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From: [REDACTED]

Date: 2002/05/06 Mon PM 09:43:03 CST

To: &lt;jsscs@jsscs.gov.hk&gt;

Subject: Consultation Paper on the Review of Civil Service Pay Policy and System

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Dear Sir/Madam,

I refer to your "Consultation Paper on the Review of Civil Services Pay Policy and System" and I have the following opinions using the same numbering system as in your Consultation Paper for your consideration:

19. (a) Yes.  
 (b) Yes.  
 (c) No.  
 (d) Yes.  
 (e) Yes.  
 (f) I do think the salary of a civil servant should be a little bit higher (say 5%) than that of the similar job in the private sector to maintain a competitive career of Civil Service in this job market and to attract elite to join. Of course, this depends on the financial situation of the Government.
20. (a) Yes.  
 (b) May be, but it happens in the private sector and it is not that bad.  
 (c) Middle to senior staff.  
 (d) Yes.  
 (e) Yes.  
 (f) Yes.
21. (a) Yes.  
 (b) i) No. ii) Yes.  
 (c) Yes.  
 (d) Yes.  
 (e) This should be recommended by individual department and approved by HKSAR central authority.
22. (a) Yes.  
 (b) This may be considered if there is a good assessing scheme.  
 (c) i) Yes, but not more than 10% of their salary. ii) All levels. iii) This should be assessed by both internal (i.e. individual department) and external assessors (e.g. the public, the Press, the customers or etc.).  
 (d) Ditto, a fair and proper assessing scheme has to be developed to assess individual's performance and merit.  
 (e) Yes.
23. (a) Yes, but only part of it.  
 (b) 50%.  
 (c) Yes.

- (d) i) To provide more training so that they can perform and handle their works without any difficulties and eventually developing a job satisfaction. ii) To provide more motivation. For example, to provide more career prospect for those who are initiative in their work and have outstanding performance, e.g. promotion. Of course, this depends on a proper assessing scheme. iii) To lay off those whose performance is continuously below the minimum standard. Once again, this depends on a proper assessing scheme.
- (e) Yes.
- (f) Yes, this should be assessed and recommended by individual department and approved by the HKSAR central authority.

Thank you for your attention.

Regards,

[Redacted Signature]

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