

LEGISLATIVE COUNCIL BRIEF

GRADE STRUCTURE REVIEW FOR THE DISCIPLINED SERVICES GRADES

INTRODUCTION

At the meeting of the Executive Council on 10 August 2021, the Council **ADVISED** and the Chief Executive (CE) **ORDERED** that –

- (a) the recommendations of the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) and Standing Committee on Directorate Salaries and Conditions of Service (SDCS) in the *Report on the Grade Structure Review for the Disciplined Services Grades* (the Report) should be accepted in full; and
- (b) subject to the approval of the Finance Committee (FC) of the Legislative Council (LegCo), the recommendations on salary and increment in the Report, as well as the normal conversion arrangement for serving staff in the affected ranks, should be implemented with effect from the first day of the month of approval by FC.

JUSTIFICATIONS

2. The disciplined services comprise seven departments/agencies, namely the Hong Kong Police Force (HKPF), the Immigration Department (ImmD), the Government Flying Service (GFS), the Fire Services Department (FSD), the Customs and Excise Department (C&ED), the Correctional Services Department (CSD) and the Independent Commission Against Corruption (ICAC). As at 30 June 2020, among the seven disciplined services departments/agencies, there were 62 856 disciplined services posts which belonged to 29 grades and over 100 ranks, constituting around one third of the total establishment of the Government (see paragraph 2.2 of the Report).

3. The five disciplined services other than HKPF, viz. the CSD, C&ED, FSD, GFS and ImmD, consist of those in the “Rank and File” (R&F), “officer” and “directorate” grades; the HKPF consist of those in the “junior police officer”, “police inspector and superintendent”, and

“directorate” grades which are the respective comparables of the “R&F”, “officer” and “directorate” grades in the aforesaid five disciplined services; and the ICAC consist of those in the “investigator”, “officer”, “forensic accountant” and “directorate” grades.

4. The Government devised the Improved Civil Service Pay Adjustment Mechanism in 2007, under which civil service pay is compared with private sector pay through different pay surveys. However, as it is difficult to identify comparable posts and jobs in the private sector for the disciplined services, and individual disciplined services grades are also facing recruitment or retention difficulties, the CE-in-Council decided to conduct a Grade Structure Review (GSR) for the disciplined services in October 2018, and once every 10 years in future, to ensure that the grade structure and remuneration of the disciplined services can effectively attract and retain talents. Subsequently, the Government invited the SCDS to conduct the GSR and also invited the SDCS to advise on the pay and conditions of service of the heads of the seven disciplined services departments/agencies. The SCDS submitted the Report to the CE on 23 June 2021. In addition to the findings and recommendations of the GSR made by the SCDS, the Report also contains the findings and recommendations related to the heads of the disciplined services departments/agencies made by the SDCS. The Report can be downloaded at: https://www.jsscs.gov.hk/reports/en/scds_gsr_2021_eng.pdf.

Findings and Recommendations by SCDS

5. In conducting the GSR, the SCDS recognised that there were high expectations from both the management and the staff sides given that the last GSR was conducted over ten years ago. The SCDS took into account the Government’s civil service pay policy and a host of relevant principles and considerations to ensure fairness and consistency. These principles and considerations are reproduced at Annex A.

6. The SCDS conducted a thorough fact-finding exercise, carefully examined all of the written submissions received and sought additional information, statistics and clarifications as necessary, visited all seven disciplined services departments/agencies, and met with their management and staff sides. The SCDS made a series of recommendations, with the objective of striking a fine balance in mind, after taking into account all the aforesaid principles and considerations, as well as diverse and sometimes conflicting views. The recommendations cover areas including pay scales, increments, non-fringe benefit types of allowances, grade structure and manpower

support, and conditions of service of the disciplined services. Salient observations and recommendations by the SCDS (and SDCS as regards the pay and conditions of service of the heads of departments) include

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- (a) the prevailing relativities among the disciplined services represent a fine balance after thorough deliberations over the years and are respected by stakeholders, and should be maintained broadly;
- (b) the prevailing pay level and increment granting interval of the disciplined services directorate grades and ranks should be maintained, while upgrading the post of Controller, GFS from Directorate Pay Scale Point 3 equivalent to Directorate Pay Scale Point 4 equivalent, and creating a new increment as the new scale maximum for the Chief Superintendent rank of HKPF;
- (c) given that the uniqueness of each grade is reflected by different starting and maximum pay points on the pay scale and different pay progression, there are no good grounds for establishing an independent pay scale for each disciplined service or grade;
- (d) enhancements to pay scales are recommended having holistically balanced applicable factors such as established relativities, changes in the work nature, job duties, responsibilities and workload of each of the disciplined services since the last GSR and their impact on the job factors and special factors, as well as the recruitment, retention and career progression situation of each of the grades. The salaries of all disciplined services grades before and after implementation of the SCDS' recommendations are set out at Annex B;
- (e) introducing multiple entry points purely for the purpose of recognising the higher qualifications of new recruits is not recommended because salary should not be set above the level necessary for the competent performance of the job concerned;
- (f) the “through scale arrangement”, which is currently

 B

applicable to the basic ranks of specified “officer” grades¹, should not be further extended in adherence to the principle of meritocracy and that each rank should have its own functional responsibilities;

- (g) adopting a case-by-case approach in examining proposals for incremental jumps (IJs)² as a monetary incentive to help alleviate recruitment and retention problems, minimise early career wastage, retain experienced hands and give recognition to the staff in achieving a significant milestone in the career, and recommending additional IJs for selected ranks and refining the position of IJs for the Pilot grade;
- (h) with the extension of retirement age to 60 and having regard to the objective of Long Service Increments (LSIs)³, one additional LSI to the Assistant Officer (AO) II, Customs Officer, Fireman, Ambulanceman, Immigration Assistant (IA) and Police Constable ranks upon completion of 36 years of satisfactory in rank service is recommended;

¹ Prior to the last GSR, the pay scales for the Senior Station Officer/Station Officer ranks, the Senior Inspector of Police/Inspector of Police ranks and the Commission Against Corruption Officer (Middle/Lower) ranks were structured in such a way that the pay scales for the junior ranks covered the whole pay scales for the higher ranks under the through scale arrangement for the disciplined services. Officers in the junior ranks not having passed the promotion examinations could still progress along the long pay scale and reach the same scale maximum of the higher rank, although at a slow pace when compared with those who enjoyed immediate advancement after passing the examination. To better reflect the principle of meritocracy, the last GSR recommended re-structuring the through scale arrangement for the ranks concerned by capping the scale maxima of the lower ranks below the pay scales for the higher ranks such that only those who had passed the qualifying examinations and fulfilled the requisite in-rank service required could advance to the pay scales for the higher ranks. The SCDS also recommended a grandfathering arrangement for serving officers.

² IJs are special increments provided to specific ranks in the disciplined services in a way that the points in the pay scales of these ranks are jumped or omitted, i.e. officers in these ranks, subject to their putting up a satisfactory performance, may receive more than one increment within a year, at certain times or upon the occurrence of specified events.

³ LSIs are increments added to the top of a pay scale which become payable after an officer has rendered a reasonably long period of service. The objective of LSIs is to motivate long serving officers of the basic ranks of R&F grades to continue to offer their best efforts and valuable experience at the foundation of the disciplined services hierarchies. Its introduction recognises the fact that a proportion of the holders of the lowest ranks of the respective grades would unlikely be able to rise to a higher rank despite having long and exemplary service given the pyramidal command structure of these grades.

- (i) in respect of Job-Related Allowances (JRAs)⁴, the existing rates, the current calculation method⁵ and the current set of qualifying frequency thresholds of individual JRAs should be maintained. For new JRA proposals and proposals to revisit eligibility and tiers of JRAs, the SCDS recognises the Government's prerogative in handling such proposals under the established mechanism, under which the approving authority is vested in the Secretary for the Civil Service (SCS), and would offer views when invited by the Government in accordance with established mechanism;
- (j) the existing arrangement of Disciplined Services Overtime Allowance (DSOA)⁶ (including the hourly rate and scope of eligibility) and acting allowance (including minimum qualifying period of 30 calendar days for payment of the allowance, and the central approving authority for payment of the allowance in exceptional circumstances) should be maintained;
- (k) given the guiding principle that each rank should have distinct functional differences, the current grade structure of the Air Crewman Officer and Aircraft Technician grades of GFS, and the Technical Instructor (Correctional Services), Instructor (Correctional Services) and AO grades of CSD should be maintained. The GFS management should consider whether it is functionally justified to upgrade or create posts upon review;
- (l) having regard to their duties which have become much more diverse and the larger workforce, support the creation of one

⁴ JRAs are additional payments to compensate staff for aspects of work which are not normally expected of a particular grade or rank and which have not been taken into account in the determination of the pay scales of the relevant grade and rank.

⁵ The rates (and the calculation method) of individual JRAs were determined on the basis of the merits of the case subsisting at the time at which the Government considered and approved the proposals of introducing the respective allowances. The SCDS has previously held in the Report No. 1 that "*the same allowance would be paid for the same extra duties regardless of the rank and basic salary of the officers concerned*".

⁶ In accordance with the relevant Civil Service Regulations, the following officers are eligible for DSOA: (a) those remunerated from the General Disciplined Services (Rank and File) Pay Scale (GDS(R)); (b) those whose scale maxima are on or below General Disciplined Services (Officer) Pay Scale (GDS(O)) 26. Exceptionally officers filling designated posts in the rank of Chief Officer in CSD and in the rank of Assistant Superintendent in C&ED may, with the prior approval of the SCS, receive the allowance; (c) those whose scale maxima are on or below Police Pay Scale (PPS) 48 (i.e. up to the Chief Inspector of Police rank); and (d) those whose scale maxima are on or below Independent Commission Against Corruption Pay Scale (IPS) 35.

additional Deputy Director/Deputy Commissioner post each in ImmD, FSD, C&ED and CSD, all pitched at General Disciplined Services (Commander) Pay Scale (GDS(C))3 (i.e. D3 equivalent). Separately, departmental managements of HKPF, ImmD, C&ED, CSD and ICAC should further develop proposals involving the creation of directorate posts or upgrading of non-directorate posts to the directorate level under the established mechanism in consultation with the relevant bureaux;

- (m) life-long civil service medical and dental benefits should be made available to ICAC staff (regardless of their appointment terms and when they joined the service) invalidated as a result of injury on duty;
- (n) staff's concerns related to aspects that fall outside the ambit of the GSR, such as fringe benefits, retirement age, conditioned hours of work and the progress of implementing the five-day week arrangement are conveyed to the Government;
- (o) normal conversion rules should be adopted as the basic principle in implementing salary and increment-related recommendations;
- (p) the Government should be given flexibility of determining the most appropriate effective date for salary and increment-related recommendations; and
- (q) support the ten-year interval between each round of comprehensive GSR for disciplined services grades as decided by the CE-in-Council in October 2018.

Decision

7. Having regard to the following major considerations, the CE-in-Council decided to fully accept all the recommendations in the Report -

- (a) the credibility of the SCDS and SDCS as independent advisory bodies;
- (b) the justifications of the recommendations, including whether they are conducive to the stability and effective operation of the disciplined services;
- (c) the views and sentiments of the departmental managements

and staff sides and the impact on staff morale of the disciplined services;

- (d) the read-across implications within the disciplined services and for the civilian civil service, and the likely impact on the image and credibility of the Government, the disciplined services and the civil service as a whole;
- (e) the financial implications for the Government; and
- (f) the views of the community.

Views of Departmental Managements and Staff Sides

8. The Government met with the Disciplined Services Consultative Council staff side, the Police Force Council staff side, the representatives of the Government Disciplined Services General Union, ICAC Departmental Grades Staff Committee and the representatives of ImmD, FSD, GFS, C&ED and CSD from 5 to 7 July 2021. Departmental managements and individual staff bodies of the seven disciplined services departments/agencies also submitted written submissions to the Government. A full set of the submissions is at Annex C.

9. In general, the departmental managements and staff sides welcome the Report's recommendations. They have also raised a number of further suggestions on top of the Report's recommendations for consideration by the CE-in-Council. The major suggestions put forward are highlighted as follows.

Conversion arrangement

10. The normal rules of conversion recommended by SCDS for adoption in the Report in implementing salary and increment-related recommendations of the current GSR are as follows -

- (a) where a civil servant's pay is less than the minimum of the revised scale he should receive the new minimum;
- (b) where a civil servant's pay is equivalent to or above the new minimum he should advance to the next point on the scale; and
- (c) where the revised scale has a maximum which is two or more points higher than the old maximum, a civil servant who has served for one or more years on the old maximum should convert to two points above his existing pay point.

11. Some staff side representatives maintain that the normal conversion arrangement may be perceived as unfair given that there are situations where some relatively junior staff will reach the same pay point as that of more senior staff on the effective date of conversion.

12. We note that the Standing Commission on Civil Service Salaries and Conditions of Service's First Report on Principles and Practices Governing Civil Service Pay sets out the longstanding principles that, firstly, no civil servant shall lose on conversion but the extent to which the benefits a civil servant receives on conversion should not normally exceed one increment, and secondly, that pay and seniority are not necessarily related. The rules of conversion were subsequently devised with these principles in mind, and have been consistently applied in previous GSRs for both civilian and disciplined services grades.

13. The CE-in-Council decided to adopt the normal rules of conversion in the present GSR, as the application of the rules is in line with both prevailing principles and past practice. If the recommendations of the Report are implemented in full under normal rules of conversion, no serving staff will lose on conversion. Staff side representatives have expressed concerns over possibly "losing" seniority. Their specific views and our responses are highlighted as follows –

- (a) some staff side representatives opine that if, upon application of the conversion rules, all staff receiving less than the new minimum would be converted to the new minimum, the pay of relatively senior staff would be on par with that of relatively junior staff and hence they "lose" seniority. Under the established mechanism, the incremental date of relatively junior staff, whose pay before conversion is lower than the new minimum by more than one pay point, will be realigned to the effective date of conversion upon conversion such that they may only be granted the next increment after 12 months, whereas the incremental date of relatively senior staff, whose pay is only one pay point lower than the new minimum before conversion, will remain unchanged after conversion. The relatively senior staff may therefore be granted their next increment ahead of the relatively junior staff. Also, the seniority of civil servants is determined by their promotion dates for those in promotion ranks and by the date of entry to the grade for those in the entry ranks. It is not determined by the salary at any one point in time;

- (b) in case the pay of an officer promoted from a lower rank to a higher rank in the same grade before the effective date of conversion is overtaken by the pay of another officer with the same service profile promoted from the same lower rank to the same higher rank after the effective date of conversion, adjustments will be made to ensure that the pay of the former officer should not be less than that of the latter officer; and

- (c) some staff side representatives also suggest that those who have been on the old maximum longer should receive more than two increment points upon conversion to reflect their seniority. This suggestion is in effect a special conversion arrangement. We have explained to staff side representatives that one must bear in mind the general principle that the extent to which a member of staff benefits on conversion should not normally exceed one increment. While pay and seniority are not necessarily related, the design of the rules under which the pay of staff having served for one or more years on the old maximum are converted to two points rather than one above his existing pay point is already an exception to the general principle⁷. Taking into account the fact that the said exception has already served to preserve relative seniority to some extent, the financial implications arising from the suggested special conversion arrangement and possible read-across implications on future disciplined services and civilian grade GSRs, the CE-in-Council has decided that the prevailing rules should continue to be adopted.

Pay relativities and parity

14. It has been suggested that an independent pay scale for FSD staff should be established and pay scales of FSD Fire Stream Officers should be set on par with comparable ranks in HKPF. It has also been suggested that the pay scale of the IA grade of ImmD should be lifted and set on par with the pay scales of comparable R&F grades, and the scale minimum of the basic rank of the Immigration Officer (IO) grade of ImmD should be lifted and set on par with comparable officer ranks.

15. As a matter of principle, the prevailing pay relativities among

⁷ As a precedent, in the review of Land Inspector (LI) grade in 1996, the scale maxima of LI/II and LI/I ranks were uplifted by four and five points respectively. Under normal conversion, LI/II and LI/I who served at the old pay scale maxima for one or more years converted to new pay scale with a two point uplift.

the disciplined services reflect the outcomes of detailed deliberations of previous reviews and should only be changed when supported by strong justifications. Seen in this light, not only will the establishment of new independent pay scales invariably disrupt internal relativities, it may also upset the prevailing adoption of common pay scales under the civil service pay system. We duly recognise the fact that each of the disciplined services is unique in work nature. As aptly observed by the SCDS, such uniqueness is reflected by the different starting and maximum pay points on the pay scales and pay progression of individual grades and ranks, and by the compensation through allowances for specific duties particularly susceptible to exceptional risks or hardship. As such, the CE-in-Council agreed with the SCDS' analysis and decided not to establish any independent pay scales.

16. On the request to align the pay of specific grades and ranks of ImmD with comparable ranks in other disciplined services, it is trite that pay in the disciplined services should be determined individually having regard to relevant considerations including job factors such as scope and complexity of work and hours of work, uniqueness of their functions, and recruitment, retention, career progression of the grade. The SCDS recommends preservation of the pay relativity between the IA grade and the IO grade with the comparable ranks in other disciplined services having taken into account the aforesaid, whilst narrowing the existing pay difference having regard to wastage of the IA rank and in recognition of the changes in job nature and heavier responsibilities taken up by the grades. The staff sides argue that there should be parity in the pay between ImmD and other disciplined services departments. We must stress that, firstly, direct comparison among the disciplined services is neither possible nor appropriate as they each have distinct operating environment, and secondly, there is strength in the SCDS' finding that raising the pay for a grade solely or primarily on the ground of pay parity is not justifiable. The CE-in-Council decided not to accede to the staff sides' request.

Extension of LSIs

17. A number of staff side representatives propose the extension of LSIs to certain basic ranks of officer grades, second tier ranks of certain R&F grades, as well as single rank grades. As set out in footnote 3 above, the introduction of LSIs addresses a rank specific issue in that it recognises the fact that a proportion of R&F staff at the basic ranks, despite their long service and loyalty, would unlikely rise to a higher rank due to their grade's unique pyramidal command structure. On the contrary, the career progression of officer grades is in general more satisfactory. Recruitment ranks at the second tier of the R&F grade enjoy a more favourable pay. Single rank grades do not have promotion ranks, and thus the issue of delayed promotion due to command

structure does not arise. As such, the CE-in-Council decided not to extend the LSI arrangement.

Conditions of Service

18. Staff sides press for improvements to various aspects of conditions of service, including aligning the conditioned hours of work, the provision of post-retirement medical and dental benefits and education allowances to civil servants appointed on or after 1 June 2000 as well as the reintroduction of pension system.

19. We fully understand the sentiments behind the strong requests from the staff sides related to the conditions of service, such as post-retirement medical and dental benefits, education allowances and other fringe benefits. We are mindful that these requests, if entertained, would represent fundamental changes to the established policies governing the granting of various types of fringe benefits. They will also bring far-reaching consequences to the stability of the whole civil service and significant read-across financial implications. The CE-in-Council decided not to change the current package in this grade-specific GSR. The relevant bureaux/departments would consider staff sides' concerns separately when drawing up relevant policies.

Housing Benefits

20. As a result of pay adjustment, staff sides are concerned that their eligibility for departmental quarters (DQs) and Civil Service Public Housing Quota (CSPHQ) would be affected. They hold the view that their entitled duration of stay in DQs should not be curtailed, and they should be exempted from paying higher level of DQ rent because the pay scales applicable to them are uplifted.

21. We understand the significance of the provision of DQs in maintaining the morale of the disciplined services. In this regard, the Security Bureau (SB), in consultation with the Civil Service Bureau and the disciplined services departments, is preparing a proposal to maintain the entitled period of stay in DQs of serving disciplined services staff. The proposal will also be applicable to ICAC.

22. As a result of the enhancements to the pay scales, some officers who currently reside in DQ one grade higher than the appropriate grade argue that they will be worse-off after conversion as they will be required to pay higher level of DQ rent according to the

established rules. As it is the personal choice of individual officers concerned to decide whether or not to reside in DQ one level above the appropriate grade and that these officers will actually have a net increase in take home pay after the payment of the higher level of DQ rent, the CE-in-Council decided to adhere to the established rules with regard to the payment of DQ rent by all officers.

23. As for CSPHQ Scheme, it is a discretionary housing benefit for junior civil servants including R&F disciplined services staff. Since the income criteria under the CSPHQ Scheme are set at the maximum pay points of various R&F grades' pay scales, the uplifted scale maxima of the pay scales as a result of the GSR will not affect R&F disciplined services staff's eligibility for CSPHQ.

Date of Implementation

24. Given that the conduct of this GSR was announced in October 2018, and the exercise was only completed in June 2021, staff side representatives request retrospective implementation of the SCDS' recommendations, reasoning that the Report should have been submitted in June 2020 had it not been for the spate of public order and violence events in 2019 and the COVID-19 pandemic. They expect salary adjustments upon release of the Report, and hence argue that it would be unfair for both serving staff and those who have retired before the submission date to bear the consequences of delay.

25. In line with previous practice, the SCDS defers to the Government to work out the date of implementation of its recommendations on salary and increment. Implementation arrangements for past reviews were varied – review recommendations could either be implemented from a forward date or back-dated. For the last GSR for the disciplined services, the salary and increment-related recommendations were back-dated to 1 April 2009, i.e. the beginning of the fiscal year when the recommendations were approved by the FC. For the current exercise, management and staff sides request a reasonable back-dating arrangement in light of the delayed submission of the Report. Some even press for retrospective implementation from 1 October 2018 (i.e. the first day of month when the CE-in-Council decided to conduct GSR).

26. While staff sides have expressed concerns that the delay has created unfairness, the SCDS, in formulating the recommendations, has given due consideration to the social changes in the past two years, in particular contributions of the disciplined services during the period

of social unrest and the COVID-19 epidemic. In this sense, any changes to the job complexity of the disciplined services during the period of “delay” have already been reflected in the package of recommendations. Upon receipt of the Report, the Government has promptly taken action without ado, and has made every effort to seek to implement the recommendations therein as soon as possible. Having taken into account also considerations including the Government’s fiscal position, the financial implications retrospective implementation would entail, societal expectations, and the fact that the SCDS had strived to complete the GSR amidst unprecedented challenges, the CE-in-Council decided to implement the salary and increment-related recommendations on the first day of the month of FC’s approval.

27. As regards the proposals to create additional posts for the ImmD, FSD, C&ED and CSD and upgrading the post of GFS Controller, as the Government has already decided that there will not be any creation of additional permanent directorate post in 2021-22, these recommendations will be implemented at a later stage by the relevant bureaux. The additional manpower resources will be sought with justifications in accordance with the established mechanism.

Timetable for the next GSR

28. Noting the recommendation that there should be a ten-year interval between each round of comprehensive GSR, some staff side representatives press for either an exact date of commencement of the next GSR or an exact date for submission of the GSR report. The SCDS supports the CE-in-Council’s decision to have a ten-year interval between each round of the comprehensive GSR for disciplined services grades, having regard to the considerable time taken for a comprehensive review (covering all disciplined services grades and ranks), visits to different formations of each service and consultation with a wide spectrum of stakeholders. The CE-in-Council decided that its decision to adopt a ten-year interval between GSRs should continue to be taken as a guiding principle, and the precise timing of the next review should be decided by the Government of the day after taking into consideration all relevant factors.

IMPLICATIONS OF THE DECISION

29. The decision is in conformity with the Basic Law, including the provisions concerning human rights. It has no environmental, gender, productivity, and no sustainability implications other than the economic implications, and no significant family implications.

30. The financial implications to implement the recommendations (including the recommendations on salary and increment, and excluding the creation of additional Deputy Director/Deputy Commissioner posts for the ImmD, FSD, C&ED and CSD and upgrading the post of Controller, GFS) in the form of additional payroll cost to the civil service per year would be around \$1,603 million⁸.

PUBLIC CONSULTATION

31. We consulted the LegCo Panel on Public Service (PS Panel) on 12 July 2021⁹. Members present supported in principle the Report's recommendations.

PUBLICITY

32. A press release will be issued and a spokesperson will be available to answer media enquiries. We have informed the SCDS, the SDCS, the Chairman of LegCo PS Panel, the disciplined services staff sides and departmental managements of the decision by the CE-in-Council. The approval of the Establishment Subcommittee and FC of LegCo will then be sought.

33. Enquiries on this brief should be addressed to Mr Leo LI, Principal Assistant Secretary for the Civil Service (Tel: 2810 3112).

Civil Service Bureau 10 August 2021

⁸ This estimate has not included the increase in payments for pension, Mandatory Provident Fund, Civil Service Provident Fund and allowances pegged with monthly salary. There will not be any creation of additional permanent directorate post in 2021-22. As such, the estimate has not included the additional cost for the creation of additional posts and upgrading of post. Separately, the additional cost for the provision of life-long medical and dental benefits to ICAC staff invalidated as a result of injury on duty should be negligible as the number of eligible staff is quite small.

⁹ LegCo PS Panel Chairman also invited interested LegCo Members to attend.

Guiding Principles and Considerations

Guiding Principles

To ensure fairness and consistency, the SCDS has adopted the following common set of guiding principles for application across the disciplined services as set out in paragraph 1.15 of the Report –

- (a) it is the Government's civil service pay policy 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 should be regarded as fair by both civil servants and the public they serve, through broad comparability if possible with the private sector;
- (b) the disciplined services (other than ICAC whose staff are public officers but not civil servants) are an integral part of the civil service;
- (c) the existing pay and conditions of service as well as the grade and rank structures of the disciplined services reflect the outcome of detailed deliberation in previous reviews, notably the 1988 Rennie Review¹, the subsequent reviews conducted by the SCDS in the 1990s and 2008. It is prudent and pragmatic to use the established pay principles, the existing pay structure and broad parameters developed over the years as the starting point for the GSR, and then identify areas for improvement and recommend targeted solutions;
- (d) any changes in the work nature, job duties, responsibilities and workload of each disciplined service since the last GSR, as well as in the public's expectation toward the disciplined services grades amidst the changing social, economic and political landscapes, should be taken into account;
- (e) the recruitment, retention, career progression situation of each grade and rank in the disciplined services should be duly taken into account;

¹ In February 1988, the Government invited the SCCS to commission an independent review on the pay and conditions of service of the disciplined services (i.e. HKPF, ImmD, FSD, C&ED and CSD). A committee chaired by Mr A.L.Rennie (commonly known as the Rennie Committee) was commissioned in April 1988 to conduct the review (commonly known as the Rennie Review).

