,687 to \$2,510

Chief Executive declares Civil Service Pensions will be increased according to price inflation measured by increase in the Consumer Price Index (A) (the "CPI(A)"), if the average monthly CPI(A) of the period of 12 months beginning on 1 April of the previous year and ending on 31 March of the succeeding year, exceeds 0.1%. The effective date of pension increase would be on 1 April of the concerned year. On deflation, pensions would be maintained at the same level but not reduced.

Year	Pension Increase (%)
1998	5.4
1999	1.0
2000	0
2001	0
2002	0
2003	0
2004	0
2005	0.5
2006	1.4
2007	1.5
2008	2.5
2009	2.5
2010	0.8
2011	3.2
2012	5.7

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協會檔號 OUR REF: CP PER SS C/4-85/2

來件編號 YOUR REF: CSBCR/PG/4-085-001/72

5th June 2013

Mr. TANG Kwok Wai, Paul, JP
 Secretary for the Civil Service
 9/F., West Wing, Central Government Offices,
 2 Tim Mei Avenue,
 Tamar,
 Hong Kong.

Dear Mr. TANG,

2013-14 Civil Service Pay Adjustment

This letter sets out the Police Force Council Staff Side (PFC SS) response to the pay adjustment offers made to us in your letter dated 4th June 2013. The pay increase offers of 3.92% for Middle & Lower Bands and 2.55% for Upper Band and Directorate Officers, effective from 1st April 2013, are below the expectation of staff and are rejected.

There is extreme frustration and disappointment with the result, which is so unacceptable. With the ever increasing demands placed on our frontline staff, we are being asked to fall further behind in real terms from the true cost of living and with such offer will not be receiving 'fair and reasonable' pay.

We continue to seek adoption of the net composite PTI of 5.01% across all salary bands in line with our pay claim letter dated 23rd May 2013.

We look ahead to a consensus whereby the CE-in-Council can, in consideration of both the offer and our latest response, make an improved final decision on the 2013-14 Civil Service Pay Adjustment to better re-assure our Officers. In order not to damage morale across the Police service, an offer of at least 4% net is now necessary across all salary bands.

Yours sincerely,

Peter CORNTHWAITE
 Chairman
 SPA

Ben TSANG
 Chairman
 HKPIA

Ron ABBOTT
 Chairman
 OIA

Joe CHAN
 Chairman
 JPOA

c.c. Commissioner of Police

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JUNIOR POLICE OFFICERS'
 ASSOCIATION
 警察員佐級協會