

Standing Committee on Disciplined Services Salaries and Conditions of Service: Report on Grade Structure Review of the Disciplined Services

The following is issued on behalf of the Standing Committee on Disciplined Services Salaries and Conditions of Service (Standing Committee).

The Standing Committee today (November 27) submitted its Report on Grade Structure Review of the Disciplined Services to the Chief Executive, which contains the findings and recommendations of a grade structure review of the Disciplined Services.

“The grade structure review of the Disciplined Services involves some 53 000 disciplined services staff in 29 grades and over 100 ranks. During the grade structure review, we have looked into the uniqueness and characteristics of each of the Disciplined Services, with particular regard to the changes and challenges in their operating environment, as well as the recruitment, retention, career progression and morale situation of disciplined services grades and ranks. We have taken into account all relevant information and considerations, and make our best judgment after balancing all factors,” Mr Barry Cheung Chun-yuen, JP, said.

“The review focuses on the grade and pay structure of the Disciplined Services,” Mr Cheung highlighted.

The Standing Committee is pleased to note that the Disciplined Services have been able to attract sufficient number of people of suitable calibre. The report therefore recommends no change to the current entry pay levels. The Committee notes the unique command structure of the Disciplined Services and the general concerns about the morale and career development of mid-career officers. Recognising these concerns and the increased responsibilities and job complexity arising from changes since the last reviews, the Standing Committee recommends introducing additional merit increments for loyal, meritorious and long-serving officers in the basic ranks and lengthening their pay scales. The Committee also recommends improvements to the pay scales for the ranks above.

“In line with our terms of reference, we have endeavoured to provide adequate opportunities for the management and staff to express their views, whether in writing or during informal sessions,” Mr Cheung added. During the grade structure review, the Standing Committee has invited the management and staff of the Disciplined Services to make submissions and exchange views, and received 441 written submissions (including some containing signatures from groups of staff and a submission enclosing 19 220 letters from staff members of the Police Force). The Standing Committee has also conducted 16 visits to the seven disciplined services departments and held 37 informal meetings with the

management as well as staff bodies. All submissions received and views expressed have been considered by the Standing Committee in their entirety.

“The submission of this report marks the conclusion of one stage and the beginning of another. As an independent advisory body, our mandate is to present our advice to the Chief Executive, and it is entirely the prerogative of the Administration to consider whether, and to what extent, our recommendations should be accepted having regard to political, economic, financial, social and other considerations. We understand that the Administration intends to conduct an extensive consultation exercise. We hope that this report would serve as a useful basis for this purpose,” Mr Cheung continued.

“The Standing Committee would like to express our sincere gratitude to both the management and the staff representatives of the seven Disciplined Services as well as all those who have contributed to the review,” Mr Cheung said.

“We would like to express our profound respect and heartfelt appreciation to the men and women in the Disciplined Services whose commitment and dedication have contributed to the stability and prosperity of Hong Kong. There are many unsung heroes whose professionalism and exemplary acts of bravery deserve our unreserved respect and recognition,” Mr Cheung added.

Report on Grade Structure Review of the Disciplined Services can be viewed on the website of the Joint Secretariat for the Advisory Bodies on Civil Service and Judicial Salaries and Conditions of Service at http://www.jsscs.gov.hk/en/publications/reports_scds.htm.

The Standing Committee advises the Chief Executive on the pay and conditions of service as well as the grade, rank and salary structures of the Disciplined Services. The Standing Committee is chaired by the Hon Henry Fan Hung-ling, SBS, JP (who is taking leave of absence from 28 October 2008), with Mr Barry Cheung Chun-yuen, JP as Chairman of the ICAC Sub-Committee (who also stands in as Acting Chairman from 28 October 2008), Ms Wong Mee-chun, JP as Chairman of the General Disciplined Services Sub-Committee, Ms Chiang Lai-yuen as Chairman of the Police Sub-Committee, and Mr William Chan Fu-keung, Miss Elaine Chan Wing-yi, Mr Robert Philip Cutler, the Hon Ip Kwok-him, GBS, JP, Mr Michael Lee Tze-hau and Mr Mark Lin, JP as members.

End/Thursday, November 27, 2008