

## **LEGISLATIVE COUNCIL BRIEF**

### **2020-21 CIVIL SERVICE PAY ADJUSTMENT**

#### **INTRODUCTION**

At the meeting of the Executive Council on 2 June 2020, the Council **ADVISED** and the Chief Executive (CE) **ORDERED** that the pay for civil servants in the upper, middle and lower salary bands and the directorate should be frozen with retrospective effect from 1 April 2020.

2. Independent Commission Against Corruption staff are not civil servants. However, in accordance with the Government's established policy, the same arrangement will be extended to them.

#### **JUSTIFICATIONS**

##### **Civil Service Pay Policy**

3. The Government's civil service pay policy is to offer sufficient remuneration to attract, retain and motivate staff of suitable calibre to provide the public with an effective and efficient service; and to maintain broad comparability between civil service and private sector pay. To implement this policy, civil service pay is compared with market pay through three different types of surveys under the Improved Civil Service Pay Adjustment Mechanism endorsed by the CE-in-Council in 2007, namely (a) the annual Pay Trend Survey (PTS) to ascertain the year-on-year pay adjustment movements in the private sector; (b) the six-yearly Pay Level Survey to ascertain whether civil service pay is broadly comparable with private sector pay; and (c) the Starting Salaries Survey, which will be conducted as and when necessary in response to specific circumstances, to compare the starting salaries of civil service civilian grades with the entry pay of jobs in the private sector. More details about the annual PTS and the background of the payroll cost of increments (PCIs) deduction arrangement are at **Annex A**.

A

##### **The 2020 PTS**

4. The 2020 PTS has been completed. It covers the 12-month period from 2 April 2019 to 1 April 2020. In the survey, the basic pay and additional pay adjustment data of 146 434 employees in 107 companies, consisting of 144 679 employees in 80 larger companies and 1 755 employees in 27 smaller companies, were collected. The findings of the 2020 PTS are set out below –

<b>Salary Band<sup>1</sup></b>	<b>Basic Pay Indicator</b> [A]	<b>Additional Pay Indicator</b> [B]	<b>Gross Pay Trend Indicator (PTI)<sup>2</sup></b> [A] + [B]
<b>Upper</b>	3.67%	-0.95%	<b>2.72%</b>
<b>Middle</b>	4.19%	-1.18%	<b>3.01%</b>
<b>Lower</b>	3.53%	-1.22%	<b>2.31%</b>

5. The PTS Committee met and considered the 2020 PTS findings on 27 May 2020. The findings were validated by all members attending the meeting<sup>3</sup>. The PTS Committee submitted its report to the Government on the same day.

### **The Established Mechanism and the Arrangement for 2020-21**

6. According to the established arrangement, after completion of the annual PTS, the CE-in-Council's decision on the annual pay offers to be made to the staff side of the four central consultative councils<sup>4</sup> will be sought on the basis of a number of relevant factors, including –

- the net PTIs
- the state of Hong Kong's economy
- changes in the cost of living
- the Government's fiscal position

<sup>1</sup> The pay ranges of the three salary bands for the 2020 PTS are –

- (a) Upper: Above Master Pay Scale (MPS) Point 33 to General Disciplined Services (Officer) Pay Scale Point 39 or equivalent, viz. \$73,776 to \$147,235;
- (b) Middle: From MPS Point 10 to 33 or equivalent, viz. \$24,070 to \$73,775; and
- (c) Lower: Below MPS Point 10 or equivalent, viz. below \$24,070.

<sup>2</sup> The gross PTI is the sum of the basic pay indicator and the additional pay indicator. Basic pay indicators cover salary adjustments awarded to employees on account of: (a) cost of living; (b) general prosperity and company performance; (c) general changes in market rates; and (d) in-scale increment and merit. Additional pay indicators cover adjustments to pay in addition to basic salary, such as “the 13<sup>th</sup> month salary”, year-end bonuses, commissions and other non-guaranteed/discretionary/one-off bonuses, etc. Both indicators do not cover changes in fringe benefits and allowances (e.g. housing allowance, stock options and education allowance, etc.).

<sup>3</sup> The staff side representatives of the Disciplined Services Consultative Council (DSCC) has withdrawn from the PTS Committee after the 2013-14 civil service pay adjustment and did not attend the PTS Committee meeting on 27 May 2020 at which the findings of the 2020 PTS were validated.

<sup>4</sup> The four central consultative councils are DSCC, the Model Scale 1 Staff Consultative Council (MOD 1 Council), the Police Force Council (PFC) and the Senior Civil Service Council (SCSC).

- the pay claims of the staff side
- civil service morale

If the pay offers are different from the staff side’s pay claims, the staff side will be consulted again before the CE-in-Council’s decision on the civil service pay adjustment will be sought. However, having regard to the present circumstances in Hong Kong, this year’s arrangement has been slightly adjusted in order to complete the pay adjustment procedure as early as possible such that civil servants and our society could focus on the anti-epidemic work against COVID-19. The procedure has been compressed in that the CE-in-Council’s decision on the annual civil service pay adjustment was sought in one go, right after we had received the staff side’s pay claims. Nevertheless, the CE-in-Council’s decision was still made having regard to all the relevant factors mentioned above.

### **The Net PTIs**

7. According to the prevailing methodology, the PCIs from each salary band will be deducted from their respective gross PTIs to arrive at the **net** PTIs. In considering the 2019-20 civil service pay adjustment, the CE-in-Council also decided to put a cap on the PCIs to be deducted from the gross PTIs. Specifically, from the 2019-20 civil service pay adjustment onwards, the average PCIs from 1989-90 to 2019-20 for the upper, middle and lower salary bands, which are 1.04%, 1.03% and 1.16% respectively, or the actual PCIs for the particular salary band for the year, whichever is the lower, will be adopted for deriving the net PTI for that salary band. As shown from the table below, the average PCIs from 1989-90 to 2019-20 for the three salary bands are all lower than the actual PCIs for the salary bands for the year. The average PCIs from 1989-90 to 2019-20 are thus adopted in calculating the net PTIs for the three salary bands in 2020-21.

<b>Salary Bands</b>	<b>Gross PTIs</b> [C]	<b>Average PCIs from 1989-90 to 2019-20</b> [D]	<b>Actual PCIs for this year</b>	<b>Net PTIs</b> [C] – [D]
<b>Upper</b>	2.72%	1.04%	1.24%	<b>1.68%</b>
<b>Middle</b>	3.01%	1.03%	1.28%	<b>1.98%</b>
<b>Lower</b>	2.31%	1.16%	2.30%	<b>1.15%</b>

### **The State of Hong Kong’s Economy**

8. The threat of COVID-19 and the necessary anti-epidemic measures seriously disrupted a wide range of economic activities in Hong Kong. With the disease evolving into a global pandemic in March 2020, the economic fallout became even more severe. As a result, the economic recession deepened in Hong Kong, with the real Gross Domestic Product contracting

sharply by a record 8.9% year-on-year in the first quarter of 2020. Looking ahead, a still austere external environment will continue to exert pressure on Hong Kong’s export performance in the near term. Local economic activities will not fully recover until the pandemic is well contained globally. Taking into account the high uncertainties surrounding the pandemic, the difficult global economic situation and also the cushioning effects of the massive relief measures rolled out by the Government, the Hong Kong economy is projected to contract by 4% to 7% for 2020 as a whole, following a decline of 1.2% in 2019.

