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From: [REDACTED] &lt;[REDACTED]@sinaman.com&gt;

Date: 2002/06/30 Sun PM 10:05:07 CST

To: &lt;jsscs@jsscs.gov.hk&gt;

Subject: consultation

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Dear Sir/ Madam,

I refer to your open invitation to comment on the system and mechanisms for pay adjustments.

I am one of the serving employee of the government and would like to bring your serious attention to the existing pay system for the newly employed staff, which is extremely unfair and had negatively affected the morale and motivation of the staff.

Some of the obvious problems are stated as follows:

1/ the starting salary point is much lower than the old one in the same rank. But the newly recruited employee has to face the same salary reduction rate in his/her second year if the market survey reveals a trend of reduction. Please note that the new starting point is already much lower than before, is it fair to link with the reduction rate with the the same rank? In other words, it should be separately treated, taking into consideration that those new employee have lost much welfare and salary rate compared with the old pay system. The pay have been much adjusted to match with the market rate!

2/ The status and promotion prospect is very low for those newly recruited employee. The system of promotion is still kept in the old way, not according to performance but years of services. They are not properly encouraged and are not given hope of promotion or proper rewards even though their performance are very good.

3/ The department is seriously divided amongst those poor new system employee

and pension-enjoyed employee. The gap between the rich and the poor, even in the same rank is becoming enormously big, like the society (the rich ones get richer and the poor become poorer). Do you think it is normal for a corporate culture? I think it will be a disaster for the government in the long run if it keep this bad condition ignored. ( I remembered that some senior civil servants have queries some new colleagues: why can they accept such low pay for the same works?! We know that it is the market reality, but this really reflects the unhealthy corporate culture that two very different pays for the same work exist in company, not for the sake of what is good for the company, but for such a kind of ridiculous transitional policy, without a long vision of impact on the company! )

4/ Under these unfavourable condition, most newly recruited employee are very resentful about the treatment offered by the government. They just keep silent and it is a common phenomenon in the government. After all, the unfair system mentioned above will definitely damage the image of government as a leading employer in the society, being fair and consistent to all employee.

5/ Your surveys reveals that preformance related pay is one of the ways to encourage motivation. Please think about it to apply it on all levels in appropriate scales, especially middel management. ( not only for senior staff please)

6/ Please also review the promotion system, not on years of services, but on performance and ability ( or academic, professional knowledge and experience)

Regards,

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