- (f) any impact on staff management and morale considerations of each disciplined service should be fully recognised; and
- (g) any relevant wider community interests, including financial and economic considerations, should be taken into consideration as well.

Relevant Considerations

2. The SCDS has also taken into account a host of other relevant considerations as highlighted in paragraphs 1.17 to 1.23 of the Report. We have extracted some salient consideration as follows -

- (a) direct comparison among the disciplined services or with the civilian counterparts is neither possible nor appropriate, the prevailing relativities among the disciplined services should only be changed when supported by strong justifications;
- (b) the six job factors and eleven special factors² of disciplined services should continue to be adopted as the basis to inform the decision on the remuneration of the disciplined services;
- (c) the changes since the last GSR in the work nature, job duties, responsibilities and workload of the services amid the changing social-economic, legal, and political landscapes in Hong Kong as well as the rapid development of technology and innovations over the past decade;
- (d) the latest situations of recruitment, retention, career progression, staff management and morale in the disciplined services; and
- (e) human resource management are equally pivotal.

² The job factors are: qualifications, skills and knowledge, physical requirements, individual responsibilities, scope and complexities of work, and discretion/freedom to act. The special job factors are: stress, hardship, danger, discipline, restriction on freedom, social segregation, hours of work, unpredictable calls, shift patterns, intensity of efforts and problems related to the future.

**Salaries of All Disciplined Services Grades
Before and After Implementation of the Standing Committee on Disciplined
Services Salaries and Conditions of Service's Recommendations**

Correctional Services Department

Grade / Rank	Existing	Proposed
<i>Commissioner of Correctional Services Grade</i>		
Commissioner of Correctional Services	GDS(C)4 (\$265,150 – \$273,000)	DS(C)4 (\$265,150 – \$273,000)
Deputy Commissioner of Correctional Services	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3 (\$208,500 – \$227,600)
Assistant Commissioner of Correctional Services	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
<i>General Manager (Correctional Services Industries) Grade</i>		
General Manager (Correctional Services Industries)	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
<i>Officer/Superintendent of Correctional Services Grade</i>		
Chief Superintendent of Correctional Services	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Superintendent of Correctional Services	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 (Note 1) (\$142,510 – \$150,180)
Superintendent of Correctional Services	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Chief Officer	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Principal Officer	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
Officer	GDS(O)5 – 21 (Note 2) (\$36,655 – \$75,135)	DS(O)6 – 22 (\$39,045 – \$76,095)

Note

(1) DS(O) 40 is a new pay point.

(2) The Officer rank at present has three incremental jumps (IJs), the first one upon completion of one year of satisfactory in-rank service, the second and the third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.

Grade / Rank	Existing	Proposed
<i>Industrial Officer (Correctional Services) Grade</i>		
Superintendent of Correctional Services Industries	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Chief Industrial Officer (Correctional Services)	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Principal Industrial Officer (Correctional Services)	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
Industrial Officer (Correctional Services)(IO(CS))	GDS(O)5 – 21 ^(Note 3) (\$36,655 – \$75,135)	DS(O)6 – 22 (\$39,045 – \$76,095)
<i>Technical Instructor (Correctional Services) Grade</i>		
Technical Instructor (Correctional Services)	GDS(O)4 – 14 (\$34,590 – \$59,290)	DS(O)5 – 15 (\$36,655 – \$62,200)
<i>Assistant Officer Grade</i>		
Assistant Officer I	GDS(R)15 – 29 (\$31,910 – \$48,395)	DS(R)17 – 32 ^(Note 4) (\$33,760 – \$56,025)
Assistant Officer II (AO II)	GDS(R)2 – 14 ^(Note 5) (\$21,150 – \$31,005) (plus four Long Service Increments (LSIs), one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at GDS(R)15, 16, 17 and 18 (\$34,785) respectively)	DS(R)3 – 16 ^(Note 6) (\$21,780 – \$32,830) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at DS(R)17, 18, 19, 20 and 21 (\$37,740) respectively)

Note

- (3) The IO(CS) rank at present has three IJs, the first one upon completion of one year of satisfactory in-rank service, the second and the third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale. Since there is at present no examination for the IO(CS) rank, the second and the third incremental jumps will only be granted after CSD has put in place an examination to the satisfaction of the CSB.
- (4) DS(R)30, DS(R)31 and DS(R)32 are new pay points for the top tier of the Rank and File grades, except for the Chief Immigration Assistant rank of the Immigration Department.
- (5) The AO II rank at present has two IJs, one upon completion of one year of satisfactory in-rank service, and the other upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.
- (6) In addition to (5) above, one more IJ will be granted to AO II rank upon completion of two years of satisfactory in-rank service.

Grade / Rank	Existing	Proposed
<i>Instructor (Correctional Services) Grade</i>		
Instructor (Correctional Services)	GDS(R)3 – 20 (\$21,780 – \$36,745)	DS(R)4 – 22 (\$22,405 – \$38,795)

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Customs and Excise Department

Grade/Rank	Existing	Proposed
<i>Commissioner of Customs and Excise Grade</i>		
Commissioner of Customs and Excise	GDS(C)4 (\$265,150 – \$273,000)	DS(C)4 (\$265,150 – \$273,000)
Deputy Commissioner of Customs and Excise	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3 (\$208,500 – \$227,600)
Assistant Commissioner of Customs and Excise	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
<i>Inspector / Superintendent of Customs and Excise Grade</i>		
Chief Superintendent of Customs and Excise	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Superintendent of Customs and Excise	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 ^(Note 1) (\$142,510 – \$150,180)
Superintendent of Customs and Excise	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Assistant Superintendent of Customs and Excise	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Senior Inspector of Customs and Excise	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
Inspector of Customs and Excise	GDS(O)7 – 21 ^(Note 7) (\$41,380 – \$75,135)	DS(O)8 – 22 (\$43,745 – \$76,095)
<i>Customs Officer Grade</i>		
Chief Customs Officer	GDS(R) 24 – 29 (\$40,955 – \$48,395)	DS(R) 26 – 32 ^(Note 4) (\$43,470 – \$56,025)
Senior Customs Officer	GDS(R)15 – 24 (\$31,910 – \$40,955)	DS(R)17 – 26 (\$33,760 – \$43,470)

Note

(7) The Inspector of Customs and Excise rank at present has three IJs, the first one upon completion of one year of satisfactory in-rank service, the second and the third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.

Grade/Rank	Existing	Proposed
Customs Officer (CO)	GDS(R)4 – 14 (Note 8) (\$22,405 – \$31,005) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at GDS(R)15, 16, 17 and 18 (\$34,785) respectively)	DS(R)5 – 16 (Note 9) (\$23,045– \$32,830) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at DS(R)17, 18, 19, 20 and 21 (\$37,740) respectively)

Note

- (8) The CO rank at present has two IJs, one upon completion of one year of satisfactory in-rank service, and the other upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.
- (9) In addition to (8) above, one more IJ will be granted to CO rank upon completion of two years of satisfactory in-rank service.

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Fire Services Department

Grade/Rank	Existing	Proposed
Director of Fire Services Grade		
Director of Fire Services	GDS(C)4 (\$265,150 – \$273,000)	DS(C)4 (\$265,150 – \$273,000)
Deputy Director of Fire Services	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3 (\$208,500 – \$227,600)
Chief Fire Officer Grade		
Chief Fire Officer	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
Deputy Chief Fire Officer	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Station Officer / Divisional Officer Grade		
Fire Stream		
Senior Divisional Officer	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 (Note 1) (\$142,510 – \$150,180)
Divisional Officer	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Assistant Divisional Officer (ADO)	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Senior Station Officer (SStnO) (Note 10)	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
Station Officer (StnO) (Note 10)	GDS(O)7 – 26 (Note 11) (\$41,380 – \$88,250)	DS(O)8 – 27 (Note 12) (\$43,745 – \$91,615)

Note

- (10) The StnO and SStnO ranks are on the 'through scale arrangement'. New recruits joining the StnO rank from 1 January 2010 and onwards will only advance to GDS(O)22 (DS(O)23 after the implementation of the proposed pay scale) and beyond after passing the qualifying examination for promotion.
- (11) The StnO rank at present has one IJ upon completion of one year of satisfactory in-rank service.
- (12) In addition to (11) above, one more IJ will be granted to StnO rank upon completion of two years of satisfactory in-rank service.

Grade/Rank	Existing	Proposed
<i>Mobilising and Communications Stream</i>		
ADO (Control)	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
SStnO (Control) (Note 13)	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
StnO (Control) (Note 13)	GDS(O)5 – 26 (Note 14) (\$36,655 – \$88,250)	DS(O)7 – 27 (Note 15) (\$41,380 – \$91,615)
<i>Firemen Grade</i>		
<i>Fire Stream</i>		
Principal Fireman (PFn)	GDS(R) 24 – 29 (\$40,955 – \$48,395)	DS(R) 26 – 32 (Note 4) (\$43,470 – \$56,025)
Senior Fireman (SFn)	GDS(R)15 – 24 (\$31,910 – \$40,955)	DS(R)17 – 26 (\$33,760 – \$43,470)
Fireman (Fn) (Note 16)	GDS(R)4 – 14 (Note 17) (\$22,405 – \$31,005) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at GDS(R)15, 16, 17 and 18 (\$34,785) respectively)	DS(R)5 – 16 (Note 18) (\$23,045– \$32,830) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at GDS(R)17, 18, 19, 20 and 21 (\$37,740)

Note

- (13) The StnO (Control) and SStnO (Control) ranks are on the 'through scale arrangement'. New recruits joining the StnO (Control) rank from 1 January 2010 and onwards will only advance to GDS(O)22 (DS(O)23 after the implementation of the proposed pay scale) and beyond after passing the qualifying examination for promotion.
- (14) The StnO (Control) rank at present has one IJ upon completion of one year of satisfactory in-rank service.
- (15) In addition to (14) above, one more IJ will be granted to StnO (Control) rank upon completion of two years of satisfactory in-rank service.
- (16) For Fireman (Workshops) rank, the entry pay is GDS(R)2 (DS(R)3 after implementation of the proposed pay scale).
- (17) The Fn rank at present has two IJs, one upon completion of one year of satisfactory in-rank service, and the other upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.
- (18) In addition to (17) above, one more IJ will be granted to Fn rank upon completion of two years of satisfactory in-rank service.

Grade/Rank	Existing	Proposed
		respectively)
<i>Mobilising and Communications Stream</i>		
PFn (Control)	GDS(R) 24 – 29 (\$40,955 – \$48,395)	DS(R) 26 – 32 (Note 4) (\$43,470 – \$56,025)
SFn (Control)	GDS(R)15 – 24 (Note 19) (\$31,910 – \$40,955)	DS(R)17 – 26 (\$33,760 – \$43,470)
<i>Ambulance Officer Grade</i>		
Chief Ambulance Officer	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
Deputy Chief Ambulance Officer	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Assistant Chief Ambulance Officer	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 (Note 1) (\$142,510 – \$150,180)
Assistant Chief Ambulance Officer	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Superintendent (Ambulance)	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Senior Ambulance Officer	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
Ambulance Officer (AmbO)	GDS(O)5 – 21 (Note 20) (\$36,655 – \$75,135)	DS(O)7 – 22 (\$41,380 – \$76,095)
<i>Ambulanceman Grade</i>		
Principal Ambulanceman	GDS(R) 24 – 29 (\$40,955 – \$48,395)	DS(R) 26 – 32 (Note 4) (\$43,470 – \$56,025)
Senior Ambulanceman	GDS(R)15 – 24 (\$31,910 – \$40,955)	DS(R)17 – 26 (\$33,760 – \$43,470)

Note

(19) The SFn (Control) rank at present has one IJ upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.

(20) The AmbO rank at present has three IJs, the first one upon completion of one year of satisfactory in-rank service, the second and third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.

Grade/Rank	Existing	Proposed
Ambulanceman (Ambm)	GDS(R)4 – 14 ^(Note 21) (\$22,405 – \$31,005) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at GDS(R)15, 16, 17 and 18 (\$34,785) respectively)	DS(R)5 – 16 ^(Note 22) (\$23,045– \$32,830) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at DS(R)17, 18, 19, 20 and 21 (\$37,740) respectively)

Note

- (21) The Ambm rank at present has two IJs, one upon completion of one year of satisfactory in-rank service, and the other upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.
- (22) In addition to (21) above, one more IJ will be granted to Ambm rank upon completion of two years of satisfactory in-rank service.

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Government Flying Service

Grade/Rank	Existing	Proposed
Controller, Government Flying Service Grade		
Controller, Government Flying Service	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3a ^(Note 23) (\$236,650 – \$251,100)
Pilot Grade		
Chief Pilot	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Pilot	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 ^(Note 1) (\$142,510 – \$150,180)
Pilot I	GDS(O)27 – 36 (\$91,615 – \$131,475)	DS(O)28 – 37 ^(Note 24) (\$95,030 – \$136,985)
Pilot II	GDS(O)14 – 26 ^(Note 25) (\$59,290 – \$88,250)	DS(O)15 – 27 ^(Note 26) (\$62,200 – \$91,615)
Cadet Pilot	GDS(O)1b – 2 (\$27,445 – \$31,305)	DS(O)1b – 2 (\$27,445 – \$31,305)
Air Crewman Officer Grade		
Senior Air Crewman Officer	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 ^(Note 1) (\$142,510 – \$150,180)
Air Crewman Officer (ACMO) I	GDS(O)27 – 36 (\$91,615 – \$131,475)	DS(O)28 – 37 (\$95,030 – \$136,985)

Note

(23) DS(C)3a is a new pay point.

(24) Two IJs will be granted to Pilot I rank upon completion of two years and five years of satisfactory in-rank service.

(25) The Pilot II rank at present has four IJs, two to be granted to those who have obtained dual licences for both helicopter and fixed-wing aircraft and are required to perform Pilot I flying duties frequently, the other two to those who have obtained an Instrument Rating and become qualified to operate as Captain in coastal and day offshore search and rescue in accordance with the GFS Operations Manual approved by Civil Aviation Department and are required to perform Pilot I flying duties frequently.

(26) The existing IJs arrangement of the Pilot II rank stated in (25) will be replaced by granting two IJs to the Pilot II rank upon completion of three years of satisfactory in-rank service and two IJs to the Pilot I rank as mentioned in (24).

Grade/Rank	Existing	Proposed
ACMO II	GDS(O)18 – 26 (\$71,010 – \$88,250)	DS(O)19 – 27 (\$73,650 – \$91,615)
ACMO III	GDS(R)7, 9, GDS(O)1b – 17 ^(Note 27) (\$24,775 – \$68,065)	DS(R)8, 10, DS(O)1a – 18 (\$25,650 – \$71,010)
<i>Aircraft Engineer Grade</i>		
Chief Aircraft Engineer	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Senior Aircraft Engineer	GDS(O)37 – 38 (\$136,985 – \$142,510)	DS(O)38 – 40 ^(Note 1) (\$142,510 – \$150,180)
Aircraft Engineer (AE)	GDS(O)22 – 36 (\$76,095 – \$131,475)	DS(O)23 – 37 ^(Note 28) (\$78,970 – \$136,985)
<i>Aircraft Technician Grade</i>		
Chief Aircraft Technician	GDS(O)13 – 25 (\$56,445 – \$84,940)	DS(O)14 – 26 (\$59,290 – \$88,250)
Senior Aircraft Technician	GDS(O)7 – 12 (\$41,380 – \$53,590)	DS(O)8 – 13 (\$43,745 – \$56,445)
Aircraft Technician (AT)	GDS(R) 3, 5, 7, 9, 11, GDS(O) 1 – 6 (\$21,780 – \$39,045)	DS(R) 4, 6, 8, 10, 12 DS(O) 2 – 7 ^(Note 29) (\$22,405 – \$41,380)

Note

(27) The ACMO III rank at present has seven IJs, one each upon passing the qualifying examination at Levels 1, 2 and 4 of the ACMO's training respectively, and two each upon passing the qualifying examination at Levels 3 and 5 of the ACMO's training respectively. The same IJ arrangement will apply in the proposed pay scale.

(28) A maximum of two IJs will be granted to the AE rank who have obtained specified professional qualifications.

(29) A maximum of two IJs will be granted to the AT rank who have obtained specified approval/authorisation.

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Hong Kong Police Force

Grade/Rank	Existing	Proposed*
Commissioner of Police Grade		
Commissioner of Police	PPS 59 (\$295,150 – \$303,950)	PPS 59 (\$295,150 – \$303,950)
Deputy Commissioner of Police	PPS 58 (\$243,800 – \$258,800)	PPS 58 (\$243,800 – \$258,800)
Senior Assistant Commissioner of Police	PPS 57 (\$208,500 – \$227,600)	PPS 57 (\$208,500 – \$227,600)
Assistant Commissioner of Police	PPS 56 (\$179,350 – \$196,050)	PPS 56 (\$179,350 – \$196,050)
Police Inspector / Superintendent Grade		
Chief Superintendent of Police (CSP)	PPS 55 (\$155,450 – \$170,200)	PPS 55 (Note 30) (\$155,450 – \$174,775)
Senior Superintendent of Police (SSP)	PPS 53 – 54a (\$136,985 – \$147,235)	PPS 54 – 54b (Note 31) (\$142,510 – \$150,915)
Superintendent of Police	PPS 49 – 52 (\$117,510 – \$131,475)	PPS 50 – 53 (\$121,880 – \$136,985)
Chief Inspector of Police	PPS 43 – 48 (\$91,615 – \$110,110)	PPS 44 – 49 (\$95,030 – \$117,510)
Senior Inspector of Police (SIP) (Note 32)	PPS 38 – 42 (\$76,095 – \$88,250)	PPS 39 – 43 (\$78,970 – \$91,615)

*PPS 20-30 are recalibrated.

Note

(30) One additional increment will be added to PPS 55 (i.e. PPS 55 (5)).

(31) PPS 54b is a new pay point.

(32) The IP and SIP ranks are on the “through scale arrangement”. New recruits joining the IP rank from 1 January 2010 and onwards will only advance to PPS 38 (PPS 39 after the implementation of the proposed pay scale) and beyond after passing the qualifying examination for promotion.

Grade/Rank	Existing	Proposed*
Inspector of Police (IP) ^(Note 32)	PPS 23 – 42 ^(Note 33) (\$44,910 – \$88,250)	PPS 24 – 43 ^(Note 34) (\$47,080 – \$91,615)
<i>Junior Police Officer Grade</i>		
Police Station Sergeant (SSGT)	PPS 22 – 31 (\$43,870 – \$62,340)	PPS 24 – 33a ^(Note 35) (\$47,080 – \$69,535)
Police Sergeant	PPS 15 – 24 (\$36,290 – \$46,295)	PPS 17 – 28 (\$38,365 – \$55,080)
Police Constable (PC)	PPS 3 – 15 ^(Note 36) (\$25,380 – \$36,290) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at PPS 16, 17, 18 and 19 (\$40,610) respectively)	PPS 4 – 17 ^(Note 37) (\$26,190 – \$38,365) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at PPS 18, 19, 20, 21 and 22 (\$44,380) respectively)

Note

- (33) The IP rank at present has three IJs, first two upon completion of one year of satisfactory in-rank service, and the third upon completion of two years of satisfactory in-rank service.
- (34) In addition to (33) above, two more IJs will be granted to IP rank upon completion of three years of satisfactory in-rank service.
- (35) PPS 33(a) is a new pay point for the SSGT rank. It is not a point for progression for IP grade.
- (36) The PC rank at present has four IJs, the first one upon passing out; the second and third upon completion of one year and two years of satisfactory in-rank service respectively, and the fourth one upon completion of five years of satisfactory in-rank service and passing the qualifying examination for promotion.
- (37) In addition to (36) above, one more IJ will be granted to PC rank upon completion of three years of satisfactory in-rank service.

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Immigration Department

Grade/Rank	Existing	Proposed
<i>Director of Immigration Grade</i>		
Director of Immigration	GDS(C)4 (\$265,150 – \$273,000)	DS(C)4 (\$265,150 – \$273,000)
Deputy Director of Immigration	GDS(C)3 (\$208,500 – \$227,600)	DS(C)3 (\$208,500 – \$227,600)
Assistant Director of Immigration	GDS(C)2 (\$179,350 – \$196,050)	DS(C)2 (\$179,350 – \$196,050)
<i>Immigration Officer Grade</i>		
Senior Principal Immigration Officer	GDS(C)1 (\$155,450 – \$170,200)	DS(C)1 (\$155,450 – \$170,200)
Principal Immigration Officer	GDS(O)37 – 39 (\$136,985 – \$147,235)	DS(O)38 – 40 ^(Note 1) (\$142,510 – \$150,180)
Assistant Principal Immigration Officer	GDS(O)33 – 36 (\$117,510 – \$131,475)	DS(O)34 – 37 (\$121,880 – \$136,985)
Chief Immigration Officer	GDS(O)27 – 32 (\$91,615 – \$110,110)	DS(O)28 – 33 (\$95,030 – \$117,510)
Senior Immigration Officer	GDS(O)22 – 26 (\$76,095 – \$88,250)	DS(O)23 – 27 (\$78,970 – \$91,615)
Immigration Officer (IO)	GDS(O)5 – 21 ^(Note 38) (\$36,655 – \$75,135)	DS(O)7– 22 (\$41,380 – \$76,095)
<i>Immigration Assistant Grade</i>		
Chief Immigration Assistant (CIA)	GDS(R)23 – 28 (\$39,900 – \$46,550)	DS(R)25 – 31a ^(Note 39) (\$42,170 – \$54,690)
Senior Immigration Assistant	GDS(R)14 – 23 (\$31,005 – \$39,900)	DS(R)16 – 25 (\$32,830 – \$42,170)

Note

(38) The IO rank at present has three IJs, the first one upon completion of one year of satisfactory in-rank service, the second and third upon completion of five and eight years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. The same IJ arrangement will apply in the proposed pay scale.

(39) DS(R)31a is a new pay point for the CIA rank. It is not a point for progression for other R&F ranks.

Grade/Rank	Existing	Proposed
Immigration Assistant (IA)	GDS(R)3 – 13 ^(Note 40) (\$21,780 – \$30,100) (plus four LSIs, one each upon completion of 12, 18, 24 and 30 years of satisfactory in-rank service at GDS(R)14, 15, 16 and 17 (\$33,760 respectively)	DS(R)4a – 15 ^(Note 41) (\$22,725 – \$31,910) (plus five LSIs, one each upon completion of 12, 18, 24, 30 and 36 years of satisfactory in-rank service at DS(R)16, 17, 18, 19 and 20 (\$36,745 respectively)

Note

(40) The IA rank at present has one IJ upon completion of one year of satisfactory in-rank service.

(41) In addition to (40) above, two more IJs will be granted to the IA rank, one each upon completion of two years and five years of satisfactory in-rank service respectively and passing the qualifying examination for promotion. DS(R)4a is a new pay point for the IA rank. It is not a point for progression for other R&F ranks.

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Independent Commission Against Corruption (ICAC)

Grade/Rank	Existing	Proposed
<i>Directorate Ranks</i>		
Director of Operations, Commission Against Corruption	IPS 48 (\$243,800 – \$258,800)	IPS 48 (\$243,800 – \$258,800)
Deputy Director of Operations, Commission Against Corruption	IPS 47 (\$208,500 – \$227,600)	IPS 47 (\$208,500 – \$227,600)
Senior Assistant Director of Community Relations, Commission Against Corruption	IPS 47 (\$208,500 – \$227,600)	IPS 47 (\$208,500 – \$227,600)
Senior Assistant Director of Corruption Prevention, Commission Against Corruption	IPS 47 (\$208,500 – \$227,600)	IPS 47 (\$208,500 – \$227,600)
Assistant Director, Commission Against Corruption	IPS 46 (\$179,350 – \$196,050)	IPS 46 (\$179,350 – \$196,050)
Secretary to the Commission Against Corruption	IPS 46 (\$179,350 – \$196,050)	IPS 46 (\$179,350 – \$196,050)
<i>Commission Against Corruption Officer Grade</i>		
Chief Commission Against Corruption Officer	IPS 45 (\$155,450 – \$170,200)	IPS 45 (\$155,450 – \$170,200)
Senior Commission Against Corruption Officer	IPS 43 – 44a (\$136,985 – \$147,235)	IPS 44 – 44b (Note 42) (\$142,510 – 150,180)
Commission Against Corruption Officer (Upper)	IPS 36 – 42 (\$102,210 – \$131,475)	IPS 37 – 43 (\$106,060 – \$136,985)

Note

(42) IPS 44b is a new pay point.

Grade/Rank	Existing	Proposed
Commission Against Corruption Officer (Middle) (CACO(M)) (Note 43)	IPS 29 – 35 (\$76,225 – \$98,215)	IPS 30 – 36 (\$79,855 – \$102,210)
Commission Against Corruption Officer (Lower) (CACO(L)) (Note 43)(Note 44)	IPS 12 – 35 (Note 44) (\$38,945 – \$98,215)	IPS 13 – 36 (\$40,025 – \$102,210)
Assistant Commission Against Corruption Officer (ACACO)	IPS 4 – 14 (Note 45) (\$23,045 – \$41,100)	IPS 5 – 17 (Note 46)(Note 47) (\$25,000 – \$45,315)
Commission Against Corruption Investigator Grade		
Chief Commission Against Corruption Controller	IPS 29 – 35 (\$76,225 – \$98,215)	IPS 30 – 36 (\$79,855 – \$102,210)
Senior Commission Against Corruption Controller	IPS 23 – 28 (\$61,225 – \$74,110)	IPS 24 – 29 (\$64,520 – \$76,225)
Commission Against Corruption Controller	IPS 12 – IPS 21 (\$38,945 – \$54,585)	IPS 15 – IPS 23 (\$41,625 – \$61,225)
Commission Against Corruption Investigator (Main Stream) (CACI(MS))	IPS 4 – 14 (Note 48) (\$23,045 – \$41,100)	IPS 5 – 17 (Note 47) (\$25,000 – \$45,315)
Commission Against Corruption Investigator (Attendant Stream)	IPS 2 – 8 (\$21,360 – \$30,955)	IPS 3 – 9 (\$22,210 – \$32,845)
Forensic Accountant Grade		
Chief Forensic Accountant	IPS 45 (\$155,450 – \$170,200)	IPS 45 (\$155,450 – \$170,200)

Note

(43) The CACO(M) and CACO(L) ranks are on the 'through scale arrangement'. New recruits joining the CACO(L) rank from 1 January 2010 and onwards will only advance to IPS 29 (IPS 30 after the implementation of the proposed pay scale) and beyond after passing the qualifying examination for promotion.