9. The labour market conditions also deteriorated sharply. After rising noticeably from 3.3% in the fourth quarter of 2019 to 4.2% in the first quarter of 2020, the seasonally adjusted unemployment rate surged further to 5.2% in February – April 2020, the highest in over a decade. The underemployment rate likewise soared from 1.2% in the fourth quarter of 2019 to 3.1% in February – April 2020, the highest in over 15 years. The year-on-year declines in total employment and labour force widened further to 5.4% and 3.0% respectively in February – April 2020, both the largest on record. Wages and earnings stayed on the rise in 2019, but the pace of increase decelerated in the second half of the year. Nominal wages went up by 2.8% in December 2019, and nominal payroll grew by 2.4% in the fourth quarter of 2019, both the slowest in more than nine years. The labour market will continue to be under huge pressure in the near term.

**Changes in the Cost of Living**

10. For the 12-month period ending March 2020, the headline Composite Consumer Price Index (CPI), which reflects the impact of the changes in consumer prices on approximately 90% of households (as compared with CPI(A), CPI(B) and CPI(C) which relate only to approximately 50%, 30% and 10% of households respectively), increased by 2.8% as compared to the previous 12-month period ending March 2019. The increases in headline and underlying<sup>5</sup> Composite CPI, CPI(A), CPI(B) and CPI(C) for the 12-month period ending March 2020<sup>6</sup> over the previous 12-month period ending March 2019 are as follows –

	<b>Composite CPI</b>	<b>CPI(A)</b>	<b>CPI(B)</b>	<b>CPI(C)</b>
Headline	2.8%	2.9%	2.8%	2.7%
Underlying	3.0%	3.6%	2.9%	2.6%

<sup>5</sup> The headline CPI figures include the effect of the Government’s relevant one-off relief measures while the underlying CPI figures exclude the effect of these measures. Conventionally, we make reference to the headline CPI in the exercise.

<sup>6</sup> Source: Monthly Report on the Consumer Price Index (March 2020) published by the Census and Statistics Department on 23 April 2020. These figures were compiled based on the 2014/15-based index series.

11. The annual increases in headline and underlying Composite CPIs are forecast at 1.4% and 2.2% for 2020 as a whole.

### **The Government's Fiscal Position**

12. The Government runs a fiscal deficit of about \$10.6 billion in 2019-20, the first time for Hong Kong over the past 15 years. In 2020-21, the fiscal deficit is estimated to increase substantially to around \$280 billion or even more, mainly as a result of lower tax and land revenues, the various relief measures under the Anti-epidemic Fund and those announced in the 2020-21 Budget. As at 31 March 2020, the fiscal reserves stood at \$1,160.3 billion, though the figure is expected to drop to around \$800 to \$900 billion by the end of 2020-21 taking into account the aforementioned relief measures.

### **The Pay Claims of the Staff Side and Further Comments**

13. To enhance communication with staff in the pay adjustment exercise and to gain a better understanding of the basis of their pay claims, the Secretary for the Civil Service (SCS) personally met the staff side of the four central consultative councils and the four major service-wide staff unions<sup>7</sup> on 28 May 2020. At the meetings, SCS floated with them the adjusted arrangement referred to in paragraph 6 above, and invited the staff side of the four central consultative councils to provide further comments in addition to their pay claims for consideration by the CE-in-Council.

B & C 14. The pay claims for 2020-21 and further comments of the staff side of the four central consultative councils (at **Annexes B & C**) are summarised below –

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<sup>7</sup> The four major service-wide staff unions are the Government Employees Association, the Hong Kong Civil Servants General Union, the Hong Kong Federation of Civil Service Unions and the Government Disciplined Services General Union.

<b>Staff Side</b>	<b>Upper Salary Band</b>	<b>Middle Salary Band</b>	<b>Lower Salary Band</b>
(I) DSCC	4%		
(II) MOD 1 Council <sup>8</sup>	N.A.	N.A.	Not less than 3%
(III) PFC	A just pay adjustment		
(IV) SCSC <sup>9</sup>			
(a) HKCCSA	Pay freeze for three years		
(b) Hong Kong Senior Government Officers Association	Not less than 2.8%		

15. The major common demands that the staff side have put forward at the meeting on 28 May 2020 and in their submissions are –

- (a) most of the staff side representatives request a pay rise in view of the positive net PTIs and inflation to maintain their purchasing power. They have also stressed the importance of following the established mechanism under which the six relevant factors mentioned in paragraph 6 above would be considered. With a pay rise, civil servants will be more willing to spend, which will help boost domestic consumption and revive the economy. Some of them expect a pay freeze or pay reduction next year due to the deteriorating economic situation and that a pay freeze or pay reduction for two consecutive years would be particularly damaging to junior civil servants. Those retiring in the coming year will see their pension benefits adversely affected without a pay rise, as their pension benefits will be based on their highest pensionable emoluments while in service. Civil servants in the lower salary range will be particularly hard hit. A pay freeze will also set a bad example for private sector companies to follow;
- (b) the staff side consider a pay rise justified this year to recognise civil servants' effort in fighting the social unrest and the COVID-19 epidemic;

<sup>8</sup> One of the staff side committee members of the Council representing the Hong Kong Chinese Civil Servants' Association (HKCCSA) submitted a letter (Annex C) saying that HKCCSA is not agreeable to the pay claim of the staff side of the Council, and reiterated the views made by the association (see paragraph 15(e)).

<sup>9</sup> The Association of Expatriate Civil Servants of Hong Kong, one of the three constituent associations of SCSC, has not provided any pay claim.

