

**MEMO**

From [redacted]  
 Ref. (11) in HS/4-85/01  
 Tel. No. [redacted]  
 Fax. No. [redacted]  
 Date 21 June 2002

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

**Review of Civil Service Pay Policy and System**

Thank you for your above-quoted memo.

2. Having read the consultation document, I am of the view that the scope presented in the consultation document can well cover the issues which the current civil service pay policy and system need to be reviewed. Taking the unique situation of our Trading Fund Operation into account, I would consider the task force should give priority to the review of performance-based reward so that more incentive can be made available for the management to reward/motivate staff in this challenging environment.

[redacted signature block]