(44) Staff in the CACO(L) rank will be granted one IJ in their second agreement. The same IJ arrangement will apply in the proposed pay scale.

(45) Staff in the ACACO rank will be granted one IJ in their second agreement.

(46) In addition to (45) above, one more IJ will be given to the ACACO rank upon the commencement of the second agreement.

(47) IPS 3 and IPS 15 serve as starting pay points only. They are not points for progression.

(48) Staff in the CACI (MS) rank will be granted one IJ in their second agreement. The same IJ arrangement will apply in the proposed pay scale.

Grade/Rank	Existing	Proposed
Senior Forensic Accountant	IPS 41 – 44a (\$126,565 – \$147,235)	IPS 42 – 44b (Note 42) (\$131,475 - \$150,180)
Forensic Accountant	IPS 26 – 40 (\$71,145 – \$121,880)	IPS 27 – 41 (\$73,375 – \$126,565)



政府飛行服務隊飛機技術員工會

Government Flying Service Aircraft Technicians Union

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政府總部西翼 9 樓
公務員事務局
公務員事務局局長
聶德權先生, JP

聶局長:

紀律部隊職系架構檢討 2018

政府飛行服務隊飛機技術員工會（下稱本會）欣悉紀律人員薪俸及服務條件常務委員會早前就紀律部隊職系架構檢討 2018 提出初步建議，惟本會對以下幾點有所關注。

上述初步建議當中，紀常會提出「政府應決定有關薪酬和增薪點建議的最適當生效日期」，我們表示非常關注。我們認為延遲近一年的提交報告日期，確實不是政府或紀常會能夠預計，但無可否認，相關延誤對各位同事士氣造成一定程度的打擊，畢竟各位同事熱切期待了十年才獲這個可以公平反映合理薪酬和架構的機會，而職系架構檢討無疑是對過往十年的辛勤努力和工作性質改變的認同和肯定。

本會希望生效日期為紀常會提交報告日期，即二零二零年六月，以符合本會同事對是次職系架構檢討之合理期望，確認同事過去十年所作的努力。

紀常會亦提出為飛機技術員職級增加最多兩個跳薪點，以認同我們為取得技術和專業資格所付出的努力，以便能更好地履行職務。過去十年，為了應對規管要求和便利部門的運作需要，飛機技術員人員為配合新的職責與行業的最新發展，獲取了專門的資格/認可/授權，令隊內飛機的停飛期和維修時間大大縮短，飛機的可用性從而大為提升。

就以上建議，本會重申一點，考獲專門資格/認可/授權的，不單單只有飛機技術員職級，而是整個飛機技術員職系。總飛機技術員及高級飛機技術員兩個職級，除了要付出努力獲得同樣專門資格/認可/授權外，更要比飛機技術員對所持有資格有更深入認識，以便指導及帶領飛機技術員進行相關工作。而且，飛機技術員要獲得專門資格/認可/授權的前置訓練相當長，按個別人士進度可能長達十年，同事未及取得兩個跳薪點，已經到達職級頂薪，此等安排實在有違原意。

本會希望總飛機技術員/高級飛機技術員職級的努力及付出同樣獲得認同，現建議兩個跳薪點應該涵概整個飛機技術員職系，於整個職系中獲得最多兩個跳薪點，以便對各同事付出作出認同。

順頌 鈞祺

辛銘堃
政府飛行服務隊 飛機技術員工會 理事長
2021年7月2日

English version only

只附英文版

發文人：胡偉雄總監

From: Captain West Wu
Controller

政府飛行服務隊

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香港國際機場
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齊為飛援，赴嶺重洋
We Serve Over and Above

本處檔號 Our Ref.: L/M (1) to GFS CR/4-85/3/1(6)

來函檔號 Your Ref.: CSBCR/PG/4-085-001/57

12 July 2021

Mrs Ingrid Yeung, JP
Permanent Secretary for the Civil Service
9/F, West Wing
Central Government Offices
2 Tim Mei Avenue
Tamar

Dear Ingrid,

Grade Structure Review for the Disciplined Services

Thank you for your letter of 23 June 2021. I would like to inform you that the management of the Government Flying Service has no specific comment on the findings and recommendations of the report on the grade structure review for the disciplined services.

As for the staff side, we gathered from the respective staff associations/unions that their main concern is the effective date of the recommendations, particularly those concerning pay increments. As the issue of the report had been deferred, they would suggest that the pay increments could take retrospective effect so that retired officers since 2020 would also benefit from the recommendations put forward.

- 2 -


In addition, the GFS Air Crewman Officer Association opined that the recommended pay structure for the recruitment rank of Air Crewman Officer III would still be inadequate to recruit and retain suitable personnel to the grade. They would also like to appeal for reconsideration of their proposal on the creation of the new rank of Chief Air Crewman Officer.

The GFS Aircraft Technician Union would like to raise for consideration if the incremental jumps proposed for the rank of Aircraft Technicians would be extended to the other ranks, in particular the Senior Aircraft Technician rank, of the grade.

Whilst I understand the staff representatives had raised these views during their meeting with CSB on 7 July 2021, the GFS management will take the leading role to maintain dialogue with the staff side in a holistic approach to resolve any differences they may have.

On behalf of the GFS management, we would like to express our sincere gratitude to all colleagues of the JSSCS for their hard work and patience to complete this round of the GSR. Their effort and devotion have been remarkable indeed.

Your Sincerely,



(Captain West Wu)
Controller,
Government Flying Service

c.c.: Permanent Secretary for Security (Attn. : Ms Carol Yip)



香港政府華員會

HONG KONG CHINESE CIVIL SERVANTS' ASSOCIATION

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本會檔號：(187) in 2/7/CCSA(XXII)

呈遞

香港特別行政區政府
公務員事務局局長
聶德權先生

尊敬的聶局長：

對紀律部隊職系架構檢討報告書的幾點意見

本會透過媒體知悉紀律人員薪俸及服務條件常務委員會(紀常會)於 2021 年 6 月 23 日，已向政府呈交了紀律部隊職系架構檢討報告書(二零二一年六月)(報告書)；亦於 2021 年 7 月 6 日透過高級公務員評議會職方秘書的電郵，知悉貴局向立法會公務員及資助機構員工事務委員會，提交有關紀律部隊職系架構檢討的資料文件及報告書摘要。本會對報告書有下述幾點意見，冀貴局認真考慮，以使報告書的生效、落實能更具合理性及人性化。

1. 報告書生效日期應有合理的追溯期

1988 年的凌衛理報告書關於紀律部隊職系架構檢討的建議，雖未有事前議定生效日期，但政府決定其生效日期為 1988 年 4 月 1 日(即檢討委員會獲委任之日)；2008 年紀律部隊職系架構檢討報告書則由行政長官會同行政會議於 2009 年 10 月決定追溯至 2009 年 4 月 1 日生效。由以上兩次職系架構檢討可見，過去的檢討生效日期一直有合理的追溯期。

事實上，由於紀常會進行是次職系架構檢討期間，受到 2019 年「修例風波」的黑暴和 2020 年新冠肺炎疫情的影響，報告書的完成日期由最初的 2020 年 4 月(即紀常會接受政府邀請的 18 個月內)，大幅度延遲至 2021 年 6 月。由此，紀律部隊人員在報告書大幅延遲完成的情況下蒙受損失，有些人員甚至在退休後或已臨屆退休，才見到報告書的面世，錯失了這次期待已久的職系架構帶來的改善。

鑑此、本會強烈建議當局認真考慮沿用過去兩次檢討，一直有訂定追溯期的做法，為是次報告書生效日期訂定合理的追溯期，令紀律部隊人員減少受到一些非可預見的特殊情況所致的損失；這無疑對提升紀律部隊人員的士氣也有莫大的幫助。

2. 宜彈性減少報告書生效後帶來有關人員房屋福利的突然改變

現時政府給予公務員的房屋福利與薪級點掛鉤；報告書的建議生效後，紀律部隊人員的薪級點將獲調高，這給予紀律部隊人員莫大的鼓舞。但同時亦極有可能導致一部份人員未能繼續符合享用現有的房屋福利，在短時間內需遷出宿舍，而整個家庭突然面對大失預算的情況！因此，本會建議貴局充分酌情、彈性處理，予以合理的修訂，使其享用房屋福利的資格能與改善後的薪級點相適應；或予以合理的時間安排此突然的改變，暫不執行有關人員因轉換薪級點而需遷出宿舍的規定。

3. 應在未來全面有序劃一各紀律部隊每週規定工時為 44 小時

是次檢討的其中一項正面之舉，是回應了入境事務助理長久以來的訴求，給予其薪級較大的改善幅度，縮窄了員佐級人員有關的差異。惟各紀律部隊的規定工時卻存在大幅的差異，每週規定工時由 44 至 51 小時不等，形成不同規定工時導致不同薪酬的問題始終沒有徹底解決。長遠而言，全面有序劃一各紀律部隊每週規定工時 44 小時，有助各紀律部隊加強凝聚團結，亦是政府作為良好僱主持續消除各紀律部隊在工時方面差異的正面之舉。

4. 紀常會與本會的溝通未能貫徹始終，構成誤解與不滿

本會作為職方持份者之一，會員中有不少來自各紀律部隊部門、不同職系/職級的紀律部隊人員；在是次檢討中，本會屬下的「紀律部隊事務委員會」、分會/聯席會議，都在整個檢討過程中以書面或會面的方式向紀常會提出不少切實可行的建議。惟本會於本年 5 月聽聞紀常會曾發出檢討「初步建議摘要」於一些職方團體中流傳，及於本年 6 月已向政府呈交了報告書，但本會卻未有收到紀常會的通知及有關資料，而致本來具有充份諮詢及溝通精神的檢討未能貫徹始終，構成誤解與不滿，令人遺憾！

本會誠望當局認真考慮上述的幾點意見，冀報告書的生效、落實能真正團結、凝聚各紀律部隊人員及提振其士氣。

紀律部隊事務委員會
主席



(任勇)

秘書長暨
勞動關係委員會主任



謹啟

(蔡冠龍)

2021 年 7 月 12 日

副本：紀律人員薪俸及服務條件常務委員會主席崔康常博士

香港消防控制組職員會
Hong Kong Fire Services Control Staff's Union
Kowloon Central Post Office
P. O. Box No. 74552



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公務員事務局
公務員事務局局長
聶德權先生，JP

聶局長：

紀律部隊職系架構檢討

香港消防控制組職員會欣悉紀律人員薪俸及服務條件常務委員會(下稱'紀常會')於本年 6 月 23 日就紀律部隊職系架構檢討 2018 向行政長官提交報告書，本會謹此感謝行政長官於 2018 年指示紀常會進行紀律部隊職系架構檢討 2018，給予消防處控制組人員檢討薪酬架構的機會，亦感謝紀常會為職系架構檢討在過往三十多個月的付出和努力。

就紀律部隊職系架構檢討 2018 報告書(下稱'報告書')內容而言，本會認為相關建議未能吸引、挽留和激勵有合適才幹的人於控制組工作，亦未能充分地對控制組人員的付出和專業表示認同。相關理據如下：

1 長期服務增薪點

根據早年文獻，長期服務增薪點是「為員佐級忠誠能幹的人員在最低職級服務多年的一個獎勵」、是為了「激勵員工，維持士氣」「獎勵豐富寶貴經驗」「嘉許一直良好表現」。

報告書第十一章 11.18 段亦指出設立長期服務增薪點原因為「有關職系部分最低職級人員雖然資深且表現優秀，但由於職系的金字塔狀指揮架構所限而無法晉升至較高職級。長期服務增薪點是一種獎勵，用以維持員工士氣和鼓勵基本職級的資深人員繼續服務。」；並於 11.22 段指出「設立長期服務增薪點，是意識到由於指揮架構所限，該等職級部分人員無法晉升至較高職級。發放該等增薪點，對能幹忠

誠而仍留在有關紀律部隊員佐級職系第一層職級的資深人員來說，是一種獎勵。」

本會在 2019 年就職系架構檢討向紀常會提交書面意見時亦曾經詳列相關理據，以要求為「消防隊目(控制)」職級增設長期服務增薪點；並於紀常會為職系架構檢討 2018 定下初步建議時，再度要求考慮本會此項要求，惟最終仍被拒絕，並於報告書第 11.22 段交代拒絕原因為「薪級處於或達到員佐級職系第二層職級水平」。

本會分析

觀乎報告書所述及以往文獻，本會能歸納長期服務增薪點的主要理據為「員佐級招聘職級」和「晉升機會」

本會重申，

1.1 按照聘用指南(Guide to appointment)，消防隊目(控制)是消防處控制組的員佐級招聘階級，這是不爭的事實。

1.2 晉升機會而言，現時符合資格領取長期服務增薪點的六個職級，三個職級晉升機會比消防隊目(控制)較佳而另外三個職級則較困難¹。

故此，消防隊目(控制)屬員佐級招聘職級，而礙於指揮架構，部分人員無法晉升至較高職級，合乎長期服務增薪點的原意和理念。現時，147 名消防隊目(控制)職級人員²，當中 44 位(29.93%) 已達到頂薪點而未獲晉升。

至於報告書所提及的拒絕原因，我們並不認同，現時可獲長期服務增薪點的六個職級，其薪級亦不盡相同，但無疑該薪級是各職系應得的；當中，警員薪級不但處於和達到，更可超越³報告書所指的「第二層職級水平」，卻仍可獲長期服務增薪點，足證長期服務增薪點與薪級水平，沒有實質關聯。

控制組明顯乎合一切相關條件設立長期服務增薪點，卻一而再被拒絕，而未獲合理解釋，這樣無疑是對控制組招聘職級人員的「忠誠」「能幹」「良好表現」「豐富寶貴經驗」的質疑，對控制組人員士氣造成極大打擊。

¹ 晉升機會可參照招聘職級與第一晉升階級比例，以作出客觀評估。(數據參見附錄一)

² 消防隊目(控制)編制為 151 人，現實際人手為 147 人。

³ 警員原有頂薪點薪金為\$36290，超越了消防隊目(控制)的首五個薪點；計算長期服務增薪點後，警員薪金可達\$40610，與消防隊目(控制)頂薪點\$40955，大致相約。如職系架構檢討報告書內容實施後，警員新頂薪點薪金為\$38365，同樣超越了消防隊目(控制)的首五個薪點，計算長期服務增薪點後，警員薪金可達\$44380，超越了消防隊目(控制)新頂薪點的\$43470。(數據參見附錄二)

2 職務相關津貼

消防處控制組駐守消防通訊中心的人員，自 2018 年起，考獲國際認可的 EMD(緊急醫療調派員證書)資格⁴，並向報案人提供「調派後指引」服務，亦即在救護車到達現場之前，教導報案人向傷病者施救，以增加其存活率及防止傷勢惡化。

此項新增服務至今已提供了逾 32 個月，救人無數，尤其以施行心肺復甦法、孕婦分娩、哽塞等個案，成效特別顯著；惟津貼申請多月，至今仍未聞喜訊。報告書第十五章，15.6 段指出「工作相關津貼建議，一般而言應在緊接有關當局批准後翌月的第一天生效，但如有理據支持不在該日生效的例外情況除外，而在該等情況下需具體地徵詢紀常會的意見」。

本會分析

本會實在難以認同報告書第 15 章所述之津貼發放方式。對於推行新增服務而申領的職務相關津貼，即使在申請期間，人員仍在提供相關服務，直至津貼獲批一刻、甚至發放當月，所提供的新增服務，本質並無改變，卻一直無償繼續執行額外職務。本會認為政府是有社會責任，建立正面形象，以身作則，為社會各界樹立典範，這觀點與報告書亦吻合；故此，政府在津貼課題上，應打破傳統⁵，因時制宜，鼓勵員工進行額外職務、承擔額外責任，才能讓部門服務一再順利優化，令意外/病患存活率一再提升，務使香港成為安居樂業的地方。

我們實在不忍心，同事以積極態度，學習額外知識、考取額外國際認可資格、承擔額外責任、提供額外服務，卻被剝削應得的補償。我們亦相信，當初設立職務相關津貼的原意和初心，是合理地補償紀律人員的額外付出，而非要從人員額外工作/職務/付出之中獲取利益或節省公帑。

我們期望，「調派後指引」職務相關津貼，能夠盡快獲得批准，並將津貼生效日期追溯至 2018 年 10 月，亦即開始提供新增服務的日期，以樹立良好僱主形象，讓員工「有汗出、有糧出」，真正為私營企業樹立典範；相關應用亦應擴展至往後其他因新增服務而申領的職務相關津貼。

⁴ 相關資格需每兩年續領一次，續領條件包括考試及累積進修時數。

⁵ 「工作相關津貼，一般而言應在緊接有關當局批准後翌月的第一天生效」源自公務員事務規例 685(6)段。

3 流失率

本會在 2019 年就職系架構檢討向紀常會提交書面意見時，引述了不少數據，指出控制組職系在挽留人員方面，持續地存在極大困難，流失率可謂幾乎冠絕各個紀律部隊職系。報告書第十一章 11.7 段亦表示「就員佐級職系的招聘職級而言，我們留意到二級懲教助理職級、工藝教導員(懲教事務)職級、關員職級、消防隊目(控制)職級和入境事務助理員職級的人手流失和轉職數字較高」。

在書面意見中，本會指出「高流失率對任何一間機構都是一個負擔」及「浪費培訓資源及時間」，正與 11.8 段所指「已受訓人員不斷流失，等同浪費培訓資源」互相呼應。惟 11.14 段指出「至於上文第 11.7 段所提及，工藝教導員(懲教事務)職級和消防隊目(控制)職級人手流失和員工轉職數字在過去五年較高，它們的招聘情況令人滿意，而且每年只有少數人員辭職」。然後，就再沒有就高流失率的問題，作出任何針對性的措施和建議。

本會分析

消防處控制組編制為約二百多人，當中消防隊目(控制)職級編制為 151，固然每年只有少數人員辭職，但對比之下，已佔一個相當的百份比。再者，不停填補辭職人員，除了浪費訓練資源，亦使經驗無法累積，可惜在報告書第 11 章只承認了相關事實，而未有在第 11 章其他段落針對性建議優化薪酬或服務條件。本會擔憂，若只察覺問題而不面對不處理，同一問題在十年後的下一個職系架構檢討，或許依然存在。畢竟，在職系架構檢討 2008 已察覺高流失率的問題⁶，而至今薪酬和服務條件仍未能改善相關狀況⁷。以本年首三個月為例，據了解，控制組人員轉職至其他部門或遞交辭職申請等非自然流失，已佔編制人數的 3%左右。

本會亦希望指出，消防處控制組人員難免經常日夜輪班且需持續高度集中，卻正是很多嚴重慢性和長期病患的其中一個最大元凶。本會希望，服務政府多年的新聘用條款紀律人員，能與退休金人員一樣，在退休後正是最需要醫療服務時，獲終身醫療牙科福利。

綜合以上各點，本會認為消防處控制組職系面對相當嚴重的挽留人才問題，有需要提升其職位的吸引力，包括但不限於「以長期服務增薪點獎勵忠誠能幹但處於招聘職級的

⁶ 職系架構檢討 2008 報告書第六章 6.14 段指出「消防隊目(控制)職級的流失率有上升趨勢」

⁷ 職系架構檢討 2008 報告書數據指 2003-2008 五個年度，流失率平均為 3.40%。(數據詳見附錄三)

消防隊目(控制)」。此外，本會也認為，為樹立良好僱主榜樣，理應「加設追溯期以完善津貼申請制度為人員額外付出予以合理補償」，並積極探討為服務政府多年的紀律部隊人員增設終身醫療福利。

此外，紀常會於 2018 獲行政長官指示進行職系架構檢討，提交報告書卻延誤了一整年⁸，縱使本會理解延誤並非政府或紀常會可預計，但作為僱員，亦有其合理期望預算於 2020 年獲得因過往十年的付出和工作重大改變的薪酬調整。至今，有消息指是次檢討將不設追溯期，對紀律人員的士氣造成嚴重打擊；本會希望當局能考慮為職系架構檢討 2018 設立追溯期，防止士氣再度下滑。

本會誠希 局長閣下，向行政會議轉達本會意見，並體恤我們的難處和理解我們的關注，讓消防處真正能吸引、挽留和激勵有合適才幹的人於控制組工作。

順頌 鈞祺



陳健麟

香港消防控制組職員會主席

2021 年 7 月 13 日

副本抄送：

紀律人員薪俸及服務條件常務委員會

消防處處長

⁸ 職系架構檢討 2018 報告書於 2021 年 6 月 23 日完成，比原定的 2020 年 6 月，延誤了約一年。

附錄一 – 晉升機會

晉升機會應參照招聘職級與第一晉升階級的編制比例：

招聘職級 / 第一晉升階級名稱	招聘職級編制	第一晉升階級編制	晉升比例
警員 / 警長	21281	5388	3.95 : 1
消防員 / 消防隊目	3662	1342	2.73 : 1
救護員 / 救護隊目	1946	783	2.48 : 1
消防隊目(控制) / 消防總隊目(控制)	151	70	2.16 : 1
關員 / 高級關員	3092	1475	2.10 : 1
二級懲教助理 / 一級懲教助理	2934	2059	1.42 : 1
入境事務助理員/高級入境事務助理員	1389	2879	0.48 : 1

附錄二 – 薪級比較

現時薪級比較

	年資	警員 薪點	薪金
	0	3	25380
(第一跳薪點) (結業後)	0	4	26190
(第二跳薪點)	1	6	27785
(第三跳薪點)	2	8	29510
	3	9	30440
	4	10	31385
(第四跳薪點)	5	12	33275
	6	13	34240
	7	14	35250
	8	15	36290
(長期服務增薪點)	12	16	37310
(長期服務增薪點)	18	17	38365
(長期服務增薪點)	24	18	39475
(長期服務增薪點)	30	19	40610

消防隊目(控制)		
薪金	薪點	年資
31910	15	0
32830	16	1
33760	17	2
34785	18	3
35760	19	4
37740	21	5 (跳薪點)
38795	22	6
39900	23	7
40955	24	8

職系架構檢討建議薪級比較

	年資	警員 薪點	薪金
	0	4	26190
(第一跳薪點) (結業後)	0	5	26975
(第二跳薪點)	1	7	28670
(第三跳薪點)	2	9	30440
(第四跳薪點)	3	11	32480
	4	12	33275
(第五跳薪點)	5	14	35250
	6	15	36290
	7	16	37310
	8	17	38365
(長期服務增薪點)	12	18	39475
(長期服務增薪點)	18	19	40610
(長期服務增薪點)	24	20	41830
(長期服務增薪點)	30	21	43085
(長期服務增薪點)	36	22	44380

消防隊目(控制)		
薪金	薪點	年資
33760	17	0
34785	18	1
35760	19	2
36745	20	3
37740	21	4
39900	23	5 (跳薪點)
40955	24	6
42170	25	7
43470	26	8

附錄三 – 非自然流失數據

消防隊目(控制)職級非自然流失數據					
職系架構檢討 2008 前					
	2003-2004 年度	2004-2005 年度	2005-2006 年度	2006-2007 年度	2007-2008 年度
人數	1	3	7	5	5
佔實際人數 百分比	0.77%	2.36%	5.60%	4.13%	4.14%
平均值：3.40%					
職系架構檢討 2018 前					
	2014-2015 年度	2015-2016 年度	2016-2017 年度	2017-2018 年度	2018-2019 年度 (截至 30.9.2018)
人數	4	4	4	2	7
佔實際人數 百分比	3.20%	3.45%	3.33%	1.65%	4.43%

註：數據包括離職/辭職/轉職至其他職系，但不包括自然流失如退休。



English version only
只附英文版

電話 Tel 2829 3831

覆函請註明本處檔號
In reply please quote this ref ImmD/CR 5-30/9 C(6)

入境事務處處長
Director of Immigration

13 July 2021

Mrs Ingrid Yeung Ho Poi-yan, JP
Permanent Secretary for the Civil Service
9/F, West Wing, Central Government Offices
2 Tim Mei Avenue, Tamar
Hong Kong

Dear Mrs Yeung,

Grade Structure Review for the Disciplined Services

Thank you for your letter of 23 June 2021. In response to your invitation, I am writing to provide the respective views and comments of my management team (**Annex I**) and our staff unions (**Annex II**) on the findings and recommendations of the Report on the Grade Structure Review for the Disciplined Services Grades.

I hope the feedback will be of help to you in considering the way forward.

Yours sincerely,

K W Au

Director of Immigration

c.c. Permanent Secretary for Security (Attn: Ms Carol Yip Man-kuen, JP)



**Views and Comments of the
Management of the Immigration Department**

- We would like to take this opportunity to express our appreciation to the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) for their efforts in the course of conducting the Grade Structure Review (GSR) for the disciplined services grades.

- As acknowledged by SCDS in the GSR report, the changes in the socio-economic, political and legal environments in Hong Kong over the past decade have imposed a tremendous impact on the Department's scope of work and responsibilities as well as added pressure on staff and complexity to the job and duties. We are grateful that SCDS recognised our commitment and contribution to the long-term prosperity and stability of our country and Hong Kong as well as noting our concerns in retaining staff of a suitable calibre. The Department, as the gatekeeper safeguarding the Southern gateway to our country, will continue to give our staunch support to the Hong Kong Special Administrative Region Government and rise to every challenge fearlessly.

- While our gratitude goes to SCDS for considering our proposals, we also noticed that, amongst the various recommendations raised in the departmental submission, only a few proposals, such as strengthening the Department's command structure through creating an additional Deputy Director and enhancing our emoluments by raising pay points in different ranks, are supported by SCDS.