- (c) staff side representatives of both the civilian grades and disciplined services continue to criticise the PCIs deduction arrangement, despite that the PCIs have been capped since the 2019-20 civil service pay adjustment (paragraph 7 above). They reiterate their ultimate objective of abolishing the PCIs deduction arrangement;
- (d) the staff side of the MOD 1 Council demand that the Government, as a caring employer, should continue to follow the past practice of invoking the “bring-up” arrangement<sup>10</sup> whenever the net PTI for the lower salary band is lower than that for the middle salary band. The staff side of the MOD 1 Council also request that, to maintain the morale of civil servants in the lower salary band, the “bring-up” arrangement should be made a policy rather than a one-off arrangement subject to the decision of the CE-in-Council every year; and
- (e) HKCCSA, one of the constituent associations of SCSC and MOD 1 Council, put forward a “3+3 soft-landing” proposal consisting of a three-year pay freeze for civil servants to share the hard times with the general community against the backdrop of a deep economic recession. In addition, the proposal features a “roll-over” of the pay rise based on the net PTIs this year, to be “compensated” when the economy revives, and the same “roll-over” of the net PTIs for the calculation of pension benefits for retiring civil servants. It also suggests the suspension of the annual PTS for two years given the “extreme and abnormal” economic and social situation Hong Kong is facing at the moment.

### **Civil Service Morale**

16. Civil servants cite their dedication and hard work in fighting the COVID-19 epidemic and rising public expectations to justify recognition from the Government for their efforts. Disciplined services staff, in particular, cite the immense pressure and safety risks they and their families have been subject to since the outbreak of the social events in the middle of last year (e.g. cases of doxing and bullying in schools, and even physical assaults), yet they have remained dedicated and continued to discharge their duties diligently. Any departure from the established mechanism (e.g. to effect a pay freeze or pay reduction) would bring huge disappointment to the disciplined services staff. Given the positive net PTIs (between 1.15% and 1.98%) and a headline Composite CPI of 2.8%, the staff side generally consider that the pay rise

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<sup>10</sup> The “bring-up” arrangement refers to the arrangement to align the pay adjustment for civil servants in the lower salary band with the net PTI for the middle salary band if the latter is higher than the net PTI for the lower salary band. This arrangement was introduced in 1989 upon the recommendation of the Committee of Inquiry into the 1988 Civil Service Pay Adjustment and Related Matters.

should not be less than the net PTIs or the headline Composite CPI.

## Decision

17. Taking into consideration all the six relevant factors under the established mechanism, including further comments from the staff side as analysed and set out in paragraphs 6 to 16 above, the CE-in-Council made the following pay adjustment decision for 2020-21 –

<b>Salary Band</b>	<b>No. of Civil Servants<sup>11</sup></b>	<b>Net PTI</b>	<b>Decision</b>
<b>Directorate</b>	1 374	N.A. <sup>12</sup>	<b>Pay freeze</b>
<b>Upper</b>	19 462	1.68%	<b>Pay freeze</b>
<b>Middle</b>	121 171	1.98%	<b>Pay freeze</b>
<b>Lower</b>	35 590	1.15%	<b>Pay freeze</b>

18. The decision is applicable to civil servants at all the three salary bands as well as the directorate who are not covered by the annual PTS<sup>13</sup>.

19. Hong Kong's economy and the Government's fiscal position are hit hard by the social events and COVID-19. However, while a pay freeze may be regarded as the Government not respecting the established mechanism when all the three net PTIs and the headline Composite CPI are in the positive, the net PTIs are but one of the six relevant factors to be taken into account for deciding the annual civil service pay adjustment. As a matter of fact, there were precedents in the past when the CE-in-Council decided to adjust civil service pay differently from the net PTIs of the relevant annual PTS.

20. As regards the proposed "roll-over" arrangement and suspension of the annual PTS as mentioned in paragraph 15(e) above, this will be inconsistent with the established mechanism whereby each year's pay adjustment is a separate exercise and the CE-in-Council shall consider all the relevant factors prevailing at that time before deciding on the annual civil service pay adjustment. A "roll-over" arrangement, on the contrary, would imply a mechanical linkage between the annual civil service pay adjustment and the annual net PTIs. Besides, the PTS has all along been conducted

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<sup>11</sup> The figures reflected the position as at 31 March 2020 and included some 19 600 civil servants seconded to/working in trading funds, subvented and other public bodies.

<sup>12</sup> The PTS does not cover private sector employees whose salary overlaps with directorate civil servants. The pay claims of the staff side also do not cover directorate civil servants.

<sup>13</sup> It has been the established practice since 1989-90 that the annual pay adjustment for the upper salary band would also apply to directorate civil servants.



professionally and objectively in strict accordance with the survey methodology endorsed by the PTS Committee. If the staff side see areas for improvement in the PTS methodology, they can raise them at the PTS Committee in the next round of PTS methodology review.

**Effective Date**

21. In line with the established practice, the CE-in-Council’s decision on the pay freeze arrangement should take effect retrospectively from 1 April 2020.

**OTHER RELATED ISSUES**

22. The CE-in-Council’s decision on the civil service pay freeze arrangement is not applicable to judges or judicial officers, politically appointed officials, non-civil service contract staff or subvented sector staff (except for teaching and related staff in the aided school sector who are paid according to the civil service pay scale). The relevant policy background is set out in **Annex D**.

D

**IMPLICATIONS**

23. The CE-in-Council’s decision is in conformity with the Basic Law, including the provisions concerning human rights. The adjusted arrangement in paragraph 6 above is also in conformity with the Basic Law. The decision has no financial, competition, environmental, productivity, sustainability and family implications. There is no gender issue.

24. The civil service accounts for about 4% of the total workforce and civil service emoluments account for about 7% of the overall employment remuneration in the economy. The civil service and employees in subvented organisations together account for around 16% of the overall employment remuneration in the economy. While the civil service pay freeze against the backdrop of a modest inflation rate may result in some loss in the purchasing power of civil servants, the resultant contractionary effect on the economy should be very small. The freeze in civil service pay may have some impact, real or psychological, on private sector pay increase in the period ahead, but the actual significance should not be taken out of proportion, particularly considering that the private sector tends to be more expeditious in pay adjustment.

**PUBLICITY**

25. SCS informed the staff side of the decision on the 2020-21 civil service pay adjustment today (2 June 2020). A press release is issued and a spokesperson is available to answer media enquiries. We plan to brief the

Legislative Council Panel on Public Service at its meeting on 19 June 2020.

**ENQUIRIES**

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

**Civil Service Bureau**  
**2 June 2020**

**Details of the Annual Pay Trend Survey (PTS) and the Payroll Cost of Increments (PCIs) Deduction Arrangement**

First conducted in 1974, the annual PTS aims to ascertain the year-on-year pay adjustment movements in the private sector. The results of the PTS, viz. the **gross** pay trend indicators (PTIs) for the three salary bands, from which the PCIs are deducted, provide the **net** PTIs which are one of the factors to be considered in the established mechanism. The PCIs deduction arrangement has been implemented since 1989 on the recommendation of the Committee of Inquiry into the 1988 Civil Service Pay Adjustment and Related Matters (1988 Committee of Inquiry) together with the inclusion of private sector merit pay and in-scale increment in the computation of gross PTIs. The 1988 Committee of Inquiry considered that, if in-scale increment and merit pay (including exceptional merit pay which should be excluded but cannot be distinguished therefrom) in the private sector were to be included in the PTS, the PCIs should be deducted for fairness.

