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Date: 2002/05/13 Mon PM 11:29:37 CST

To: &lt;jsscs@jsscs.gov.hk&gt;

Subject: Review of Civil Service Pay Policy and System

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A reduction of Civil Servant pay can be obviously foreseen but we have to think whether it is a MUST to do so.

In reducing expenditure of the HKSAR Government by cutting Civil Servant pay, the main purpose is to let the Government to save more money. Is it cost effective? Please also think about methods to increase the Government's income. How? What about the free services provided to the public? Some Government premises are free to go during one or two weekdays but not other days. Some Government services, if provided by the private firm are chargeable or can be charged in a higher price but, are not charged with any fee or in a very low rate, e.g. some licences authorizing someone to run business.

The reduction of Civil Servant pay is not recommended because:-

- a) it does not save too much,
- b) it affects the long and loyal relationship with the CS and the Government,
- c) it affects not only spending power of CS but also confidence in spending in the future,
- d) it cause a risk of huge wastage of CS to leave the Government in case of economy upsurge. These CS have been trained with professionalism which is de facto expensive but is not beneficial to the Government.

Please note.

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