

## **LEGISLATIVE COUNCIL BRIEF**

### **2010-11 CIVIL SERVICE PAY ADJUSTMENT**

#### **INTRODUCTION**

At the meeting of the Executive Council on 8 June 2010, the Council ADVISED and the Chief Executive ORDERED that the following pay offers, to be effected retrospectively from 1 April 2010, should be made to the staff sides of the four central consultative councils<sup>1</sup> -

- (a) a pay increase of **1.60%** (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 **0.56%** (equal to the net PTI for the middle salary band) for civil servants in the middle salary band; and
- (c) a pay increase of **0.56%** (equal to the net PTI for the middle salary band) for civil servants in the lower salary band, by invoking the “bring-up” arrangement.

#### **JUSTIFICATIONS**

##### **(a) Civil service pay policy**

2. The Government’s civil service pay policy is to offer remuneration sufficient 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 checked against market pay on a regular basis through

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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.

three different types of surveys, namely (a) a pay trend survey (PTS) every year to ascertain the year-on-year pay adjustment movements in the private sector; (b) a starting salaries survey every three years to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector requiring similar academic qualifications and/or experiences for appointment; and (c) a pay level survey every six years 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, comprising representatives of the staff sides of the four central consultative councils, management representatives, and private-sector members from two independent advisory bodies on civil service salaries and conditions of service<sup>2</sup>. It collects pay adjustment data from both larger (i.e. with 100 or more employees) and smaller (i.e. with 50-99 employees) companies, which are assigned a 75% and 25% weighting respectively. The data collected from the two groups of companies are collated, in accordance with the assigned weighting, into three gross PTIs, one each for the upper, middle and lower salary bands<sup>3</sup>. The payroll cost of increments incurred for civil servants in each salary band (expressed as a percentage of total salary payment) is then deducted from the relevant gross PTI to arrive at the net PTI<sup>4</sup>.

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

4. Upon the completion of a PTS, the Chief Executive(CE)-in-Council's advice is sought on the pay offers to be made to the staff sides of the four central consultative councils, having regard to six factors, namely (a) the net PTIs; (b) the state of the economy; (c) changes in the cost of living; (d)

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2 The two independent advisory bodies are the Standing Commission on Civil Service Salaries and Conditions of Service and the Standing Committee on Disciplined Services Salaries and Conditions of Service.

3 The pay ranges of the three salary bands are –  
(a) Upper: Above Master Pay Scale (MPS) 33 to General Disciplined Services (Officer) Pay Scale (GDS(O)) 39 or equivalent, i.e. \$48,401 to \$95,360;  
(b) Middle: From MPS 10 to 33 or equivalent, i.e. \$15,785 to \$48,400; and  
(c) Lower: Below MPS 10 or equivalent, i.e. below \$15,785.

4 The deduction of payroll cost of increments from the gross PTIs to arrive at the net PTIs was recommended by a Committee of Inquiry in 1989 in view of its other recommendation to include private sector merit pay and increments in the annual PTS. The Committee considered that for the sake of 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.

the Government’s fiscal position; (e) the pay claims of the staff sides; and (f) the state of civil service morale. If the pay offers advised by the CE-in-Council are different from the staff sides’ pay claims, the staff sides are consulted again and then the CE-in-Council will make a final decision.

**(d) The 2010 PTS**

5. The 2010 PTS, covering the 12-month period from 2 April 2009 to 1 April 2010, has collected the pay adjustment data (including basic pay and additional pay such as bonuses) of 179 967 employees in 106 companies (consisting of 178 184 employees in 81 larger companies and 1 783 employees in 25 smaller companies). The findings of the 2010 PTS<sup>5</sup> (i.e. the gross PTIs) and their respective components 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>	2.10 %	0.10 %	<b>2.20 %</b>
<b>Middle</b>	2.02 %	- 0.73 %	<b>1.29 %</b>
<b>Lower</b>	1.79 %	- 0.89 %	<b>0.90 %</b>

6. The resulting net PTIs, computed by deducting from the gross PTIs the relevant payroll cost of increments incurred in 2009-10 for civil servants in each salary band, are as follows -

