

[REDACTED] (AOII [REDACTED] The Treasury)  
31/F, Immigration Tower, Gloucester Road, Wanchai, Hong Kong.

5 June 2002

To Whom It May Concern,  
Joint Secretariat for the Advisory Bodies  
On Civil Service and Judicial Salaries and  
Conditions Of Service,

Dear Sir / Madam,

**Civil Service Pay Policy and System**

I have served the Treasury as an Accounting Officer II since 1 December 1993. My Rank Details and the respective salaries, which was prevailing on 30 June 1997, are as follows:

<u>Start Date#</u>	<u>Master Pay Scale Point#</u>	<u>Salary (Revised w.e.f. 1.4.1997)*</u>
1 Dec 1993	16	
1 Dec 1994	17	
1 Dec 1995	19	
1 Dec 1996	20	
1 Dec 1997	21	\$25,340
1 Dec 1998	22	\$26,540
1 Dec 1999	23	\$27,790
1 Dec 2000	24	\$29,100
1 Dec 2001	25	\$30,430
1 Dec 2002	26	\$31,860
1 Dec 2003@	27@	\$33,355

#Extracts from the New Payroll System.

@Projected in accordance with the Treasury Payroll System User Manual Volume I.

\*Extracts from Civil Service Branch Circular No. 7/97 : Civil Service Pay Adjustment 1997.

Under the present pay policy of the Government of the HKSAR, I am absolutely sure that my pay point will be point 27 of the Master Pay Scale by 1 December 2003.

Article 100 of the Basic Law provides that public servants serving in all Hong Kong government departments before the establishment of the Hong Kong SAR "may all remain in employment and retain their seniority with pay, allowances, benefits and conditions of service no less favourable than before."

Therefore, by 1 December 2003, if my salary will become anything less than point 27 in the Master Pay Scale, which was prevailing on 30 June 1997, i.e. \$33,355, will be in breach of Article 100 of the Basic Law.

Even though my salary is higher than a new appointee, with every additional year of service, my experience has been enhanced substantially and will benefit the civil service. I met a new appointee who did not even know what a general ledger was. On the other hand, with career posting of the Treasury grade officers, I have served several government departments. The spectrum of my working experience has been widened and broadened substantially. I strongly feel that the present pay system is very fair and transparent, and treats each individual civil servant equally. In this connection, I urge you to recommend to the Government to preserve the current pay system.

Yours faithfully,

[REDACTED]  
[REDACTED]  
AOII [REDACTED] The Treasury.