2. Since 1983, the annual PTS has been commissioned and its conduct has been overseen by the PTS Committee which is a tripartite committee comprising representatives of the staff side of the four central consultative councils, the two independent advisory bodies on civil service salaries and conditions of service<sup>1</sup> as well as government officials. Every year before the conduct of the PTS, the PTS Committee reviews and agrees on the survey methodology and the survey field. It then renders its advice on the PTS methodology to the Standing Commission for endorsement. The Standing Commission, after considering the advice of the PTS Committee, submits its recommendation on the PTS methodology to the Government for consideration. Upon receiving the Standing Commission's endorsement and the Government's support, the PTS Committee will commission the Pay Survey and Research Unit of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service to conduct the annual PTS.

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<sup>1</sup> The two independent advisory bodies are the Standing Commission on Civil Service Salaries and Conditions of Service (Standing Commission) and the Standing Committee on Disciplined Services Salaries and Conditions of Service.



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：(36) in SS/DSCC/P-3 (Pt. XXV)  
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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：

## 2020-21 年度公務員薪酬調整

謝謝你於 5 月 13 日的來函。

紀律部隊評議會(職方)尊重政府多年來沿用至今的公務員薪酬調整機制，即根據六大因素和指標來作全盤考慮，即薪酬趨勢淨指標、香港經濟狀況、政府的財政狀況、生活費用的變動、職方對薪酬調整的要求、公務員士氣。

政府作為香港的最大僱主，一切的舉措皆有著示範作用。倘若公務員薪酬調整的幅度不合理，市場上的其他僱主將很大機會跟隨，這對一般僱員甚至經濟均沒有好處。

政府現正致力振興經濟，推出一系列的紓困措施，包括向一些市民和行業提供支助、補貼，目的包括刺激消費，令經濟盡快復甦。可是，公務員並沒有受惠於那些措施。公務員有著相對穩定的職業和收入，如果公務員的薪酬獲上調，可以令這超過十八萬個家庭的消費能力和意欲增加。這會激發連鎖的乘數效應，令整體經濟活動活躍起來，帶動消費，加速經濟復甦，達到政府的目標。

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

環顧整體情況，包括政府統計處最新公布的消費物價指數，紀律部隊評議會(職方)要求 2020-21 年度公務員的薪酬調整為百份之四。

紀評(職方)亦重申要求政府廢除在公務員年度增薪百份比中扣減遞增薪額開支的不合理政策。

紀律部隊評議會(職方)主席  
盧凱詩



2020 年 5 月 25 日

Chinese version only  
只附中文版

Rm. 326, 3/F,  
East Wing,  
Central Government Offices,  
2 Tim Mei Avenue,  
Tamar, Hong Kong.

Tel No.: 2810 2209  
Fax No.: 2537 8630  
E-mail: sharon\_wk\_chung@csb.gov.hk

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

香港添馬添美道2號  
政府總部東翼3樓326室  
電話：2810 2209  
傳真：2537 8630

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來函檔號：CSBCR/PG/4-085-001/85

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：

2020-21 年度公務員薪酬調整

局方在2020年5月13日的來信收悉。我們對於2020-21年度的公務員薪酬調整有如下意見和要求：

香港的公務員隊伍一向以服務市民為本，亦十分願意和市民共度時艱。根據公務員薪酬調整機制，每年的公務員薪酬調整均參考上一年市場的薪酬調整數字，在時間上是滯後了一年，並非反映市場的即時實況。公務員在2020-21年度的薪酬調整實際上是反映上一年度的市場情況，由於「時差」關係，公務員逆市加薪的觀念是不正確的。事實上，當經濟復甦，公務員的薪酬亦同樣地根據上一年的市場情況作調整，因此，他們不會即時分享到經濟成果，而是於來年在上一年的市場數據支持下才可獲得由經濟好轉帶來的薪酬調整。

公平及合理的薪酬調整有助穩定公務員隊伍的信心及鼓勵消費，同時亦可向全港僱主起帶頭作用，鼓勵有能力加薪的僱主盡可能加薪，為市民的消費意欲打下強心針。受疫情拖累，環球經濟於短期內會繼續收縮，本港需要倚靠本土消費以支持經濟復甦。十八萬名公務員及其家庭的消費會是可觀的購買力及帶動經濟增長的動力，有助振興本土經濟，使本港經濟進入良性循環，相信這亦是政府和全港市民的目標。

去年下半年的社會運動使本港社會秩序大亂及嚴重撕裂，而今年自年初開始，2019冠狀病毒疫情爆發，疫情一度極為嚴峻。公務員團隊(特別是前線人員)在此等極為艱難和關鍵的時刻仍緊守崗位，加倍努力地維持公共服務及使社會回復秩序，與市民同心抗疫及對抗暴力。然而政府在疫情下向為政府及房委會服務合約下的清潔工人及保安工人等提



供每月 1,000 元的津貼，為期不少於 4 個月，而盡忠職守竭力維持公共衛生的前線公務員卻不獲發此等津貼，難免影響他們的士氣。現時在疫情的威脅仍未消除及社會運動開始死灰復燃的情況下，公務員隊伍仍要面對巨大的挑戰，若公務員得不到公平及應得的薪酬調整，將嚴重打擊他們的士氣。

政府統計處公布的資料顯示，截至 2020 年 3 月止的 12 個月內，甲類消費物價指數較一年前同期平均上升 2.9%，在各類綜合消費物價指數組成項目中，食品(不包括外出用膳)的價格在 2020 年 3 月份錄得按年升幅為 13%。食品是必需支出，而且佔基層市民每月總收入很高的比例。第一標準薪級人員是基層員工，屬低層薪金級別中收入最低的一群，第一標準薪級表的頂薪點亦遠低於低層薪金級別的頂薪點。每年的薪酬調整，他們最多也只能獲數百元的加薪，相對於高昂的物價實在是微不足道，生活在全球生活成本最昂貴城市之一的香港，他們的薪金只足夠勉強維持生計。如果他們的薪酬調整未能追上通脹，會導致他們本來並不高的生活水平下降，相信作為良好僱主的政府也不願意看到此情況。

此外，根據實行了多年的慣例，當低層薪金級別的薪酬趨勢淨指標較中層薪金級別為低時，政府會引用「調高」安排，把前者的薪酬調整幅度調高至與後者相同。我們一向強調「調高」安排是公務員薪酬調整機制內不可或缺的一部分，作為善待僱員的僱主，政府應將這慣例納入現行機制內，以免低層和中層薪金級別薪酬的差距加劇，以及維持低層薪金級別公務員的士氣。