<b>Salary Band</b>	<b>Gross PTI</b> [C]	<b>Payroll Cost of Increments</b> [D]	<b>Net PTI</b> [C] - [D]
<b>Upper</b>	2.20 %	0.60 %	<b>1.60 %</b>
<b>Middle</b>	1.29 %	0.73 %	<b>0.56 %</b>
<b>Lower</b>	0.90 %	0.74 %	<b>0.16 %</b>

**(e) State of the economy**

7. Economic recovery in Hong Kong became increasingly entrenched and broad-based in the first quarter of 2010. Having resumed a positive year-on-year growth of 2.5% in the fourth quarter of 2009, Gross Domestic Product (GDP) grew markedly further by 8.2% in real terms in the first quarter of 2010. By now, GDP has largely returned to the peak in early 2008. The growth forecast of the Hong Kong economy for 2010 as a whole is 4%-5%. In view of the current strong growth momentum in Hong Kong and

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5 The results of the 2010 PTS were validated by all members of the PTS Committee. One member representing the Hong Kong Chinese Civil Servants’ Association in the Senior Civil Service Council, nevertheless, expressed reservation on the inclusion of one larger company.

in the region, if no major external shocks occur, economic growth will likely exceed the forecast. But with the latest developments in the external environment, and the already fragile nature of the global recovery, the outlook for Hong Kong has turned somewhat more uncertain, more so in the latter part of the year upon the waning of exceptional fiscal boosts in the advanced economies.

8. With the strong rebound in economic activity, the labour market also showed visible improvement recently. After reaching a period-high of 5.4%, the seasonally adjusted unemployment rate has come down appreciably since mid-2009, reaching 4.4% in February-April 2010. In tandem with the improving labour market conditions, wages and earnings resumed modest increases towards the end of 2009. Nominal wage for workers at the supervisory level or below increased by 0.8% in December 2009 over a year earlier. The average employment earnings of managers, administrators and professionals also increased by 3.1% year-on-year in the fourth quarter of 2009. The overall prospect of the labour market in 2010 remains generally positive amidst recovering economic conditions and strengthened business sentiment.

#### **(f) Changes in the cost of living**

9. Inflationary pressure has returned with consolidation of the economic recovery. In the first quarter of 2010, the year-on-year change in the headline consumer price inflation was 1.9%, and the underlying consumer price inflation (i.e. after netting out the effect of the Government's one-off relief measures) was 0.8%. Both the headline and underlying inflation rates edged up to 2.4% and 1.3% respectively in April. Inflationary pressures may go up somewhat further in the period ahead, if the current economic upswing continues. The forecast headline and underlying consumer price inflation for 2010 as a whole are 2.3% and 1.5% respectively.

#### **(g) The Government's fiscal position**

10. The consolidated surplus for 2009-10 is \$25.9 billion, equivalent to 1.6% of our GDP. By end March 2010, fiscal reserves stood at \$520.3 billion. For 2010-11, total public expenditure is estimated at 19.8% of GDP, operating deficit at \$3.8 billion and consolidated deficit at \$25.2 billion. For the medium term, it is expected that operating balance will be restored to surplus by 2011-12, and consolidated deficit will decrease gradually in the ensuing years. A fiscal balance is expected to be achieved by 2013-14.

#### **(h) Staff sides' pay claims**

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

A to D

<b>Staff Side</b>	<b>Upper Band</b>	<b>Middle Band</b>	<b>Lower Band</b>
<b>(I) Senior Civil Service Council (SCSC)</b>			
(a) HK Chinese Civil Servants' Association (HKCCSA)	2.50 %	2.50 %	2.50 %
(b) Association of Expatriate Civil Servants of Hong Kong (AECS)	2.20 %	1.29 %	0.90 %
(c) HK Senior Government Officers Association (HKSGOA)	2.20 %	1.29 %	0.90 %
<b>(II) Police Force Council (PFC)</b>			
(a) Primary claim	2.20 %	1.29 %	1.29 %
(b) Secondary claim	1.60 %	1.60 %	1.60 %
<b>(III) Disciplined Services Consultative Council (DSCC)</b>	2.90 %	2.90 %	2.90 %
<b>(IV) Model Scale 1 Staff Consultative Council (MOD 1 Council)</b>	no claim received	no claim received	2.50 %

