

前言

紀律人員薪俸及服務條件常務委員會(紀常會)於一九八九年二月成立，是一個獨立的諮詢組織，負責就紀律部隊的薪酬和服務條件事宜，向行政長官(以前向總督)提交意見，從而協助維持紀律部隊的效率和穩定。紀常會的職權範圍現時包括七支紀律部隊，分別為懲教署、香港海關、消防處、政府飛行服務隊、香港警務處(前稱“皇家香港警務處”)、入境事務處(前稱“人民入境事務處”)及廉政公署(前稱“總督特派廉政專員公署”)。

這是紀常會的第三號報告書，匯報過去五年我們曾審議的事項和就這些事項提供的意見。在這之前，我們已先後完成對紀律部隊各職級薪酬的全面檢討(記錄於一九九一年六月的第一號報告書)和隨後的整理工作(記錄於一九九三年十二月的第二號報告書)。近年來，我們主力探討了多個在我們苦心併合的紀律部隊整體薪酬結構下出現的問題。和早年不同，近年的問題可能並非一些基本問題，影響也可能沒有那麼深遠。然而它們也是重要的問題，而且往往極為複雜，有時更非常敏感，須予仔細分析和審慎研究。我們審議了多個問題，由輔助醫療救護車主管津貼至入境事務處增設首長級職位，以至統一公務員聘用及服務條件和調整員佐級警務人員薪酬的建議，範圍廣泛，我們在這些問題上實實在在做了很多工作。

FOREWORD

The Standing Committee on Disciplined Services Salaries and Conditions of Service was established in February 1989 as an independent advisory body. Our aim is to assist in maintaining the efficiency and stability of the disciplined services in the Civil Service by advising the Chief Executive (and formerly the Governor) on matters relating to their pay and conditions of service. There are seven disciplined services within our remit - Correctional Services Department, Customs and Excise Department, Fire Services Department, the Government Flying Service, the Hong Kong Police Force (formerly the Royal Hong Kong Police Force), Immigration Department and the Independent Commission Against Corruption.

This Third Report covers all the matters which the Standing Committee has considered over the last five years, and the advice which we have given on them. Having completed the root and branch reviews of the pay of all ranks of the services recorded in our First Report (June 1991), and the work of consolidation recorded in our Second Report (December 1993), the function of the Standing Committee has been to tackle a wide range of issues which have arisen within the overall structure of disciplined services pay that has been so painstakingly put together. While it might be true that some of these issues were not as fundamental or far-reaching as those which confronted us in our early years, they were nonetheless undoubtedly important, often complex and sometimes delicate and they needed detailed analysis and careful deliberation. A good deal of solid work has been done on questions as diverse as the Paramedic Ambulance Supervisors' Allowance and the creation of additional directorate posts in Immigration Department, or the proposals on Common Terms of Appointment and Conditions of Service and the Pay Adjustment for Junior Police Officers.

我們希望本報告書不單是綜合的公眾紀錄，而且對紀律部隊和負責處理紀律部隊薪酬和服務條件事宜的人員來說，更是有用的參考資料。本報告當然不是輕鬆的讀物，但相信對於希望了解紀常會工作的人來說，是有趣和有用的。

展望未來，據知繼員佐級警務人員的薪酬調整後，其他紀律部隊也在準備提出調整薪級的要求。員佐級警務人員的薪酬調整建議在我們本年初提交意見後，已於四月獲得通過。我們預期將有其他紀律部隊的調整薪級要求須予審議。當然，我們還會和過往一樣收到其他各類建議書，涉及津貼、開設首長級職位、以及一些影響整個公務員隊伍的事項等等。我們有良好的制度，我深信這個制度不但備受尊重，而且得到紀律部隊管方和職方協會，以及政府當局的衷誠合作。

香港擁有多支優秀的紀律部隊，他們上下一心衷誠為市民服務，成績卓越，我謹代表紀常會全體委員向他們致意。尤其在一九九七年，各紀律部隊克盡厥職，堅守崗位，體現專業精神，對香港順利過渡起了重要作用。紀常會因為他們而感到自豪，並多謝他們鼎力襄助，坦誠而有禮地給我們提供意見。

We hope that this report will serve both as a fairly comprehensive public record, and as a helpful reference document for the disciplined services themselves and for those elsewhere in the Civil Service who deal with their pay and conditions. I cannot, I am afraid, claim that it is light reading! It is not. However, I trust it will be of interest to those wishing to learn more about the Standing Committee and our role.

Looking ahead, the Committee expects to be involved with the consideration of the requests for pay adjustments which other services have been preparing in the wake of the adjustment for Junior Police Officers, on which we advised at the beginning of this year and which was approved in April. We shall also, of course, continue to examine a variety of other submissions, as in the past, on specific aspects of allowances, the creation of directorate posts, service-wide matters, and so forth. We have a system well fitted for the purpose - a system which, I can confidently say, enjoys the respect and cooperation of both the management of the disciplined services and their staff associations, and of the Administration.

In conclusion, I must, on behalf of the Members of the Standing Committee, record our deep admiration for the excellence of all Hong Kong's disciplined services. Our community is indeed fortunate to have such highly-motivated and effective organisations to serve it, with fine officers at all levels. This was all the more important during 1997 - the dedicated, steadfast and professional conduct of all seven services was a vital factor in the smooth transition. The Standing Committee is proud to be associated with them and we are most grateful for the invariably helpful, forthright and courteous response which we always receive when dealing with them.

政府當局，特別是公務員事務局局長及其屬下人員鼎力協助，我們得以維持密切融洽和積極的工作關係，我謹代表紀常會再次向他們道謝。

最後，我謹向紀常會各委員衷心致謝。他們在百忙中抽空，熱心貢獻了時間和精力，提出精闢的意見。此外，也多謝紀常會秘書長及其屬下人員為我們提供細意和高效率的服務。

主席劉健儀

一九九八年九月

I must also, once again, express our gratitude to the Administration, and in particular the Secretary for the Civil Service and his staff, for the assistance they have given us. Our working relationship with them continues to be close, harmonious and productive.

Finally, I should personally like to thank the Members of the Standing Committee for their wise, well-informed and enthusiastic contribution, despite their many other commitments, and the staff of the Office of the Secretary General for their careful and efficient secretariat service.

Mrs Miriam Lau
Chairman

September 1998