

## LEGISLATIVE COUNCIL BRIEF

### 2012-13 CIVIL SERVICE PAY ADJUSTMENT

#### INTRODUCTION

At the meeting of the Executive Council on 5 June 2012, the Council ADVISED and the Chief Executive (CE) ORDERED that the following pay offers, to be effected retrospectively from 1 April 2012, should be made to the staff sides of the four central consultative councils<sup>1</sup> (the staff sides) –

- (a) a pay increase of **5.26%** (equal to the net pay trend indicator (PTI) for the upper salary band) for civil servants in the upper salary band and the directorate;
- (b) a pay increase of **5.80%** (equal to the net PTI for the middle salary band) for civil servants in the middle salary band; and
- (c) a pay increase of **5.80%** (equal to the net PTI for the middle salary band) for civil servants in the lower salary band, by invoking the “bring-up” arrangement<sup>2</sup>.

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<sup>1</sup> 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.

<sup>2</sup> Under the “bring-up” arrangement, the pay adjustment for civil servants in the lower salary band will be aligned to the net PTI of the middle salary band if the latter is higher than the net PTI of the lower salary band. This arrangement was introduced in 1989 upon the recommendation of the 1988 Committee of Inquiry on the ground, amongst others, that the majority of the lower-paid staff had reached the maximum pay points and were no longer eligible for annual increments.

## JUSTIFICATIONS

### (a) Civil service pay policy

2. The Government's civil service pay policy is to offer sufficient remuneration to attract, retain and motivate staff of suitable calibre to provide the public with an effective and efficient service; and such remuneration is to be regarded as fair by both civil servants and the public they serve by maintaining broad comparability between civil service and private sector pay. Civil service pay is compared with market pay on a regular basis through three different types of surveys under the Improved Civil Service Pay Adjustment Mechanism, namely (a) an annual pay trend survey (PTS) to ascertain the year-on-year pay adjustment movements in the private sector; (b) a triennial starting salaries survey to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector requiring similar qualifications; and (c) a six-yearly pay level survey (PLS) to ascertain whether civil service pay is broadly comparable with private sector pay.

### (b) The PTS mechanism

3. The annual PTS is commissioned by the tripartite PTS Committee<sup>3</sup>. The PTS collects the year-on-year adjustments in both basic pay and additional pay (e.g. bonus, etc.) of employees in the surveyed companies from major economic sectors. Pay adjustment data from both larger (i.e. with 100 or more employees) and smaller (i.e. with 50-99 employees) companies are collected and assigned a 75% and 25% weighting respectively. The data are collated according to three salary bands: upper, middle and lower<sup>4</sup>; and aggregated in accordance with the assigned weighting into a basic pay indicator and an additional pay indicator for each salary band. The two indicators for a particular salary band are added up and presented as the gross PTI for that band. The payroll cost of increments incurred for civil servants in each salary band (expressed as a percentage of total salary

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3 The PTS Committee comprises representatives of the staff sides of the four central consultative councils, representatives of the Administration as well as members from the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) and the Standing Committee on Disciplined Services Salaries and Conditions of Service.

4 The pay ranges of the three salary bands for the 2012 PTS are –  
(a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale (GDS(O)) 39 or equivalent, viz. \$51,671 to \$103,900;  
(b) Middle: From MPS 10 to 33 or equivalent, viz. \$16,855 to \$51,670; and  
(c) Lower: Below MPS 10 or equivalent, viz. below \$16,855.

payment) is then deducted from the relevant gross PTI to arrive at the net PTI<sup>5</sup>.

### **(c) The annual pay adjustment process**

4. Upon completion of the annual PTS, the CE-in-Council's advice is sought on the pay offers to be made to the staff sides, having regard to six factors, namely (a) the net PTIs; (b) the state of Hong Kong's economy; (c) changes in the cost of living; (d) the Government's fiscal position; (e) the pay claims of the staff sides; and (f) civil service morale. If the pay offers are different from the staff sides' pay claims, the staff sides are consulted again before the CE-in-Council's final decision is sought.

