

Legislative Council Meeting on 22 May 2002
Motion Debate on Review of Civil Service Pay Policy and System

Introduction

At the meeting of the Legislative Council held on 22 May 2002, the Council passed the motion moved by Dr Hon LO Wing-lok “That this Council notes the interim report of the first-phase review by the Task Force on Review of Civil Service Pay Policy and System”. The purpose of this paper is to set out the progress of actions taken by the Administration.

Background

2. The Administration announced on 18 December 2001 its decision to carry out a comprehensive review on the civil service pay policy and system with the assistance of the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission), the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) and the Standing Committee on Directorate Salaries and Conditions of Service (Directorate Committee). A Task Force, chaired by Mr YEUNG Ka-sing (Chairman of the Standing Commission) and comprising nine members from the three advisory bodies, has subsequently been set up to take forward the review.

3. The objectives of the review are to identify means and ways to improve the civil service pay system having regard to best practices elsewhere, with a view to making it simpler and easier to administer, and building in more flexibility to facilitate matching of jobs, talents and pay. This is a highly complex exercise with wide implications for the civil service. To allow sufficient time for thorough deliberations on all relevant issues, the Administration is taking forward the review in two phases.

4. Under phase one, the three advisory bodies will carry out an analytical study on recent developments in civil service pay administration in five selected countries and identify the best practices that are of relevance to Hong Kong. The Task Force published on 25 April 2002 an interim report of the phase one review for public consultation.

Latest progress and the way forward

5. Public consultation on the interim report of the phase one review ended on 30 June 2002. During the consultation period, the Task Force invited the staff sides of the four central consultative councils, bureaux and departments, staff associations/unions, members of the public and other interest groups to give comments. The Task Force also held six forums in June 2002 to collect views from various quarters of the community. Meanwhile, the Task Force received some 330 written representations from bureaux/departments, staff associations/unions, individual civil servants, members of the public and other organisations such as labour unions, chambers of commerce, the employers' association and political parties.

6. The Task Force is now analyzing the feedback obtained and preparing the final report under the phase one review for submission to the three advisory bodies. The three advisory bodies are expected to submit the report to the Administration in mid-September.

7. Following the completion of the phase one review, the three advisory bodies will continue their deliberation and make recommendations to the Administration on the scope, the methodology, the factors to be considered and the timing and timeframe for conducting the phase two review. The Administration will, after carefully considering the recommendations of the three advisory bodies, decide on the best approach to take forward the phase two review.

8. A stable and motivated civil service is a cornerstone for the stability and prosperity of Hong Kong. Any changes to the civil service system must be conducive towards maintaining the stability and development of a clean, trustworthy, quality and efficient civil service. The Administration will take full account of the views of civil servants and members of the public before taking a decision on the advisory bodies' review recommendations in due course.

Civil Service Bureau
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