

<b>MEMO</b>		Secretary General, Joint Secretariat for the	○
		Advisory Bodies on Civil Service and	
<i>From</i>	Director of Administration & Development Department of Justice	<i>To</i>	Judicial Salaries and Conditions of Service
<i>Ref.</i>	PER/111/12 II	<i>(Attn.:</i>	
<i>Tel.</i>	██████████	<i>Your Ref.</i>	
<i>Fax</i>	██████████	<i>dated</i>	<i>Fax</i>
<i>Date</i>	28 June 2002	<i>Total Pages</i>	

### Phase I Study of the Review of Civil Service Pay Policy and System

I refer to the letter dated 25 April 2002 from the Chairman of the Task Force on Review of Civil Service Pay Policy and System.

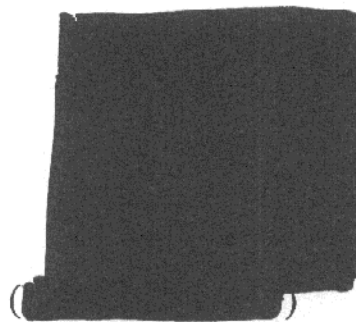
2. The Department of Justice has consulted its two Departmental Consultative Committees on the interim findings and observations of the Task Force. Directorate staff have also been invited to express their views on the questions asked in the Consultation Paper. The views expressed by staff are set out in the following documents –

- (a) extracts of the minutes of the meeting of the Departmental Consultative Committee (Government Counsel Grade) at Appendix I;
- (b) a summary of the views of the staff side expressed at the meeting of the Departmental Consultative Committee (Non-Government Counsel Grades) and extracts of the minutes of the meeting at Appendices II(a) and (b); and
- (c) the views expressed by some directorate staff at Appendix III.

3. The Department is in general support of more department-based autonomy on pay administration and management of support staff. Any changes must however be carefully thought out. The principle of broad comparability with the private sector would no doubt go some way towards helping to attract and retain high-calibre staff. In the pay administration of the Government Counsel grade, we find it necessary to give due consideration to the pay level of lawyers in the private sector. While the merits of performance-pay could not be disputed, the Government has to be think through very carefully before implementation in view of the practical difficulties in achieving a fair and

objective performance measurement. Team-based performance reward is not considered feasible for this Department. Whatever changes are introduced, the importance of maintaining the stability of the civil service must not be undermined.

4. As regards the departmentalisation of general/common grades staff, we share the views of the Director of General Grades as set out in his letter to you dated 11 June 2002, which amply reflects the concerns of general/ common grades staff in this Department.



for Director of Administration and Development  
Department of Justice