### **(d) The 2012 PTS**

5. The 2012 PTS covered the 12-month period from 2 April 2011 to 1 April 2012. Prior to its conduct, the PTS Committee already agreed unanimously that pay adjustment due to the implementation of the statutory minimum wage (with effect from 1 May 2011) should be disregarded<sup>6</sup>. On this basis, the 2012 PTS collected the basic pay and additional pay adjustment data of 182 009 employees in 112 companies, consisting of 180 032 employees in 84 larger companies and 1 977 employees in 28 smaller companies. The findings of the 2012 PTS<sup>7</sup> are set out below –

<b>Salary Band</b>	<b>Basic Pay Indicator</b> [A]	<b>Additional Pay Indicator</b> [B]	<b>Gross PTI</b> [A] + [B]
<b>Upper</b>	4.70%	1.31%	<b>6.01%</b>
<b>Middle</b>	5.28%	1.36%	<b>6.64%</b>
<b>Lower</b>	4.74%	0.97%	<b>5.71%</b>

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5 The deduction of payroll cost of increments from the gross PTIs to arrive at the net PTIs was recommended by the 1988 Committee of Inquiry in view of its recommendation to include private sector merit pay and increments in the annual PTS. The Committee considered that for fairness, if all take-home pay in the private sector was taken into account in the PTS, the increment payment made to civil servants who had not yet reached the maximum pay point of their rank should also be taken into account.

6 This is because under the agreed methodology, a PTS should only survey pay adjustment awarded on account of (a) cost of living; (b) general prosperity and company performance; (c) general changes in market rates; and (d) in-scale increment and merit.

7 The findings of the 2012 PTS were validated by all members of the PTS Committee on 22 May 2012.

6. The resulting net PTIs, computed by deducting from the gross PTIs the relevant payroll cost of increments incurred in 2011-12 for civil servants in each salary band, are as follows –

<b>Salary Band</b>	<b>Gross PTI [C]</b>	<b>Payroll Cost of Increments [D]</b>	<b>Net PTI [C] – [D]</b>
<b>Upper</b>	6.01%	0.75%	<b>5.26%</b>
<b>Middle</b>	6.64%	0.84%	<b>5.80%</b>
<b>Lower</b>	5.71%	1.15%	<b>4.56%</b>

**(e) Hong Kong's economy**

7. After a solid expansion by 5.0% in 2011, Hong Kong's economy slowed down substantially to only 0.4% year-on-year growth in the first quarter of 2012. Looking ahead, the downside risks in the external environment remain notable. This is reflected by the rather wide margin of our forecast for 2012 as a whole, namely 1% to 3% growth of the Gross Domestic Product (GDP) in real terms, which should be attainable granting no abrupt deterioration of the Eurozone sovereign debt situation.

8. Labour earnings (covering employees at all levels and proprietors) increased by 7.9% for 2011 as a whole, and by 9.1% year-on-year in the fourth quarter of 2011. Nominal wages for workers up to the supervisory level surged by 8.1% for 2011 as a whole and by 9.4% in December 2011 over a year earlier. The labour market has remained in a state of full employment so far in 2012, with the seasonally adjusted unemployment rate staying low at 3.3% in the three-month period ended April 2012 and with employment earnings up by 5.6% for full-time employees in the first quarter of 2012. Looking ahead, the prevailing positive hiring sentiment among employers should bode well for the labour market in the near term. But the labour market outlook down the road will be more challenging in view of heightened external uncertainties especially stemming from the re-intensification of the Eurozone debt crisis, and hinge on whether job creation in the corporate sector can sustain at a pace sufficiently fast enough to absorb the increase in labour supply over the summer months.

**(f) Cost of living**

9. Inflation began to ease on entering 2012, after having undergone an almost uninterrupted acceleration since late 2010. The headline Composite Consumer Price Index rose by 5.1% in the first four months of 2012, compared with 5.7% in the fourth quarter of

2011. Headline inflation for the 12-month period ended March 2012 averaged at 5.6%. Looking ahead, inflation is expected to taper further. The forecast headline inflation for 2012 as a whole is 3.5%.