Briefly, the HKCCSA of the SCSC and the MOD1 Council have requested a pay rise pegged to the year-on-year change of CPI(A) in March 2010. The AECS and the HKSGOA of the SCSC have requested a pay increase pegged to the gross PTI for each of the salary bands on the grounds of an improving economy, the Government's healthy fiscal position, forecast increase in the cost of living and civil service morale. The PFC has asked for a pay rise pegged to the gross PTIs plus "bring-up" for the lower salary band, on the ground that the majority of police officers are not receiving any annual increment. As an alternative, it has requested that the pay adjustment for the middle and lower salary bands should be brought up to the net PTI for the upper salary band, should the net PTIs be adopted for this year's pay adjustment. The DSCC has asked for a pay rise pegged to the year-on-year change of CPI(A) in April 2010 for civil servants in all the three salary bands.

**(i) Staff morale**

12. Civil service morale has been somewhat affected by the pay cut of 5.38% for civil servants in the upper salary band and above. Given the gradual economic recovery over the past year and the changes in the cost of living, civil servants have been hoping for a moderate pay rise in 2010-11.

**(j) Pay adjustment offers for 2010-11**

13. After taking into account the various factors set out in paragraph 4 above, we **recommend** that the following pay adjustment offers for 2010-11 should be put to the staff sides –

<b>Salary Band</b>	<b>No. of Civil Servants<sup>6</sup></b>	<b>Net PTI</b>	<b>Pay Offer</b>
Directorate	1 260	n.a.	<b>1.60%</b>
Upper	17 762	1.60%	<b>1.60%</b>
Middle	114 584	0.56%	<b>0.56%</b>
Lower	22 690	0.16%	<b>0.56%</b>

14. The coverage of the annual PTS does not include directorate civil servants. Following the practice adopted since 1990, the recommended pay offer for them is the same as that for the upper salary band (i.e. an increase of 1.60%). The recommended pay offers for the upper and middle salary bands are identical to the relevant net PTIs.

15. The recommended pay offer for the lower salary band has incorporated the “bring-up” arrangement<sup>7</sup> (i.e. to align the pay adjustment for the lower salary band to the net PTI of the middle salary band if it is higher than the net PTI of the lower salary band), having regard to inflation, and to the fact that the majority of civil servants in this salary band have already reached the maximum pay point of their ranks and the annual pay adjustment is the only avenue through which they could hope for an increase in income. Compared with a pay rise offer equivalent to the net PTI of this salary band (i.e. 0.16%), our recommendation would entail additional financial implications of about \$25 million<sup>8</sup>.

16. However, we should note that the application of the “bring-up” arrangement would widen the pay advantage of junior civil servants over their private sector counterparts and could increase the risk of a pay cut for these civil servants upon the conclusion of the next Pay Level Survey (PLS), which will use 1 April 2012 as the reference date. The last PLS, conducted in 2006, showed a pay advantage of 3%, and no adjustment was made as the

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6 As at 31 March 2010; and includes around 20 000 civil servants seconded to/working in trading funds, subvented and other public bodies.

7 The “bring-up” arrangement was introduced in 1989 upon the recommendation of a 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.

8 The additional recurrent cost for invoking the “bring-up” arrangement for 2010-11 is estimated at about \$15 million for the civil service, ICAC staff and auxiliary services, and about \$10 million for the subvented sector.

difference was within the acceptable threshold of +/-5%. Since then, another pay advantage of 3.06 percentage points<sup>9</sup> has been accorded. The recommended pay offer for 2010-11 would add another 0.40 percentage point pay advantage to junior civil servants over their comparators in the private sector.

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

17. In line with the established practice, the CE-in-Council decided that the pay offers should take effect retrospectively from 1 April 2010.

## **OTHER RELATED ISSUES**

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

18. 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 (Judicial Committee) will meet and discuss whether and how the pay of JJOs should be adjusted having regard to a basket of factors, including the pay adjustment 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**

19. 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 will not be applied to them.