- It also comes to our notice that the existing disparity in pay arrangement with other general disciplined services has not been fully rectified in this review. Striving for pay parity has all along been the consensual view of the Department and our staff. While we appreciate that SCDS recommended enhancements to the pay scales for non-directorate Immigration Officer grades and Immigration Assistant grade on a par with other general disciplined services, the additional increase of the entry pay points of the Immigration Officer rank and the Immigration Assistant rank as well as the maximum pay point of the Chief Immigration Assistant rank merely lead to a smaller pay gap between these ranks and the respective ranks of other general disciplined services, yet the pay differential persists.
- Staff is our most valuable asset and the key to our sustainable development. As illustrated in the departmental submission to the SCDS, a sense of inferiority is built amongst our staff because the remuneration is set below other general disciplined services contributing the similar extent for the good of Hong Kong. Such disparity and continual underrating cause adverse impacts to attract new blood and retain staff of high calibre, and hamper our development into a stronger force in the long run. Our departmental submission together with the submissions from our staff unions to the SCDS (**Annex III**) is herewith attached for your reading and further deliberation.



四會聯合：第 13 號 / 2021

香港添馬
添美道2號
政府總部西翼9樓
公務員事務局
公務員事務局局長
聶德權先生，JP

聶局長：

紀律部隊職系架構檢討
入境事務處四會聯署意見

就紀律人員薪俸及服務條件常務委員會（以下簡稱「紀常會」）於 2021 年 6 月 23 日向行政長官呈交的紀律部隊職系架構檢討報告書（以下簡稱「報告書」），入境事務處（以下簡稱「入境處」）四個工會已深入研究當中內容及諮詢入境事務隊人員的意見。我們對於紀常會不接納入境處爭取劃一各個一般紀律部隊薪酬待遇的訴求，感到非常失望，並特此修函，冀盼聶局長能檢視有關建議，理順當中存在已久的不公情況。

入境處執法與服務並重，肩負《中華人民共和國香港特別行政區基本法》授予的不同職能，一方面鎮守國家南大門，為香港嚴密把關，另一方面致力為香港市民提供最優質的服務。自 2008 年的職系架構檢討後，入境處默默承擔不同的

新增任務，包括獨力審理免遣返聲請、管理專屬羈留設施、成立反恐專責隊伍、派員擔任特別任務警察等。在疫情期間，入境處多次派員遠赴外地協助港人回港及積極參與各項抗疫工作，包括圍封「受限區域」的強制檢測行動、進行個案追蹤及協助提供疫苗接種服務。以上種種證明了入境處的工作性質和職責範疇已經歷了翻天覆地的轉變，我們的工作更形複雜，工作量及壓力均相應大增。紀常會在報告書內確認了入境處多年來面對的重大轉變，認同我們一直為維護國家安全和香港社會繁榮穩定所作出的努力，亦就入境處人才流失的問題提出關注，在此我們表示感謝。

然而，紀常會沒有把握是次機遇，以劃一待遇凝聚各個紀律部隊。事實上，過往的檢討報告嚴重地低估了入境處工作的重要性和複雜性，令入境處主任級的入職起薪點及員佐級各職級的起薪和頂薪點一直低於其他一般紀律部隊。即使我們在是次職系架構檢討過程中積極向紀常會提出建議，亦為此聯合致函表達意見，紀常會依舊沒有正視我們的訴求。

雖然今次紀常會建議為入境事務主任職級的起薪點提高兩個薪點，但調整後的起薪點仍較其他一般紀律部隊低一個薪點。紀常會亦建議為入境事務助理員職級的起薪點提高兩個薪點及總入境事務助理員職級的頂薪點提高四個薪點，但這兩項建議只拉近了入境處與其他一般紀律部隊的薪酬差距，事實上，建議仍維持入境處較其他一般紀律部隊的相應職級低一個薪點，此舉實在地打擊了我們的士氣，令我們非常失望（相關職級與其他一般紀律部隊的建議薪酬比對，詳見附件）。

此外，我們對報告書仍有兩點意見，第一，由於社會事件及疫情關係，是次檢討比原定時間表推遲了近一年才完成，因此我們應為是次檢討應具追溯效力。第二，雖然報告書建議總入境事務助理員職級的頂薪點提高四個薪點，但現時已達頂薪點一年或以上的總入境事務助理員在實施建議後只可即時跳升兩點。我們認為較合理的安排是已達頂薪點

兩年及三年或以上的總入境事務助理員應可即時分別跳升三點及四點。

最後，我們必須在此重申，即使面對不公平待遇，入境處各人員仍會緊守崗位，克盡厥職，支持特區政府依法施政。但入境處人員在盡忠職守的同時，亦希望聶局長慎重考慮我們的合理訴求，並予以採納，以最直接及最實質的方式，肯定入境處一直以來為國家、為香港所作出的貢獻，還我們一個公道！

敬祝鈞安！



入境事務主任協會
主席 黎偉生



香港入境事務助理員工會
主席 李永賢



香港入境事務處人員協會
主席 邱陵



香港入境處員佐級總會
主席 朱偉庭

附件： 入境處與其他紀律部隊相應職級建議薪酬比對

2021年7月13日

**入境處與其他紀律部隊
相應職級建議薪酬比對**

主任級

紀常會建議薪點	
入境事務處	其他一般紀律部隊
入境事務主任 第 7 至 22 點 [現時薪點：第 5 至 21 點]	對等職級 第 8 至 22 點 [現時薪點：第 7 至 21 點]

員佐級

紀常會建議薪點	
入境事務處	其他一般紀律部隊
總入境事務助理員 第 25 至 31a* 點 [現時薪點：第 23 至 28 點]	對等職級 第 26 至 32 點 [現時薪點：第 24 至 29 點]
高級入境事務助理員 第 16 至 25 點 [現時薪點：第 14 至 23 點]	對等職級 第 17 至 26 點 [現時薪點：第 15 至 24 點]
入境事務助理員 第 4a* 至 15 點 [現時薪點：第 3 至 13 點]	對等職級 第 5 至 16 點 [現時薪點：第 4 至 14 點]

* 報告書建議於紀律人員(員佐級)薪級表上新設的薪點，分別只適用於入境事務助理員職級和總入境事務助理員職級。

Full Report of ImmD's Submission to
SCDS is not included



廉政公署

INDEPENDENT COMMISSION AGAINST CORRUPTION

廉政專員 Commissioner, ICAC

香港北角渣華道303號 303 Java Road, North Point, Hong Kong

電話 Tel: (852) 2826 3111 傳真 Fax: (852) 2810 8956 網址 Website: <http://www.icac.org.hk>

Our Ref : ICAC ADM CR 4-85/9 (C)

15 July 2021

Mrs Ingrid YEUNG
Permanent Secretary for the Civil Service
Civil Service Bureau
West Wing, Central Government Offices
2 Tim Mei Avenue
Tamar, Hong Kong

Dear *Ingrid,*

Grade Structure Review for the Disciplined Services

Thank you for your letter of 23 June 2021 inviting ICAC's management and staff views on the grade structure review ("GSR") report issued by the Standing Committee on Disciplined Services Salaries and Conditions of Service on 23 June 2021.

You may note from the report that ICAC has been restraint and prudent in the proposals made to improve our pay and conditions and grade structure. As corruption is a deadly virus that requires relentless efforts to keep it abate, it is of utmost importance that ICAC can maintain its competitiveness in attracting appropriate talents to carry on the mission of anti-corruption. We are disappointed that ICAC is not offered the same level of enhancement in a number of areas in the review as compared with other disciplined services and our requests for being treated fairly and equally in the granting of long service increments and post-service medical and dental benefits were not given due consideration. I am afraid that such disparity will not only deal a blow to our staff morale, but also affect the quality of our manpower and thus our effectiveness in the long run. I provide at the **Annex** views and comments by ICAC management on the report. I understand that ICAC's staff side takes the same view as the management on the two issues specified above and the ICAC Departmental Grade Staff Committee will submit their comments to CSB separately.

I hope we can rely on you to give a fair assessment on our comments and offer us the necessary assistance. We are obliged to collaborate with CSB in the implementation of the recommendations of the report.

Yours sincerely,

A handwritten signature in black ink, appearing to be 'Simon YL PEH', written in a cursive style.

(Simon YL PEH)
Commissioner

Independent Commission Against Corruption

Encl.

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Annex

Views and Comments from ICAC Management on the Report on the Grade Structure Review for the Disciplined Services Grades (“the Report”)

The ICAC management is disappointed that ICAC was not granted comparable enhancements to its pay and conditions of service and grade structure as those to the other disciplined services departments (“DSDs”) in the Report when anti-corruption work is getting ever more challenging and our officers are facing no less if not more difficulties and hardship and higher demand on their competencies and capabilities as compared with other DSDs. We are greatly concerned that ICAC’s pay package will lose its competitiveness to attract and retain the needed talents who are interested in having a career in the disciplined services. We would focus our comments on the following three items –

- (i) grant of long service increments (“LSIs”) to Assistant Commission Against Corruption Officer (“ACACO”) and Commission Against Corruption Investigator (“CACI”) ranks;
- (ii) provision of post-service medical and dental (“M&D”) benefits to ICAC officers on a par with the civil servants; and
- (iii) the raise of scale maximum for directorate officers at D1 level.

(1) Grant of LSIs to ACACO and CACI ranks

2. Currently, four LSIs are granted to officers of six basic Rank and File (“R&F”) ranks in other “DSDs”, i.e. upon completion of the 12th, 18th, 24th and 30th years of in-rank service. It is recommended in the Report that one additional LSI is granted to each of the six basic R&F ranks upon completion of 36 years of service, resulting in a total of five LSIs for these ranks. On the other hand, ICAC is the only disciplined service being left without any LSIs for comparable R&F ranks, i.e. ACACO, CACI (Mainstream) [“CACI(MS)”] and CACI (Attendant Stream) [“CACI(AS)”].

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3. We understand that LSIs are increments added to the top of a rank scale to recognise the fact that a proportion of the holders of the lowest ranks of the respective grades would unlikely be able to rise to a higher rank despite having long and exemplary service, given the pyramid command structure of these grades. LSI is a form of reward to sustain the morale of the basic cadre of DSDs. The ratio of our ACACO and CACI(MS) to their respective next higher ranks are 1 to 1 and 3.4 to 1. Statistically, the promotion prospect of ACACO seems to be good. In actual fact, a considerable number of them are purposely recruited for crucial and specific frontline operational duties such as guarding the Detention Centre or providing essential technical support, or for various reasons, remain in the basic rank throughout their career in ICAC. On the other hand, the promotion opportunity for CACI(MS) is relatively slim, not to mention that there is almost no promotion opportunity for CACI(AS). These surveillance officers are our invisible heroes in the investigation of the most complicated cases. To recognise the long services of these ACACO and CACI cadres, we consider it just fair and reasonable for similar LSIs to be granted to them. Currently, we have a total of 101 staff in these three ranks having over 12 years' of service. The financial implication for granting LSIs to this small number of officers is minimal. A breakdown of the number of staff in these three ranks is tabulated at **Appendix**.

(2) Provision of post-service M&D benefits to officers appointed before 1 June 2000 and their eligible family members

4. We would like to reiterate our demand for post-service M&D benefits for ICAC staff who were first offered appointments before 1 June 2000, whose stay with ICAC is no shorter than many of their civil service counterparts and who have devoted their life-long career time to the Commission, as well as their eligible family members. To align with the changed Government policy on retirement benefits to recruits offered appointments on or after 1 June 2000, our proposal is only intended for officers appointed before 1 June 2000 and who have completed 10 years' service or more and served in the Commission up to the age of 55 or beyond. The read-across implication is regarded as negligible as we understand there were hardly any local agreement officers appointed to established posts before 1 June 2000 and are still remaining in the civil service. While government policy on agreement terms does not assume a life-long career, special considerations should be given to the ICAC officers most of whom commit themselves to the anti-corruption mission for life. Although ICAC recognises officers' commitment and sense of mission, it consciously and deliberately adopts agreement terms since inception to retain

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flexibility in the appointment and cessation of appointment of staff. To compensate the apparent lower job security, compared to civil servants appointed on permanent terms, we need to make extra effort to maintain a stable and efficient cadre. When colleagues whose continued employment is subject to strict assessment on every contract renewal reach their age limit for appointment, we are obliged to reward them in no small measure than their civil service counterparts.

5. We understand that the Standing Committee was concerned about various fundamental policy issues including public healthcare financing, the interplay between the public and private healthcare sectors and the supply of qualified healthcare professionals in Hong Kong. Against such, we have to reiterate and emphasize that the number of ICAC staff meeting the said criteria is minimal and decreasing. As at 28 June 2021, the figure stands at 394 only. The financial implication is insignificant, but the recognition is rightfully longed for. In particular, many of these staff are pioneers serving ICAC since its early years and have been loyal and contributed heavily in building up a clean Hong Kong in the past 47 years and the years to come.

6. We cannot accept the argument that ICAC staff are agreement staff who receive contract end gratuities of 25% which should compensate them for the benefits available to pensionable officers. It is noted that the average pension on-cost for New Pension Scheme is about 22% of the salary cost and up to 50% of the lump sum pension is qualified for tax exemption. On the other hand, ICAC contract gratuity is fully subject to salaries tax and its value eroded over time by inflation, in particular the inflation in medical and dental expenses nowadays in Hong Kong. Assuming a flat rate of 15% for taxation (the tax rates for net chargeable income above \$ 150,001 and \$200,000 are 14% and 17% respectively), the net contract gratuity received by ICAC officers is slightly over 21%. The 25% gratuity could hardly match with the pension and related post-service M&D benefits of civil servants appointed before 1 June 2000. Whilst we recognise that pension schemes and contract gratuity are inherently different in their design principles, we consider that there are strong justifiable grounds for ICAC officers appointed before 1 June 2000 to be granted post-service M&D benefits akin to their pensionable civil service counterparts.

(3) Increments for directorate officers

7. The Chief Superintendent of Police (“CSP”) rank of the Hong Kong Police Force (“HKPF”) is recommended for one more incremental point at PPS 55 (5) for

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specific recognition of the HKPF Superintendent cadre in assuming much greater operational commitment and hands-on command on the ground alongside their junior staff on top of their daily role in making strategic decisions, in face of a highly volatile and demanding social and policing setting as in today. In ICAC, there are only three posts pitched at the D1 level, namely two Chief Commission Against Corruption Officer posts and one Chief Forensic Accountant post. They were created under one of the recommendations in the last Grade Structure Review (“GSR”) a decade ago. With the free flow of information, capital and travellers as well as the advancement of information and communications technologies, corruption knows no boundary and the work of ICAC in combating corruption has become ever more difficult. Given also ICAC’s special role in policing the Government, we consider it necessary to align the raise in the scale maximum for ICAC’s D1 officers with that of CSP in HKPF.

Conclusion

8. ICAC is one of the renowned international brand names of Hong Kong. With ICAC’s decades of hard efforts, Hong Kong is hailed by the international community and anti-corruption agencies in different countries as the world’s capital of anti-corruption. An independent and effective ICAC is an assurance to the world of the continual implementation of the “One Country, Two Systems”, strong rule of law and a level playing field for all in Hong Kong. The more globalised corruption crime, and the engagement of professionals by criminals, the use of advanced information technologies and the increasing complexity in the corruption dealings, particularly those in the financial field, all calls for higher caliber and expertise from ICAC officers. Hong Kong cannot afford to have the ICAC losing its edge in attracting the right talents for the intricate anti-corruption work and in policing public servants including the law enforcement officers and senior officials. We have great concerns that the competitive edges of ICAC’s pay package and grade structure have been eroded as we have not been offered the same enhancements, which we rightfully deserve, as the other disciplined services in the GSR have.

9. We look forward to CSB’s favourable consideration of this submission.



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Appendix

Years of Service for ACACO, CACI(MS) and CACI(AS)
who are on Maximum Pay Point
(as at 28 June 2021)

Rank	Nos. of Officer	Years of Service				
		12-<18 yrs	18-<24 yrs	24-<30 yrs	30-<36 yrs	≥36 yrs
ACACO	82	36	13	20	12	1
CACI(MS)	17	2	2	6	5	2
CACI(AS)	2		2			
Total	101	38	17	26	17	3



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

Room 326, East Wing,
Central Government Offices,
2 Tim Mei Avenue,
Tamar, Hong Kong
Tel. No. 2810 2703
Fax No. 2537 6937

本函檔號：(70) in SS/DSCC/S-2 Pt. IV
來函檔號：CSBCR/PG/4-085-001/57

香港
添美道 2 號
政府總部西翼 9 樓
公務員事務局常任秘書長
楊何蓓茵女士, JP
(傳真：2868 5069)

楊太：

紀律部隊職系架構檢討

謝謝你於 6 月 23 日的來函。紀律部隊評議會(職方)對紀律部隊職系架構檢討報告書的意見如下：

1. 政府應為這次職系架構檢討設置追溯期至 2019 年 4 月 1 日，並之後確切依從報告書的建議，每 10 年再為紀律部隊進行一次全面職系架構檢討（即下次職系架構檢討應在 2028 年進行）。
2. 報告書內職系轉換薪級的安排會對同事的福利和待遇帶來不理想的情況：
 - (i) 就員佐級同事而言，資歷較淺的同事之薪金或會追及資歷較深的同事。
 - (ii) 由於一些津貼的計算是依從薪級表的薪點，當局應刪除實際沒有同事支取的薪點，即員佐級薪級表的第一和二點。
 - (iii) 在主任級同事方面，如離開宿舍之薪點並沒有於新薪級表實行後作出相應調整，這將縮短同事能居住在宿舍的年期。
3. 紀評(職方)支持入境事務處所有紀律人員職系/職級的起薪點和頂薪點與其他四支一般紀律部隊看齊。

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
Air Crewman 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
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

敬希 局方能積極考慮上述意見和作出適當的調節。

紀律部隊評議會(職方)主席
雷得信



副本送：

懲教署署長	(傳真號碼：2802 0184)
海關關長	(傳真號碼：2854 1959)
政府飛行服務隊總監	(傳真號碼：2215 0230)
消防處處長	(傳真號碼：2368 0175)
入境事務處處長	(傳真號碼：2507 3581)

2021年7月15日



廉政公署

INDEPENDENT COMMISSION AGAINST CORRUPTION

English version only
只附英文版

Your Ref.: CSBCR/PG/4-085-001/57

15 July 2021

Mrs Ingrid Yeung
Permanent Secretary for the Civil Service
Civil Service Bureau
West Wing, Central Government Offices
2 Tim Mei Avenue, Tamar
Hong Kong

Dear Mrs Yeung,

**Report on the Grade Structure Review (GSR) for
the Disciplined Services Grades by the Standing Committee on
Disciplined Services Salaries and Conditions of Service (SCDS)**

Thank you for your letter dated 23 June 2021 inviting the ICAC Departmental Grades Staff Committee to comment on the report and your time to meet us on 6 July 2021, during which the Secretary for the Civil Service was also present. This letter seeks to summarise the points raised by us in the meeting and appeal for your consideration.

Overview

The staff side is not satisfied with the recommendations of the report. Although it acknowledges the professionalism and dedication of ICAC officers in fighting against corruption, the report does not provide recommendations commensurate to the uniqueness and high importance of our work and contribution to the community. The remuneration for our departmental grade officers should not be inferior to, if not better than, other disciplined forces in order to maintain staff morale and the competitive edge of the ICAC in attracting and retaining talents. The demands from the staff side are considered reasonable.

Long Service Increments (LSIs)

In paragraph 11.22 of the report, extending the LSIs to the

recruitment ranks of the ICAC was denied. It is against the abovementioned principle for having a remuneration package not inferior to other disciplined forces, whose basic Rank and File ranks are enjoying the LSIs. In this regard, we demand the granting of the same LSIs to the recruitment ranks of the ICAC, i.e. Assistant Commission Against Corruption Officer and Commission Against Corruption Investigator (Main Stream / Attendant Stream) for satisfactory in-rank service for 12 years, 18 years, 24 years, 30 years and 36 years, bearing in mind that the LSIs would only be given to officers who remain in the same rank if they are not promoted to the next higher rank. Their long and loyal services do deserve recognition by LSIs.

Post-Retirement Medical and Dental (M&D) Benefit

Paragraph 14.8 of the report states that the 25% gratuity rate is more favourable than or at least on par with the Government's maximum total contribution rate under the CSPF Scheme, and could be used to cover the post-retirement M&D benefit. We strongly disagree with this view. Unlike the lump-sum pension available to our peers which is tax-free, ICAC officers' contract gratuities are netted-off by the MPF contributions and subject to full tax upon payout. It should not be confused that the 25% gratuity rate is a comparable figure to the CSPF Scheme because ICAC officers simply do not receive the full payment of 25% gratuity. Our gratuity payment can far from cover the post-retirement M&D benefit, especially when medical expenses are ever-increasing and often outweigh inflation.

The post retirement M&D benefit for ICAC officers is undoubtedly not on par with our pensionable peers in other disciplined services, against the principle of "not inferior to other disciplined forces". Such issue had been raised repeatedly to the Government since the 1990s, and directly to the Chief Executive (CE) during her visit to the ICAC in January 2018. In view of CE's positive response, we worked out a proposal and submitted it to the Director of Administration in March 2018 (Annex A). In February 2019, the Private Secretary to Chief Executive gave us a reply and suggested that the staff side might raise the issue of post-retirement M&D benefit to GSR (Annex B). Accordingly, we did make a request in our submissions to the SCDS during the GSR. Despite

the fact that the GSR report recognises the significant contribution by ICAC staff to fighting corruption and helping keep Hong Kong fair, just, stable and prosperous, as well as the practical utility and symbolic meaning of the proposal, we are disappointed and feel helpless for Recommendation 14.4 which effectively reverts the matter back to the Government again.

Lastly, we note that in paragraph 14.7, the SCDS has received proposals from other disciplined services on the provision of post-retirement M&D benefits to staff appointed on or after 1 June 2000. These proposals are conveyed to the Government for consideration. Should the matter be taken forward in the future, on the basic principle of parity stated at the outset, the benefit should also be extended to cover ICAC officers appointed on or after 1 June 2000.

Conclusion

Without the professionalism and faithful commitment of the ICAC officers, Hong Kong would not have been as clean, fair and reputable as it is. The ICAC is continuously facing challenges in staff retention as a result of competition from both the public and private sector job markets. Staff morale, sense of being respected as well as fairness are regarded as fundamental factors on staff retention. We sincerely hope that our requests, which are reasonable, would be accepted. We thank for your consideration.

Yours sincerely,



(LAU Chi-ho)

Chairman

ICAC Departmental Grades Staff Committee

Encl.

CONFIDENTIAL**MEMO**

<p><i>From</i> <u>Commissioner, Independent Commission Against Corruption</u></p> <p><i>Ref.</i> <u>(1) in ICAC ADM CR 5-90/2(C) Pt 2</u></p> <p><i>Tel. No.</i> <u>2826 3118</u></p> <p><i>Fax. No.</i> <u>3586 0019</u></p> <p><i>Date</i> <u>29 March 2018</u></p>	<p><i>To</i> <u>Director of Administration</u></p> <p><i>(Attn.: Mr Bobby CHENG)</i></p> <p><i>Your Ref. in</i> _____</p> <p><i>dated</i> _____ <i>Fax. No.</i> <u>2877 0802</u></p> <p><i>Total Pages</i> <u>1+4</u></p>
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**Proposal on the post-retirement medical and dental benefits submitted by
the ICAC Departmental Grades Staff Committee**

Appendix Pursuant to the Chief Executive (CE)'s visit to the Independent Commission Against Corruption (ICAC) on 9 January 2018, the staff representatives of the ICAC Departmental Grades Staff Committee (DGSC) has submitted a proposal requesting for granting of post-retirement medical and dental (M&D) benefits to ICAC retired officers for consideration by CE.

2. In the proposal, DGSC seeks CE's approval for granting, with effect from 1 April 2018, all serving and former retired ICAC officers post-retirement M&D benefits which are equally enjoyed by pensionable counterparts in the civil service upon meeting the specific criteria. Whilst ICAC Management's view will follow, the proposal is conveyed to you for action in the interest of time.

3. Please feel free to contact the undersigned at 2826 3118 or Ms Judy LI, C/MA at 2826 3119 for any further information. Thank you in advance for your kind assistance on the matter.

(Ms Sally KWAN)

for Commissioner,
Independent Commission Against Corruption

Granting of Medical and Dental Benefits to ICAC Retired Officers

Purpose

This paper seeks to propose a framework for providing medical and dental (M&D) benefits to retired ICAC officers for consideration and approval by the Administration.

Background

2. Almost all ICAC officers (over 99%) are currently appointed on agreement terms receiving a gratuity at the end of each contract. We and our eligible family members are provided with M&D benefits during our service with the ICAC. But unlike our pensionable peers in the civil service, we are not entitled to such benefits after retirement.

3. Although appointed on a contract basis, we see the job as our life-long career. This is supported by the fact that the majority of ICAC officers are long-serving staff (i.e. over 10 years) and left the Commission only at normal retirement age. Our commitment to serving the ICAC as well as the public is no different from our pensionable counterparts, and it would be reasonable for us to receive the same level of M&D benefits both in service and after retirement.

4. In the past twenty-odd years, we have repeatedly put up the request for granting of post-retirement M&D benefits to ICAC officers to the Standing Committee on Disciplined Services Salaries and Conditions of Service but to no avail. The Committee was of the view that: (i) only pensionable staff should be eligible for post-retirement M&D benefits; (ii) the contract gratuity of ICAC officers could compensate them fully for the lack of such benefits; and (iii) extending the benefits to retired ICAC officers would give rise to considerable pressure of potential claims for similar treatment from civil servants employed on agreement terms and even non-civil servant contract staff.

5. In a discussion held at the Panel on Public Service of the Legislative Council in April 2017, a representative of the ICAC Retired Officers' Association appealed to the Administration for extending M&D benefits to retired ICAC officers. In response, the then Secretary for the Civil Service said that ICAC officers were not civil servants and their conditions of service were determined under a separate mechanism operated by the ICAC management. In fact, in accordance with the ICAC Ordinance (Cap. 204), the authority for modification of the terms and conditions for ICAC staff rests with the Chief Executive (CE).