**(g) The Government’s fiscal position**

10. The consolidated surplus for 2011-12 was \$73.7 billion, equivalent to 3.9% of GDP. Fiscal reserves at end-March 2012 stood at \$669.1 billion, equivalent to 22 months of government expenditure. For 2012-13, a small fiscal deficit of \$3.4 billion is projected, equivalent to 0.2% of GDP. Thereafter and until 2016-17, an annual consolidated surplus is projected except for 2015-16.

**(h) Staff sides’ pay claims**

A to D

11. The pay claims from the staff sides of the four central consultative councils (at Annexes A to D) are summarised in the table below –

<b>Staff Sides</b>	<b>Upper Salary Band</b>	<b>Middle Salary Band</b>	<b>Lower Salary Band</b>
<b>(I) Senior Civil Service Council</b>			
(a) Hong Kong Chinese Civil Servants’ Association (HKCCSA)	5.80%	5.80%	5.80%
(b) Association of Expatriate Civil Servants of Hong Kong	5.26%	5.80%	4.56%
(c) Hong Kong Senior Government Officers Association	5.26%	5.80%	4.56%
<b>(II) Police Force Council (PFC)</b>	7.00%	7.00%	N.A.
<b>(III) Disciplined Services Consultative Council (DSCC)</b>	5.26%	5.80%	4.56%
<b>(IV) Model Scale 1 Staff Consultative Council (MOD 1 Council)</b>	N.A.	N.A.	5.80%

12. In gist, half of the pay claims received are for a pay rise pegged to the net PTIs for each of the salary bands. As for the other half, the PFC asks for a pay rise of 7% for both the upper and middle salary bands; the HKCCSA requests a pay rise of 5.8% (i.e. the net PTI for the middle salary band) for all civil servants; and the MOD 1 Council seeks to invoke the “bring-up” arrangement for civil servants in the lower salary band as in previous years. The DSCC has voiced

support for the application of the “bring-up” arrangement although this is not included in its formal pay claims.

**(i) Staff morale**

13. The civil service generally accepts the findings of the 2012 PTS which was conducted in full compliance with the established mechanism. Civil servants generally expect pay offers would be made in accordance with the relevant net PTIs as modified by the “bring-up” arrangement for the lower salary band.

**(j) Recommended pay offers**

14. Taking into account the considerations set out in paragraphs 5 to 13 above, the CE-in-Council decided that the following pay offers for 2012-13 should be put to the staff sides –

<b>Salary Band</b>	<b>No. of Civil Servants<sup>8</sup></b>	<b>Net PTI</b>	<b>Recommended Pay Offer</b>
<b>Directorate</b>	1 304	N.A. <sup>9</sup>	<b>5.26%</b>
<b>Upper</b>	18 034	5.26%	<b>5.26%</b>
<b>Middle</b>	115 823	5.80%	<b>5.80%</b>
<b>Lower</b>	23 997	4.56%	<b>5.80%</b>

15. The pay offers for civil servants in the upper salary band and those in the middle salary band are identical to the relevant net PTIs (i.e. an increase of 5.26% for the upper salary band and an increase of 5.80% for the middle salary band). The coverage of the annual PTS does not include directorate civil servants. Following the established practice, the pay offer for them is the same as that for the upper salary band, i.e. an increase of 5.26%.

16. The pay offer for civil servants in the lower salary band has incorporated the “bring-up” arrangement, having regard to the inflationary pressure in 2011-12. Compared with a pay offer equivalent to the net PTI of this salary band (i.e. 4.56%), the pay offer would entail additional annual financial implications of about \$101 million.

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8 The figures reflected the position as at 31 March 2012 and included some 19 000 civil servants seconded to/working in trading funds, subvented and other public bodies.

9 Strictly speaking, the PTS does not cover private sector employees whose salary overlaps with directorate civil servants. The pay claims from the staff sides also do not cover directorate civil servants.

17. It should be noted that the adoption of the “bring-up” arrangement this year is considered in the context of the 2012-13 pay adjustment exercise. There should be no expectation that the CE-in-Council will be necessarily bound to apply the “bring-up” arrangement in future years. The “bring-up” arrangement represents a 1.24 percentage point improvement over the net PTI for the lower salary band. The pay offer may widen the pay differential, if any, between civil servants in the lower salary band and their comparators in the private sector; and such differential (if present) would show up in the coming PLS<sup>10</sup>.