我們一向尊重公務員薪酬調整機制，希望政府會按一直行之有效的機制調整 2020-21 年度公務員薪酬，並考慮機制內相關因素，不要忽略薪酬趨勢淨指標、生活費用的變動、公務員士氣和職方對薪酬調整的要求的重要性，否則公務員團隊的信心和穩定性將會受到打擊。

綜合上述因素，我們建議低層薪金級別公務員於 2020-21 年度加薪不低於 3%。

第一標準薪級公務員評議會

職方主席林榮松



2020 年 5 月 28 日

English version only  
只附英文版

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



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

協會檔號 OUR REF: CP PER SS C/4-85/2 PT.13  
來件編號 YOUR REF: CSBCR/PG/4-085-001/85

28 May 2020

Mr. Patrick NIP Tak-kuen, JP  
Secretary for the Civil Service,  
9/F., West Wing, Central Government Offices,  
2 Tim Mei Avenue, Tamar,  
Hong Kong

Dear Mr. NIP,

**Pay Claim  
2020-21 Civil Service Pay Adjustment**

In response to your letter under reference CSBCR/PG/4-085-001/85 dated 13 May 2020, the Police Force Council Staff Side (PFS SS) wishes to put forward the pay claim in reply to the 2020-2021 Civil Service Pay Adjustment, as follows:-

Although the PFC SS respects the existing and long established annual pay adjustment mechanism, the PFC SS has long been urging for the abolishment of the 30-year old practice of deducting the Payroll Cost of Increments (PCIs). Although the Government offered to modify the PCI deduction practice last year by introducing a cap on the PCIs to be deducted, the PFC SS is still of the view that this practice is an unfair mechanism, as the increments are only granted upon the assessment of an officer's persistent satisfactory performance, and are not eligible to an officer on maximum increment. The proportion of police officers that have reached maximum increment has significantly increased over the years, which currently comprises approximately 60% of the total number of police officers (about 16,000 officers) in the Force. Furthermore, it is noted that after deduction of the PCIs, the Net Pay Trend Indicators (PTIs) will range from +1.15% to +1.68%, this is

<b>SUPERINTENDENTS' ASSOCIATION</b> 警司協會	<b>HONG KONG POLICE INSPECTORS' ASSOCIATION</b> 香港警務督察協會	<b>OVERSEAS INSPECTORS' ASSOCIATION</b> 海外督察協會	<b>JUNIOR POLICE OFFICERS' ASSOCIATION</b> 警察員佐級協會
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considerably less than inflation, in which the average Composite Consumer Price Index (CPI) for the 12-months ending March 2020 compared to the preceding 12-month period is 2.8%.

The PFC SS trusts that the Government and CE-in-Council will take a reasonable, fair and equitable approach to seriously consider the pay offer, having regard to the relevant factors under the established mechanism. One of these factors is the state of Hong Kong's economy. The Fiscal reserves stood at \$1,170.9 billion as at 31 March 2019 and now stands at \$1,160.3 billion as at 31 March 2020. Furthermore, the Financial Secretary has also stated that the economic fundamentals of Hong Kong remain solid and therefore our core competitiveness will not be shaken. The economic outlook of Hong Kong remains positive. We should be confident in Hong Kong's fundamental strengths and long-term prospects, and the economy of Hong Kong should be able to rebound quickly once the COVID-19 epidemic is over.

Despite an ever-increasing workload and higher public expectations, the Police with its 'can do' attitude and strong sense of honour, duty and loyalty always remains fair and impartial in its approach to serve Hong Kong. Due recognition should not only be given to our transformed operating environment but also our various fundamental and unique issues and factors. Lastly, everyone should be mindful that our Police colleagues have proved themselves time and time again, as being the agency of 'last resort' during these turbulent and testing times. Fair and reasonable pay for police officers is also vital in maintaining high morale. We look forward to receiving a just pay offer from the Government.

Yours sincerely,



Ronny CHAN  
Chairman  
SPA



Wilkie NG  
Chairman  
HKPIA



Neil TAYLOR  
Chairman  
OIA



Ray LAM  
Chairman  
JPOA

c.c. Commissioner of Police

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香港政府華員會

HONG KONG CHINESE CIVIL SERVANTS' ASSOCIATION

中國香港九龍京士柏衛理道 8 號 8 Wylie Road, King's Park, Kowloon, Hong Kong, China

電話 Tel : (852) 2300 1066 圖文傳真 Fax : (852) 2771 1139 網址 Website : <http://www.hkccsa.org.hk>

本會檔號：(139) in 2/7/CCSA(XXII)

傳真及呈遞

香港特別行政區政府  
公務員事務局局長  
聶德權先生

聶局長：

### 「3+3」軟著陸方案 冀政府、公務員、社會得三方共贏

正如所知，因應反修例風波再加上疫情的影響，本港的經濟受到了前所未有的嚴重衝擊。作為公務員中央諮詢架構的成員，秉持本會一向的宗旨，對會員、公務員、政府，同時也對社會高度負責任的精神，本會曾在本月初呼籲全體公務員今年度凍薪，並期望您能盡快與本會會面，切實商討本年度公務員薪酬調整事宜，以便及早作出恰當的對應。您不予重視，只透過傳媒表示會在薪酬趨勢調查結果審核後，才安排與職方會面，聽取對薪酬調整的意見。本會對此深表遺憾！

5月19日薪酬趨勢調查委員會公佈調查結果，顯示高中低層淨指標分別為1.68%、1.98%及1.15%三個正數。由於有關結果是根據向來滯後的調查所得，加上有些公司僱員的額外酬金在農曆新年前，即在疫情爆發前，已提早調整，再加上有一些大型公司退出參與，是次調查恐未能全面反映非常時期中諸多情況。更不幸的是，因機制的局限，調查結果公佈之時，本港的經濟狀況已較諸本月初本會呼籲凍薪之時更差，已陷入了財政司司長所形容的“深度衰退”：今年第一季度本地生產總值同比同期下跌8.9%，為40多年有記錄以來的最大跌幅；今年香港經濟增長的預測，為負4%至負7%之多，將可能成為香港經濟自上世紀1960年代有記錄以來最差的一年；而剛公佈的失業率也已升至5.2%，為30多年來最大升幅，超過20萬人已無工可開——有專家擔憂，失業率還會“破8”；旅遊、零售、餐飲、建築業等重災區的失業率則更已上升至接近10%！惟“低處未算低”，展望未來，由於本港反修例風波重現、中央直接為香港引入國安法帶給香港的衝擊，9月立法會選舉將有兩派激烈之戰，香港今冬又恐有Covid-19第二波的襲擊，更加上國際疫情持續的影響，美國又竭力全面打壓中國並波及香港，港人將大有可能面對為時兩三年或以上的經濟嚴冬！

