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To: jsscs@jsscs.gov.hk

Subject: Views and comments on the pay policy and system for the civil service

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Views and comments on the pay policy and system for the civil service

I think that there should not be any overhaul of the civil service pay policy. It seems that the impending overhaul is purely driven by political pressure and would not lead to any improvement in the service provided. Rather, if the overhaul ends up in a decrease in salary, fewer high quality graduates would be attracted to the civil service, and in the long run, the quality of the service would decline.

In case any overhaul of the civil service pay policy is introduced, the changes should apply to future recruits only, and to those on contract terms on renewal of their contracts. It is unfair to existing civil servants on permanent terms to amend their employment terms without their consent. It is anticipated that the less attractive the new packages are, the poorer will be the quality of the new recruits, and the future overall quality of civil service will decline. It is difficult to find good horses which do not eat grass.

Instead of using lots of resources on the revision of pay policy and system for the civil service, can we use these resources to focus on and try to solve the two most important fundamental problems in the HKSAR Government right now? These 2 problems, if left uncorrected, would lead to the death of Hong Kong :

1. The current Comprehensive Social Security Assistance (CSSA) system which allows indefinite acquisition of money and other benefits from the Government for as long as one wishes.
2. The continuous daily influx of unskilled immigrants from Mainland.

The present Government of the HKSAR is helping people to ask for more help from the Government, resulting in a downward spiral which will eventually destroy Hong Kong. The present Comprehensive Social Security Assistance (CSSA) system needs to receive a major overhaul, or else more and more people will stop working or will stop trying to find a job, simply because what they can get through CSSA exceeds what they can earn. Further, those getting CSSA are offered free housing, totally free Medical and Health Services, and if they are not satisfied with anything, they can complain for free. They can also apply for free legal aid to sue organizations, including the Government itself, with which they are not satisfied.

Indefinite payment of CSSA should be stopped. There should a maximum payment duration of say, 12 months. The amount of CSSA which people are entitled to should also be dramatically reduced so to drive people back to the workforce. In addition, the amount of CSSA should not be increased with the number of children which one has.

Government officials and legislative councilors should know that the present CSSA system and also the present Medical and Health Care System are not sustainable. Why is it that no one dares to propose changes in these areas? This is because on the one hand Government officials do not want to be scolded by the Press and the legislative councilors, and on the other hand, our legislative councilors fear that they will lose the votes of relatively poor people, the number of whom are getting more and more each day, far outnumbering the middle class. Instead Government officials propose to cut the salary of civil servants to win the hearts of legislative councilors and the general public. Such proposal is most welcomed by those Entrepreneur legislative councilors because they know that once there is a historical salary cut on civil servants, salary cuts in the private sector will certainly follow, and they can save a lot by paying less to their employees.

At present, there is a daily influx of unskilled immigrants from Mainland. Many will start applying for CSSA as soon as they arrive. Instead, can the HKSAR Government be more selective in granting entrance to Mainlanders? Can we select those with special skills and qualifications which HK needs? We need energetic, well-educated, well-motivated people from Mainland, not those who keep on giving birth to children who make their parents eligible for more and more public assistance.



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