

# 香港家庭福利會

(本會為註冊之有限公司)

## HONG KONG FAMILY WELFARE SOCIETY

(Incorporated with Limited Liability)

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贊助人：行政長官董建華先生

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27<sup>th</sup> May 2002

The Secretary  
The Joint Secretariat for the Advisory Bodies  
On Civil Service & Judicial Salaries & Conditions of Service  
Room 701, 7<sup>th</sup> Floor, Tower Two, Lippo Centre  
89 Queensway  
Hong Kong

Dear Sir / Madam

### Task Force on Review of Civil Service Pay Policy and System

Thank you for the copy of the Consultation Paper, Phase I Study, and I am pleased to provide you with the response from this Society.

The Hong Kong Family Welfare Society is a Non-Governmental Agency offering a wide range of services on behalf of government. Most of the over 500 staff are on the Master Pay Scales, although non are eligible for the range of benefits available to staff on the M.P.S. in government.

Staff were given the opportunity to comment on the proposals and comments received relating to the Major Questions to be addressed are as follows:

1	No.
2	No.
3	Yes
4	Yes
5	No
6	No
7	Present system fair. Do not agree to another system.
8	No.
9	No, should not be used
10	No. This would be divisive.
11	No justification.



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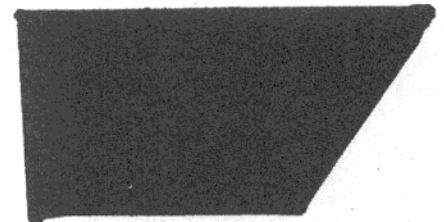
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12	No clear benefit
13	No comment. Do not agree to the proposal.
14	No comment.
15	The processes involved in a formal job evaluation system is extremely complicated, especially when applied in the Civil Service which consists of so many different jobs and grades. The pros and cons and implementation mechanism need to be more thoroughly considered. Yet it has to be fair, open and transparent.

With best wishes.

Yours sincerely,



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