6. Taking the opportunity of CE's visit to the ICAC on 9 January 2018, ICAC staff representatives raised the issue to her directly. Recognising our contribution to the society and devotion in serving the public, CE agreed assigning the Secretary for

the Civil Service to look into the matter and deal with our request through the aforementioned separate mechanism as appropriate, on the basis that only long-serving officers would be eligible for post-retirement M&D benefits. We undertook to work out a proposal for consideration by the Administration.

Proposal and Justifications

7. The normal retirement age of ICAC officers is set at 60 (for officers recruited before 1 June 2015) or 65 (for officers employed on or after 1 June 2015). We propose that, with effect from 1 April 2018, all serving ICAC officers should be eligible for post-retirement M&D benefits which are equally enjoyed by our pensionable counterparts in the civil service, subject to the following conditions:-

- (a) the officer has completed at least 10 years of continuous service in the ICAC; and
- (b) the officer has reached the age of 55 (for officers recruited before 1 June 2015) or 60 (for officers employed on or after 1 June 2015) when he leaves the ICAC. The five-year buffer serves as a protection for officers being compelled to retire earlier due to health issues or other personal conditions.

8. Our proposal is underpinned by the following rationale:-

- (a) Commitment to anti-corruption endeavours demonstrated by every ICAC officer
 - The provision of M&D benefits upon retirement will serve as a recognition to ICAC officers' commitment and loyalty to public service, and in turn help boost staff morale and sense of belonging to the ICAC. We believe that the passion and devotion in serving the society are the same for every ICAC officer. Hence, it is important that the same level of M&D benefits are granted to all ICAC staff regardless of their employment terms.
 - Rendering comprehensive M&D protection to staff will help ICAC attract talents and retain expertise, both conducive to sustaining a high standard of anti-corruption services in the territory and thereby maintaining the competitive edge of Hong Kong.
- (b) Contract gratuities not fully compensating ICAC officers for the lack of retirement benefits
 - Since 1974, the rate of contract gratuity given to an ICAC officer has been fixed at 25% of his total sum of salaries during the

contract period. The value of gratuity is however eroded over time by inflation. The annual inflation rate (based on Consumer Price Index A) ranged from 2.6% – 15.5% between 1980 and 1998, with an average rate of 9%. Although inflation has eased off since 1999, it has picked up again in 2005, ranging from 0.4% – 5.6% in the past 13 years¹.

- The adoption of new medical technology and better but more expensive drugs and treatment has contributed to intense “medical inflation”². An earlier study on healthcare costs in Hong Kong observed that the medical services price index had risen constantly at a higher rate than the Consumer Price Index since 2000, and concluded that the cost of medical services which Hong Kong people had to meet from their own pockets would surge from \$37 billion in 2012 to \$77 billion to 2020³. Yet, civil servants receiving post-retirement M&D benefits are shielded from the medical inflation, whereas ICAC officers would be more seriously hit by the ever-increasing medical expenses which often outweigh the inflation.
- With the introduction of the Hospital Authority Drug Formulary in 2005, medical expenses of ICAC officers have surged, especially on self-financed items where the officers have to purchase drugs at their own expense. The lack of M&D protection after retirement is certainly demoralising, especially when many officers are proud of their efforts in contributing to a clean Hong Kong and yet unable to enjoy the same benefits as our counterparts in the civil service. There were even examples of retired officers having run into financial difficulties in settling medical bills and needed to seek help from serving officers.
- The life expectancy in Hong Kong has risen since 1974, i.e. a 17.7% increase for male from 69.1 in 1974 to 81.3 in 2016, and a 14.4% rise for female in the same period (from 76.3 to 87.3). The latest projection for life expectancy sees a further increase to 82.3 and 88.3 for male and female respectively⁴. This implies that ICAC officers have to finance their own M&D costs after retirement for a longer period of time with the same level of

¹ Data extracted from the *Annual Reports on the Consumer Price Index (1985 – 2016 Editions)* and *Monthly Report on the Consumer Price Index (Dec 2017 Issue)* published by the Census and Statistics Department.

² See Chapter 1 of “*Your Health, Your Life*” *Healthcare Reform Consultation Document* published by the Food and Health Bureau (March 2008).

³ As reported in “Hong Kong’s Out-of-pocket Medical Expenses Set to Double by 2020”, an article published by the South China Morning Post on 14 December 2012 (<http://www.scmp.com/business/article/1104776/hong-kongs-out-pocket-medical-expenses-set-double-2020>).

⁴ Data extracted from the *Hong Kong Life Tables (1971 – 2006 and 2011 – 2066 Issues)* published by the Census and Statistics Department.

gratuity.

- While the lump-sum pension available to civil servants is tax-free, ICAC officers' contract gratuities are subject to full tax upon payout.
- Since the introduction of MPF Scheme in 2000, the employer's contribution under the Scheme (5%) is deducted from ICAC officers' contract gratuities, which means that they do not receive the full payment of 25%.

9. In connection with the above justifications, we further suggest that, in order to recognise former ICAC officers' contribution to the society, those who have retired as at 1 April 2018 but met the criteria set out in paragraphs 7(a) and (b) when they retired should also be eligible for post-retirement M&D benefits.

Cost Implications

10. The ICAC has a relatively small establishment with less than 1,400 staff. The number of retirees ranges from 30 to 50 each year and is envisaged to remain the same in the coming five years. It is anticipated that the financial implications would be minimal and manageable if the proposal is accepted by the Administration.

Departmental Grades Staff Committee

ICAC

29 March 2018



11 February 2019

Mr Diman Mak
Chairman
ICAC Departmental Grades Staff Committee
c/o ICAC Administration Branch
303 Java Road
North Point

Dear Mr Mak,

**Granting of Medical and Dental Benefits
to ICAC Retired Officers**

Following the Chief Executive's visit to ICAC on 9 January 2018 and upon receipt of the captioned proposal submitted by the ICAC Departmental Grades Staff Committee via the ICAC management on 29 March 2018, the Chief Executive has asked the relevant bureaux/departments to examine your proposal. I am hereby authorised to reply to your letter of 10 January 2018.

The ICAC is the vital institution in Hong Kong upholding our core value of probity. It is through the dedicated service of generations of ICAC officers that Hong Kong has become one of the cleanest economies in the world, renowned for the effectiveness of our holistic anti-corruption efforts. The Government is proud of ICAC colleagues' devotion to serving our community and contributing to the betterment of our society.

We understand that the Commissioner and your Committee had raised the request for post-retirement medical and dental benefits for long-serving ICAC officers with the Standing Committee on Disciplined Services Salaries and Conditions of Service ("SCDS") and the Government since the 1990s. With rising healthcare costs, we recognise the increasing concern among ICAC officers about their needs for

medical and dental services in retirement. You would appreciate, however, that in examining this subject matter, the Government will also need to account for the possible knock-on impact on civil servants, particularly those who are not eligible for post-retirement medical and dental benefits, and to carefully assess the policy and financial implications.

As you are aware, upon the decision of the Chief Executive in Council on 2 October 2018, the Secretary for the Civil Service has invited the SCDS to conduct a Grade Structure Review for all disciplined services and the ICAC. We are pleased to note that the SCDS has accepted the invitation and trust that ample opportunities will be provided for all stakeholders, including the staff side, associations, departmental management as well as individual members of the disciplined services (including ICAC) grades, to express their views. In this connection, the staff side representatives may raise issues that they consider relevant, which may include post-retirement medical and dental benefits, during the course of the Review. On completing the comprehensive Grade Structure Review, the SCDS will submit its report to the Chief Executive. Its findings and recommendations will be duly considered and followed up by the Government.

The Chief Executive has asked me to reassure ICAC colleagues that she attaches great importance to the ICAC and its work in fighting, preventing and educating the community about the ills of corruption. The Government will continue to demonstrate its commitment to enhancing the strength and well-being of ICAC officers in performing their duties and achieving their mission.

Yours sincerely,



(Miss Jeanne CHENG)
Acting Private Secretary to Chief Executive

c.c. Commissioner, ICAC
Director of Administration



懲教署署長
Commissioner of Correctional Services

Our Ref : (9) in CSD CR 5-30-1/1 Pt.8

16 July 2021

Mrs Ingrid YEUNG
Permanent Secretary for the Civil Service
Government Secretariat
Civil Service Bureau
9/F, West Wing, Central Government Offices,
2 Tim Mei Avenue, Tamar
Hong Kong

Dear Ingrid,

Grade Structure Review for the Disciplined Services

The Correctional Services Department (CSD) would like to extend the greatest appreciation to the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) for conducting a comprehensive Grade Structure Review (GSR) for the disciplined services. It is encouraging that the SCDS has recognised amongst others the uniqueness and characteristics of the CSD and the increased scope and complexity of responsibilities of CSD staff, as well as our enhanced roles in restoring order and stability during the public order and violent events in 2019.

The SCDS's recommendations on raising the scale minima and maxima for all non-directorate ranks, and granting an additional entry pay point, incremental jump and long service increment for our Assistant Officer II (AOII), etc. are most welcomed.

Given that the proposed Job-related Allowance (JRA) for personnel working in an enclosed and isolated environment regularly will cover more than 90% of the disciplined services staff, the remuneration package for CSD staff would become more competitive than before. We envisage that such improvement would help retain staff in the Department, thereby alleviating unnatural staff wastage rate.

/ In order to ...

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香港灣仔港灣道十二號灣仔政府大樓廿四樓 24th Floor, Wanchai Tower, 12 Harbour Road, Wan Chai, Hong Kong

In order to get our staff familiarised with the findings and recommendations related to the CSD as contained in the Report on the Grade Structure Review for the Disciplined Services Grades (the Report), we have uploaded an information package highlighting the essence of the related recommendations at our Knowledge Management System to facilitate the sharing of information amongst staff. In addition, 16 rounds of briefing sessions were arranged for the representatives of staff unions / associations and staff from various institutions / sections in late June and early July to collect their views on the Report.

During the above period, we received three submissions respectively from the Correctional Services Officers' Association, the Hong Kong Correctional Services General Union, and the Hong Kong Correctional Services Department Assistant Officers General Association, and five submissions from individual staff members (Appendices 1 – 8 refer). Apart from that, opinions collected from individual staff members during the briefing sessions were in general similar to those spelt out in the submissions of the said three staff unions / associations. Their opinions can be summarized as follows :

- a. Conversion arrangement : All Assistant Officer I should have two points raised above their existing pay point;
- b. Implementation date : the GSR recommendations should be implemented as soon as possible; and
- c. Retrospective effect : the GSR recommendations should be retrospective, say, with effect from the date when the CE ordered to invite the SCDS to conduct the GSR (i.e. 2 October 2018).

Copies of the written submissions from staff unions / associations and individual staff members are enclosed for your easy reference.

All in all, the CSD fully supports the SCDS's recommendations in the Report.

Yours sincerely,

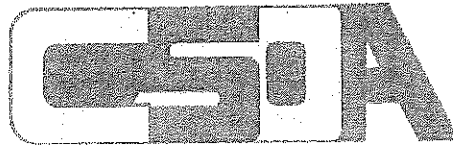


WOO Ying-ming

Commissioner of Correctional Services

Encl.

c.c. Permanent Secretary for Security, Security Bureau



Correctional Services Officers' Association 懲教事務職員協會

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香港添馬添美道 2 號政府總部西翼 9 樓

公務員事務局局長
聶德權先生 JP

聶局長：

本會希望透過此信向聶局長以及公務員事務局的同事，就於是次職系架構檢討所付出的努力表達謝意，特別是為“於封閉和與外界隔絕環境工作”及“院所醫院定期執行護理支援職務”的懲教同事增設兩項工作相關津貼。

另外，我們希望代表會員反映以下兩項意見：

(i) 是次職系架構檢討因為受到黑暴事件及疫情的影響，令到檢討工作未能於原訂時間完成。希望能考慮有關情況，為這次職系架構檢討設置追溯期；

(ii) 希望能盡快落實職系架構檢討的建議。

敬請聶局長考慮我們的意見，謝謝。

懲教事務職員協會



義務秘書 黃思勇

二零二一年七月九日

副本送：

懲教署署長



香港懲教人員總工會

Hong Kong Correctional Services General Union

香港職工會登記局註冊編號(Hong Kong Trade Union Registration No.): TU 1036

香港添馬

香港特別行政區行政長官辦公室

香港特別行政區行政長官

林鄭月娥女士 大紫荊勳賢 GBS

尊敬的行政長官：

「紀律部隊職系架構檢討 2018」之實施日期

本會就「紀律人員薪俸及服務條件常務委員會」（下稱「紀常會」）日前向閣下呈交「紀律部隊職系架構檢討 2018」報告書表示熱烈歡迎。畢竟，是次檢討是紀律人員熱切期待，為我們過往十多年裡，在各職系工作上的改變和紀律人員的付出，作出了全面檢視、反映及肯定。然而，因應本港發生了一連串社會事件及疫情關係，有關報告相比當初預計已延遲提交約一年時間，因此，本會就報告中有關「薪酬和增薪點建議」之實施日期向閣下作出以下之建議：

本會期望閣下及當局能沿用 2008 年前落實委員會建議的方式，將實施日期訂為「紀常會」向閣下呈交報告書月份的首日。

「公務員薪俸及服務條件常務委員會」成立至今已 32 年，期間作出了三份報告書，均對紀律部隊的職系架構有著重大的影響，分別是：

I. 《香港公務員薪俸及服務條件常務委員會第二號報告書（公務員薪俸檢討第一次報告書）》

當中，節錄自《香港公務員薪俸及服務條件常務委員會第二號報告書（公務員薪俸檢討第一次報告書）》第十九章 19.2 段：

實施日期

19.2 在常委會的職權範圍內並未訂明日期，規定常委會對個別職系之結構與薪俸所建議進行的更改，應在何時開始生效。常委會建議在可能範圍內，此等建議應在一九七九年十月一日起實施，因該日為委員會向總督呈交本報告書月份的首日。

II. 《凌衛理委員會》報告書

《凌衛理委員會》就提交報告書的進程：

- 1988 年 4 月，「薪俸及服務條件常務委員會」委任《凌衛理委員會》檢討紀律部部隊的薪酬和服務條件，並將研究結果和建議提交常委會，轉呈當時的總督審閱
- 1988 年 7 月，《凌衛理委員會》提交初步報告

➤ 1989年10月，《凌衛理委員會》提交最後報告

根據「紀常會」《第一號報告書》的第3.25段中指，實施《凌衛理委員會》各項建議之日期為1988年4月1日。

III. 《紀律部隊職系架構檢討報告書》

於2008年11月27日，「紀常會」呈交《紀律部隊職系架構檢討報告書》。根據政府過往的安排及公務員的合理期望，實施《紀律部隊職系架構檢討報告書》各項建議之日，應該是「紀常會」向行政長官呈交報告書月份的首日，即2008年11月1日。

然而，時任行政長官會同行政會議決定將生效日期訂為2009年4月1日，較「紀常會」呈交報告日期遲了四個月零四天。當時之決定，與實施2008年前其他報告建議的日期有很大的差異。

為了補償於該段期間（即2008年11月27日至2009年3月31日）退休的紀律人員，公務員事務局發出《公務員事務局通告第11/2009 號》，指每名合資格的退休人員會在最終服務日額外獲發為期一天的「可供計算退休金的個人津貼」。這項安排具追溯力。而津貼數額相等於職系架構檢討報告書內有關薪酬及增薪點的建議（包括稍作調整的部分）如在當日實施，他們將可收取當天薪酬（按薪金折算），與他們在同一天實際收取的薪酬（按薪金折算）的差額。這樣，於2008年11月27日至2009年3月31日期間退休的紀律人員，則可享有《紀律部隊職系架構檢討報告書》所建議的薪酬調整所帶來一筆過退休金和每月長俸的利益增長。

敬希 行政長官閣下能就本會之建議作出仔細考慮，將報告中有關「薪酬和增薪點建議」之實施日期，訂為「紀常會」向閣下呈交報告書月份的首日，以確保紀律人員的權益。

順頌 鈞祺

香港懲教人員總工會

主席  頓首
(賴偉全)

2021年6月25日

副本抄送：

公務員事務局局長聶德權先生JP

懲教署署長胡英明先生CSDSM

政府紀律部隊人員總工會主席何振邦先生



香港懲教署懲教助理總會

(TU/1000 - Since 2001)

Hong Kong Correctional Services Department Assistant Officers General Association
 九龍油麻地廟街 47-57 號正康大樓 2 字樓(2/F, Cheng Hong Building, 47-57 Temple Street, Yaumatei, Kowloon)
 電話號碼(Tel. No) : 2770-3676 傳真編號(Fax No) : 3489-5774 電郵地址(E-mail) : info@csdaoga.org

本函檔號 Our Ref. : (09) in AOGA ADM 03-07-2021
 來函檔號 Your Ref. :

香港添馬添美道二號
 政府總部西翼九樓
 公務員事務局局長
 聶德權太平紳士

聶局長：

查詢及反映〈紀律部隊職系架構檢討報告書〉中 關於一般薪級轉換規則事宜

您好，本會是香港懲教署首個純員佐級職系工會，根據職工會條例(香港法例第三三二章一第五款及第六款)由職工會登記局批核的工會組織團體。另外本會更是香港懲教署首個工會，並於二零零一年十一月十三日獲發證書(編號 TU/1000)。本會成立至今已接近二十年，一直受到懲教助理職系的同事踴躍支持，會員人數超過二千多名。本會一直抱著實事求是，以批評、監督、支持、合作的處事作風，以維護及爭取懲教助理職系的公平權益，亦適時向部門提供及反映懲教助理職系對部門政策上的意見和在工作環境方面遇到的困境。因此，本會就著近日紀律人員薪俸及服務條件常務委員會(下稱:紀常會)呈交的〈紀律部隊職系架構檢討報告書〉中關於提高起薪點與頂薪點、增加增薪點和津貼，改善現有醫療福利待遇以及尋求覓地增加宿舍數量等檢討結果提出查詢和建議。

全香港六萬二千多名紀律部隊人員期待已久的職系架構檢討報告本應定期進行，但由於各種不同原因(2019年黑暴事件、2019年新冠肺炎)，所以自上一次2008年後直到2021年才有最新的檢討報告公報，因此對於廣大紀律部隊人員非常祈望報告書能夠真實反映，各大紀律部隊的獨特性及多年來為社會付出的貢獻(例如:在2019年黑暴暴亂事件時，當時香港社會氣氛不穩，政局混亂，唯有各紀律部隊人員不顧危險堅守崗位，甚至冒著家人兒女被起底欺凌，仍然擔當起穩定社會秩序，保障市民生命財產安全的責任。)並希望藉此機會能夠改善薪酬待遇，挽留人才，以及吸引年青人投考，加入紀律部隊行列，解決人手不足問題。感謝紀常會一年多的努力，研究各紀律部隊人力資源數據，到訪紀律部隊不同的崗位，聆聽管職雙方的意見，在6月23日正式公報報告書，內容亦已經有充分反映各大紀律部隊員佐級職員的不同需要及改善方案，包括提高起薪點(二級懲教助理一個及一級懲教助理兩個)，頂薪點(二

級懲教助理兩個及一級懲教助理三個)，增加各項不同的增薪點及津貼等等。

本會代表在 6 月 24 日獲部門邀請參與會議，會中由一名助理署長領導職系架構檢討小組講解報告書內容，期間詳盡解釋各個部份的內容，使在場各名工會及協會代表清晰了解報告書具體內容與細節。其中有關報告內提及的某幾方面，本會確實有點疑問及建議，敬希局長能夠作為參考。

- 1) 報告中建議的實施日期：紀常會建議讓政府靈活決定適當的生效日期，而會內消息指建議的實施將不設追溯期。上文已曾說明職系架構檢討報告本應每十年一次，但由於各種不同原因(2019 年黑暴事件、2019 新冠肺炎等等)，所以自 2008 年第一次啟動檢討程序後，直到 2019 年才正式再次進行紀律部隊職系架構檢討。由於 2019 年黑暴及疫情的原故，工作足足歷時兩年到 2021 年 6 月 23 日才完成檢討報告，期間有無數職員退休(2018-2021)，若是此次檢討報告沒有追溯期，對於一直盡心盡力，貢獻良多的同事(包括剛退休的同事)實在不太公平，況且延遲完成職系架構檢討的責任及後果，不應全部給與職方承受，因此本會認為建議的實施必需要有追溯期(正式啟動職系架構檢討日開始計算)。
- 2) 經調整後薪級轉換安排：在會議中提及到報告裡有關新舊薪級表轉換安排，形式與香港公務員薪俸及服務條件常務委員會(下稱：薪常會)在 1980 年呈交的第五號報告書中關於〈一般薪級轉換規則〉為基本原則相同，結果使接近二千名一級懲教助理人員不能獲得應有的薪酬調整(報告中清楚說明提高兩個起薪點及增加三個頂薪點：一般理解下應當各一級懲教助理提高兩個薪級點及只需要增多一年時間才可達到頂薪點；但在〈一般薪級轉換規則〉方式執行下，竟然超過 90%一級懲教助理人員只能提高一個薪級點及需要額外增加兩年時間才可達到頂薪點)。若然使用距今已約四十年的規則(當時並沒有專為紀律部隊而設的職系架構檢討報告機制)處理是次職系架構檢討報告建議在同一職級欠缺劃一調整薪級點的不公平安排，只會做成懲教署內部新舊制職員(強積金與長俸制)分化及對立，影響工作團隊的合作精神，在固有的複雜性工作上雪上加霜，對於吸引、挽留和鼓勵合適人才留任本部門，解決本部門嚴重人手流失問題失去建議原本認有的作用，因此本會希望局長能夠重視上述的問題，考慮不採用薪常會第五號報告書中〈一般薪級轉換規則〉為基本原則，以及重新檢討和制訂適合紀律部隊人員的處理方式，以公平劃一為原則上調職員支領的薪點(即各一級懲教助理均上調兩個薪點)，令所有紀律部隊職級的薪酬待遇在合理時間獲得調整，從而提升士氣。

例子：一名在 2020 年獲晉陞為一級懲教助理的人員薪級點跳至第 15 點，並在 2021 年服務滿一年後跳升至第 16 點，若然根據〈一般薪級轉換規則〉為基本原則計算，經調整後該名人員薪級點應該達到第 17 點，因此該員總共必需要使用 16 年時間才可達到頂薪點。另外一名在 2021 年獲晉陞為一級懲教助理的人員薪級點跳至第 15 點，同樣地根據〈一般薪級轉換規則〉為基本原則計算，經調整後該名人員薪級點應該直接達到

第 17 點，所以此名人員只需要 15 年時間已可達到頂薪點。不同年份獲得晉陞為一級懲教助理，但是經調整後薪酬竟然支取同一薪級點，實在有欠公平。

以上只是其中一個本會預計會出現的例子，經查詢後得知以上類似情況在上一次 2008 年檢討時已經發生，並且需要對相關人士作出不同補償，本會希望局長應該慎重考慮，不要重蹈覆轍。

本會就著反映上述規則的事宜，借此機會建議局方可否考慮為日後紀律部隊的可持續發展設想，從而考慮訂立紀律人員（員佐級）薪級表轉換方式或規則，及制定一系列更適合紀律部隊人員的檢討制度；在是次報告書內一般紀律人員薪級表的建議 10.15 都在提出把「一般紀律人員薪級表」中「一般」刪除，証明紀常會亦十分明白各個紀律部隊的獨特性及重要性；而在報告摘要第 8 點中亦可看出，紀常會亦十分認同紀律部隊在過去十年，在社會上作出的貢獻，各個部門的紀律人員在承受巨大的無形壓力下亦堅守崗位，為市民付出，守衛香港社會的安全。在經歷 2019 年的連串公眾活動及暴力事件後，港區設立國安法，令到紀律部隊在執行職務時面臨前所未有的新挑戰，執法難度更高。就以本部門為例，作為司法體制上的最後一道防線和守門人，在未來面對因國安法而受獄的人士，一般都是知識份子或在社會上有身份地位的人士，必然會為懲教人員帶來前所未有的困難和挑戰，身心將受到無形的工作壓力。因此，本會亦希望局方和紀常會能在是次或未來的職系架構檢討報告上，更加能獨立考慮紀律部隊的特殊情況，不應該過於受到在公務員體系內的通用指導原則，或受社會經濟氣候而影響，應重新獨立地從政治、社會、其工作性質等作考慮。

最後，謹讓本人代表總會祝身體健康！工作愉快！



香港懲教署懲教助理總會
(主席 譚偉富)

2021 年 07 月 03 日

副本呈送：

懲教署署長

立法會議員 郭偉強太平紳士

立法會議員 何君堯太平紳士

工聯會會長 吳秋北博士

立法會議員 麥美娟太平紳士

立法會議員 葛珮帆太平紳士

立法會議員 葉劉淑儀太平紳士

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Submission of Views on Grade Structure Review from [REDACTED]

csdadmin@csd.gov.hk to: gsr@csd.gov.hk

2021/07/09 上午 09:53

1 個附件檔



GSR_View_Submission.docx

please provide suggestions....

by [REDACTED] / AOI

致： 公務員事務局

To： Civil Service Bureau

經： 懲教署職系架構檢討小組

Via： Grade Structure Review Team, Correctional Services Department

地址/Address： 懲教署總部 香港灣仔港灣道十二號 灣仔政府大樓二十三樓

Correctional Services Department Headquarters, 23/F, Wanchai Tower, 12 Harbour Road, Wan Chai

