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Date: 2002/05/25 Sat PM 02:23:58 CST

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

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Respond to Part III

1 Housing allowance and fringe benefit should be replaced by cash allowance.  
because it can save administrative cost.

2 yes, i agree with your proposal

3. no. i don't agree

4: i agree with you suggestion.

5. if govt financial ability can't afford. it better afford  
by citizen & paid by citizen.

6. The Whole govt should be use a flexible salary scale.  
Because market itself can adjust the demand & supply  
of personnel

7. no. the salary cut is not match with market salary  
it should be bear a 12% cut for most civil servant.

<http://wmail3.scig.gov.hk/cgi-bin.../AppLogic+mobmain?msgvw=INBOXMN382DELIM116> 27/05/2002

8.

9.

10.

11. yes. but set a maximum salary level.

12. yes. it can be more flexible.

13.

14. yes. there are too many grading within the govt.

ie. all clerical personnel ( CA, CO, SCO, COII, COI,)

should be grouped into general clerk.

15. The senior grade better appraised by central govt.

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From: [REDACTED]   
Date: 2002/06/29 Sat PM 06:33:49 CST  
To: <jsscs@jsscs.gov.hk>  
Subject: a further advice on Budget Deficit.

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This is my second express my opinion over the HK Govt Budget, last time, i haven't express some of my opinion over your question raised.

6. All of the civil servant should be adopted a Flexible Scale of Salary in match with market salary level. Because the Salary Level & Job Seeker can be adjusted by Demand & Supply of the market. So all of the civil servant's salary, efficient & quality can well be matched with the market. As a result, the Govt will not compete with the private sector for the precious resources.

7. Because of the Basic Law, some of the civil servant's salary exceed the market over 100%. The Govt can't reduce their salary.

It can be solved by adding their work load and at the same time promote an VR Program.

It can be achieved by outsourcing. & most of govt services provided by private sector.

8. The merit of wage & benefit introduced into govt can create a market oriented policy. All the Govt Services can be provided more cost effectively.

9. it can be determined by Departmental Head.

11. Yes, Most of the Civil Servant Salary can be determined by Department, but a maximum salary rate of each post should be introduced.

12. Yes, all of the General Grade should be turned to be a Departmental staff. Because it can be achieved a cost & benefit maximization. At the current situation, all the department will scramble for more General Grade. Because the cost of General Grade Staff is not beared by Department. If the Department bear the cost of General Grade. The will not employ as many General Grade as possible. Moreover, all of the General grade can be outsourcing. During the past five years, the General Grade Civil Servant expand terribly at unreasonably rate.

Moreover, all department should be achieve a annual budget cut by 0.5% to increase their benefit.

13. It can be started at General Grade and Minor Grade.

Because all of the General Grade can be replaced immediately. if their morale is low, it should be replaced with a Temp. Staff at once. A job shift can be helped to reduce a loss of quality of civil services.

14. Absoultely correct, the Clerical Staff & Minor Grade Staff can be simplified. ie. CA, COII, ACO, COI, SCO should be grouped into one grade (General Clerk) or outsourcing. The Govt should not anxious their morale. Because they can be replaced immediately.

15. It better evaluated by Central Govt, and seek a advice from Department.

Finally, i have some opinion on Social Security. a Social Security Welfare can be cut. the more family member receive Social Assistance, the more Social Assistance should be cut on that family.

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