

Directorate Committee Eleventh Report Released

The following is issued on behalf of the Standing Committee on Directorate Salaries and Conditions of Service (Directorate Committee):

The Directorate Committee today (November 27) submitted to the Chief Executive its Eleventh Report, which contains the findings and recommendations of a grade structure review of the civil service directorate grades.

The Committee focuses on the directorate grade and pay structure. The report recommends that the existing directorate structure be streamlined. The Directorate Pay Scale (DPS) should be revised from ten to eight levels and the Directorate (Legal) Pay Scale (DLPS) be reduced from seven to six levels. D10, D9 and DL7, which are the pay points for the former Chief Secretary, the Financial Secretary and the Secretary for Justice respectively before the introduction of the Accountability System in July 2002 should be removed from the directorate structure.

The Directorate Committee considers that the present salary level of the heads of the disciplined services is appropriate and recommends no change.

Taking into account the findings of a pay comparison study conducted by an independent consultant and balancing all relevant considerations, the Committee recommends maintaining the current salary level of civil service directorate officers whilst introducing modest improvement to the incremental scale for experienced directorate officers.

The Directorate Committee recognises the fundamental differences in the remuneration policy and system between the civil service and the private sector. There are pay practices in the private sector that are absent in the civil service such as provision of variable pay and long-term incentives. On the other hand, civil servants enjoy job security, a progressive pay scale, a steady career progression and a stable work environment. They carry a larger civic role of serving the community, for which there is no close comparison in the private sector.

“We hope that our recommendations will form a basis for the Administration to consider a remuneration package sufficient to attract, retain and motivate officers in the relevant grades, having regard to the views of the relevant stakeholders and the wider community interest,” Chairman of the Directorate Committee, Mr Vincent Cheng Hoi-chuen said.

“The prevailing economic environment necessitates a prudent approach,” Mr Cheng added.

“The Directorate Committee would like to express our sincere gratitude to the directorate officers, management and staff associations for their contribution to this review, as well as all the participating companies for their co-operation and support in the private sector pay comparison study,” Mr Cheng continued.

Directorate Committee’s Eleventh Report 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_sdc.htm.

The Directorate Committee advises the Chief Executive on the structure, salaries and conditions of service of the civil service directorate grades. Under its terms of reference, it may conduct an overall review at such time as it determines. The Directorate Committee is chaired by Mr Vincent Cheng Hoi-chuen, GBS, JP, with Ms Chiang Lai-yuen, Mr Chow Chung-kong, Ms Teresa Ko Yuk-yin, JP, Mr Nicky Lo Kar-chun, JP and Mr Tim Lui Tim-leung, BBS, JP as members.

End/Thursday, November 27, 2008