傳真/Fax： 25115986

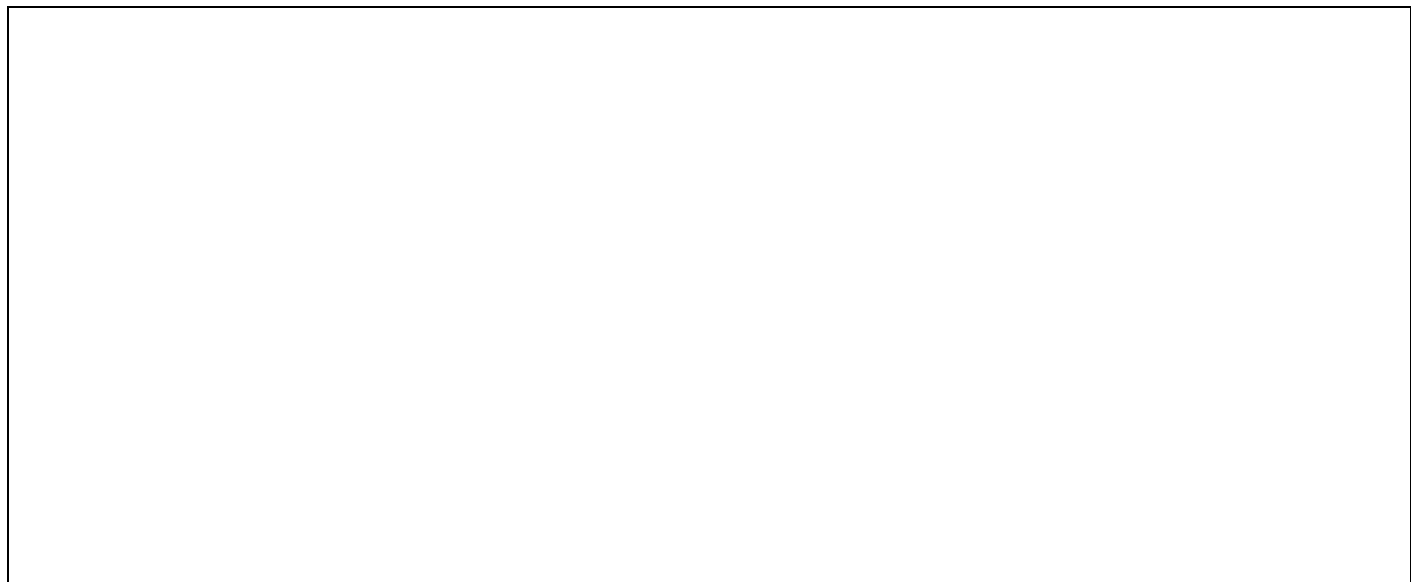
電郵/Email: gsr@csd.gov.hk

就紀常會於 2021 年 6 月 23 日發表的職系架構檢討報告提交意見

Submission of views on Grade Structure Review Report issued by the

Standing Committee on Disciplined Services Salaries and Conditions of Service on 23rd June 2021

1. 一級懲教助理的起薪點將會向上調整兩個薪級點及於現有頂薪點上增加三個薪級點，但在建議中大部份一級懲教助理卻只會上調一個薪級點是否存在一個結構性的誤會，至今剛升級的一級懲教助理與已經升級一年的一級懲教助理變為同一薪級點，甚或變相無故拉長了整個一級懲教助理的增薪期，這絕對是一個匪夷所思的建議。於職系架構檢討前一級懲教助理的增薪期為 12 至 14 年，但部份的一級懲教助理獲晉升後剩下的工作年期往往已經少於 12 至 14 年，原則上已經沒有可能達到薪級表中的頂薪點，所以如果在架構檢討後所建議提高的兩個起薪點不能夠即時讓現職的一級懲教助理調升兩個增薪點，根本上這並不是一個切合現況的調整方案，亦令在同一職系中（懲教助理）卻出現不同的調整決定實屬有欠公允。就個人感受而言，以時間去計算雖然仍可以達至新設的頂薪點，但我在二級懲教助理的職位中工作超過 20 年，絕對明白二級懲教助理工作的辛酸，但一級懲教助理的工作亦絕不輕易，兩者的工作範疇息息相關，環環緊扣。因此絕不應該存在不同的檢討建議，假若管方仍然一意孤行這個對相同工種卻有不同調整的建議，抹殺一眾一級懲教助理為部門的默默付出，實非一個理想的決定。
2. 希望在職系檢查中的建議生效日期能夠設有一個追溯期。這檢討計劃是在 2018 年進行的，期間經歷不同的社會狀況至今報告書延遲於 2021 年才能夠完成及公布。雖然在 2019 年的社會運動及 2020 至 2021 年的疫情影響下，整個社會的經濟狀況有所改變，但這對整個紀律部隊的工作環境和所要面對的困難是有增無減的，我們的工作環境和壓力只會不斷增加。另外檢討是在 2018 年開始進行的，如果建議的檢討沒有一個追溯期對於剛剛服務至退休年期，但在 2018 年至 2021 年間仍然在崗位上堅毅不屈，默默付出的同袍實在並不公平，作為一個共同進退互相守望的工作團隊，絕不能夠只著眼於將會獲得的檢討調整，而忘卻在檢討過程中仍然經歷辛勞工作，但現在已經下崗休息的前輩同袍。因此縱然設立追溯期這個決定或許與社會期望有所落差，但作為職方代表及紀律部隊的一員才是經歷辛苦工作及直接面對挑戰的一份子，我認為這個訴求是必須公開提出的，即或不然何來迎難而上的氣慨。



簽名

Signature :

姓名

Name :

職級

Rank :

日期

Date :

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Submission of Views on Grade Structure Review from [REDACTED]

csdadmin@csd.gov.hk to: gsr@csd.gov.hk

2021/07/12 下午 12:13

懲教署院所地點偏遠，職員居住地區，以往交通較之現在更為不便，平均約用四小時來回。職員因工作而留宿時間極多，工作、休息及留宿時的環境以往更為艱難，對家庭的影響亦極為巨大。以往因沒有相約時期有大量職員退休出現，懲教助理升職所須年期極長及機會亦少。但眾懲教助理依然默默耕耘，繼續努力工作以維持院所正常運作。而現在的懲教助理更須要不斷自我增值，以適應不斷變化及突發的所內及所外事情，亦承受巨大的精神壓力，而一級懲教助理在進升前後之表現亦極為良好，進升後亦要承擔更大的管理犯人及其他任務，而一級懲教助理及二級懲教助理亦是相當重要的前線人員，而薪酬亦在同一薪級表上。因懲教職務的壓力和艱辛，我建議一級懲教助理亦同樣於今次紀律部隊職系架構檢討中即時提高兩個薪點，以表其共同經歷多年艱辛的成果。多謝！

by [REDACTED] / AOI

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Submission of Views on Grade Structure Review from [REDACTED]

csdadmin@csd.gov.hk to: gsr@csd.gov.hk

2021/07/12 上午 08:41

懲教署院所設施陳舊，地點偏遠，以往交通較之現在更為不便，職員因工作而留宿時間極多，工作、休息及留宿時的環境以往更為艱難，對家庭的影響亦極為巨大。以往因沒有相約時期有大量職員退休出現，懲教助理升職所須年期極長及機會亦少。但眾懲教助理依然默默耕耘，繼續努力工作以維持院所正常運作。而現在的懲教助理更須要不斷自我增值，以適應不斷變化及突發的所內及所外事情，亦承受巨大的精神壓力，而一級懲教助理在進升前後之表現亦極為良好，進升後亦要承擔更大的管理犯人及其他任務，而一級懲教助理及二級懲教助理亦是相當重要的前線人員，而薪酬亦在同一薪級表上。因懲教職務的壓力和艱辛，我建議一級懲教助理亦同樣於今次紀律部隊職系架構檢討中即時提高兩個薪點，以表其共同經歷多年艱辛的成果。多謝閱讀！

by [REDACTED] / AOI

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Submission of Views on Grade Structure Review from [REDACTED]

csdadmin@csd.gov.hk to: gsr@csd.gov.hk

2021/06/25 上午 09:52

我認為長期服務增薪點應該給予各職級人員,因為各職級人員也有他們長期服務的貢獻.

by [REDACTED] / AOI

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Submission of Views on Grade Structure Review from [REDACTED]

csdadmin@csd.gov.hk to: gsr@csd.gov.hk

2021/07/02 下午 02:26

In a sense based on the report of the Review, it is glad to know that our disciplined staff at all ranks shall have increments at more than 2 thousand and even several thousand dollars. Whereas, in my defense, Officer rank will only have it less than 1 thousand, to wit the least one even when compared with AO staff. This definitely cannot show the contributions and dedications heretofore from Officer Staff. Please have an eye on it! Thank you!

by [REDACTED] / OFFR

香港特別行政區政府
消防處

香港九龍尖沙咀東部康莊道一號
消防總部大廈



English version only

只附英文版

FIRE SERVICES DEPARTMENT
GOVERNMENT OF THE HONG KONG
SPECIAL ADMINISTRATIVE REGION

FIRE SERVICES HEADQUARTERS BUILDING,
NO. 1 HONG CHONG ROAD,
TSIM SHA TSUI EAST, KOWLOON,
HONG KONG.

本處檔號 OUR REF. : (48) in FSD/CR 5-30/8C Pt. 4
來函檔號 YOUR REF. :
電子郵件 E-mail: : hkfsden@hkfsd.gov.hk
圖文傳真 FAX: : 852-2311 0066 (24 hours)
852-2369 0941
電話 TEL. NO. : 852-2733 7711

16 July 2021

Mrs. Ingrid YEUNG, JP
Permanent Secretary for the Civil Service
9/F, West Wing, Central Government Office,
2 Tim Mei Avenue, Tamar,
Hong Kong

Dear Ingrid,

Grade Structure Review for the Disciplined Services

Thank you for your letter of 23 June 2021 providing us with a copy of the Report on the Grade Structure Review for the Disciplined Services Grades.

Having studied the findings and recommendations in the report, we feel most of our proposals and justifications set out in our departmental submission on the Grade Structure Review (GSR) have not been duly reflected in the report. We fully appreciate the grave difficulties of the Standing Committee on Disciplined Services Salaries and Conditions of Service (SCDS) in balancing all factors in addressing the claims of different disciplined services and grades, but we can also envisage that our staff would be disappointed as their unanimous strong demands for an independent pay scale for the Fire Services would not be met. To ease the adverse impact on staff morale and departmental operation on account of our recruitment difficulties, the Department likes to further offer our views on the following two matters:

- (i) The pay scale structures of both Fire Stream Officer Grade and the Police Inspector/Superintendent Grade have always stayed comparatively the same. In this regard, it is observed that the long-standing parity between these two Grades will

be seriously upset by the more favourable terms granted to the latter via Recommendations 10.9 and 10.19 of the report¹. These recommended changes, if implemented, will unavoidably erode the sense of commitment and performance of my Fire Stream officers and further aggravate the acute recruitment problems of Station Officers (Operational). It is therefore hoped that the foregoing adjustments made to the Police Pay Scale would be equally applied to that of my Fire Stream officers; and

- (ii) The much shrunken fringe benefits package of civil servants joining the Government after 1 June 2000, such as cessation of medical and dental benefits after retirement (except for those invalidated as a result of injury on duty), reduced housing, leave as well as children education benefits has undermined the attractiveness of government jobs. As emergency service providers, our staff are more likely to suffer from lasting health problems picked up during their years of service. This unfavourable aspect of their jobs has been elucidated in our departmental submissions to the SCDS on job factors such as danger, high demand on physical and mental faculties, and intense pressure in handling life-and-death situations and round-the-clock emergency calls. It is therefore in our view, of paramount importance and fair to the staff appointed on New Terms, that reasonable protection is extended to them to meet their medical needs after retirement as that offered to their pre-June 2000 colleagues, not limited to those invalidated due to duty-related injuries.

As regards the views of our staff side, we have solicited their feedbacks through our Departmental Consultative Committee. Their comments are summarized in Appendix I. Of the five staff unions of this Department, only the Hong Kong Fire Services Department Ambulance Officers Association has tendered their views to the Department for onward transmission to the Administration, which are listed in Appendix II. The other four unions have

¹ Recommendation 10.9

Having regard to the recommendations on enhancing the pay scales for the Officer grades, SCDS recommends –

(a) creating one new pay point PPS 54b on PPS at about 2.5% above the PPS 54a as the new scale maximum of the Senior Superintendent of Police rank, and creating a new increment PPS 55(5) with a dollar value set at around the mid-point between PPS 56(1) and 55(4) as the new scale maximum of the CSP rank; and

(b) creating one new pay point General Disciplined Services (Officer) Pay Scale (GDS(O))40 at about 2% above GDS(O)39 as the new scale maxima of the top tier of non-directorate ranks of the Officer grades on GDS(O).

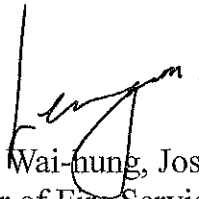
Recommendation 10.19

SCDS recommends maintaining the current pay for disciplined services directorate officers, except for the CSP rank of HKPF with a new increment PPS 55(5) to be created as the new scale maximum of the rank.

indicated that they have already submitted their comments to the Administration via other avenues.

We deeply appreciate the time and efforts of the Administration in taking forward this mammoth exercise. We look forward to your favourable consideration of our views. Please do not hesitate to contact me or my colleagues if any further information is required.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Leung Wai-hung', written over a circular stamp or mark.

(LEUNG Wai-hung, Joseph)
Director of Fire Services

Comments from the Staff Side on the Report on the Grade Structure Review (GSR) for the Disciplined Services Grades

Stream	Recommendation No.	SCDS's Observations / Recommendations	Staff Side's Comments	Management Views on Staff Side's Comments
General	10.7	<ul style="list-style-type: none"> Recommend rejecting proposals on the establishment of independent pay scales for disciplined services staff of the Fire Services Department (FSD). 	An independent pay scales for FSD disciplined grades staff should be established.	One of the proposals put forward in FSD's departmental submission on the GSR is to establish an independent pay scale for FSD disciplined grades staff whose pay structure should be no less favourable than their counterparts in the Police Force.
	10.12	<ul style="list-style-type: none"> Recommend rejecting proposals of raising the pay for disciplined services grades solely or primarily on the ground of pay parity or maintaining or enhancing the pay advantage over a particular grade. 	FSD disciplined grades staff whose pay structure should no less favourable than their counterparts in the Police Force.	FSD disciplined grades staff whose pay structure should be no less favourable than their counterparts in the Police Force.
	10.4 / 11.4	<ul style="list-style-type: none"> Recommend raising the scale minima and scale maxima by one pay point for Station Officer (Operational) (StnO(O)) rank. Recommend raising the scale minima by two pay points and scale maxima by one pay point for Station Officer (Control) (StnO(C)) and Ambulance Officer rank. Recommend granting one additional Incremental Jump to the StnO(O) and 	Measures shall be taken to maintain the entitled period of stay in Departmental Quarters of serving disciplined services staff so that it would not be affected by pay point increases as recommended by the GSR.	Support.

Stream	Recommendation No.	SCDS's Observations / Recommendations	Staff Side's Comments	Management Views on Staff Side's Comments
		<p>StnO(C) rank upon completion of two years of satisfactory in-rank service.</p>		
10.8		<ul style="list-style-type: none"> Recommend creating three new pay points on GDS(R) above the existing top pay point in the GDS(R) (i.e. GDS(R)29) with an incremental creep set at 5% (i.e. GDS(R)30, GDS(R)31 and GDS(R)32). 	<p>Measures shall be taken to maintain the eligibility of serving disciplined services staff in the application of public housing so that it would not be affected by pay point increases as recommended by the GSR.</p>	<p>Support.</p>
15.1		<ul style="list-style-type: none"> Recommend adopting the "normal" conversion rules as the basic principle in implementing salary and increment-related recommendations. Where the revised scale has a maximum which is two or more pay points higher than the old maximum, a civil servant who has served for one or more years on the maximum should convert to two points above his/her existing pay point. 	<ul style="list-style-type: none"> Measures should be taken to ensure that the salary of a senior member in terms of his seniority of his present rank should under no circumstances be less than or equal to that of a junior member of the same rank subsequent to the implementation of the "normal" conversion rule. Members at top tier ranks of the Rank and File grades who have served for two or more years on the maximum should convert to the maximum of the revised scale. 	<p>The Department supports SCDS' recommendation of adopting the "normal" conversion rule and understands that measures will be taken by the Administration to avoid the scenario that the resulting salary of a junior staff would be higher than that of a senior staff after the conversion.</p>

Stream	Recommendation No.	SCDS's Recommendations / Observations	Staff Side's Comments	Management Views on Staff Side's Comments
	15.2	Recommend that the Government be given the flexibility of determining the most appropriate effective date for salary and increment-related recommendations	The recommendations of the GSR should take retrospective effect from 1.4.2021.	No specific comments.
Fire Stream	12.4 / 12.6	<ul style="list-style-type: none"> ● Recommend maintaining the existing numbers of tiers of individual JRAs but suggest that the FSD management examine the proposals in detail in consultation with CSB, SB and FSTB where appropriate. ● The SCDS is prepared to offer views on the proposals of introducing new Job-related Allowances for FSD duties that require special competence and specialist training, or for staff who are susceptible to exceptional risks and hardship and will invariably have to shoulder heavier responsibilities, when invited by the Government in accordance with the established mechanism. 	<p>The recommendations of the GSR should take retrospective effect from 1.4.2021.</p> <ul style="list-style-type: none"> ● Propose to introduce a higher level of Special Allowance for Specialist Duties Performed by Fire Personnel i.e. Tier 3 (Technical Rescue) for members of the Urban Search and Rescue (USAR) Team and the High Angle Rescue Team (HART) ● Propose to grant a new special allowance to members of the Support Team of the USAR Team and HART ● Propose to grant a new special allowance to member of the Compartment Fire Specialists 	<p>FSD will continue regularly reviewing the need to introduce new JRAs or to adjust both the rates and numbers of tiers of the existing JRAs. Proposals will be submitted via the established mechanism as and when required.</p>

Stream	Recommendation No.	SCDS's Observations / Recommendations	Staff Side's Comments	Management Views on Staff Side's Comments
Control Stream	Para. 11.22	<ul style="list-style-type: none"> ● Consider that the justifications advanced are yet to be sufficient for extending Long Service Increments (LSIs) to Senior Fireman (Control) (SFn(C)) rank as its pay scale lies in or protrudes into the second tier of the Rank and File grades 	Long Service Increments should be granted to SFn(C) rank which is the entry rank of the Control Stream.	One of the proposals put forward in the FSD's departmental submission on the GSR is to extend the award of LSI to members of SFn(C), an entry rank, upon satisfactory completion of 12, 18, 24, and 30 years of service.

Comments from the five Staff Unions/Associations on the Report on the Grade Structure Review (GSR) for the Disciplined Services Grades

Staff Unions/ Associations	Recommendation No.	SCDS's Observations / Recommendations	Staff Unions / Associations' Comments	Management Views on Staff Unions' Comments
Hong Kong Fire Services Department Ambulance Officers Association	10.4	Recommend raising the scale minima by two points and scale maxima by one pay point for AmO rank.	Measures shall be taken to maintain the entitled period of stay in Departmental Quarters (DQs) of serving disciplined services staff so that it would not be affected by pay point increases as recommended by the GSR.	Support.
	11.4	Recommend granting one additional IJ to the StnO(O) and StnO(C) ranks of FSD upon completion of two years of satisfactory in-rank service.	To grant the same additional IJ to the Ambulance Officer rank.	No specific comments.
	15.1	Recommend adopting the "normal" conversion rules as the basic principle in implementing salary and increment-related recommendations.	Measures should be taken to ensure that the salary of a senior member in terms of his seniority of his present rank should under no circumstances be less than or equal to that of a junior member of the same rank subsequent to the implementation of the "normal" conversion rule.	The Department supports SCDS' recommendation of adopting the "normal" conversion rule and understands that measures will be taken by the Administration to avoid the scenario that the resulting salary of a junior staff would be higher than that of a senior staff after the conversion.

Staff Unions/ Associations	Recommendation No.	SCDS's Recommendations / Observations	Staff Unions / Associations' Comments	Management Views on Staff Unions' Comments
	15.2	Recommend that the Government be given the flexibility of determining the most appropriate effective date for salary and increment-related recommendations.	Propose that recommendations of the GSR should take retrospective effect from when the review was commenced.	No specific comments.
Hong Kong Fire Services Officers Association				
Hong Kong Fire Services Department Ambulancemen's Union				
Hong Kong Fire Services Department Staff's General Association				
Hong Kong Fire Services Control Staff's Union				

Direct feedback has been given to CSB.

香港警察總部

香港軍器廠街



HONG KONG POLICE

HEADQUARTERS

ARSENAL STREET

HONG KONG

Our Ref : CP SCR 4-85/1 (1/2021) C Pt.4

Your Ref : CSCR/PG/4-085-001/57

16th July 2021

Mrs Ingrid Yeung
Permanent Secretary for the Civil Service
Civil Service Bureau
West Wing, Central Government Offices,
2 Tim Mei Avenue, Tamar,
Hong Kong

Dear

Ingrid,

Grade Structure Review for the Disciplined Services Grades

In response to the Report on the Grade Structure Review for the Disciplined Services Grades (“the Report”) released by the Standing Committee on Disciplined Services Salaries and Conditions of Service (“SCDS”) on 23 June 2021, the Force management notes its findings and recommendations, and wishes to highlight the following management views and staff concerns :

- a) The Report acknowledges to a certain extent the uniqueness, complexity and hardships of police work, and the unprecedented challenges faced by the Force arising from its radically changing operating environment. The Force management appreciates these observations in the said Report, and particularly those on the extensive doxxing, physical and psychological attacks, hate crimes and antipathy on police officers and their children even in public hospitals and schools since June 2019.
- b) In terms of pay adjustments, the enhancements proposed in the Report for the ranks from Police Constables (“PCs”) to Chief Superintendents

("CSPs"), incremental jumps for PCs and inspectorate, and long service increment for PCs are generally welcomed for the potentially positive effect on the Force's recruitment, staff management and morale. On the other hand, the non-acceptance of the Force proposal to granting annual increment to directorate officers and upgrading the scale minimum of CSPs falls short of the Force's expectation in addressing the significant role and immense contributions of CSPs in commanding the frontline, especially during the riotous period from 2019 and 2020.

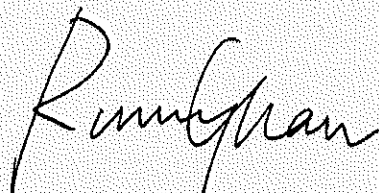
- c) As indicated by the Report (Recommendation 13.8), the Force management has already made submissions in the 2021 Operating Expenditure RAE for a creation of 11 posts including one Assistant Commissioner, two Chief Superintendents and other supporting disciplined and civilian staff in the areas of public relations and community engagement, enforcement against terrorism and digital policing. From the organisational perspective, these are absolutely necessary for the Force in enhancing its operational efficiency and service delivery and they are considered as the Force's top priority in this GSR exercise.
- d) Along similar lines, as mentioned in the Report, the Force's recommendation for new job-related allowances (JRAs) are being proactively considered by the Government. As per our submission to Security Bureau (SB) in June 2021, these JRAs cover six special forces, one professional unit and nine secondary cadres which constitute the essential components of the Force's counter-terrorism and anti-crime capacities, service quality and public engagement strategy.
- e) Emphasised in the Force Management submission and the Supplementary Information paper, the substantial undisputable facts reflect the dire situation where police officers and their families fall victims of brutal physical attacks as well as psychological abuse including that in various social media and online platforms. Not only these concerns impact on staff well-being and morale, their bearing on the Force's recruitment situation is obvious. Acknowledged by SB on the Force's unique position and its critical needs in these areas, the Force has been pursuing relevant studies on the special provisions of medical insurance, housing and education allowances for police officers. Besides, the reinstatement

of pension for all police officers is also being continuously explored as a vital policy in providing the necessary reassurances for police officers and their families, and addressing the Force's long-term stability and sustainability. Subject to the feedback from SB, all these will be brought up for CSB's comments and regular reviews via designated platforms.

- f) For staff, the possible implications of pay adjustments under the current GSR on the eligibility of inspectorate for departmental quarters (DQs), and the conversion arrangements for implementing new pay points are subjects of concern. For the former, as pointed out by the Report (Recommendation 14.8), the Force has reflected views from the Hong Kong Police Inspectors' Association to SB and the process of seeking special exemption for police inspectorate under existing Accommodation Regulations is underway in order to maintain their eligibility for DQs. As to the subject of conversion, apart from applying the normal conversion rules on most officers, it is proposed that Sergeants (SGTs) and Station Sergeants (SSGTs) already on their scale maximum to be converted to their new scale maximum (between PPS 25 and 28 for SGTs, and between PPS 32 and 33a for SSGTs) according to the total period of their service years whilst on their scale maximum (details at Annex "A").

Attached please find the submissions from all Staff Associations (Annex "B"). Should you require further information or clarifications in respect of the attached note, please contact Ms Jennifer CHIN, Chief Superintendent of Police, Conditions of Service and Discipline (tel.: 2860 3362 and email: csp-cs-d@police.gov.hk), the Departmental Liaison Officer for the GSR.