如此情況下，不少會員、公務員同事有無奈之感，認為他們為抗疫付出良多，“沒有功勞亦有苦勞”；又有認為剛公佈的薪酬趨勢調查指標是正數；本不應凍薪或減薪。本會對此充分理解。

但另一方面，面對當前嚴峻的經濟困局，社會輿情卻期望公務員“應共渡時艱”！例如5月20日的《東方日報》社論就直指：

“這邊廂二十萬人飯碗不保，憂柴憂米，那邊廂近十八萬公務員擁有鐵飯碗，憂慮的只是加薪幅度夠不夠高”！“在此時勢，能保住工作，加班又有津貼，福利不用削減，夫復何求？”該報更指：“公僕別要忘記誰是你的衣食父母，如今市民有難，理應有難同當，就算不減薪，亦應考慮凍薪，不但減輕庫房負擔，亦免傷害了市民的感情”，“今時不同往日，公務員加薪機制實在有檢討必要。政府以往未有重視市民的反應，招惹民憤，咎由自取。現在是非常時期，與其加薪惹人非議，不如以行動爭取大眾的肯定，凍薪共度時艱，回饋社會，這才稱得上是人民的公僕！”



本會十分明白，不論是公務員工會、政府或社會，要作出一個能平衡多方眼前及長遠利益的決定必不容易。回看歷史，回歸以來，受亞洲金融風暴、本港科網股爆破、沙士疫情及全球金融海嘯的拖累，本港經歷了公務員 4-5 次的凍薪、3-4 次的減薪（見附表）。歷史教訓顯示，只有官職雙方都真正理解薪酬調整機制、認清現實大局、看到肩上的社會責任，並有了坦誠切實的商討，又獲得社會各界的諒解，爭議是可以在少影響公務員隊伍穩定及公務員與市民關係下獲較順利解決的。本會誠盼，今年，乃至未來兩三年的公務員薪酬調整問題，能審慎處理，既要避免嚴重衝擊公務員隊伍的穩定，又不會催使本已撕裂、泛政治化的社會更對立，不會消耗政府和社會應對當前及未來兩三年深度經濟衰退、走出社會動盪不安的能量！

本會希望公務員同事、政府當局各方能明白：公務員薪酬調整機制、政策及歷史，本就“容許公務員可以分享/分擔經濟上升成果/下行結果”（to allow civil servants to share the ups and downs of the economy），容許非常時候的特事特辦，本為機制的一部分。本會誠盼有關當局能視野廣闊些，能審時度勢、摒棄僵化處理有關事宜。

為此，本會謹向聶局長提出以下「3+3」軟著陸方案，冀政府、公務員、社會得三方共贏：

1. 第一個“3”——連續3年凍薪：

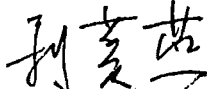
由今年度 2020-21 年度開始，全體公務員連續凍薪 3 年，踐行公務員與社會各界風雨同路，“分擔經濟下行結果”（share the downs of the economy），願與社會共渡時艱之擔當。

2. 第二個“3”——加上3項特別安排：

- ① 政府承諾會於香港經濟回暖復甦後，補回今年度依足趨勢調查指標調整薪酬的差額（Shortfall），即高層 1.68%，中、低層 1.98%，貫徹公務員“得分享經濟上升成果”（share the ups of the economy）的薪酬調整政策；
- ② 體恤於這3年退休的公務員，尤其是退休金微薄的中低級退休公務員，減輕給他們退休生活帶來的負面影響，特酌情准予在計算其退休金時，把上述差額納入計算基礎。
- ③ 仿效 2003 至 2006 年的做法，由明年(2021-22 年度)開始，暫停薪酬趨勢調查 2 年，避免在本港經濟及社會處於極端、非正常之時，出現調查未能全面反映諸多情況，代表性及數據容易扭曲，更易引起嚴重爭議、制造公務員及社會分化之弊，不利於全社會團結合作，共抗時艱。

「3+3」軟著陸方案，可免公務員爭議、分化，有利公務員隊伍集中精力協助政府走出疫情陰霾、走出社會動盪不安及盡快恢復經濟；政府在疫情當前除及時推動保就業，藉這方案亦向社會示範踐行不向“打工仔”減薪，以減少勞資雙方的矛盾；公務員同時向社會釋出與市民共渡時艱的正面訊息，增加社會極需的團結合作及守望相助的正能量。

願特區政府積極考慮上述「3+3」軟著陸方案，冀政府、公務員、社會得三方共贏。

會長  謹啟

（利葵燕）

2020 年 5 月 25 日

附件：回歸後公務員凍薪、減薪、暫停薪酬趨勢調查年份列表



# 香港政府華員會

## HONG KONG CHINESE CIVIL SERVANTS' ASSOCIATION

中國香港九龍京士柏衛理道8號 8 Wylie Road, King's Park, Kowloon, Hong Kong, China

電話 Tel : (852) 23001066 圖文傳真 Fax : (852) 2771 1139 網址 Website : <http://www.hkccsa.org>

附件

### 回歸後公務員凍薪、減薪、暫停薪酬趨勢調查年份列表

年份	遞增薪額			薪趨總指標(GPTI)			薪趨淨指標(NPTI)			薪調比率		
	低(L)	中(M)	高(U)	低(L)	中(M)	高(U)	低(L)	中(M)	高(U)	低(L)	中(M)	高(U)
	%	%	%	%	%	%	%	%	%	%	%	%
2009	0.79	0.64	0.59	-0.17	-1.34	-4.79	-0.96	-1.98	-5.38	0.00	0.00	-5.38
2006				2003年2月，政府接納本會建議的“0-3-3”減薪（修訂）方案，一舉解決纏繞社會的嚴重爭議，與此同時，2003-06年連續4年暫停薪酬趨勢調查，從而為本港2003年3-6月全社會團結一致抗擊「沙士」及隨後的復甦經濟，掃除了負面影響。						0.00	0.00	0.00
2005										-3.00	-3.00	-3.00
2004										-3.00	-3.00	-3.00
2003										0.00	0.00	0.00
2002	0.79	1.04	1.03	-0.79	-0.6	-3.39	-1.58	-1.64	-4.42	-1.58	-1.64	-4.42
2000	1.16	1.27	1.28	-0.62	-0.7	0.87	-1.78	-1.97	-0.41	0.00	0.00	0.00
1999	1.13	1.28	1.34	0.59	2.12	1.21	-0.54	0.84	-0.13	0.00	0.00	0.00

註：回歸後公務員凍薪、減薪、暫停薪酬趨勢調查的背景

- 1998-99：亞洲金融風暴開始嚴重衝擊本港的經濟，制造了“負資產”、2002的科網股爆破、政府的巨額財赤。
- 2003年3-6月：「沙士」襲港，疫情肆虐，繼亞洲金融風暴再次嚴重衝擊本港經濟。
- 2009年：金融海嘯席捲全球，本港經濟又受嚴重衝擊。