#### **(k) Effective date for the pay adjustment**

18. In line with the established practice, the CE-in-Council decided that the pay adjustment should take effect retrospectively from 1 April 2012.

### **OTHER RELATED ISSUES**

#### **(a) Judges and judicial officers**

19. Judges and judicial officers (JJOs) are subject to a different and separate mechanism for pay adjustment as endorsed by the CE-in-Council on 20 May 2008. The Standing Committee on Judicial Salaries and Conditions of Service (the Judicial Committee) will discuss how the pay of JJOs should be adjusted having regard to a basket of factors, including the final pay adjustment decision to be made for the civil service. Upon receipt of the recommendations of the Judicial Committee, a separate decision from the CE-in-Council will be sought.

#### **(b) Political appointees**

20. The pay policy and pay adjustment mechanism for politically appointed officials (including Principal Officials (POs), Deputy Directors of Bureau and Political Assistants to POs) are distinct and separate from those for the civil service. The pay adjustment decision to be made for the civil service for 2012-13 will not be applied to them.

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<sup>10</sup> As stated in paragraph 2 above, a six-yearly PLS is to be undertaken to ascertain whether civil service pay is broadly comparable with private sector pay. The last PLS was conducted in 2006. Accordingly, the next one should be conducted in 2012. The Standing Commission has already agreed to conduct this survey, although it has yet to decide what should be the reference date of the survey.

### **(c) Non-civil service contract staff**

21. Non-civil service contract (NCSC) staff are recruited by individual bureaux and departments mainly for work that is seasonal, time-limited or part-time in nature, or work where the mode of delivery is under review or likely to be changed, etc. As the pay of NCSC staff is managed differently from that of the civil service, the pay adjustment decision to be made for the civil service for 2012-13 will not be applied to them.

### **(d) Subvented sector staff**

22. With the exception of teaching and related staff in the aided school sector who are paid according to the civil service pay scales, the Government, as a general rule, is not involved in the determination of pay or pay adjustment of staff working in subvented bodies (e.g. the Hospital Authority, social welfare non-governmental organisations, institutions funded by the University Grants Committee, etc.). These are matters between the concerned bodies as employers and their employees. The Government will not directly impose any pay adjustment applicable to the civil service in the subvented sector.

23. It has been the established practice that following a civil service pay adjustment, the Government will adjust the provisions for subventions which are price-adjusted on the basis of formulae including a factor of civil service pay adjustment. Where the civil service pay adjustment involves a pay rise, the additional provisions for subventions are in general calculated in accordance with the weighted average of the pay rise decided for the civil service<sup>11</sup>. We will continue to follow the established practice for 2012-13. It would be up to individual subvented bodies, as employers, to decide whether to increase the salaries of their own employees and, if so, the rate of increase. Subject to the pay adjustment decision to be made for the civil service for 2012-13 and the approval of the Finance Committee of Legislative Council, we will, through the relevant Controlling Officers, remind the subvented bodies concerned that the additional subventions from the Government are meant to allow room for pay adjustment for their staff.

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<sup>11</sup> The weighted average of civil service pay adjustment rates would be 5.64% if civil service pay for 2012-13 is indeed adjusted according to the pay offers stated in paragraph 1 above.



## IMPLICATIONS

24. The pay offers are in conformity with the Basic Law. They have no sustainability, human rights, productivity and environmental implications.

25. The annual financial implications for the civil service and the subvented sector arising from the pay offers (if implemented) are estimated as follows –

	<b>\$ million</b>
(a) Civil service	4,043 <sup>12</sup>
(b) Independent Commission Against Corruption (ICAC) staff <sup>13</sup>	35
(c) Subvented organisations	4,520 <sup>14</sup>
(d) Auxiliaries	10
<b>Total</b>	<b>8,608</b>

26. The civil service accounts for about 4% of the total workforce and civil service emoluments account for about 7% of the overall employment remuneration in the economy. The civil service and employees in subvented organisations together account for around 15% of the overall employment remuneration in the economy. The recommended pay offers are generally in line with the pay adjustments in the private sector over the past year, and hence, the impact on the overall labour market should be small. The impact on inflation of the pay adjustment should also be modest.