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

20. 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 (for example, through outsourcing), etc. They are not civil servants. 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 will not be applied to them.

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9 This figure is made up of 0.71 and 1.39 percentage points approved respectively in the 2007-08 and 2008-09 civil service pay adjustment through application of the "bring-up" arrangement, and 0.96 percentage point as a result of the pay freeze decision for 2009-10 although the relevant net PTI was -0.96%.

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

21. 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. Therefore, the Government will not directly impose any pay adjustment applicable to the civil service in the subvented sector.

22. That said, 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. The additional provisions for subventions will in general be calculated in accordance with the weighted average of the pay rise decided for the civil service, as was done in previous years. (The weighted average of civil service pay adjustment rates will be at 0.86% if the civil service pay for 2010-11 is indeed adjusted according to the pay offers.) 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 a final decision on a pay rise for the civil service for 2010-11 by the CE-in-Council and the approval of the Finance Committee of the 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.

#### **IMPLICATIONS**

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

24. The financial implications for the civil service and the subvented sector arising from the pay offers (if finally implemented) are as follows -



	\$ million
(a) Civil service	516 <sup>10</sup>
(b) ICAC staff <sup>11</sup>	7
(c) Subvented bodies	628 <sup>12</sup>
(d) Auxiliaries	2
<b>Total</b>	<b>1,153</b>

25. Currently, 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 bodies together account for around 16% of the overall employment remuneration in the economy. Yet, given the relatively mild increase in the pay offers, the impact on the overall labour market should be very small. The inflationary implications of the pay adjustment should also be minimal.

## **PUBLICITY**

26. Secretary for the Civil Service has made the pay offers to the staff sides of the four central consultative councils earlier today (8 June 2010). A press release will be issued later today and a spokesperson will be available to answer media enquiries.

## **ENQUIRIES**

27. Enquires on this brief should be addressed to Mr. Chris Sun, Principal Assistant Secretary for the Civil Service (Tel: 2810 3112).

Civil Service Bureau  
8 June 2010

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10 The figure includes about \$57 million additional cost arising from pay adjustment for around 20 000 civil servants seconded to/working in trading funds, subvented and other public bodies. It also includes an estimated increase of \$32 million in pension payments for those retiring in 2010-11.

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

12 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.



## 香港政府華員會

HONG KONG CHINESE CIVIL SERVANTS' ASSOCIATION

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本會檔號：(60) in 2-7-CCSA(XIX)

傳真(2869 1801)及呈遞

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：

### 2010-11 年度公務員薪酬應劃一上調 2.5%

香港政府華員會(本會)懇請您及行政會議認真考慮本會的要求：2010-2011 年度高、中、低層公務員的薪酬調整幅度應劃一為 2.5%，即依據截止 2010 年 3 月底的通脹率，上調高、中、低層公務員的薪酬。

本會認為，如此調整將能全面兼顧多項因素：

#### (1) 容許各級公務員分享經濟復甦成果，提振公務員士氣

本港經濟復甦，其中應有着廣大高中低層公務員的一份貢獻。事實上，在市民對優質公共服務的要求日高，但人手不足下，各級公務員備受壓力。因而，透過較合理的薪酬調整，將能體現政府確願容許公務員分享經濟成果的誠意，將提振整體公務員隊伍的士氣，有利在社會日益政治化的今天，穩定公務員隊伍。

必須指出，實質上位屬高層薪金級別的廣大中級公務員，他們中的大多數，尤其是幾乎全部文職公務員，並沒有有如首長級公務員般，受惠於去年的薪酬架構檢討。更何況，去年因 L80 號問題公司被不合理地納入薪酬趨勢調查結果之中，致他們被減薪 5.38%，即被不合理地多減薪 3.2%！中層則雖然被凍薪，但他們本應根據剔除這間問題公司後計算的薪酬趨勢純指標，有 0.19% 的增幅，卻因同樣的原因，被錯誤當做應減薪 1.98%，令他們蒙受了“不白之冤”、負上了應“減薪”的“原罪”！

