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From: [REDACTED] 
Date: 2002/05/21 Tue PM 10:16:46 CST
To: jsscs@jsscs.gov.hk
Subject: my opinion on pay cut

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To whom it may concern

I am writing to against the change of the present fixed pay scale of civil servants

Recently, the government is undergoing the review of the pay scale of the civil servants. It is suggested implicitly that the increment points system in the present pay scale should be changed to a flexible pay scale in which the adjustment of the civil servants salary will be based on their performance. The government claimed that many countries are using the flexible pay scale. But, one should be reminded that the collective bargaining power exist in those country. I think the employees in Hong Kong should enjoy the power of collective bargaining before a flexible pay scale is adopted. Also, the proposal suggested implicitly that the salary of the civil servants should not be linked to the employees of the private company. If this is the case, how will the salary of the civil servants be determined?

To be honest, the objective of the review is to adjust the salary of the civil servants so that the government should pay less under the present economic difficulties. It seems to be a solution of the financial deficit . But, does the government try every means to reduce its expenditure before changing the pay scale of the civil servants? Take the social security system as an example, which is an issue that no politician including you dare to talk about it as it involve political risks, a family of four members receive 10,000 dollars a month which is much higher than the mean salary for a family of four in Hong Kong. It means they live with a better living standards than the majority of Hong Kong people. In think the social security system should only allow the receiver live with a living standard not better than the others Hong Kong people. Why both the government and the politicians dare not review it? In addition, much money is wasted in the administrative procedures in various department in Hong Kong? Does the government try every means to save the money? Furthermore, the Financial Secretary suggested some measures in his budget claimed to relieve the financial burdens of the citizens but lower the income of the government. The secretary should not make those suggestions only for the appreciation of the citizens as it will make it even harder for the government to attain a balanced budget. How much money could be saved if he did not make those suggestions?

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If one is not forgetful , he should remember that the salary increase for the employees of the private company were as high as 10 to 30% in the eighties and the early nineties which is much much higher than the salary increase of the civil servants. Many of the employees of the private company might even receive bonus , what did the civil servants receive?

To sum up, a longer consultation period should be needed for any change for the present pay scale of civil servants. Any proposals of changing the present pay scale should seek the consent from the majority of the civil servants and the subsidized organizations.

Regards,

██████

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