## PUBLICITY

27. Secretary for the Civil Service has made the pay offers to the staff sides of the four central consultative councils earlier today (5

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12 The figure includes about \$405 million additional cost arising from pay adjustment for around 19 000 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$510 million in pension payments for those retiring in 2012-13.

13 ICAC staff are not civil servants. However, it has been the Government's policy to extend the civil service pay adjustment to them.

14 This figure has excluded the financial implications arising from pay adjustment for civil servants seconded to/working in subvented bodies, which have been incorporated under item (a) above.

June 2012). A press release will be issued later today, and a spokesperson will be available to answer media enquiries.

### **ENQUIRIES**

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

**Civil Service Bureau**  
**5 June 2012**



# 香港政府華員會

HONG KONG CHINESE CIVIL SERVANTS' ASSOCIATION

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本會檔號: (89) In 2/7/CCSA(XX)

致香港特別行政區政府  
公務員事務局局長  
俞宗怡女士

尊敬的俞局長:

## 2012-13 年度公務員薪酬應劃一上調 5.8%

經全面考慮多項因素，香港政府華員會茲向政府提出本會的要求：2012-2013 年度高、中、低層公務員的薪酬調整幅度劃一為 5.8%。

### (1) 各級公務員有理由分享經濟成果及維持購買力

根據統計處資料，本港經濟平穩增長，本地首季生產總值按年實質躍升了 3%。按消費物價指數按年變動，至本年度 3 月底甲類及乙類消費物價指數分別為 5.74% 及 5.8%，並預料今年稍後，通脹率會持續上升。作為打工仔的公務員，同樣受到不斷飆升的通脹的衝擊。政府作為全港最大的良好僱主，不但需要協助他們紓緩通脹，還應維持他們的購買力，以分享經濟成果。

事實上，自 1974 年確立的公務員薪酬調整機制，容許公務員分享分擔經濟的起伏。多年前，本會即已據此指出，在經濟衰退、嚴重財赤下需要公務員凍薪減薪，與社會共渡時艱，為應有之義。事實上，回歸 15 年，公務員便曾經歷了多次凍薪和減薪。近至 2009 年，高層薪金級別公務員便會減薪 5.38%，以協助政府紓困。同理，在這機制之下，容許公務員分享經濟成果及維持其購買力，亦為應有之義。何況，正如所知，即使參考最新，但實質上是早已過去的上一年度的薪酬趨勢調查結果，公務員的薪酬調整實際上是滯後的行動。

故此，容許公務員薪調劃一調薪 5.8% 為機制所容許及政府應有之舉。

### (2) 2009 年高層級別公務員曾被不合理地多減薪 3.2%

2009 年因有問題公司被不合理地納入薪酬趨勢調查結果之中，致公務員薪酬調整重要參照因素之一的薪酬趨勢指標被嚴重扭曲，導致高層公務員被不合理地多減薪 3.2%，招致了不必要的損失。

事實上，今次因中層與高層薪金級別公務員的薪酬趨勢指標，相當接近，只相差 0.54%，即使劃一調薪，對高層公務員實質上只具象徵意義，但可充分體現政府的善意。

### (3) 低層公務員增幅不低於中高層符合社會公義

劃一調薪，亦可容許低層公務員追上通脹、維持購買力，並可避免加劇社會上的貧富懸殊，符合社會公義。

本會必須指出：讓低層公務員與中層“掛鈎”的“調高”安排，是自 1989 年以來的一貫做法，已是現行公務員薪酬調整機制的不可或缺的組成部分。繼續容許低層公務員增幅不低於中高層，亦可繼續展示政府對低層公員的關顧，為政府應有之義。

(4) 有利增加士氣、有利團隊的建立

政府換屆在即，一支穩定、士氣高昂、政治中立的公務員團隊至關重要。容許劃一調薪至 5.8%，將可增加隊伍的凝聚力。

據上述，懇請政府認真考慮本會的要求和理據，容許高、中、低層公務員 2012-2013 年度的薪酬調整幅度劃一為 5.8%。

“邀請”職方提出薪調要求屬不當

此外，本會尚須指出：貴局於 2012 年 5 月 11 日來函“邀請”中央評議會職方就 2012-2013 年度的薪酬調整提出要求，有不當之處。

根據自 1974 年確立的公務員薪酬調整機制，多年來，正常情況下，薪酬趨勢調查結果在中央評議會職方審核之前，貴局只提供各薪金級別公務員的遞增薪額開支，以便計算薪酬趨勢淨指標；我們職方則會在考慮多項因素後，主動向政府提出薪酬調整要求，從來不須貴局來函“邀請”。