香港政府華員會制表  
2020年5月

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香港高級公務員協會

Hong Kong Senior Government Officers Association

香港添馬添美道 2 號政府總部東翼 3 樓 328 室 Rm.328, 3/F., East Wing, Central Government Offices, 2 Tim Mei Avenue, Tamar, H.K.,  
Tel : 2522 4267 Fax : 2523 3319 E-mail: hksgoa@biznctvigator.com Website: www.hksgoa.org

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,

### 2020-21 年度公務員薪酬調整

香港高級公務員協會謹以高級公務員評議會職方成員身份，提交 2020-21 年度公務員薪酬調整的要求。

2. 本會重申，除了按照《2020 年薪酬趨勢調查報告》中的薪酬趨勢淨指標外，政府也需全盤考慮各項其他相關的因素。在參照薪酬趨勢淨指標、香港經濟狀況、政府財政狀況、生活費用的變動，以及維持公務員的穩定性及士氣等的因素後，本會要求 2020-21 年度各層級公務員（即高、中及低層公務員）的薪酬調整為不少於通脹水平（即 2.8%（參註））。

3. 有關理據，請參閱附件一。

香港高級公務員協會主席 李方冲

2020 年 5 月 28 日

註：截至 2020 年 3 月止的十二個月，綜合消費物價指數較一年前同期平均上升 2.8%

## (1) 《2020 年薪酬趨勢調查報告》

- 每年的薪酬趨勢調查報告（“報告”）所收集的數據既是**有滯後性**（即以 2019/20 財政年度四個季度私人市場的薪酬變化的統計數據為依據），亦是**有領先性的作用**（即將會成為往後一年私人市場的參考指標）。因此，我們既不能過份偏離市民大眾的觀感，但亦不能抽離於市場的真實數據，而作出偏離統計科學的決定。
- 公務員與市民一樣都是「打工仔」，應該在穩定的環境中工作，時刻保持政治中立，不受政治氣候的影響，故此「**尊重及按照行之有效的機制辦事**」，是最穩妥的做法！
- 今次報告得出薪酬趨勢的加幅只是追回去年私人市場的薪酬調整，是一眾公務員應得的待遇，不應無故被剝削。
- 況且，我們應該理解到每年的薪酬趨勢調查，是以統計全港一百多間「良好穩健僱主」近 15 萬僱員的正常年度調薪。一般公司因個別原因或社會氣候變化導致現金流問題，而作出的短暫性對策並不會在統計數據之中（e.g. 停薪、裁員、折扣支薪等），而某些因為觀望而未能於今年 4 月 1 日前作調薪決定的公司，其數據亦未有計算入本年度報告之內。
- 我們知悉一些因近期新冠病毒疫情影響，屬於短暫性薪酬變化的措施，並不會納入調查統計之中，這亦正正是見證著實行了超過四十多年的薪酬趨勢調查報告所著重，調查長期薪酬變化趨勢的優勝之處。

## (2) 扣減遞增薪額開支的計算

- 隨著新招募人數的增加，遞增薪額的開支一直在不斷遞增，一部分原因是近年的退休潮，另一部分原因是公務員隊伍的不斷擴大。結果，所有三個薪金級別的遞增薪額開支在過去十五年來都創歷史的新高。這種現象揭示了現有機制的不足之處，因為遞增薪額開支的膨脹，實際上是與私人市場的薪酬政策沒有太多直接的聯繫。因此，我們已多次敦請政府研究改善現有的機制，確保公務員得到公平的年度薪酬調整。
- 然而，有鑑於管方提出，採用由 1989-90 年度至 2019-20 年度的平均遞增薪額開支得出今年各級別的薪酬趨勢淨指標，本會並不反對以此作為中期的解決方案。**長遠而言，我們認為有必要全面審視現行的薪酬調整機制。**



### (3) 偏離機制的做法 - 例如凍薪或減薪的建議

- 本會得悉有工會提出凍薪的建議，我們認為此乃偏離機制的做法，會令公務員團體產生分化，尤其加深退休或舊制公務員與新制公務員的隔閡，亦會嚴重影響公務員的士氣。
- 另外，提早假設明年的薪酬趨勢調查數據會影響下一年度的調查（因為每年的調整都是獨立年度（Year-on-Year）的數據對比），如果局方提出偏離以科學化方法得出的統計數字，容易產生爭議。尤其是，今屆立法會換屆在即，**任何偏離機制的方案都會引致社會中不必要的爭拗！**
- 根據往年的估算，政府因薪酬調整而需要的全年總開支（約 40-50 億），相對於其他的紓民解困措施不算太多，卻能惠及數以十萬計的公務員及資助機構員工，當中相信受惠者更涉及超過一百多萬的香港市民。
- 因此，我們認為政府作為最大的僱主，亦是「良好穩健僱主」的典範，在尊重現行機制下，應向行政長官會同行政會議及立法會，提交調升公務員薪酬的建議，以此作為示範作用，振興社會各界，鼓勵大家一同為經濟盡快復甦而努力。

### (4) 公務員與市民同舟共濟，共渡時艱

- 本會知悉 2019-20 年度司法人員薪酬調整的方案剛才納入立法會財委會的議程之中，退休公務員也剛取得貼近通脹的 2.9% 向上薪酬調整。難道我們也要求他們與市民共渡時艱，一起凍薪嗎？
- 我們都是熱心愛護香港的公務員團體，其他政治性的建議如提出凍薪、減薪等方案，本會認為並不可取！相反地，一眾公務員在近半年社會事件及新冠狀病毒疫情肆虐之下，仍然能緊守崗位，盡心盡力為市民服務，政府應該以合理的薪酬調整方案，回饋公務員應得的待遇。
- 因此，香港高級公務員協會要求政府需按照既定的機制，並考慮到其他幾項因素後，向行政長官會同行政會議提出今年公務員薪酬調整的建議，並盡快交付立法會審議，令一眾公務員及資助機構的員工能得到應得及合理的調薪，以此提振公務員的士氣，令公務員同心與市民同舟共濟，共渡時艱！



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：(38) in SS/DSCC/P-3 (Pt. XXV)

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：

### 2020-21 年度公務員薪酬調整

繼紀律部隊評議會(職方)於 5 月 25 日的信件及今日的會面後，本會望藉此函向你補充以下資料。

根據薪酬趨勢調查委員會的調查結果，在扣減公務員遞增薪額後，薪酬趨勢調查的淨指標是高、中、低層增加分別為 1.68%、1.98% 及 1.15%。這增幅已遠遠落後於截至 2020 年 3 月止的十二個月的甲類消費物價指數升幅的 2.9%。

