











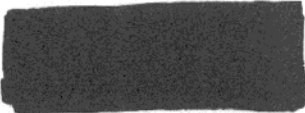



**Minutes of the 55<sup>th</sup> Meeting of the  
IRD Departmental Consultative Committee (DCC)  
held in Conference Room No.1 on 36/F, Revenue Tower,  
on Friday, 22 February 2002 at 2:30 p.m.**

**Present :-**

**Official Side**

-  Ag. Deputy Commissioner of Inland Revenue (Operations)  
[Ag. DCIR(O)] - Chairman
-  Assistant Commissioner of Inland Revenue, Unit 2  
[AC2(2)]
-  Ag. Assistant Commissioner of Inland Revenue, Unit 3  
[Ag. AC3]
-  Departmental Secretary  
[DS]
-  Deputy Departmental Secretary (Personnel & Establishment)  
[DDS(P&E)]
-  Senior Executive Officer, Staff Relations Division, CSB
-  Deputy Departmental Secretary (Finance & General)  
[DDS(F&G)] - Secretary

**Staff Side**

-  ]
-  ] - Representatives of Assessing Officers' Association (AOA)
-  ] - Representative of Tax Inspectors' Branch (TIB), H.K.C.C.S.A.
-  ] - Representatives of Taxation Officers' Branch (TOB),
-  ] H.K.C.C.S.A.
-  ] - Elected Representatives of General Grades Consultative
-  ] Committee
-  ] - Elected Representative of the Administration Staff, Ancillary
-  ] Staff and Minor Staff Group

## VI. Review of Pay Policy and System for the Civil Service

(A new item for general discussion)

17. The Chairman proceeded to explain briefly the purpose of the letter of the Chairman of the Standing Commission on Civil Service Salaries and Conditions of Service dated 17 January 2002 (the Letter) on the review of pay policy and system for the civil service (the Review), a copy of which had already been sent to Members for reference before the meeting. He reminded Members that the Review was an independent one and was different from the salary review underway, which was a regular exercise done on a yearly basis.

18. In response to the Chairman's invitation for comments, [REDACTED] enquired whether there was a fixed schedule for the Task Force's work and which countries' civil service pay systems would be referred to for comparison. [REDACTED] advised that the Task Force did not work according to a rigid schedule although a deadline was set, and it was currently consulting major staff associations. The Task Force would study the civil service pay systems of New Zealand, Australia, Singapore, Canada and the United Kingdom. The Task Force aimed to issue an interim report in April this year.

[**Post-meeting note** : The Task Force issued its interim report on 25 April 2002. A copy each of the report, the consultation paper and related papers were distributed to Members on 26 April 2002.]

19. [REDACTED] commented that the review had inevitably imposed pressure on civil servants and the government should do something to produce a better morale. [REDACTED] committed to pass [REDACTED]'s comment to the Secretary for the Civil Service for his information.

20. [REDACTED] referred to the Letter and requested [REDACTED] to explain the key ideas of the 5 focus issues to be studied by the Task Force. [REDACTED] explained the 5 issues briefly and advised that the 5 issues served to be a basis for launching the study and the Task Force might also examine other areas if it identified the need in the course of its study.

21. [REDACTED] commented that the Review was studying other government's civil service pay policies and systems and was apparently at a fact finding stage. He enquired which major factors would be included for consideration by the Administration to decide on the change to be made to the local pay system. [REDACTED] replied that it might be difficult at such an early stage for the Administration to confirm the factors for making its decision. However, the integrity of the civil service and staff morale must be among the major concerns. In replying to [REDACTED]'s enquiry, [REDACTED] confirmed that staff's views would certainly be sought after the release of the interim report and given weight in the course of consideration by the Administration and the Task Force. He committed that he would pass Members' concerns to the Administration and the Task Force for consideration before a recommendation was made.

22. [REDACTED] said that the Task Force should let all staff associations know if any additional overseas civil service pay systems were referred to so that staff could make their own study and comparison. The Chairman commented that the Task Force could consider

keeping the parties concerned in the picture by uploading their up-to-date news and findings onto a suitable website as far as possible. [REDACTED] committed to pass [REDACTED] and the Chairman's comments to the Task Force.

23. In replying to [REDACTED]'s enquiry on why the government launched the Review, [REDACTED] said that the review of similar nature was done a long time ago and it was time to launch another one to see whether the targeted aims had been met and whether modifications were required.