貴局的“邀請”實質上既偏離了現行機制，亦容易被理解為：提出薪酬調整要求並非中央評議會職方的權利，端視乎貴局“邀請”與否，隱含對中央評議會職方地位的貶損，亦偏離了現行機制。尚祈貴局注意！

副會長



謹啓

(利葵燕)

2012年5月23日

English version only

只附英文版

Annex A  
附件 A

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

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

Miss Denise YUE  
Secretary for the Civil Service  
9/F, West Wing,  
Central Government Offices,  
2 Tim Mei Avenue,  
Tamar, Hong Kong

Dear Miss YUE,

23 May 2012

**2012/13 Civil Service Pay Adjustment**

On behalf of the HKSGOA and AECS, we wish to inform you of our pay claim. Having regard to the Pay Trend Indicators (PTIs) for the three salary bands, the state of the economy, the government's healthy financial position, the cost of living as well as the need to sustain the stability and morale of the Civil Service, it is our view that the civil service pay adjustment for 2012/2013 should be pegged at the Net PTIs at 5.26% for the upper salary band, 5.80% for the middle salary band and 4.56% for the lower salary band.

Yours sincerely,



( Philip KWOK )  
for Hong Kong Senior  
Government Officers Association



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

警察評議會職方協會  
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POLICE FORCE COUNCIL  
 STAFF ASSOCIATIONS  
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 POLICE HEADQUARTERS,  
 1, ARSENAL STREET, HONG KONG.

協會檔號 OUR REF: CP PER SS C/4-85/2

來件編號 YOUR REF: CSBCR/PG/4-085-001/70 Pt. 2

23<sup>rd</sup> May 2012

The Hon Denise YUE Chung-ye, GBS, JP  
 Secretary for the Civil Service  
 9/F., West Wing, Central Government Offices,  
 2 Tim Mei Avenue,  
 Tamar, Hong Kong.

Dear Miss YUE,

**Pay Claim**  
**2012-13 Civil Service Pay Adjustment**

In response to your letter under reference CSBCR/PG/4-085-001/70 Pt. 2 dated 11<sup>th</sup> May 2012.

We note the pay trend indicators that reflect changes in pay for 112 private sector companies since April 2011 at the Lower band 5.71 %, the Middle band 6.64 % and the Upper band 6.01%. During our meeting with the Pay Survey Research Unit on Tuesday 17<sup>th</sup> May 2012, we clearly presented our observations on the contents and results of the Pay Trend Survey.

With an ever increasing workload and high public expectations, we continue to deliver essential and highly professional frontline services within our community. We believe the community fully appreciates our role and supports 'fair and reasonable pay for Police'. As stated in our letter to you under reference CP PER SS C/4-85/2 dated 23<sup>rd</sup> April 2012, the rate of inflation is an imperative factor to be considered in a suitable level of pay rise. Inflation is noted to be considerably higher than the Net Pay Trend Indicators. We therefore look to this year's adjustment to at least meet the rising cost of living. The importance of Police Officers' morale should similarly be considered as a vital factor in awarding Officers suitable remuneration. Officers continue to call for a second Grade Structure Review in that the first GSR, whilst meeting some, did not address all issues or justified demands. Officers find themselves in deficit of their due remuneration. It is imperative that factor is considered.

Our pay claim is for a pay adjustment that takes account of the above and other factors. We therefore seek not less than 7% pay increase for the Middle and Upper bands.

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
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Yours sincerely,



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SHAM Wai-kin  
Chairman  
SPA



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Ben TSANG  
Chairman  
HKPIA



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Ron ABBOTT  
Chairman  
OIA



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Joe CHAN  
Chairman  
JPOA

c.c.

