
Government Flying service
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Date: 30th June 2002

The Joint Secretariat
For the Advisory Bodies on Civil Service &
Judicial Salaries and Conditions of Service
Fax. No. 2877 0750

Dear sir,

Personal Views towards Task Force on Review of Civil Service Pay Policy & System

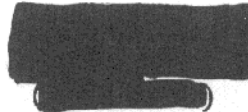
Thank you for inviting different views from all quarters of the community on the above interim report.

After studying the report and the general observations, I am writing to advocate that the experience of replacing the fixed pay scale with the pay ranges and the introduction of performance-based rewards is used for the senior staff only in the governments overseas. In principle, I agree and support the introduction of changing the Civil service Pay Policy & System. However, we should carry out the change in a progressive manner. All changes should be adopted step by step and apply to senior level first. Before application of any change, open consultation is necessary. Moreover, explanation and education of the new policy or system is required especially to the concerned groups.

I also suggest that the participation from the staff side is equally important in the Joint Secretariat of the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service.

Thank you for your attention.

Yours truly,



c.c. Controller, Government Flying Service