[Post-meeting note : [REDACTED] had passed Members' comments stated in paragraphs 19-23 above in writing to the Task Force via the Standing Commission on Civil Service Salaries and Conditions of Service on 25 February 2002.]

## VII. Date of Next Meeting

24. There being no other business, the meeting adjourned at 4:00 p.m.. Members would be notified of the date of the next meeting in due course.

( [REDACTED] )

Secretary, Departmental Consultative Committee  
24 June 2002

2002年2月22日星期五下午2時30分  
在稅務大樓36樓第一號會議室舉行的  
第五十五次稅務局協商委員會會議

出席者：

管方

[REDACTED]

署理稅務局副局長（執行事務）—主席

[REDACTED]

第二科助理局長(2)

[REDACTED]

署理第三科助理局長

[REDACTED]

部門秘書

[REDACTED]

部門副秘書（人事及編制）

[REDACTED]

高級行政主任  
（公務員事務局員工關係組）

[REDACTED]

部門副秘書（財務及總務）—秘書

員方

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

] 稅務局評稅專業人員協會代表

]

- 香港政府華員會稅務督察分會代表

] 香港政府華員會

] 稅務主任分會代表

] 一般職系協商委員會

] 選出代表

]

- 一般行政職員、輔助職員及  
初級職員組選出代表

## (VI) 檢討公務員薪酬政策和制度

(一般討論的新議題)

17. 主席繼而簡單解釋公務員薪俸及服務條件常務委員會主席在2002年1月17日發出的信件(下稱“該信件”)的主旨。該信件內容是關於檢討公務員薪俸政策和制度(下稱“該檢討”)的，副本已在會議前派發給各與會者作參考。他提醒與會者，該檢討是一項獨立工作，跟正在進行的定期例行年度薪酬檢討不同。

18. 主席邀請與會者發表意見，[ ] 回應時詢問，專責小組的工作有否既定時間表，會參考哪些國家的公務員薪酬制度作比較。[ ] 說，雖然已定出最後限期，但專責小組並不需要依照固定的時間表工作。小組目前正諮詢主要員工協會意見。專責小組將會研究新西蘭、澳洲、新加坡、加拿大及英國的公務員薪酬制度，計劃在本年四月發表一份中期報告。

[會後備註： 專責小組在2002年4月25日發表中期報告。已在2002年4月26日把中期報告、諮詢文件及相關文件的副本各一派發給各與會者。]

19. [ ] 認為，該檢討難免增加了公務員的壓力，因此政府應該想辦法提高公務員士氣。[ ] 承諾向公務員事務局局長轉達陳先生的意見。

20. [ ] 談及該信件，並要求 [ ] 解釋專責小組即將研究的5個重點的主要構思。[ ] 簡單解釋了該5個研究重點，並謂該5個研究重點是推行研究的基準，但如果專責小組在進行研究時發現其他方面有需要的話，也會研究的。

21. [ ] 認為該檢討正在研究其他國家的政府公務員薪酬政策和制度，顯然仍然是處於尋求事實的階段。他詢問政府決定改革本地薪酬制度時，會考慮哪些主要因素。[ ] 回答，影響決策的因素目前仍難以確定，要政府指出實屬言之過早。然而，政府最關心的當然是公務員的操守及士氣。[ ] 回應 [ ] 的提問時確認，公布中期報告後，一定會徵求職方的意見，並由政府及專責小組會慎重考慮。他答允會在作出建議前，轉達與會者關注的事項給政府及專責小組考慮。

22. [REDACTED]認為，如果專責小組在海外公務員薪酬參考制度之列加入其他地方的制度，應該知會所有員工協會，以便職方自行研究比較。主席評說，專責小組應該盡量把最新消息及調查所得上載到適合的網頁，讓有關人士得知事情進展狀況。[REDACTED]承諾向專責小組轉達[REDACTED]及主席的意見。

23. [REDACTED]詢問政府推行該檢討的原因，[REDACTED]指出，類似的檢討很久以前進行過，目前正適合展開另一次檢討，審查目標是否已達成，並且是否須要修訂。

[會後備註： [REDACTED]在2002年2月25日經公務員薪俸及服務條件常務委員會，以書面向專責小組轉達上文第19至23段所列各與會者的意見。]

(VII) 下次開會日期

24. 議事完畢，會議於下午4時結束。與會者稍後會獲通知下次開會日期。

稅務局協商委員會秘書

[REDACTED]  
2002年6月24日

[MIN-55]