紀律部隊評議會(職方)一向尊重沿用多年的公務員薪酬調整機制，亦重申政府應該跟從這現行機制行事。

在過往的一年，香港受著社會運動和近期疫情的困擾。然而，紀律部隊人員一直緊守崗位，默默地支持政府，更自願加入特務警察行列和參與抗疫義工服務，以維持社會的穩定。期間，同事們以及家人均承受著不同程度的風險，例如部門宿舍受襲擊和同事/家人被「起底」、網上欺凌，甚或在疫情生怕執勤時感染疾病，連累家人等。在社會經歷疫情困擾的期間，紀律部隊人員從沒有在政府向市場上的商界僱員提供的紓緩措施中受惠，亦從無向政府要求任何紓困措施，一直默默耕耘。

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

香港消防處控制組職員會  
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



即使政府今年跟隨機制採納薪酬趨勢淨指標來調高公務員的薪酬，以一名月入二萬元的同事來說，每月只獲增薪約四百元，連購買兩盒口罩及防疫用品的價錢亦不足夠。此情此景實在令紀律部隊人員難受和有「過橋抽板」的感覺。

香港的經濟狀況向來穩健，經各階層(包括公務員)多年來的努力，政府坐擁的財政儲備在2020年3月31日為一萬一千三百三十一億元。政府現時只運用部份儲備以應對短暫的不明朗的經濟因素。紀律部隊評議會(職方)深信當短暫的疫情過去後，香港的經濟必定能迅速反彈起來。去年，反中亂港份子推動各種分化公務員的行動，包括阻延公務員加薪及停止紀律部隊增薪等。倘若政府在此刻偏離機制要求公務員凍薪或減薪，難免給紀律部隊人員，以至全體公務員一個政府認同反中亂港份子的感覺，以凍薪或減薪懲罰公務員。

從市民觀感和反應來看，刻意不依從機制而凍薪或減薪，或會引起市場當作「指標」跟從，致令大眾「打工仔」，包括例如清潔工和保安員等亦一併調薪，連帶削弱消費力，直接影響零售業、餐飲業和旅遊業等，對推動經濟復甦毫無幫助，更遑論政府希望以此提升市民對公務員的形象。其實，市民的觀感和反應不是現時薪酬調整機制所考慮的因素，反而公務員士氣則是六大因素之一。如政府執意不依從機制，調低或指令公務員凍薪不但不能提升市民對公務員的形象，更直接打擊紀律部隊人員的士氣。

最後，紀律部隊評議會(職方)亦重申反對坊間某會的「3+3」凍薪建議。假如政府不依從現行的機制來處理公務員薪酬調整，反而倒行逆施指令公務員凍薪或減薪，紀律部隊評議會(職方)將感到十分失望和不排除採取進一步行動。

紀律部隊評議會(職方)主席  
盧凱詩



2020年5月28日



# 香港政府華員會

HONG KONG CHINESE CIVIL SERVANTS' ASSOCIATION

中國香港九龍京士柏衛理道 8 號 8 Wylie Road, King's Park, Kowloon, Hong Kong, China

電話 Tel : (852) 2300 1088 圖文傳真 Fax : (852) 2771 1138 網址: Website : <http://www.hkccsa.org.hk>

本會檔號 : (140) in 2/7/CCSA(XXII)

傳真及呈遞

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：

## 2020/21 年度公務員薪酬調整訴求

第一標準薪級評議會職方(一評職方)由六個成員工會組成，香港政府華員會為一評職方的成員工會之一。有關 2020/21 年度的公務員薪酬調整，本會提出的是「3+3 軟著陸方案」，與一評職方其他成員工會提出「2020-21 年度加薪不低於 3%」，截然不同；故一評職方並沒有整體一致意見。

如此，理應在 2020 年 5 月 28 日以一評職方主席名義，向貴局發出的薪調訴求信 (Pay claim letter) 中註明：所提的訴求不包括香港政府華員會，或註明包括那些成員工會。但遺憾的是，一評職方主席未有尊重本會的不同意見，罔顧事實，意圖以一評職方整體意見去函貴局，做成誤會及誤解。

本會現正式提出，貴局在提交以一評職方名義(2020 年 5 月 28 日)的信函予行政會議及立法會的有關文件，須註明有關薪調訴求不包括香港政府華員會及須同時附上此函，以免做成誤會及誤解。

本人，作為一評職方成員工會香港政府華員會的代表、一評職方委員之一，重申香港政府華員會 2020/21 年度的公務員薪酬調整訴求為：「3+3 軟著陸方案」，方案詳細內容會方已於 2020 年 5 月 25 日去函貴局。

敬謝跟進為荷！

第一標準薪級公務員評議會職方委員

周耀光

謹啟

(周耀光)

2020 年 5 月 29 日

**Applicability of the Civil Service Pay Adjustment**

The pay freeze arrangement is not applicable to judges or judicial officers (JJOs), politically appointed officials (PAOs), non-civil service contract (NCSC) staff or subvented sector staff. The relevant policy background is set out below –

- (a) JJOs: JJOs are subject to a different and separate mechanism for pay adjustment as endorsed by the Chief Executive (CE)-in-Council on 20 May 2008. The Standing Committee on Judicial Salaries and Conditions of Service (the Judicial Committee) will deliberate on how the pay of JJOs should be adjusted having regard to a basket of factors, including the pay adjustment decision to be made for the civil service. Upon receipt of the recommendations of the Judicial Committee, a separate decision from the CE-in-Council will be sought.
- (b) PAOs: The pay policy for PAOs (including Directors of Bureaux, Deputy Directors of Bureaux and Political Assistants) are distinct and separate from those for the civil service. The decision in this brief will not apply to them.
- (c) NCSC staff: NCSC staff are recruited by individual bureaux and departments mainly for work that is seasonal, time-limited or part-time in nature, or work where the mode of delivery is under review or likely to be changed, etc. As the pay of NCSC staff is managed differently from that of the civil service, the decision in this brief will not be applied automatically to them.
- (d) Subvented sector staff: With the exception of teaching and related staff in the aided school sector who are paid according to the civil service pay scales, the Government, as a general rule, is not involved in the determination of pay or pay adjustment of staff working in subvented bodies (e.g. the Hospital Authority, social welfare non-governmental organisations, institutions funded by the University Grants Committee, etc.). These are matters between the concerned bodies as employers and their employees. Hence, the Government will not directly impose any pay adjustment applicable to the civil service on the subvented sector. However, it has been the established practice that following a civil service pay adjustment, the Government will adjust the provisions for subventions which are price-adjusted on the basis of formulae including a factor of civil service pay

adjustment. Having regard to the pay freeze arrangement for the civil service in 2020-21, no adjustment will be made to the provisions for subventions. It would, however, be up to individual subvented bodies, as employers, to decide whether to adjust the salaries of their own employees and, if so, the rate of adjustment.