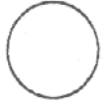


MEMO

<p><i>From</i> _____</p> <p><i>Ref.</i> _____ <i>in</i> ASD 62/91000/GEN</p> <p><i>Tel. No.</i> _____</p> <p><i>Fax. No.</i> _____</p> <p><i>Date</i> 14 May 2002</p>	<p><i>To</i> Departmental Secretary, EMSD</p> <p><i>(Attn.: _____)</i></p> <p><i>Your Ref.</i> (5) <i>in</i> EM(CR)/01/02/116</p> <p><i>dated</i> 25.4.2002 <i>Fax. No.</i> _____</p> <p><i>Total Pages</i> 1</p>
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Review of Civil Service Pay Policy and System

With reference to your above memo and the Consultation Paper for the captioned subject, I would like to offer my followings comments :-

- (1) The proposal of introducing the individual performance record system is not supported as disintegration among staff working in the same organization will be created. Team base performance reward system can be considered such as applying to the whole project group or Division or even the whole Department when they have demonstrated good achievement or performance.
- (2) Clear pay policy as mentioned under item 19(a) is supported.
- (3) Government affordability to pay and fiscal constraints should not be an overriding consideration in pay adjustment or otherwise, Government may become a profit making orientated organization and not a public services provider.


 (_____)
 Chief Building Services Engineer/2

Filecode: _____

G.F. 73A (Rev.)