

To : The Joint Secretariat for the Advisory Board on Civil Service and Judicial Salaries and Conditions of Service (By fax 2877 0750)

### Comments on the Interim Report

1. The interim report is biased towards a system totally different from existing system as can be seen from the questions raised in Section III of the interim report. Imagine if the interim report is to facilitate a recommendation for implementing communism in Hong Kong. All the answers to similar questions will point to a desired recommendation.
2. If the real purpose of the interim report is to cut cost, the interim report is still a bad report since the Task Force may forget the real purpose of the interim report while it try to deceive the public. The Task Force should propose a system to cut cost while it will not result in a bad management structure in the Government. Unlike private sector, the objectives of most (nearly all) government departments are unclear and difficult to define. It is impossible to have an objective mechanism to measure the performance of the staff.
3. If we believe the philosophy of small government, the existing pay system after pay cut and fringe benefit cut will serve the "real" purpose of the interim report and may be the best system. Try to study the system used in other "small government" countries.
4. From the question in Section III of the interim report, I can guess the recommendation. If I were the government staff, I would try to please my seniors and avoid causing trouble to them. Mahjong playing will be one of the popular after-work gatherings of the government staff.
5. For instance, Australia is a large country with only about 20M population. Hong Kong is a small place with about 6.5M population. How many people in a department/office in Australia? The interim report has not studied the effect of applying the Australian system to Hong Kong. I am afraid that we may bring in a system which is disastrous to Hong Kong, especially Mr. Tung's record is try to implement his plan as quick as possible. Examples are teaching language and property market.