本會認為，給予他們 2.5% 的增幅，將紓緩他們因去年公務員薪酬調整問題獲錯誤處理引致的憤懣。

#### (2) 關懷中低級公務員，避免公務員隊伍兩極分化，促進團隊精神

公務員為政府施政的基石。各級公務員同處一個團隊，政府及高級公務員向中低級公務員同事釋放較多善意，展示較多關懷，支持盡量避免加劇公務員隊伍兩極化的做法，容許中、低層公務員的薪酬增幅不低於高層，將有利公務員隊伍的團結和人心

的凝聚，促進團隊精神，避免分化。

如此更可彰顯政府作為一個致力縮窄貧富懸殊、主動履行作為全港最大僱主的社會責任、推動社會公義之良好僱主的形象！

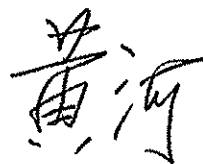
**(3) 盡量協助各級，尤其是中低級公務員紓緩通脹**

過去一年，經濟逐步復甦下，受內外多項因素影響，本港的物價不斷上揚，公共交通票價也已全面上調，高、中、低層薪金級別公務員正遭受日益增加的通脹壓力。事實上，剛公佈的綜合消費物價指數在4月份的按年升幅已達2.9%，比3月份又攀升了0.4%，預料未來幾個月情況將更甚。

因而，即使增幅劃一為2.5%，對協助各公務員同事紓緩通脹繼續上揚帶來的壓力，亦恐吃力，其中，對最低薪公務員而言，只能為他們每天增加區區數元，難以紓緩家庭各項開支的增加。故此，中低級公務員若繼續凍薪，或只與中層掛鈎、給予薪酬趨勢純指標0.56%的增幅，或甚至只給予低層純指標0.16%的最低增幅，將令他們的生活水準持續下降，為社會的貧富懸殊現狀增添柴火！

就此，本會殷切地盼望您及行政會議能認真考慮上述的要求，令2009-10年度公務員薪酬調整得到較圓滿解決。

會長



謹啓

2010年5月28日

副本致 職方秘書 (高級公務員評議會、  
第一標準薪級公務員評議會、  
紀律部隊評議會、警察評議會)

**Association of Expatriate Civil  
Servants of Hong Kong**  
G12, Central Government Offices  
East Wing, Hong Kong

**Hong Kong Senior Government  
Officers Association**  
G13, Central Government Offices  
East Wing, Hong Kong

Miss Denise YUE  
Secretary for the Civil Service

Room 1024 B, 10/F, West Wing,  
Central Government Offices,  
Hong Kong

Dear Miss YUE,

28 May 2010

**2010/11 Civil Service Pay Adjustment**

On behalf of the AECS and HKSGOA, we wish to inform you of our pay claim. Having regard to the Pay Trend Indicators (PTIs) for the three salary bands, the encouraging state of the economy, the government's healthy financial position, the forecast increase in the cost of living as reported by Census & Statistics Department 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 2010/2011 should be made according to the Gross PTIs.

In addition, we would like to bring to your attention some additional pertinent factors :

- (1) The pay increases for a considerable number of staff of six of the large companies surveyed were excluded from the calculation of GPTIs due to their being classified as internal/external relativities related pay adjustments. In addition, one large sized company granted share awards to all of its employees in lieu of part of their additional payments. None of these have been taken into account because they do not fall within the agreed methodology for the calculation of GPTIs. Whilst we have accepted this year's Pay Trend

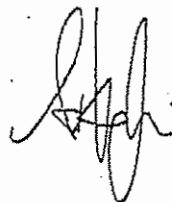
Survey (PTS) Report, we are most concerned about the impact of the exclusion of internal/external relativities related pay adjustments and share awards on the GPTIs. We believe that the PTS findings do not actually reflect the higher level of pay awards in the private sector. The PTS Committee has already agreed to review their exclusion in future exercises.

- (2) The salaries of many civil servants represented by AECS & HKSGOA have reached the maximum points of their respective pay scales and, without further promotion, will not receive any additional annual increments. The practice of deducting the payroll cost of increments from the GPTIs in order to arrive at the net PTL, on which the annual civil service pay adjustments are based, is unreasonable and unfair to these many civil servants.