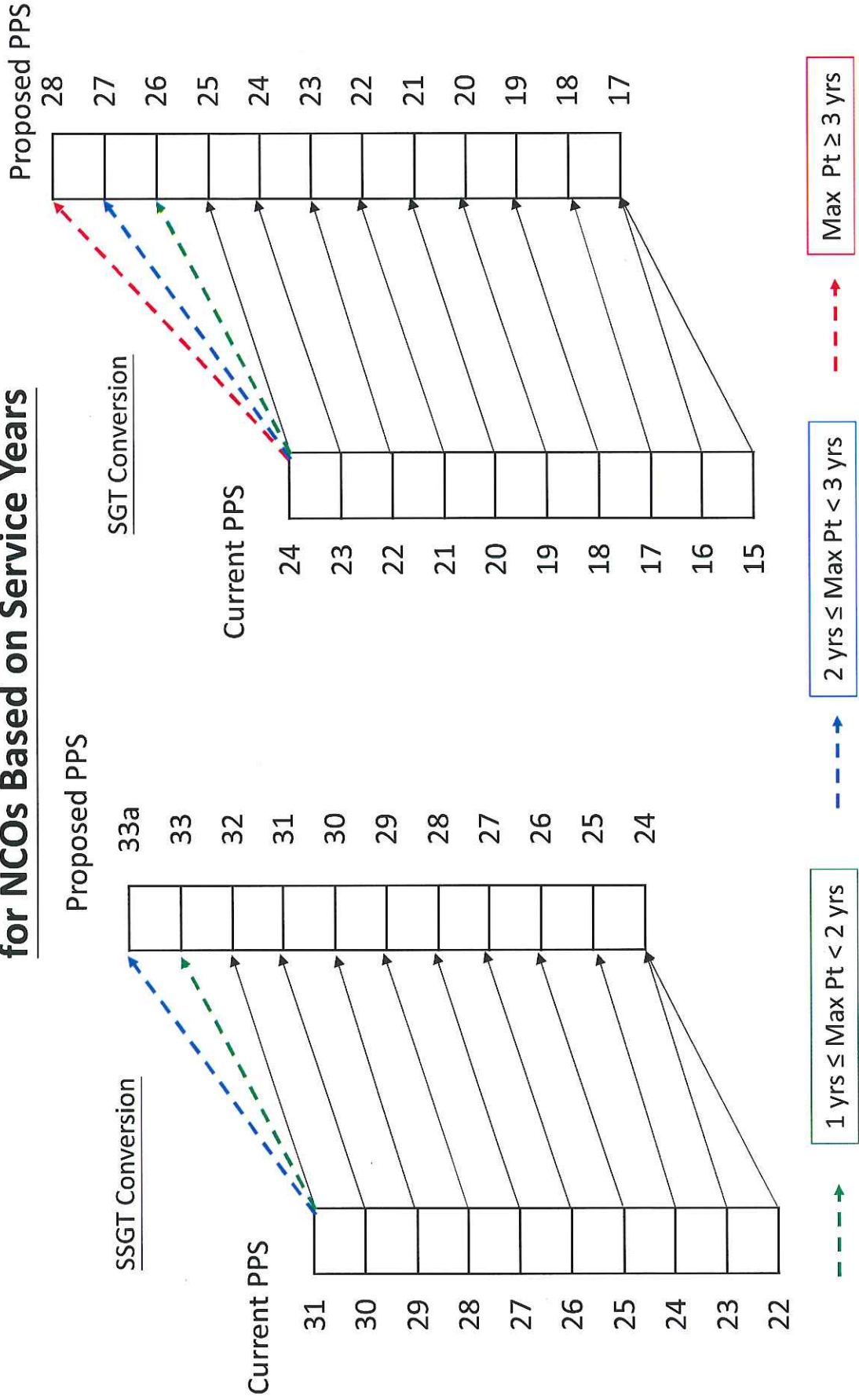
Yours sincerely,



(CHAN Man-tak)
for Commissioner of Police

c.c. Permanent Secretary for Security

Proposed Maximum Pay Point Conversion for NCOs Based on Service Years





**Views of Superintendents of Police Association (SPA)
on GSR (as at 2021-07-09)**

- The SPA welcomes the GSR report in general. We appreciate that the report unambiguously affirms the uniqueness of the police work, highlighting in particular that Hong Kong Police Force (HKPF) shoulders heavier and wide range of responsibilities in safeguarding the law and order of Hong Kong, especially during the spate of public disorder and violence events in 2019 and that frontline police duties are subjected to higher risks when discharging their duties under this highly polarized society and the growing anti-police, indeed a direct reflection of anti-government, sentiments in society.
- We hope that the recommendations could help recruit, motivate, and retain the talent in the Force. The administration should anyway be mindful of the implication of the recent radical incidents such as lone wolf attack against police and throwing explosive into Government House. These incidents are obviously not a one-off nature but a long term threat to the public and police officers and definitely have an impact on our recruitment and morale issues. In this regard, reintroduction of pension system is considered an effective and long run method to help staff recruitment and retention.
- As to the concern of the Police Superintendent cadre [officers at the ranks of Superintendent (SP), Senior Superintendent (SSP) and Chief Superintendent (CSP)], the SPA notes that the report rightly points out the prominent changes in their role and responsibilities, stressing that, apart from assuming a managerial role in the routine, the Police Superintendent cadre has played a commanding role in all frontline operations, most of which are of highly risky and complicated nature. The report affirms that the Police Superintendent cadre is facing higher risks and greater work pressure than most of their disciplined services and civilian counterparts in this context.

- As recognition of the Police Superintendent cadre's contribution, the GSR report recommends a revised pay scale (one pay point of minimum and one maximum up for SP; one minimum pay point up and creation of PPS 54b for SSP; creation of PPS 55(5) for CSP). The SPA understands that the revised scale aims at reflecting the recognition of our responsibilities, hardship and contribution. Officers of Police Superintendent cadre welcome the good intention of the recommendation.
- However, the pay gap between the maximum of SSP and minimum of CSP has become unreasonable under the revised scale (only 3% difference). It obviously violates the recommendations of the Rennie Review 1988 (not less than 15% pay difference between directorate grade and non-directorate grade officers). The SPA urges that the minimum pay point of CSP should be adjusted at least to PPS 55(2) as a short term measure. In the long run, the pay scale for directorate grade officers in HKPF should be reviewed in a holistic approach.
- Furthermore, the SPA would also like to suggest changing CSP's increment from once two years to once a year. As you are aware, police officers have to promote through ranks for many years and then reach CSP rank. As a reality, they are either about to be retired or will be promoted in two to four years due to succession reasons. It is therefore very unlikely for police officers to enjoy the revised CSP's maximum increment. In this regard, the additional PPS 55(5) seems to be a token offer rather than a real reward.
- In addition to the improvement of our conditions of service and fringe benefits, the GSR committee very much appreciates the need for HKPF to enhance its manpower such as its overall public relations and community engagement capability, and for enforcement against terrorism and money laundering and for using technology for policing in the digital age.
- The SPA opines that the upgrading of non-directorate posts to the directorate posts and creation of directorate post for effective and

efficient policing work, as positively recognized by the GSR committee, should be followed up with a scheduled timeline.

* * * * *

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香港警務督察協會

香港 軍器廠街壹號 警察總部 39 樓

Hong Kong Police Inspectors' Association

39/F, PHQ, 1 Arsenal Street, Hong Kong

Website: www.hkpia.org

Comments on the Report of Grade Structure Review Hong Kong Police Inspectors' Association

Hong Kong Police Inspectors' Association (HKPIA) is satisfied with the SCDS's Report on the Grade Structure Review for the Disciplined Services Grades (the Report). Although the Report has pointed out the specialty of the Hong Kong Police in detail, especially the dark period between 2016 and 2019, the recommendations failed to address the long term problem of attracting people to join as police officers. The following issues should carefully be reconsidered in order to provide a career guarantee for officers who has contributed/will contribute his whole life as a police officer:

1. Reinstating the pension scheme;
2. Offering Medical benefits for retired officers on non-pensionable/agreement terms (i.e. MPF scheme officers) and their families like the one offered to retired officers on pensionable terms;
3. Local inspectorate officers who were recruited on or after 1999-01-01 or reached Police Pay Scale (PPS) 36 should also be eligible to apply for Departmental Quarters. In other words, these officers can continue to accommodate in quarters up to the maximum salary point and prior to their promotions to the rank of Chief Inspector;
4. Introducing Long Service Increment Points for Inspectors/Senior Inspectors serving in the same rank for more than 25 and 30 years;
5. Introducing medical insurance in view of the persistent deficiency of service provision capacity of Hospital Authority.

All the above mentioned issues are essential in order to overcome the problem of recruitment difficulty and to reassure that choosing to serve Hong Kong as police officers will be properly taken care by the HKSAR Government. This will surely enhance their devotion and loyalties.

Hong Kong Police Inspectors' Association
12th July 2021



Comments on the Disciplined Services Grade Structure Review

by the Overseas Inspectors' Association (OIA)

The Overseas Inspectors' Association (OIA) is generally satisfied with the SCDS's Report on the Grade Structure Review for the Disciplined Services Grades that was submitted to the Chief Executive on 23rd June 2021. The report recognized and acknowledged the uniqueness of the work done by the officers of the Hong Kong Police Force, especially between 2014-2019 which coincided with a sea change of social unrest and civil disobedience. However, it did little to address the perennial problem of attracting Hong Kong citizens to join the HKPF as police officers and stay with the Force until reaching normal retirement.

The following initiatives should be thoroughly examined to entice and cajole potential officers of the right calibre to join the force as a life-long vocation:-

- a) Offering full medical and dental benefits for retired officers on non-pensionable/agreement/MPF terms and their dependents, similar to the status currently offered to retired Government Pensioners by the Hospital Authority;
- b) Introducing Long Service Increment Points to Inspectors and Senior Inspectors with 25 years and 30 years of service; and
- c) Introducing medical insurance to all serving officers to negate the persistent deficiency in service provided by the Hospital Authority.

These measures are essential in overcoming anticipated recruitment problems and providing the HKSAR with a police force that will become the 'Gold Standard' throughout the World.

Overseas Inspectors' Association

2021-07-13

香港警察隊
員佐級協會

九龍大坑西街 50 號石硤尾報案中心及
西九龍機動部隊行動基地一樓 101-104 室

電話 Tel : 2711 5183

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The Junior Police Officers' Association
of
The Hong Kong Police Force
Room 101-104, 1st Floor,
Shek Kip Mei Reporting Centre and
Kowloon West PTU Operational Base,
50, Tai Hang Sai Street, Kowloon, Hong Kong
Website: www.jpoa.com.hk

協會就職系架構檢討中有關警隊部分的意見

以下是協會的關注重點：

1. 我們向政府爭取訂立侮辱公職人罪多時，一直以來政府的有關工作只聞樓梯聲，早前又稱非優先選項，政府的決心令人質疑。我們必須重申，採取合理及必要措施保障員工的身心健康乃僱主的職安健責任，確保執法及公職人員在安全及人道的環境下執行其受託職務亦明顯是政府的責任。黑暴事件已顯露出放縱滋事份子刻意侮辱及挑釁執法人員會釀成的惡果，國際上亦有不少國家及城市有相關法例，反映訂立侮辱公職人罪的需要是客觀明確及迫在眉睫。政府不應再以社會共識為藉口，現在就是立法的最適當時機。

2. 過去，我們指出香港的公營醫療系統不勝負荷，儘管每年政府向醫管局及衛生署撥款數以億計的金額以支付提供予公務員的醫療開支，但公務員得到的服務往往無異於一般市民，其提供的公務員優先服務亦因配額及種種限制未能滿足公務員的基本需要，政府向公務員提供最好的醫療服務的承諾一直未能兌現。

自黑暴事件開始，有個別公營醫療系統的醫護人員針對警務人員作出不專業、違反職業操守、欺凌、侮辱等行為，而且有關方面一直沒有採取有力的措施阻止同類事件發生，情況刻不容緩。

我們對由公營醫療系統提供的服務已徹底失去信心及耐性，我們要求政府立即研究替補方案以更換醫療服務提供者，包括考慮為僱員購買醫療保險或採用公私營合作方式由政府或政府在私營醫療機構購買服務等方式，讓僱員可以選擇私營醫療機構提供的服務或彌補部分現時公營醫療機構未能滿足的合理服務需要。

想知道更多？立即關注協會官方微博：



3. 為解決部門長遠住屋需要，減少人員對部門宿舍及公屋配額的依賴，建議研究放寬現行非實報實銷現金津貼計劃(NCA)及自置居所資助計劃(HPS)的門檻及配額，讓更多人員透過有關資助自置居所，紓緩土地緊張情況下覓地建部門宿舍的需要，釋放公屋配額予社會上有需要的人士。

想知道更多？立即關注協會官方微博：





政府人員協會

Government Employees Association

致 公務員事務局局長
聶德權先生

聶局長：

關注紀律部隊職系架構檢討

謝謝 貴局於 2021 年 2 月 5 日的來信，回覆紀律部隊職系架構檢討的進度，本會與轄下紀律部隊工作委員會（香港海關人員總會；香港入境事務處人員協會；香港懲教署懲教助理總會）對紀律部隊職系架構檢討非常關注，並有以下意見，希望政府能加以考慮和採納。

首先，今次紀律部隊職系架構檢討因新冠肺炎疫情等因素而拖延了接近一年才完成。基於公平原則，我們希望政府能再三考慮職方意見，最終為報告設立追溯期。

另外，我們亦希望政府可再考慮和接納入境事務處同事的訴求，趁今次職系架構檢討機會作出調整，把他們職系或職級的起薪點和頂薪點與其他一般紀律部隊看齊。



馬志成

政府人員協會
主席：馬志成

副本送：香港海關人員總會主席 陳紹裘先生
香港入境事務處人員協會主席 邱陵先生
香港懲教署懲教助理總會主席 譚偉富先生

2021 年 7 月 20 日



海關關長 Commissioner of Customs and Excise

21 July 2021

Mrs YEUNG HO Poi-yan, Ingrid, JP
Permanent Secretary for the Civil Service
9/F, West Wing, Central Government Offices
2 Tim Mei Avenue, Tamar, Hong Kong

Dear Ingrid,

Grade Structure Review for the Disciplined Services

Thank you for your letter of 23 June 2021 inviting our views and comments on the Report on the Grade Structure Review for the Disciplined Services Grades (“the Report”).

We would like to express our appreciation for the joint efforts of SCDS and SDCS in conducting a comprehensive review and making recommendations on the pay and conditions for our staff. We have consulted our six staff associations/ union on the recommendations submitted to the Chief Executive. Generally both the management and the staff side welcome and support the recommendations pertaining to the enhancements to the pay scales and addition of incremental jumps and long service increment to the Customs’ staff.

With the increasing population of staff appointed on or after 1 June 2000 under the new appointment terms, there has been a raising concern to the post-retirement medical and dental benefits, especially when the Administration extended the retirement age of these staff up to 60. While the Report has expressed sympathy on our staff’s concern on the provision of post-retirement medical and dental benefits so as to meet the growing need for longer and better medical protection, we support conducting a review at an appropriate time to improve these benefits as a token of appreciation to the staff’s life-long commitment to the civil service.

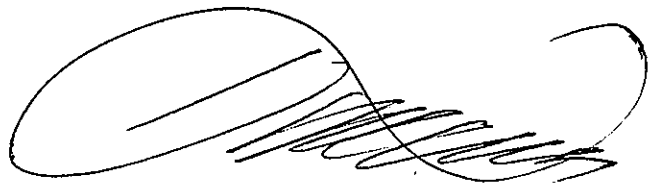
We are pleased that SCDS would consider the proposals on introducing new job-related allowances (JRAs) and offer views when invited by the Administration to do so, and hope that SCDS would give support to the proposals. Regarding the existing JRAs, the staff side expressed their dissatisfaction to the lack of adjustment to the existing rates and arrangements of the various non-fringe benefit types of allowances including JRAs, the disciplined services overtime allowance, acting allowance and local education allowance.

The staff side also pursues reduction of conditioned hours of work from 48 hours to 44 hours, shortening of the interval between each round of the grade structure review for the disciplined services grades and deferred cessation of the eligibility of inspectorate grade officers for departmental quarters.

The determination of retrospective effective date of the recommendations is the main focus of the staff side and they will appreciate if the recommendations are implemented with retrospective effect taking into account of the delayed submission of the Report.

A summary of responses and comments on the Report of our staff associations/ union is enclosed with the correspondence from each staff association/ union annexed. We trust that the views and comments from the management and staff side to the Report will be fully considered before the Administration formulates the way forward. We would be happy to supplement additional information if necessary.

Yours sincerely,



(Hermes TANG)
Commissioner of Customs and Excise

Encl.


c.c. Permanent Secretary for Security

List of Enclosures

- Annex A** E-mail message from the Staff Association of Hong Kong Customs and Excise Service Senior Officers dated 5 July 2021
- Annex B** Letter from the Association of Customs & Excise Service Officers dated 7 July 2021
- Annex C** Letter from the Hong Kong Customs and Excise Staff General Association dated 5 July 2021
- Annex D** E-mail message from the Hong Kong Customs & Excise Customs Officer Grade Association dated 15 July 2021
- Annex E** Letter from the Hong Kong Customs & Excise Customs Officer Grade Association dated 27 December 2018
- Annex F** E-mail message from the Hong Kong Chinese Civil Servants' Association – Customs Officer Grade Branch dated 10 July 2021
- Annex G** Letter from the Hong Kong Customs Officers Union dated 5 July 2021
- Annex H** Summary of Responses and Comments on the Report on Grade Structure Review (GSR) from Staff Associations/Union

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紀律部隊職系架構檢討報告書 - 意見收集 (SACESSO) 

YL CHIANG to: Peggy PY TAM

05/07/2021 08:45

Cc: Mario HY WONG, Mark WK WOO

History: This message has been forwarded.

Dear Peggy,

We have no further comment. Thank you for your kind coordination.

Yili

Peggy PY TAM 致各工會主席： 助理關長(行政及人力資源...

2021/06/30 下午 07:00:31

From: Peggy PY TAM/CUSTOMS/HKSARG
 To: YL CHIANG/CUSTOMS/HKSARG@CUSTOMS, Bonnie HS
 LO/CUSTOMS/HKSARG@CUSTOMS, Chiu Chun
 CHEUNG/CCO/CUSTOMS/HKSARG@CUSTOMS, Philip SK
 CHAN/CUSTOMS/HKSARG@CUSTOMS, Kwong Lun
 NG/SCO/CUSTOMS/HKSARG@CUSTOMS, Kit Yan
 HO/SCO/CUSTOMS/HKSARG@CUSTOMS, mail@hkcou.imsbiz.com.hk,
 gary100506220201@yahoo.com, hkcecoga@gmail.com
 Cc: SS[SA]@CUSTOMS, S[SA]@CUSTOMS, Mandy HK CHOI/CUSTOMS/HKSARG@CUSTOMS
 Date: 2021/06/30 下午 07:00
 Subject: 紀律部隊職系架構檢討報告書 - 意見收集

致各工會主席：

助理關長(行政及人力資源發展)黎流栢先生及部隊行政科人員已於2021年6月30日與各工會代表會面，簡介了《紀律部隊職系架構檢討報告書》(報告書)中，與海關人員相關的檢討結果及建議，並誠邀各工會就報告書內容向部門提交意見。

如各工會對報告書內容有任何意見，煩請於2021年7月9日或之前，以書面或電郵方式向本人提交。如無特別意見，亦請回覆示意，謝謝。

職員關係課參事

譚佩英

電話：3759 2232



香港海關官員協會
Association of Customs & Excise Service Officers
GPO Box 8785 Hong Kong
Webpage : www.acesohk.org

Annex B

香港
添美道 2 號
政府總部西翼 9 樓
公務員事務局局長
聶德權先生, JP

聶局長：

就“紀律部隊職系架構檢討報告書”提交意見

就紀律人員薪俸及服務條件常務委員會（紀常會）於二零二一年六月二十三日發表的紀律部隊職系架構檢討報告書（報告書）中提及對香港海關的建議，我們表示歡迎並支持。報告書確認我們在過去十餘年面對執法環境方面、招聘、挽留人才、業務發展、員工管理和士氣情況的重大轉變和挑戰。

受二零一九年發生連串公眾活動及暴力事件，加上2019冠狀病毒病疫情影響下，我們對紀常會為儘快提交報告書所付出的努力致謝。我們期望相關建議能儘快落實，提升部門士氣並確認前綫在過去的努力。

就報告書中的建議的實施日期，我們希望在落實時能設立適合的追溯期。觀乎以往的紀律部隊職系架構檢討，在落實建議時亦曾在合理情況下設立追溯期。本次職系架構檢討由2018年啓動，歷經連串公眾活動及2019冠狀病毒病疫，報告書發表日期比原定延後不少。在上述特殊社會事件中，各紀律部隊亦積極承擔額外工作，支持政府施政、抗擊病毒。我們期望政府能積極考慮回應並承擔部分因報告書延後提交而對人員造成的影響。

此外，我們積極關注因薪級表調整而可能引起，按新條款受聘的主任級紀律人員可居於部門宿舍的時間的削減。現時規定人員薪級達一般紀律人員（主任級）薪級表第20點便須遷出部門宿舍。如在職系架構檢討過後，現職或新入職人員可居於部門宿舍的時間因而削減，實在是本末倒置。在報告書中，紀常會也認同不應只因為檢討後人員薪級上調而削減他們可居於部門宿舍的時間，並建議政府考慮適當措施回應。為避免相關不協調持續發生，我們積極建議將遷出部門宿舍的期限改為與職級掛鈎，並放寬至該人員升任海關高級人員（助理監督或以上），或其申領非實報實銷現金津貼計劃為止。

我們就報告書的內容提出上述意見，希望在不影響報告書落實時間表的原則下，優化落實細節，以吸引、挽留和激勵有合適才幹的人積極貢獻，建設香港。



香港海關官員協會主席
盧凱詩

副本送： 保安局局長
海關關長

2021年7月7日



香港海關人員總會

Annex C

HONG KONG CUSTOMS AND EXCISE STAFF GENERAL ASSOCIATION

九龍油麻地廟街 47-57 號正康大樓 2 字樓 電話：2770 3676 圖文傳真：2770 3617
2/F, CHENG HONG BUILDING, 47-57 TEMPLE STREET, YAUMATEI, KOWLOON

致：助理關長(行政及人力資源發展)黎流栢先生

(經辦人：香港海關職員關係課參事)

尊敬的黎助理關長：

紀律部隊職系架構檢討報告書意見

您好！就紀律人員薪俸及服務條件常務委員會早前呈交給行政長官的《紀律部隊職系架構檢討報告書》一事，本會就此報告書的內容有以下意見：

薪級表及增薪點

本會對此部份有關海關部隊人員的建議表示歡迎，認為在現時較困難的經濟狀況下，有關建議能夠較合理地反映實際情況。

紀律部隊逾時工作津貼及署任津貼

本會對此部份維持現行安排的建議表示失望，認為未能反映實際情況。

職系架構檢討的頻密程度

本會對維持每十年進行一次檢討的建議表示失望，認為此舉未能回應社會急速發展而帶來的改變。

實施日期

此檢討因為疫情而拖延了接近一年才完成。本會明白現時政府正面對較困難的財政狀況，但基於公平原則，有關建議的生效日期應設追溯期。因此，本會建議有關實施日期應定為今個財政年度開始生效，即本年四月一號。



香港海關人員總會

HONG KONG CUSTOMS AND EXCISE STAFF GENERAL ASSOCIATION

九龍油麻地廟街 47-57 號正康大樓 2 字樓 電話：2770 3676 圖文傳真：2770 3617
2/F, CHENG HONG BUILDING, 47-57 TEMPLE STREET, YAUMATEI, KOWLOON

其他方面

我們期望當局能夠繼續就以下事項支持本會的建議及作出適時跟進：

- 為在二零零零年六月一日或之後受聘的公務員提供退休後醫療及牙科福利的建議；及
- 增加部門宿舍供應及有關把督察級人員入住部門宿舍的薪級點上限提高至高級督察的頂薪點的建議。

本會期望部門管理層能夠向有關當局反映我們的意見及建議。

謹祝 工作順利，身體健康！



香港海關人員總會

陳紹裘

主席：

(陳紹裘)

2021 年 7 月 5 日



Re: 紀律部隊職系架構檢討報告書 - 意見收集 15/07/2021 12:28

From: coga hkce <hkcecoga@gmail.com>

To: peggy_py_tam@customs.gov.hk

History:

This message has been forwarded.

致 職員關係參事 譚佩英女士:

譚參事，您好！電郵函件收悉，謝！

由於是次《紀律部隊職系架構檢討報告書》內容籠統並帶偏向性，文本主體亦祇在增薪點及部分職位編制上作出調整，仍以1988年《凌衛理檢討報告書》作藍本，並因應現時事態發展，仍以個別職系與職能作高低區分，導致互相比較，繼續造成分化，忽視彼此同為紀律部隊應屬同一職系架構根本的重要性，且未能充分反映本會就是次「紀律部隊職系架構檢討」所作出的四項建議、意見及理據，故本會對是次《報告書》表示失望及難以接受，本會亦考慮再次致函紀律人員薪俸及服務條件常務委員會作出申述，冀閣下瞭解！

Remark:

Regarding the four recommendations previously submitted by the association, please refer to the letter dated 27 December 2018 at Annex E.

