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AGRICULTURE, FISHERIES AND  
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Please address all replies to  
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Agriculture, Fisheries and Conservation  
請回請寄交「漁農自然護理署署長」

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Mr LEE Lap-sun  
Secretary General  
Joint Secretariat for the Advisory Bodies on Civil Service and  
Judicial Salaries and Conditions of Service

Dear Mr LEE,

Thank you for your letter of 23 May 2002 and for arranging the Consultation Forum for the Management of Bureaux/Departments on 5 June 2002.

We support in principle the decentralization of civil service pay administration to departments. This would help departments to manage their staff more effectively. However departments should be provided with professional human resources managers. There should also be general guidelines to provide a reasonable degree of consistency in human resources policies throughout the Government.

Whilst the majority of civil servants are good performers, departments will be better positioned for effective management of their human resources if they are also given the authority to discipline poor performers in the same decentralization exercise.

We wish to echo that decentralization represents a fundamental shift in civil service policy. It is essential that sufficient lead time should be made available for staff to adapt to the new system. A phased approach may help facilitate its successful implementation.

We wish you every success in soliciting views from different sectors of the community.

With best regards,

Yours sincerely,

for Director of Agriculture, Fisheries and Conservation