

MEMO

From [REDACTED]
 Ref. in ESB 24/12/1 Pt.1
 Tel. No. [REDACTED]
 Fax. No. [REDACTED]
 Date 18 June 2002

To DS [REDACTED]
 (Attn.: [REDACTED])
 Your Ref. (9) in EM(CR)/01/02/116
 dated 3.5.2002 Fax. No.
 Total Pages 1

Review of Civil Service Pay Policy and System

I refer to your above quoted memo and would like to offer the following comments for your consolidation please.

- It seems preferable if more responsibility on pay management of junior staff could be devolved to departmental level so as to allow more flexibility for departments to adjust the remuneration of junior staff to suit the needs and job nature of individual departments.
- Due to the characteristics of government setup (e.g. offering public services but not aiming at profit making, lots of intangible achievements, stable staff structure preferred, anti-corruption considerations, etc.), the range of performance-based pay adjustments should not be too significant to minimize the possible problems and controversy.

[REDACTED]
 [REDACTED]
 [REDACTED]