香港海關關員職系協會
第三屆執行委員會
主席 何潔恩

「<peggy_py_tam@customs.gov.hk>」在2021年6月30日週三，19:00 寫道：

致各工會主席：

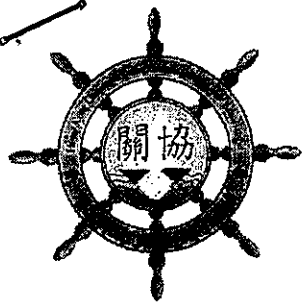
助理關長(行政及人力資源發展)黎流栢先生及部隊行政科人員已於2021年6月30日與各工會代表會面，簡介了《紀律部隊職系架構檢討報告書》(報告書)中，與海關人員相關的檢討結果及建議，並誠邀各工會就報告書內容向部門提交意見。

如各工會對報告書內容有任何意見，煩請於2021年7月9日或之前，以書面或電郵方式向本人提交。如無特別意見，亦請回覆示意，謝謝。

職員關係課參事
譚佩英
電話：3759 2232

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香港海關關員職系協會

Hong Kong Customs & Excise Customs Officer Grade Association

香港北角渣華道 222 號
海關總部大樓
31 樓 3123 室
電話: 9080 0137 傳真: 3010 8114
網址 <http://www.hkcecoga.com>

Rm 3123, 31/F
Customs Headquarters Building
222 Java Road, North Point, H.K.
Tel: 9080 0137 Fax No.: 3010 8114
Web Site <http://www.hkcecoga.com>

香港海關
職系架構檢討專責小組
高級參事 黎秀英女士

本函檔號: COGA(2)1/12/2018

黎高級參事 台鑒：

Madam，您好！去年十月，香港海關關員職系協會首次會晤公務員事務局局長羅智光先生時，率先向他提出應是時候重啟「紀律部隊職系架構檢討」議題，冀為海關各職系同事，以至推及各紀律部隊人員，共同為爭取彼此合理的薪酬、工時及福利等待遇揭開序幕。當天，羅局長曾答允會把本會就這議題所作出的訴求帶返局內探討。

行政長官林鄭月娥女士於本年十月發表任內《第二份施政報告》時，終正式宣布將會檢討所有紀律部隊職系架構，包括：各紀律部隊的職能、工作量，以及公眾對紀律部隊期望的轉變等因素一併考慮，並將於短期內邀請紀律人員薪俸及服務條件常務委員會及首長級薪俸及服務條件常務委員會作出檢討，預計 2020 年中完成，屆時將會發表有關建議。

就這議題，本會曾不祇一次在部門的諮詢會議上發表對「紀律部隊職系架構檢討」的訴求與立論，鑑於部門正展開諮詢，現向閣下闡述本會具體的建議：

- (一) 建議各紀律部隊相同職系人員應予以劃一的「基本薪酬 Basic Salary」
相同職系編制的人員，其「基本薪酬 Basic Salary」不應有所差異。各紀律部隊在工作職能上，均擁有其獨特性、專業性及重要性，若「基本薪酬 Basic Salary」水平的釐訂是建基於互相比較，而非互相尊重，就犯下根本性的錯誤，造成部門分化、待遇不公與歧視；因應各部隊不同工作職能上的要求及特殊因素，包括：技能與知識、體格要求、工作壓力、危險性、自由受限制等，就應以不同的津貼費去反映其職能上的獨特性、專業性及重要性，而非反映在「基本薪酬 Basic Salary」的水平上。
- (二) 建議縮減現時工作時數
香港政府作為全港最大的顧主，亦是「家庭友善」政策的倡導者，若能縮減現時紀律部隊人員的工作時數，便可讓同事有更充裕的休息時間去照顧家人，從而建立健康和諧的家庭生活；透過給予同事充分的休息時間，就更能使他們投入及應付日常繁重的工作。
對上一次「紀律部隊職系架構檢討」已是 2008 年，部門在是次職系架構檢

討中，時任海關關長袁銘輝先生以「三不政策」來促成縮減部隊人員工作時數的建議，部門終獲通過縮短規定每周的工作時數由 51 小時減至 48 小時。經過十年的工作實踐及透過靈活調配人手安排，部門從未因縮減部隊人員的工作時數而影響工作表現。

鑑於現時部隊需輪班當值的前線人員，其交接時段均有充裕的重疊時間，故建議縮減現時每周規定的工作時數 48 小時是可行的，更不會抵觸當年袁關長「三不政策」的規定。

(三) 建議為 2000 年 6 月 1 日後獲聘用的紀律部隊人員(包括各公務員)延續其退休後的醫療福利

受聘於 2000 年 6 月 1 日或以後，並在 2015 年 6 月 1 日之前的現職紀律部隊人員(包括各公務員)，現時可自願選擇延長服務年期至 60 歲(適用於紀律部隊(不論職級)職系)。以上選擇延長服務年期至 60 歲及現時已需服務年期至 60 歲的紀律部隊人員，往後便須為香港政府服務長達三至四十年；香港政府作為良好顧主，在善待員工的原則下，理應延續其退休後的醫療福利。

「退休後醫療福利」是 2000 年 6 月 1 日前獲聘用的紀律部隊人員(包括各公務員)可享有其中的一項福利，為免造成分化及使服務幾十年的員工能安享退休生活，故 2000 年 6 月 1 日後獲聘用的紀律部隊人員(包括各公務員)亦應可享有此項福利。

(四) 建議給予 2000 年 6 月 1 日後獲聘用的紀律部隊人員(包括各公務員)「本地教育津貼 Local Education Allowance」

香港政府自 1991 年開始推行的「香港教育資助計劃」，旨為促進優質的私立學校發展，因此，本港許多私立學校已轉為「直資學校」，若有關人員子女選擇入讀，就需按其自訂的課程付上較高昂的學費，造成頗沉重的經濟負擔。

「本地教育津貼」是 2000 年 6 月 1 日前獲聘用的紀律部隊人員(包括各公務員)可享有其中的一項福利，為免造成分化，2000 年 6 月 1 日後獲聘用的紀律部隊人員(包括各公務員)亦應可享有此項福利。

香港海關作為本港其中一支主要的執法機構，工作職能有着無可比擬的獨特性、專業性及重要性；在職系編制上，香港海關亦擁有與各紀律部隊相約或相同的職系人員，可惜當年(1988 年)存在極大爭議性的《凌衛理報告》發表後，部隊被歸納為「一般紀律部隊」，故相同職系人員的「基本薪酬 Basic Salary」水平的釐訂就因此被比下去，且「越拉越遠」；這現象，已造成紀律部隊嚴重分化與歧視，藉是次「紀律部隊職系架構檢討」，就必須糾正過往錯誤的觀點。

香港政府作為良好顧主，在經濟情況許可下，理應讓各員工共同分享經濟成果及享有同等合理的福利待遇，包括本會以上所列舉的建議第(三)及第(四)項，這對穩定各部門架構、挽留人才及減低員工流失率均有所裨益。

藉局方進行是次「紀律部隊職系架構檢討」，本會重申，非祇為爭取遞增「一般紀律部隊增薪點」上作出考量，而是應給予各紀律部隊相同職系人員劃一「基本薪酬 Basic Salary」水平的釐訂、合理工時，以及讓各員能同樣享有合理的福利待遇。

順祝 台安



香港海關關員職系協會
第二屆執行委員會
主席 何潔恩

二零一八年十二月二十七日



Re: 紀律部隊職系架構檢討報告書 - 意見收集 10/07/2021 06:58

From: gary ng <gary100506220201@yahoo.com>

To: <peggy_py_tam@customs.gov.hk>

History:

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致職員關係課參事譚佩英女士

關於2021年6月30日部門與各工會代表之會面，簡介了《紀律部隊職系架構檢討報告書》（報告書）中，與海關人員相關的檢討結果及建議，本分會就此有以下意見：

首先，對於薪級表方面，本分會支持並滿意今次紀常會就海關員佐級職系的薪級表的檢討結果。但我們留意到許多會員同事對新舊薪級轉換安排上不甚了解，建議部門或作為工會應當向同事解釋安排情況，令他們的期望不會有太大落差。

第二，關於跳薪點及長期服務增薪點，本分會歡迎及感謝紀常會接納我們提出的建議，增設一個長期服務增薪點對維持同事士氣起了重要作用。

第三，本分會非常關注工作時數的修訂，留意到報告書內沒有明確指示，只提意由自己部門更進。因此，本分會促請部門盡快為縮減工時進行試驗計劃，如嘗試從每更交接疊更時間去研究可行性。

第四，有關增設其他新工作相關津貼，本分會支持部門積極考慮多方面工作相關津貼，因其他部門如消防處、入境處、懲教署均有爭取成功，但海關卻捉襟見肘。本分會建議除了增設調查職務津貼、船隊高速船隻追截工作津貼、附加職務津貼外，亦可研究優化甲皮清潔津貼，或查檢危險貨物津貼等。

其次，本分會及會員同事最關切是生效日期，報告書未有明確定立。本分會認為要盡早定下一個較早的生效日期，令於這段被迫拖延檢討時期之下退休的同事都可以有補回薪酬及退休金，這是大家的合理期望。

總括來說，本分會認為在今日的經濟及政治環境，及庫房緊絀的情況下，對於紀常會今次的報告書已相當令人滿意，我們亦充心感謝紀常會作出的努力和付出。我們樂意見到紀常會為部門職系架構變動的提議，增設一個副關長職位。最後，本分會希望此份報告會能夠盡快上立法會通過！謝謝！

香港政府華員會
海關關員級分會

主席 (吳廣麟) 謹啟

10/7/2021

On Friday, July 2, 2021, 08:41:36 AM GMT+8, <peggy_py_tam@customs.gov.hk> wrote:

From: gary ng <gary100506220201@yahoo.com>
To: "peggy_py_tam@customs.gov.hk" <peggy_py_tam@customs.gov.hk>
Date: 01/07/2021 22:11
Subject: Re: 紀律部隊職系架構檢討報告書 - 意見收集

收到madam ! 由於我打針放假中，請把當日開會ppt發給我，謝謝！

Gary

On Wednesday, June 30, 2021, 07:00:34 PM GMT+8, peggy_py_tam@customs.gov.hk <peggy_py_tam@customs.gov.hk> wrote:

致各工會主席：

助理關長(行政及人力資源發展)黎流栢先生及部隊行政科人員已於2021年6月30日與各工會代表會面，簡介了《紀律部隊職系架構檢討報告書》(報告書)中，與海關人員相關的檢討結果及建議，並誠邀各工會就報告書內容向部門提交意見。

如各工會對報告書內容有任何意見，煩請於2021年7月9日或之前，以書面或電郵方式向本人提交。如無特別意見，亦請回覆示意，謝謝。

職員關係課參事
譚佩英
電話：3759 2232

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HKCOU GSR

chuncheung199@yahoo.com.hk to: peggy_py_tam@custom
s.gov.hk

12/07/2021 11:55

History: This message has been forwarded.

1 attachment

PDF

ps20210712cb4-1202-7-c.pdf

<https://www.legco.gov.hk/yr20-21/chinese/panels/ps/papers/ps20210712cb4-1202-7-c.pdf>

從我的iPhone傳送

香港海關關員工會
九龍彌敦道423-433號怡輝大廈
一樓1-5室
電話：23338033 或 27656405
傳真：2362 8473
網址：www.hkeou.org.hk



H.K. Customs Officers Union
Flat 1-5, 4/F., Yee Fai Building,
123-433 Chatham Road, Hung Hom,
Kowloon
Tel : 2333 8033 or 2765 6405
Fax : 2362 8473
Website : www.hkeou.org.hk

Ref:yyl03/21

公務員及資助機構員工事務委員會秘書處：

紀律部隊職系架構檢討意見書

本會早前已提交“紀律部隊職系架構檢討”建議給貴處，現有以下事項補充：

1. 增設調查職務津貼；
2. 為在海上以高速船執行高速追截船隻相關職務的人員增設工作津貼；
3. 紀律部隊附加職務津貼(海事)涵蓋所有定期執行一般海關職務以外的航海或輪機職務合資格的海關部隊人員；
4. 職方關注職系架構檢討報告落實後的追溯生效日期。



香港海關關員工會

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二零二一年七月五日

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公務員及資助機構員工事務委員會主席

范國威議員

范主席：

就「為紀律部隊職系架構檢討」提交意見書

本會首先感謝事務委員會為「紀律部隊人員進行職系架構檢討」徵詢我們的意見。

過去十年，香港海關在業務及職能上都有著重大的改變，不論在工作性質、職務、職責、工作量及工作所需的專業技術，以致公眾期望及服務需求，都較當年大幅提高，令前線人員承受著巨大的工作壓力。

因應以上的原因，本會認為必須提升海關人員的薪酬福利，有關建議詳列如下：

一. 薪酬檢討

(1) 爭取增薪點提高增幅

現時，每一個增薪點之間的增幅大約只有 3%，而助理文書主任的增薪點之間的增幅大約有 5%，應該提升關員級增薪點之間的增幅至 5-6%，以及拉長增薪點應該向上提高兩個點。

(2) 薪酬與文職同事對比

以助理文書主任為例，關員的人職條件與助理文書主任大致一樣，但薪酬上有明顯的分別，例如關員頂薪點只有 \$29,455，

而助理文書主任的頂薪點為\$30,165。助理文書主任每週工時為44小時，而關員每週為48小時，另外關員需要穿着制服去到偏遠地區工作、需要輪班及通宵工作、惡劣天氣或颱風期間都需要當值、關員還需配槍及執行長時間工作，但與一個文職同事相比，薪酬上紀律部隊卻無任何優勢，值得檢討。

(3) 爭取長期服務增薪點

現時，只有關員級同事，在未獲晉升前可享有長期服務增薪點，即12、18、25、30年可增薪；但其實即使同事已升級，他們在部門的服務也是長期和值得獲得增薪的。所以，應該所有級別同事每服務到12、18、25、30年亦可享有長期服務增薪點，應該得到增薪。

(4) 爭取拉近與警察員佐級的薪酬差距

現時，關員級的頂薪點有\$29,455，而警員的頂薪點有\$34,475；高級關員的頂薪點為\$38,910，警長的頂薪點有\$43,980；總關員的頂薪點有\$45,975，警署警長的頂薪點有\$59,225。當中關員和高級關員與警員和警長的月薪差距大概有\$5,000，但警署警長與總關員的差距就超過\$13,000，兩者差距越來越大，海關與警察的工作有很多相類似的，應該相應提高關員職系的薪酬水平，提升同事的士氣。

二. 調整與工作相關的津貼

(1) 設立調查人員津貼

由於現時「偵緝津貼」每月只有\$247，這並不可反映調查人員在偵緝職務中所承擔的額外責任及其特殊性。調查人員執行偵緝職務的艱苦工作，無論在任何天氣日子都需要長時間進行監視或留守荒野，無間斷地長時間工作，無論節日、假日都需要廿四小時處於候命狀態，調查人員亦經常需要喬裝進行各類監控遞送行動，追捕過程中經常遇到抵抗，調查人員置身惡劣、危險的環境工作中，新入職的同事亦比較抗拒投入偵緝工作。

(2) 增加所有技能津貼計算的比率

現時的特殊技能津貼偏低，例如駕駛津貼、呼吸設備津貼、駕駛船隻津貼、潛水津貼等。同事們除職疇範圍工作外，還需要面對額外的責任及風險，並匯入自己在該項技能累積的寶貴經驗及豐富知識，因此應該增加相關津貼金額以確實反映以上特點，並吸引更多同事投入相關工作。

(3) 放寬署任津貼

現時，署任津貼必須在同一崗位署任連續超過三十天或以上，才獲發放署任津貼，建議應放寬三十天的限制，例如署任不足三十天也應該按比例發放署任津貼。

(4) 逾時工作津貼

現時，逾時工作津貼是月薪除以 175，即大約為時薪 1.1 倍左右，根據勞工處於六年前的「標準工時政策研究報告」，發現歐盟根據各國國家法規，其他所有經濟體系規定，逾時工作津貼為時薪的 1.5 倍。例如中國內地、加拿大、美國、澳洲、比利時、新加坡、韓國等等。香港政府作為全港最大的僱主，應該為社會作帶頭作用，跟隨世界的步伐，為全港公務員提供 1.5 倍的逾時工作津貼率。

三. 長俸制和強積金制同事相關事宜

(1) 爭取 MPF 同事退休後繼續享有醫療福利

現時，MPF 的同事在職期間有免費醫療福利，但當 MPF 的同事退休後，他們就沒有醫療保障。同事隨着年紀的增長，去到退休後正正更加需要醫療方面的服務。作為良好僱主，政府應該承擔保障僱員退休後同樣享有醫療福利的責任，尤其現時退休年齡已延長至 60 歲，正正更加需要醫療保障。

(2) 爭取 2000 年 6 月前入職的同事可自行選擇在 60 歲退休

現時，2000 年 6 月 1 日之後入職的同事，已可以自由選擇延長到 60 歲退休，我們極度關注並希望為 2000 年前入職的同事爭取同等的待遇。

(3) 房屋福利 (HPS)

現時，關員級同事去到退休前數年，才能輪候到政府提供的購買房屋津貼 (HPS)，但同事往往只享有數年的福利，不能用盡 10 年津貼。近年退休公務員的公共房屋配額出現緊張，供應數量不足，如果放寬 HPS 的使用條件，例如退休前 5 年輪候到 HPS，就可以用 10 年至退休後，有助解決前線退休同事的住屋需求，也可以加快宿舍的流轉和減低對公屋的需求壓力。

4. 每週工時劃一 44 小時

現時，大部份政府僱員除紀律部隊外，都是每週工作 44 小時，政府作為香港最大的僱主應謹守公平原則。此外，超過 100 個國家實施標準工時制度，例如美國、加拿大、韓國、日本、比利時、法國等等，而英國、澳洲、加拿大、美國及中國等執法部門，每週工時都只訂於 40 小時，政府理應參考效法。

五. 定期進行職系架構檢討

此外，香港特區政府於 2008 年進行過職系架構檢討至今相隔超過十年，社會的進步和轉變日新月異，應該訂立一個機制，每六年進行一次職系架構檢討，了解社會的複雜多變和紀律部隊同事們的感受及訴求。

本會殷切希望紀常會能充分考慮以上的建議並作出正面的回應。本會同時收集了共 1293 份的意見書以表達對本會所作建議的支持。

祝身體健康，生活愉快！

香港海關關員工會 主席



張照臻 啟

二零一九年五月八日

**Summary of Responses and Comments on
the Report on Grade Structure Review (GSR) from Staff Associations/ Union**

Staff Associations/ Unions	Responses and Comments
Staff Association of Hong Kong Customs and Excise Service Senior Officers (Annex A)	(1) The association has no further comment.
Association of Customs & Excise Service Officers (Annex B)	<p>(1) The association welcomes and supports the recommendations made in relation to the Customs.</p> <p>(2) The association anticipates the recommendations to be implemented in due course.</p> <p>(3) The association wishes for a reasonable retrospective effective date.</p> <p>(4) The association proposes the eligibility for departmental quarters to peg to the rank of the officers and to relax the eligibility criteria (i.e. to allow officers to stay in departmental quarters to be curtailed until they are promoted to the rank of Assistant Superintendent or are eligible to apply for Non-accountable Cash Allowance.</p>
Hong Kong Customs and Excise Staff General Association (Annex C)	<p>(1) The association welcomes the enhancements to the pay scales and addition of incremental jumps.</p> <p>(2) The association is disappointed that the Disciplined Services Overtime Allowance and acting allowances remain status quo.</p>

	<p>(3) The association is disappointed about the interval between each round of the comprehensive GSR for disciplined services grades remains to be ten years.</p> <p>(4) The association proposes the retrospective effective date to be fixed on 1 April 2021.</p> <p>(5) The association anticipates the Administration to follow-up the recommendations in relation to the provision of post-retirement medical and dental benefits to civil servants appointed on or after 1 June 2000.</p> <p>(6) The association anticipates the Administration to follow-up the requests for increasing the supply of departmental quarters and to lift the trigger point of cessation of the eligibility of inspectorate grade officers for departmental quarters to the maximum pay point of Senior Inspector.</p>
<p>Hong Kong Customs & Excise Customs Officer Grade Association (Annexes D and E)</p>	<p>(1) The association is disappointed and found the report unacceptable for its generality and bias and sole recommendations to the adjustments to pay points and a part of organization structure.</p> <p>(2) The report did not address to the association's proposals and rationales which included:</p> <ul style="list-style-type: none"> - standardization of basic salary across different disciplined services departments/ agency. - reduction of conditioned hours of work. - provision of post-retirement medical and dental benefits to civil servants appointed on or after 1 June 2000.

	<ul style="list-style-type: none"> - provision of local education allowance to civil servants appointed on or after 1 June 2000.
<p>Hong Kong Chinese Civil Servants; Association – Customs Officer Grade Branch (Annex F)</p>	<p>(1) The association is satisfied with the enhancements to the pay scales for the Rank and File Grade and suggests the Department and staff associations/ union to explain the conversion arrangements to colleagues.</p> <p>(2) The association welcomes and is thankful to the Committee for accepting its proposal on granting an additional long service increment.</p> <p>(3) The Association are highly concerned about the revision of conditioned hours of work and will urge the Department to carry out trial run on reduction of conditioned hours of work.</p> <p>(4) The association supports the Department to proactively consider to introduce various job-related allowances. The association invites the Department to explore the feasibility to enhance the laundry allowance and allowance for handling dangerous goods.</p> <p>(5) The association opts that a retrospective effective date should be fixed.</p>
<p>Hong Kong Customs Officers Union (Annex G)</p>	<p>(1) The union supplements its proposal by the following:</p> <ul style="list-style-type: none"> - introducing a new investigation duty allowance; - introducing an allowance for officers undertaking duties related to high-speed pursuit and interception of vessels at sea; and - extending the eligibility criteria for Extra Duties Allowance for the Disciplined Services (Marine) to all eligible C&E Service staff

	<p>undertaking regular navigation/engineering duties in addition to normal customs duties.</p> <p>(2) The union concerns the determination of retrospective effective date.</p>
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Chinese version only
只附中文版

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聶局長：

紀律部隊職系架構檢討 2018 – 意見書

本會感謝 閣下於本年 7 月 7 日就紀律部隊職系架構檢討事宜與本會代表會面作出討論。本會謹代表各紀律部隊人員再次感謝行政長官會同行政會議於 2018 年指示紀律人員薪俸及服務條件常務委員會(下稱'紀常會')為紀律部隊進行職系架構檢討，讓紀律部隊人員薪酬得以合理檢討。惟本會詳閱紀律部隊職系架構檢討 2018 報告書後，對內容和建議，感到失望；對於紀常會未有接納本會下列建議，制造了不少不公平現象，對個別職系甚至整個紀律部隊的士氣和團結性造成打擊。相關要求現表列如下，供 貴局參考：

- I 公平薪酬待遇
 - 1 入境處員佐級薪酬
本會要求將入境處員佐級人員薪酬看齊其他部隊的員佐級相應階級之薪酬，換而言之，將其入職階級及兩個晉升階級薪酬分別上調至 紀律人員(員佐級)薪級表第 5-16 點、17-26 點及 26-32 點。
 - 2 長期服務增薪點
消防處控制組及懲教署工藝教導員均為「員佐級」及「入職階級」，縱使服務多年忠誠能幹，有部分將不會晉至較高職級(晉升機會並不比其他職系優越)，惟多年來，並未有設長期服務增薪點定時獎勵其豐富寶貴經驗，嘉許一直良好表現的基層人員。本會要求將長期服務增薪點涵蓋所有員佐級入職階級。
 - 3 主任級跳薪點
各部隊主任級人員均面對嚴重的人員流失問題，惟初步建議中，只有「消防隊長(行動/控制)」可於服務滿 2 年及表現良好，獲一個跳薪點。本會要求將上述跳薪點安排涵蓋至所有主任級入職階級。

II 整體紀律部隊事宜

1 新聘用條款人員退休後終身醫療牙科福利

紀律部隊人員難免經常日夜輪班且需持續高度集中，卻正是很多嚴重慢性和長期病患的其中一個最大元凶。本會希望，服務政府多年的新聘用條款紀律人員，能與退休金人員一樣，在退休後正是最需要醫療服務時，獲終身醫療牙科福利。

2 職系架構檢討的生效日期

報告書提出「政府應決定有關薪酬和增薪點建議的最適當生效日期」，我們表示非常關注。是次十年一度的檢討主要針對 2008 年至 2018 年此十年間各職系的重大職務改變和各項人事數據等，而薪酬調整對於上述改變，本質上已是滯後。我們認為延遲近一年的提交報告日期，確實不是能夠預計，但無可否認，滯後的報告因意外延誤對紀律部隊人員士氣造成一定程度的打擊，畢竟紀律部隊人員熱切期待了十年才獲這個可以公平反映合理薪酬和架構的機會，而職系架構檢討無疑是對過往十年的辛勤努力和工作性質改變的認同和肯定。就職系架構檢討的各項薪酬/薪點建議，本會認為應追溯至 2018 年 10 月，而不受行政會議/立法會的審批程序等非固定因素影響。

3 職系架構檢討的頻密程度

行政長官會同行政會議於 2018 年 10 月 2 日決定邀請紀常會為紀律部隊「進行」職系架構檢討，及日後應每隔十年為紀律部隊「進行」職系架構檢討。本會認為，以常理詮釋，是次職系架構檢討是 2018 年「進行」，而每隔十年「進行」是指 2018 年、2028 年、2038 年及以後的每隔十年均「進行」職系架構檢討，而不應受制於檢討所需時間、報告編撰有否因意外而延誤、每次的遞交報告日期等無法估算的因素。當中的十年間隔應由 2018 年 10 月開始進行檢討起計算，而非提交報告日期或獲批准撥款日期。

4 職務相關津貼的生效日期

職務相關津貼的申請，不少是因應該職級/職系人員需新增額外的工作，並因應新增服務而考取額外的認可資格及承擔新增服務帶來的責任。本會認為此等申請獲批准時，應將生效日期追溯至服務提供當天，以確保紀律人員的額外付出獲充分的肯定和合理補償，貫徹設立職務相關津貼的初心，並樹立良好僱主榜樣。

5 職務相關津貼的計算

現時職務相關津貼是以一般紀律人員(員佐級)薪級表的第 1 薪點計算，惟這第 1 薪點作為很久以前的人職薪點，已完成其歷史任務，當局仍保留第 1 薪點並以此為津貼金額計算實在不合事宜。本會認為職務相關津貼應以該職級實質入職薪點計算。

6 逾時工作津貼的計算

紀律部隊人員面對人員流失、未獲分配編制人手等情況，往往需要犧牲原有休班的休息和共聚天倫的時間，額外參與逾時工作更份，以保持部門的原有服務水平；現時逾時工作津貼計算方法(逾時工作津貼時薪為該人員月薪的 1/175)，惟參照勞工處《標準工時政策研究報告》，國際間很多國家規定逾時工作時薪為原時薪的 1.5 倍。本會認為紀律部隊逾時工作津貼時薪，亦應提升至時薪的 1.5 倍，為社會樹立良好僱主榜樣。

7 薪級表轉換

本會察覺在現行薪級表轉換(Normal Conversion Rules)，會造成「滿一年年資的入職階級人員，會被首年入職的人員追至同一薪點」、「晉升後滿一年的人員，會被剛獲晉升人員追到同一薪點」及「達到第 32 點的日期只依靠生效日期及原增薪月份；而導致部分較遲晉升及頂薪之人員比部分較早晉升級頂薪之人員較早達到第 32 薪點。」。本會認為，上述情況引致早獲晉升人員被遲獲晉升人員追上同一薪點，甚至超越其薪點，均屬不公平現象，甚至影響享用其他福利的公平性(包括但不限於宿舍計分制度)。本會要求以比較合理的方法轉換薪級表，以建議起薪點的提升數目，為現職人員提升同一數量的薪點。

8 主任級人員宿舍安排

報告書建議，「主任級人員起薪點及頂薪點各提高一個薪點」，亦即現職主任級人員在建議獲批准後將即時提高一個薪點；惟處於第 19 薪點的人員卻或許會因為每月數百元的薪金上調(第 19、20 薪點差距為 740 港元)，無奈進入了高級公務員的薪金並需立即提早遷離宿舍。本會表示關注。

本會希望 貴局能就上述各點，了解本會對報告書的看法，並與本會攜手與政府改善紀律部隊人員的薪酬待遇，達至吸引、挽留和激勵有合適才幹的人，為市民提供成效與效率兼備的公共服務的目標；並解決各種不公平狀況，防止士氣再度下滑。



何振邦

政府紀律部隊人員總工會主席

2021 年 7 月 21 日

政府紀律部隊人員總工會 成員團體

香港消防主任協會 香港消防處救護主任協會 香港海關官員協會 香港海關關員工會
香港消防處救護員會 香港消防控制組職員會 香港入境事務助理員工會
政府飛行服務隊飛機技術員工會 政府飛行服務隊空勤主任協會
政府飛行服務隊飛機工程師會 香港懲教人員總工會