Yours sincerely,



(Steve BARCLAY)  
for Association of Expatriate  
Civil Servants of Hong Kong



(SO Ping-chi)  
for Hong Kong Senior Government  
Officers Association

警察評議會職方協會  
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協會檔號 OUR REF: (23) in SS/C 1/12 PT.15

來件編號 YOUR REF: CSBCR/PG/4-085-001/67

26<sup>th</sup> May 2010

Miss C.Y. Yue Denise, GBS JP  
Secretary for the Civil Service,  
10/F, West Wing, Central Government Offices,  
11 Ice House Street, Central  
Hong Kong.

Dear Miss Yue,

### 2010 Police Pay Adjustment

We write in response to your letter (ref: CSBCR/PG/4-085-001/67) dated 17 May 2010 in respect of your request for the pay claim of the PFC SS.

At the 82<sup>nd</sup> Meeting of the PTSC the Police Force Council Staff Side (PFC SS) will validate the tentative results of the 2010 PTS that were released to us on 20<sup>th</sup> May 2010. We note the participation of **106 companies** that could be included in this years survey and the overall improvement to transparency and effectiveness of the deliberations and examination of issues this year within the PTSC. We would like to place on record our thanks to the Controller PSRU and her team for their efforts and our continued support to the Pay Trend Survey and its credibility in determining private sector pay trends in Hong Kong.

The PFC SS seeks application of Gross Pay Trend Indicators **without the practice** of the Administration for deduction of increment cost, given that a large number of officers in the Hong Kong Police Force are not receiving any annual increment. When considering this year's salaries adjustment, the PFC SS opines that, after consideration of all other factors, particularly staff morale and stability of the civil service, the Gross PTI should be followed with the Lower band allowed to have their PTI 'brought up' to the level of the Middle salary band. The Gross PTI assures some differential between pay bands. Should net PTI be adopted then Lower and Middle bands could be allowed to be 'brought up' to the same level as the Upper Band.

#### 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

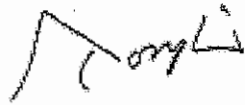
This year has highlighted an outstanding issue on IR/ER that will need to be raised within the PTSC review of survey methodology ahead of the commissioning of the 2011 Survey. The practice of some companies to use IR/ER to determine the adjustment to their base salaries will require the PTSC to ensure future PTS can include IR/ER adjustments in the PTI calculation, in cases where the company forms a significant part of the survey population and the adjustment to base pay is mainly derived from this IR/ER component.

Yours sincerely,



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SHAM Wai-kin  
Chairman  
SPA



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LIU Kit-ming  
Chairman  
HKPIA



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Ron ABBOTT  
Chairman  
OIA



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WONG Ching  
Chairman  
JPOA

c.c.

Secretary for the Civil Service (Attn: Chris Sun)  
Commissioner of Police  
Chairman SCDS  
Chairman SCDS Police Sub-Committee

警察評議會職方協會  
香港軍器廠街一號警察總部  
警政大樓三十九樓  
電話 Telephone: 2860 2645  
傳真 Fax: 2200 4355



POLICE FORCE COUNCIL  
STAFF ASSOCIATIONS  
39/F, ARSENAL HOUSE  
POLICE HEADQUARTERS  
1 ARSENAL STREET HONG KONG

協會檔號 OUR REF: (23) in SS/C 1/12 PT.15

來件編號 YOUR REF: CSBCR/PG/4-085-001/67

香港中環  
雪廠街 11 號  
政府合署西座 10 樓  
公務員事務局局長  
俞宗怡女士, GBS, JP

俞女士：

### 2010 年薪酬趨勢調整

2010 年 5 月 17 日的來信(檔號：CSBCR/PG/4-085-001/67)收悉。有關貴局要求警察評議會職方(“警評會職方”)提交對薪酬調整的要求，現作出以下回覆。

薪酬趨勢調查委員會(“委員會”)於 2010 年 5 月 20 日向警評會職方公布 2010 年薪酬趨勢調查的初步結果，警評會職方將於委員會第 82 次會議上予以確認。我們得知共有 106 間公司參與本年度的調查，委員會於本年商討及審議事項的透明度及成效整體有改善。我們感謝薪酬研究調查組監督及其團隊作出的努力，並會繼續支持薪酬趨勢調查工作，信賴該項工作能夠釐定香港私營機構的薪酬趨勢。

