

Association of Police Interpreters' views on 'The Administration's Review of Civil Service Pay Policy and System':

1) The pay policies, system and structure

The pay policies, system and structure should remain unchanged as the present poor local financial climate will get better in step with the international financial climate. It will cause great impact to the stability and the morale of the Civil Service in case there is any great change of those. Furthermore, it will set a very bad example to the Private Sector which may further cut down the wages and fringe benefits of the workers in Hong Kong in order to gain a greater profit. 'Paying all cash wages in lieu of allowances, housing and medical benefits' sounds very attractive. However, in fact, the main purpose behind is that the Government wants to relax a part of its burden on the Civil Service - the fringe benefits of civil servants, as well as cutting the cost. Some may say that pay level, pay structure and pay trend survey should be conducted regularly. However, it may bring unnecessary fluctuation to the morale of Civil Servants.

2) The possible introduction of pay ranges

It would be a great curse if flexible pay ranges are to be applied to the Civil Service as 'lick spit' culture will be created.