Commissioner of Police

Chairman of Standing Committee on Disciplined Services Salaries and Conditions of Service

Chairmen of the Staff Side of the Central Staff Consultative Councils

紀律部隊評議會(職方)  
Disciplined Services Consultative Council  
(Staff Side)

本函檔號：SSDSCC/P-3

Room 326, East Wing,  
Central Government Offices,  
2 Tim Mei Avenue,  
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Tel. No. 2810 2703  
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香港添馬添美道 2 號  
政府總部西翼九樓  
公務員事務局局長  
俞宗怡女士

俞局長：

二零一二至一三年度公務員薪酬調整

紀評(職方)建議 2012 至 2013 年度公務員薪酬加幅如下：

薪金級別	建議薪酬加幅
高層	5.26%
中層	5.80%
低層	4.56%

以上的建議是參考公務及司法人員薪俸及服務條件諮詢委員會聯合秘書處轄下的薪酬研究調查組進行的 2012 年的薪酬趨勢調查結果及各薪金級別的遞增薪額開支。

紀評(職方)支持政府考慮將低層薪金級別公務員的薪酬調高至與中層薪金級別的薪酬趨勢淨指標的水平。

紀律部隊評議會(職方)主席文少峰



二零一二年五月二十三日

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 Aircraftman 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)	懲教事務職員協會(初級組) Correctional Services Officers' Association (Junior Section)	香港海關官員協會 Association of Customs & Excise Service Officers	香港海關關員工會 Hong Kong Customs Officers Union
香港消防處救護員會 Hong Kong Fire Services Department Ambulance-men's Union	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	香港消防總職工總會 Hong Kong Fire Services Department Staffs General Association
			香港入境事務助理員工會 Hong Kong Immigration Assistants Union
			入境事務主任協會 Immigration Service Officers Association



Chinese version only

只附中文版

Annex D

附件 D

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2 Tim Mei Avenue,  
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E-mail: heather\_hc\_chan@csb.gov.hk

第一標準薪級公務員評議會(職方)  
MODEL SCALE 1 STAFF CONSULTATIVE COUNCIL  
(STAFF SIDE)

香港添馬添美道2號  
政府總部東翼3樓326室  
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傳真：2537 8630

本函檔號：SSMOD/SAL/PAY/5/7/1 Pt.26  
來函檔號：CSBCR/PG/4-085-001/70 Pt.2

香港添馬添美道2號  
政府總部西翼  
公務員事務局局長  
俞宗怡女士

尊敬的俞局長：

二零一二至一三年度公務員薪酬調整

局方在2012年5月11日的來信(檔號：CSBCR/PG/4-085-001/70 Pt.2)收悉，現作出以下回覆。

第一標準薪級公務員評議會(職方)建議本年度低層公務員加薪5.8%與中層看齊。

根據政府統計處公布的資料，截至二零一二年三月止的十二個月內，綜合消費物價指數較一年前同期平均上升5.6%，甲類、乙類及丙類消費物價指數的相應升幅則為5.7%、5.6%及5.5%。剔除所有政府一次性紓困措施的影響，相應升幅則分別為5.8%、5.9%、5.9%及5.7%。在綜合消費物價指數中，價格在二零一二年三月份錄得按年升幅的類別為食品(不包括外出用膳)(上升9.4%)，住屋(上升7.9%)，外出用膳(上升5.9%)，交通(上升4.3%；而地鐵將於6月再加價

5.4%)。這些消費項目都是基層市民的必須支出，如本年度只根據薪酬趨勢調查淨指標加薪 4.56%，低層公務員的購買力將大受影響。

職方一直尊重現行的薪酬調整機制，希望局方慎重考慮一籃子的因素，包括薪酬趨勢淨指標、經濟狀況、政府的財政狀況、生活費用的變動、職方的薪酬調整要求及公務員士氣，以釐定加薪幅度。職方認為多年來將低層公務員的薪酬加幅上調至與中層看齊已成慣例，應被視為機制的一部分。政府換屆在即，希望局方能穩定軍心，繼續採用以往的慣例將低層公務員的薪酬加幅上調至與中層看齊，相信公務員定必繼續竭盡所能支援政府為市民服務。

第一標準薪級公務員評議會

職方主席李惠儀



2012年5月22日