鑑於香港警務處大部分人員並非按年增薪，警評會職方要求當局計算薪酬趨勢總指標時，不應扣減遞增薪額開支。關於本年的薪酬調整，警評會職方在考慮過所有其他因素(特別是員工士氣及公務員的穩定性)後，認為應採用薪酬趨勢總指標，容許低層薪金組別的薪酬趨勢指標提升至中層薪金組別的水平。薪酬趨勢總指標確保各個薪金組別之間存在差距。假如採用薪酬趨勢淨指標，則可容許低層和中層薪金組別提升至高層薪金組別的水平。

本年的調查突顯了尚未處理的內／外對比問題。因此，委員會在委聘顧問進行 2011 年調查之前，需先行檢討調查方法，包括提出這個有關內／外對比的問題。由於部分公司以內／外對比關係來釐定基本薪金的調整，假如有關公司的僱員佔全部公司僱員總數一個重要的百分比，而其基本薪金主要因內／外對比關係作出調整，則委員會日後進行薪酬

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



趨勢調查時，應把這些因內／外對比關係而作出的調整納入薪酬趨勢指標的計算中。

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岑維健  
警司協會  
主席

廖潔明  
香港警務督察  
協會主席

顏邦智  
海外督察協會  
主席

黃程  
員佐級協會  
主席

2010年5月26日

副本送：

公務員事務局局長（經辦人：孫玉菡）

警務處處長

紀常會主席

紀常會警務人員小組委員會主席

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

本函檔號：SSDSCC/P-3  
來函檔號：CSBCR/PG/4-085-001/67

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中區政府合署西座十樓  
公務員事務局局長  
俞宗怡女士

俞局長：

二零一零至一一年度公務員薪酬調整

紀評(職方)對二零一零至一一年度公務員薪酬調整的意見如下：

- (i) 紀評(職方)接納由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二零一零年薪酬趨勢調查報告結果；
- (ii) 政府在決定二零一零至一一年度的公務員薪酬調整幅度時，除了考慮薪酬趨勢指標外，亦應考慮公務員士氣及年內生活費用的變動。紀評(職方)得悉和去年四月份相比，今年的甲類消費物價指數上升了2.9%。故此，紀評(職方)建議今年的公務員薪酬調整幅度應該不少於2.9%。

紀律部隊評議會(職方)主席李君傑



二零一零年五月二十八日

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  
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)

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

香港海關職員工會  
Hong Kong Customs  
Officers Union

香港消防控制組職員會  
Hong Kong Fire Services  
Control Staff's Union

香港消防處救護員會  
Hong Kong Fire  
Services Department  
Ambulancemen'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  
Department Officers Association

香港消防處職工總會  
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

Annex D  
附件 D

只附中文版

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Hong Kong.

Tel No.: 2810 2209  
Fax No.: 2537 8630  
E-mail: crystal\_yk\_lee@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)

香港中環下亞厘畢道二十號  
中區政府合署東座一三七室  
電話：二八一零二二零九  
傳真：二五三七八六三零

本函檔號：SSMOD/SAL/PAY/5/7/1  
來函檔號：CSBCR/PG/4-085-001/63

香港中環雪廠街 11 號  
中區政府合署西座  
公務員事務局局長  
俞宗怡女士

俞局長：

二零一零至一一年度公務員薪酬調整

本評議會（職方）建議本年度公務員加薪百分之二點五。

根據統計處的數字，二零一零年一月至三月的平均甲類消費物價指數的按年變動率為百分之二點五，而四月份的指數更上升至百分之二點九，當中以食品、新鮮蔬菜、衣服及交通的升幅較大。而這些消費項目正正與員工的日常生活息息相關，故通脹對基層員工構成很大的生活壓力。為了保障基層員工的購買力及維持員工的基本生活水平，職方有上述的調薪要求。

職方會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後，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，才就本年度的公務員薪酬調整幅度作出決定。

第一標準薪級公務員評議會  
職方主席



二零一零年五月二十八日