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Date: 2002/05/21 Tue AM 06:36:35 CST

To: <jsscs@jsscs.gov.hk>

Subject: Review of Civil Service Pay Policy & System - Public Consultation

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To: Task Force on Review of Civil Service Pay Policy and System

From: [REDACTED] - Citizen of Hong Kong

My views on the Section III, in the same paragraph number system, are as follow:-

General:- Performance of civil service is vitally important to Hong Kong's development and stability. A reasonable and slightly higher remuneration to civil servant as compare with the private sectors would help to maintain a clean and effective and efficient civil service to the public of Hong Kong.

1. The civil service pay policy and system should link up with a good performance system of civil servant. To my understanding, the system is improving to put more emphasis on the "performance-pay" within the government and in progress reasonably good. This is a good thing to the community as a whole.
2. Senior civil servants should be subject to a pay policy the same as middle-ranking and junior ranks on fairness ground.
3. The disciplined services' pay should be treated the same from the rest of the civil service on fairness ground.
4. We should adhere to the principle of broad comparability with the private sector and continue to conduct regular pay level, pay structure and pay trend surveys as the existing system.
6. We should considered a more flexible pay ranges so that civil servant with better performance can have a better pay. However, the weighting of the performance part should be about not more than 50% affecting the pay of any rank of the civil servants.
7. The existing pay adjustment system is still regarded as fair unless a better fairer system can be derive. It is worthwhile to make a trial to investigate a better system.
8. There should be merit for elements of performance pay to be incorporated into civil service salaries.
9. No. it would be very difficult to compare like-for-like team base performance.
10. Yes, individual performance rewards should be introduced.
11. I have no strong view on this point.
12. Yes, as most of the general grade staff are doing similar nature of jobs.
13. I have no idea on this point.
14. It would be better to have fewer rank layer.
15. The job evaluation system should be introduced to be operated at departmental level.

[REDACTED]
22.5.2002