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28 June 2002

Secretary General
Joint Secretariat for the Advisory Bodies on Civil Service
and Judicial Salaries and Conditions of Service
Room 701, 7th Floor
Tower Two, Lippo Centre
89 Queensway
Hong Kong

Dear Sir,

Review of Civil Service Pay Policy and System

I refer to the letter dated 25 April 2002 from the Chairman of the Task Force on Review of Civil Service Pay Policy and System inviting views on the Task Force's Interim Report on the Phase One Study. The findings and observations were discussed at a meeting of our Departmental Consultative Committee. The comments of staff side are as follows:

Para. 3.30 (c) of the paper on whether flexible pay ranges should be applied to the entire civil service, or only to senior civil servants, who typically have heavier management responsibilities

Some of our staff are of the opinion that flexible pay ranges should only be applied to senior civil servants. Junior civil servants have limited authority and only carry out their duties as instructed by senior officers. It will be unfair to implement flexible pay ranges on junior civil servants.

Para. 3.51 (c) of the paper on whether some or all of the current general grades staff should be departmentalized to facilitate department-based management

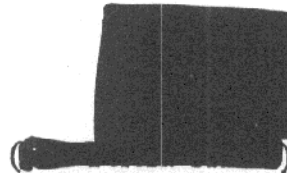
This department has a relatively small establishment comprising mainly officers of the Executive Officer Grade, the Clerical Grade and the Secretarial Grade.

The Executive Officer Grade is one of the core management grades in the civil service with a broad range of management responsibilities. Working in different bureaux and departments enables Executive Officers to be exposed to a variety of management roles. It will broaden their outlook and develop their versatility to cope effectively with changing job demands. Such career development will not obtain if Executive Officers were to be departmentalized.

Members of the Clerical and Secretarial Grades in this department are concerned about the possible effects of departmentalization on their career prospects i.e. the loss of promotion prospect and freedom of transfer among departments. They are also worried that they may be made redundant after departmentalization as a result of any downsizing of the department, or any outsourcing or corporatization of their services. We have assured our staff that the management will consult them on any scheme of departmentalization.

On behalf of the staff of the department, I would like to request the Task Force to take into account their views seriously before formulating its views and reporting back to the three advisory bodies on civil service pay and conditions of service.

Yours faithfully,

A large black rectangular redaction box covers the signature of the Chief Electoral Officer.

for Chief Electoral Officer