



香港護理員協會

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**By Fax**

**(28770750)**

25 June 2002

Mr. LEE Lap-sun,  
Secretary General,  
Joint Secretariat for the Advisory Bodies  
on Civil Service and Judicial Salaries &  
Condition of Service,  
Room 701, Tower 2, Lippo Centre,  
89 Queensway,  
Hong Kong.

Dear Sir,

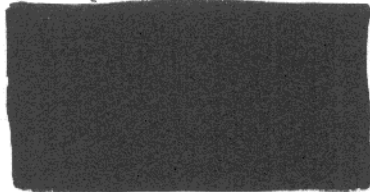
**Review on Civil Service Pay Policy and System**

With reference to the Consultation Paper on Review of Civil Service Pay Policy and System, the Association would like to forward the Government our comments as follows:

- (a) While reviewing the civil service pay policy and system, the factors of maintaining civil servants' morale, job security, stability, reasonable pay and retention should be preserved.
- (b) The existing annual pay progression should be retained to offer staff with good/acceptable performance an increment along their pay scale.
- (c) Regular pay trend surveys should be continued to be conducted for pay adjustment. The principle of broad compatibility with the private sector should be continued to be adhered to. On reviewing the pay adjustment system and mechanism, internal fairness should be maintained for both staff with incremental pay points and staff on maximum pay point.
- (d) It would be more cost-effective to centralize the civil service pay administration and job evaluation system.

Thank you for your attention.

Yours sincerely,



Association of Hong Kong Nursing Staff